

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVI, No. 6 Tuesday, October 13, 1964 Price Ten Cents

Eligible Lists

See Page 15

800 CSEA DELEGATES MEET TO WORK OUT '65 PROGRAM



RECRUITING CHAMP — Edward Perrott, right, chairman of the Non-Teaching Unit of Nassau County chapter, Civil Service Employees Assn., has been one of the most able recruiters of non-teaching personnel for CSEA membership. His efforts were recognized at the recent annual dinner of Nassau chapter when Ralph E. Edsel, Jr., left, CSEA regional attorney, presented him with an inscribed silver plate in recognition of his efforts. The plate is from the chapter, whose president, Irving Flaumenbaum, is seen in center.

Civil Service Day, Miss Civil Service Contest Set Again

The Leader will again sponsor "Civil Service Day" at the New York World's Fair and will repeat the popular "Miss Civil Service" contest. Both events, which drew official recognition and statewide attention this year, will be held on Memorial Day, May 31, at the Fair.

The day will again include demonstrations of civil service to the general public by units of Federal, State, County and City government; various award ceremonies will be conducted and the program will again conclude with the crowning of the winners of the "Miss Civil Service Contest."

Four Winners

Details of the contest will appear in forthcoming issues of The Leader as to deadline date, eligibility, etc. Four winners—one each from the four divisions of government mentioned above, will again be selected.

This year's winners were Vilma Armione, Federal; Patricia Lolk, State; Gloria Roehrich, City, and Diane Jorgensen, County. Winners received a vacation for two in Puerto Rico and an inscribed cup.

(Continued on Page 16)

Your Public Image

The Leader is distributing this issue to delegates in Syracuse. It contains an advertisement by CSEA to improve the public image (Page 2) and editorial comment on the drive (Page 6).

After Protest

Rockland Widens Base For Aides' Representation

ALBANY, Oct. 12 — The Civil Service Employees Assn. has learned that the Rockland County Board of Supervisors has passed a resolution allowing for representation of county personnel by employee organizations such as CSEA.

The resolution states that "any duly constituted labor organization, municipal employees association, group of employees, or other organization duly authorized by the Board of Supervisors . . . shall be permitted to appear and to represent" county employees.

The Board's action came after CSEA filed a sharp protest to an original resolution passed earlier this year that called for an election among a small segment of county employees to determine if they wished to be represented by a labor union.

The resolution and election were cancelled after CSEA showed the board that the Employees Association largely represented the employees in question and that not only was there no need to hold a union election but that such action could only be interpreted as a highly discriminatory action toward CSEA.

Broome Aides Claim Partial Victory And Drop Petition Plan

(From Leader Correspondent)

BINGHAMTON, Oct. 12—Representatives of Broome County's 1,000 employees last week brought an end to their 1964 salary increase campaign, claiming a partial victory.

They will not circulate the 5,000 petitions they had prepared to gain taxpayer support of their proposed five-point plan for a 12½ per cent increase in pay plus and other benefits.

This was announced by James A. Burrows, president of the Broome Chapter of the Civil Service Employees Association.

The CSEA Board of Directors met with representatives of various departments and decided to "save the petitions, perhaps for next year."

\$3 to \$5 Raises

The meeting was held at the County Infirmary after the Board of Supervisors earlier in the day approved two resolutions which

(Continued on Page 3)

Syracuse Site Of 54th Convention

SYRACUSE, Oct. 12—More than 800 delegates, representing some 125,000 public employees in New York State, are convening at the Hotel Syracuse here this week for the 54th annual meeting of the Civil Service Employees Assn.

The three-day meeting will be devoted to preparation of CSEA's 1965 legislative program; county and state division meetings; reports of officers and committees; general business meetings, and training sessions.

An annual delegates dinner will be held on the final evening, Oct. 15, of the meeting. Vernon A. Tapper, CSEA second vice president, will be toastmaster.

Resolutions

At business meetings on October 14 and 15, delegates will consider

approximately 100 resolutions dealing with all phases of public employment in New York State. The resolutions will have been submitted by individual CSEA members, chapters and committees during the past several months. Following action by the delegates, approved resolutions needing legislative implementa-

Activities For CSEA Delegates

SYRACUSE, Oct. 12 — A cocktail party and four local business tours will be features of the host chapters' program during the Civil Service Employees Assn. annual meeting that starts Oct. 13 in the Hotel Syracuse here.

On Tuesday the Syracuse area

(Continued on Page 14)



VERNON A. TAPPER

tion will be incorporated in CSEA's 1965 legislative program. Others will be dealt with administratively.

CSEA's membership is made up of some 90,000 State employees and 35,000 employees of local government in New York State.

Joseph F. Felly of Albany, CSEA president, will preside at the business sessions and the dinner Thursday evening concluding the meeting.

Full photo and written coverage of the meeting will appear in next week's issue of The Leader.

Fourth Annual Cruise To Caribbean Is Jan. 4

The fourth annual Caribbean cruise for members of the Civil Service Employees Assn., their families and friends, has been announced by the Knickerbocker Travel Service.

The cruise ship this year will be the luxury liner S.S. Olympia and the cruise will depart from New York on Jan. 4 for an 11-day sailing to the Caribbean. Prices begin at \$275 and application for space may be had now.

Free Shore Excursions

Ports of call this year will in-

clude Curacao, Barbados and Guadeloupe and CSEA participants will be given free shore excursions at Curacao and Barbados. Non-CSEA members will have to pay for these excursions.

(Continued on Page 14)

Don't Repeat This!

Poll Continues:

GOP Banking On Tradition To Keep Legislature

TRADITION and habit are the key words describing a growing confidence among a majority of State Republican leaders that the GOP will continue to control the State Legislature, despite increasing predictions that there will be a landslide victory for President Lyndon B. Johnson in the State.

Strangely enough, Republican

(Continued on Page 9)

Leader Gold Medal Award Nominations Close Oct. 15; Four Winners to Be Named

Nominations for The Leader's 1964 Gold Medal Awards for distinguished public service will close Thursday, Oct. 15. After that date, the judges will set about the difficult task of selecting the four winners from more than a hundred nominees.

Awards will be presented in the four major services—Federal, State, City and county.

Basis of selection is dedicated, inspired service to the public welfare on the part of a public employee over a period of five or more years. Service both on the job and off will be considered.

Nominations have been solicited from department heads, organizations, individuals, and agencies from the four jurisdictions.

Among those nominated are the following:

Louis Baldo, New York City Department of Licenses; Emil M. R. Bollman, New York State Mental Hygiene Dept.; Michael Joseph Bosinger, New York City Transit Authority; Joseph J. Burgess, State Department of Audit and Control.

John J. Carty, New York City Comptroller's Office; Robert K. Christenberry, Postmaster of New York; William T. Conklin, New York State Senator; John J. Corrigan, New York State Division of the Budget; Joseph M. Concheiro, New York City Police Dept.

Gertrude Dangler, New York City Department of Health; Richard Davis, New York City Police Dept.; Thomas E. Diana, New York City Transit Authority; Alfonso A. DeMeo, New York City Housing and Redevelopment Board; Austin W. Erwin, former New York State Senator.

Alexander Falk, State Civil Service Commissioner; Lionel H. Fallows, New York State Air National Guard; Clare W. Faulhaber, New York City Police Dept.; Hyman W. Gamso, New York County Clerk's Office; Edward Griffin, Town of Oneonta.

John J. Hennessey, New York State Department of Public Works; Louis I. Kaplan, Civil Court of New York City; Thomas J. Kelly, U.S. Civil Service Commission, New York Region; John J. King, New York City Police Dept.; Joseph Klegman, Post Office Department.

Maxwell Lehman, Office of Administrator, New York City; Abram Mattes, New York City

Department of Purchase; Aurella Mauro, New York City Department of Licenses; Elias G. Merena, New York City Transit Authority; Mildred O. Meskil, New York State Department of Commerce.

Robert H. Miller, Chautauqua County; Silvio J. Mollo, U.S. Attorney's Office, Southern District of New York; Newbold Morris, New York City Department of Parks; Francis J. O'Neill, New York State Department of Mental Hygiene; Michael Schure, New York City Department of Relocation.

Fannie Smith, Jefferson County; Florence Steckman, New York City Department of Licenses; Maurice Ward, New York State Courts; Harry Weil, New York City Department of Licenses.

Gilberte Wells, New York State Department of Public Works; Frederic Q. Wendt, New York City Police Dept.; Edward G. West, New York State Conservation Dept.; George Zekowski, New York City Rent and Rehabilitation Administration.

Three New Members

ALBANY, Oct. 5—The Advisory Board on Teacher Education, Certification and Practice in the State Education Department has three new members. They are: Robert S. Flisk of Williamsville; Mrs. Barbara D. Manrahan of Watertown and Mrs. Thelma A. Mardiman of Buffalo.

Harry N. Rivlin of New York has been reappointed to a new term on the board.

Detective On Olympic Committee

A New York City policeman will sit on the United States Olympic Committee when it next meets. He is Frank Diamant, a detective assigned to the Office of Community Relations at Police Headquarters.

A member of the Clark House Athletic Assn., Detective Diamant was recently reelected by the Metropolitan Association of the Amateur Athletic Union (AAU) to represent it on the Olympic Committee.

Currently a member of the 1964 Olympic Games and Boxing Committees, Diamant was tournament director of the U.S. Olympic boxing trials held recently at the World's Fair.

He is also chairman of the Boxing Committee of the Metropolitan Assn., vice chairman of the National AAU Boxing Committee, and a member of the Board of Governors of the AAU of the United States.

Vatalaro Named

ALBANY, Oct. 12—Ralph Vatalaro Jr. of Schenectady is the new managing editor of the Industrial Bulletin, official publication of the State Labor Department.

His appointment was announced by Industrial Commissioner Martin P. Catherwood. Vatalaro succeeds the late George B. Savitsky of Albany.

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By LEO J. MARGOLIN



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

More On 'That Little Extra'

THE STATESMANLIKE pronouncement by State Senate Majority Leader Walter J. Mahoney that civil servants "remain dedicated to service beyond the call of duty," had a familiar ring to readers of this column.

SENATOR MAHONEY was voicing precisely what had been said here on August 23, 1963 in a column titled "A Little Extra." Now, coming from a highly intelligent and respected political leader, possessed of a deep sense of responsibility, the suggestion to civil servants to "give that little extra in their jobs" assumes even greater significance.

AN EXPERIENCED political leader, wise in the ways of human behavior, Senator Mahoney is keenly aware that the image of the civil servant is somewhat blurred in the eyes of many "publics." He knows that civil service detractors are always alert to an opportunity to destroy civil service and all its gains.

WE ALSO WROTE about that "little extra" on July 2, 1963 when we quoted Crawford H. Greenewalt, DuPont board chairman. Since a gem of a thought always bears repeating, we reprint herewith exactly what that industrial leader said:

"THE DIFFERENCE between the notably successful institution and one whose record is simply run-of-the-mill is seldom very great. It does not consist of brilliant inspired flashes of genius — certainly not over a considerable period of time.

"THE DIFFERENCE rather is in the small increment of extra performance diffused (Continued on Page 7)

Volunteer with a Smile...

Catherine Thornton has been employed in the City Clerk's office in Syracuse for 20 years. The thousands of people she's served during that time have come to know her friendly smile, her cheerful personality.

Like public employees throughout New York State, Catherine believes her responsibility to her community extends far beyond her job. That's why she volunteered to work at the St. Joseph's Hospital snack bar one night a week. And for three years she has faithfully reported for duty after her own early dinner.

Catherine — she's now the Deputy City Clerk — sees nothing unusual in her extra volunteer work. And of course she's right. Many public servants do outside work for their community without pay. They're fine people to have in your neighborhood.



— The Civil Service Employees Association

This advertisement appeared in 35 daily newspapers in New York State on October 12. Watch for next in series of "Public Employees Also Serve Their Communities in Good Neighbor Capacities" on November 16.

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Suffolk CSEA Program Aimed At Work Rules, Retirement Improvement

(From Leader Correspondent)

RIVERHEAD, Oct. 12—The Suffolk County Board of Supervisors is considering a six-point program presented by the Suffolk Chapter, Civil Service Employees Assn. The legislative program for 1964-65, according to Chapter President Thomas B. Dobbs, makes no major dollar demands on the county. The board enacted a general pay

increase for county employees effective Jan. 1, the first such raise in four years. The CSEA then promised not to make any new budgetary demands for the coming year.

Primary Goals

The 1964 requests are concerned primarily with work rules, attendance rules and the retirement fund. But they also ask for the county board to adjust the salaries of 97 individual employees in 45 categories who were unfairly excluded from the general pay increase. The CSEA is requesting a one grade-in step upgrading for those titles. The cost would be \$37,000.

The revision of county attendance rules would affect holidays, advanced sick leave, vacations, retirement or separation pay, personal leave, sick leave and authorized absences.

The CSEA also is asking for the county to assume an additional three per cent of the county employees contribution to the retirement system in line with the action of the state for its employees.

Other requests include the payment of time and a half for all overtime over 40 hours, a benefit

widely granted in private industry. Also, tenure for all non-competitive and labor class employees in county service upon completion of three years of service. Similar provisions have been extended to employees in Nassau County and several townships in Suffolk.

Suggestion Award Program

Recommended, too, is an employees suggestion program which the state government has used successfully since 1946. The state has given awards totalling \$112,000 for ideas which have produced \$2,000,000 in first-year savings.

Dobbs said that adoption of the total CSEA program "would save the taxpayers money, not cost them." He said the program would doubtlessly boost employee moral and efficiency. The suggestion program, particularly, would be "important enough to enable the county to increase or improve services without increasing taxes," he said.

Correction Unit Holds Dinner Meet

ALBANY, Oct. 12—A dinner meeting of the Correction Chapter, Capital District Conference, Civil Service Employees Assn. was held October 8, 1964 at the Larkin, here.

Resolutions to be presented at the Convention of the Civil Service Employees Assn., Syracuse, were discussed and proposed changes in the Chapter's Constitution were suggested.

Correction Chapter members together with employees of the Division of the Budget enjoyed a clambake on September 22nd at Picard's Grove, New Salem, New York.

Welfare Group Calls Time Study Caseworker Burden

(From Leader Correspondent)

BUFFALO, Oct. 12—The president of the Social Welfare Unit, Erie Chapter, Civil Service Employees Assn. has announced a time study of welfare departments ordered by the state will be an added handicap to welfare caseworkers already burdened with paper work.

Joseph A. Cugini said in a letter to George Wyman, State Welfare Commissioner, that a "more simplified" study would cost less and accomplish about the same results.

Cugini said the study would mean additional work for caseworkers and it would mean less attention to individual welfare clients.

Central Islip Hospital Annual Show Is Set

CENTRAL ISLIP, Oct. 12—The Central Islip State Hospital patient's annual talent show, entitled "A Gay Nineties Review" will be presented at Robbins Hall on Monday, Oct. 19, at 1:30 p.m. and again on Thursday, Oct. 22 at 1:30 p.m. for the patients.

The same performance will be repeated at 8:15 p.m. sharp on Tuesday, October 20, 1964 and again on Wednesday, October 21, 1964 for employees, guests and friends of the hospital. At these evening performances there will be a donation of seventy-five cents from adults and twenty-five cents from children, proceeds to go towards Patients' Recreation Fund. Tickets are available by contacting the Recreation Department.

Utica Clambake

UTICA, Oct. 12—About 60 were on hand recently for the annual clambake sponsored by the Utica Chapter, Civil Service Employees Assn., at Stanley's Grove. In charge of arrangements were Mrs. Clara Boone, president, Phil Caruso, Jess Sweeting and Frank Ostranek.

NYC Chapter Has New Phone Number

New York City chapter of the Civil Service Employees Assn. has a new telephone number for its office in Room 905 at 86 Centre St., it was announced last week.

The new number is REctor 2-4534. This is the only telephone number to be used in contacting the New York City chapter office.



BUT SPIRITS WERE HIGH — Sharing an umbrella as they "clam up" at the Onondaga Chapter's annual outing are from left, Arthur Kasson, chapter president; State Senator John H. Hughes; Assemblyman Philip R. Chase; Robert Clift, clambake chairman; Vernon Tapper, Civil Service Employees Assn. second vice president, and Raymond G. Castle, CSEA first vice president, all of Syracuse. Rain drove about 300 members and guests inside during much of the afternoon, but spirits remained high. 'Bake was held at Hinerwadel's Grove near Syracuse.

Broome Aides Settle

(Continued from Page 1)

county officials say will give most non-professional employees \$3 to \$5 a week more in their pay checks next year.

"We are not happy," said Burrows. "But we have decided there is nothing more that we can do this year. The Board of Directors and the department representatives decided to lay aside the petitions for now."

He said he in no way intended to approve the action of the supervisors. But, he said, the Employees Committee of the county board had intended to turn down every request of the CSEA until a protest meeting was held.

"We feel our program was presented fully and in a manner honest to the taxpayer and the employee," he added.

"We think we did a good job in getting what we did. It is a step forward."

The only part of the request approved by the board was an increase in the county's contribution to the state retirement plan which will give most employees up to three per cent more take home pay.

However, the Employees Committee, headed by Earle R. Ridley (R-6th Ward) came up with a plan for increased increments for just about all non-professional people.

Two last-minute efforts for

further benefits—proposed by Richard H. Knauf (R-12th Ward) were overwhelmingly defeated yesterday.

One would have assured a minimum \$3,000-a-year county wage. The second would propose equal, \$250 yearly increments for all non-professionals at step 25 or below on the county salary schedule. The latter includes most employees.

At a meeting of about 90 CSEA employees last week the proposals of the Ridley Committee were criticized and it was decided to circulate the petitions, at the discretion of the officers, if the board approved them.

Arlington Plans Square Dance

ARLINGTON, Oct. 12—The Arlington Unit, Civil Service Employees Assn., is having a Round & Square dance to be held at the Arlington Jr. High School, Nov. 7, 1964.

Dancing will be from 8 p.m. until midnight. A man who is well known in the county by the name of "Bill Hall" will be the caller. Refreshments will be available, and there will be door prizes.

The men on the entertainment committee under the chairman of Charles Bishop and the ticket committee under Robert Prosser have worked hard to make this dance a big success. This dance is open to all and any members from other units, county or state wide are cordially welcome. Tickets may purchased at the door or by calling this phone number 454-2163 after 6 p.m.

Social Security Is Topic At The Sullivan Meeting

ELDRED, Oct. 12—The October 15th meeting of the Sullivan County Chapter, Civil Service Employees Assn. will feature a film and discussion on Social Security under the direction of Social Security Representative, Harold Brand. Members and guests are invited to attend.

Westchester Annual Fete Plans Set

MAMARONECK, Oct. 12 — The Westchester County Chapter Civil Service Employees Assn is holding its Annual Dinner Dance at the Post Lodge here on Saturday, October 24th at 7:00 p.m. In addition to dinner, there will be Broadway entertainment.

Tickets may be obtained through the Association office, at Post Office Box 827, White Plains, New York, or through Westchester County CSEA Representatives. No tickets will be sold at the door. Reservations close October 15, 1964.



FOR 43 YEARS — Miriam Goodman, center, receives service pin signifying 43 years with the Department of Motor Vehicles from William S. Hults, MV Commissioner. Looking on is Queens District director Morris Gimpelson, Miss Goodman is assistant to the director of the Jamaica District office.

Where to Apply For Public Jobs

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

NEW 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 twelve o'clock midnight on the day following the last day of receipt of applications.

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.

STATE — First floor at 270 Broadway New York 7, N. Y., corner of Chambers St., telephone BArcley 7-1616, Governor Alfred E Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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

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 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, 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.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

U.S. Service News Items

No Decisions Are Made On Navy Yard; Lack Of Fair Play Charged

The decision on whether to assign new contracts to the Brooklyn Navy Yard may not be made until after election day, according to Secretary of the Navy Paul H. Nitze.

Brooklyn Borough President Abe Stark has charged the Defense Department with a lack of "fair play" in being responsible for the dismissal of more than 1,000 employees from the Brooklyn Navy Yard.

And Nitze said last week that he did not think the Navy Yard was "doomed." He said, however, that "unemployment and other economic considerations were not the Navy's primary concern in assigning new construction."

Stark said that under the Defense Department's contract-award policies, private shipbuilding yards in certain areas were bulging with backlogs of work and that the construction of Navy patrol boats had been ordered in a European yard.

"We keep hearing talk from Washington about a poverty program," he said. "But some people

down there are getting themselves all mixed up. Instead of giving more work to the Brooklyn Navy Yard, they're causing more unemployment and helping to create even more poverty."

Nitze said that private shipyards had shown that, in many cases, they could construct vessels more economically than the public shipyards.

"It's the upshot of competitive bidding," he said. "We got excellent bids."

Nitze said no decision on the yard's future assignments had yet been made. He was uncertain whether the decision would be made before the Election Day.

The shipyard has laid off 1,200 workers since Jan. 1. Unless new construction is assigned, the lay-off of an additional 2,600 workers will begin Feb. 1, the Brooklyn Metal Trades Council said yesterday.

The yard now has 9,750 workers.

P.O. Aide Retires After 51 Years

David L. Weissberg, former Director of Installation Services of the New York Post Office, who



DAVID L. WEISSBERG

retired after more than 51 years of Postal Service, was honored at a Testimonial Luncheon at the Hotel Astor recently.

Weissberg entered the Postal Service in 1913 as a substitute clerk, and concluded his career in a position which is considered to be one of the most responsible in the New York Post Office.

He also served as Treasurer of the Edward M. Morgan Foundation, The Employees' Cafeteria Committee and the New York Post Office Employees' Recreational and Welfare Fund.

Freidberg to Head 'Lawyers for Johnson'

Sidney Freidberg, former counsel to the War Production Board and the House Committee on Newsprint and Paper Supply in the 80th Congress, has been named National Coordinator of "Lawyers for Johnson and Humphrey."

The group will have its headquarters at 1025 Fifteenth St., N.W., Washington, D.C.



FROM PRESIDENT TO PAST — Brig. Gen. A.J. Montgomery, Commanding General, U.S. Army Terminal Command, Atlantic, president of the Federal Business Assn. of New York, presents the past president's award of the Association to Brooklyn District Director of Internal Revenue Thomas E. Scanlon (immediate past president), at a recent meeting of FBANY at Governors Island.

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Proposed Court System Title Structure Recommendations Denounced By SSCAA

The long awaited report on the proposed title structure for unified court system was released for comment and suggestion on October 6. The survey was conducted by a co-ordinated team including staff of the Judicial Conference, the State Civil Service Dept., the City Dept. of Personnel and the City Bureau of the Budget. The material included in this plan has NOT been finally approved for adoption by the Administrative Board of the Judicial Conference.

In commenting on the proposals, Mike Rein, president of the Supreme and Surrogates Court Attaches Association, expressed the strong objection of its members and stated, "We have been waiting years for the release of these proposals which were to provide a fair career plan and eliminate the present salary inequities in the various courts. Instead of accomplishing these purposes, we find that the reclassification has been used as a weapon to destroy the salary structure set up through long negotiation with the judges of the courts. The reclassification proposals offered cut salaries of many titles below the levels which we won years ago."

Although the report pointed out that the schedule showing possible pay ranges for each title based on the State Salary Plan as effective October 1, 1964 were illustrative only and were set forth only to provide a basis for discussion and comment, Rein commented, "As for titles and job descriptions, we recognize the bona fide attempt to bring order into areas of confusion, but the oversimplified job descriptions cause confusion by mingling under one title the different duties of employees who work in

different courts. We can demonstrate the inequities, and we know that they will be cured because the courts cannot afford to let them continue."

Rein pointed out that the SSCAA has been preparing its response to the anticipated classification proposals during the last year. A classification committee consisting of John J. McPartland, chairman Louis Ainsberg, Paul Garbarini, Ray Kaliski, Joan E. McManus, John Deasy, Ralph Bell, Abe Medwin, Charles Moran, William Power, Marguerite Thompson and David Sheehan had already prepared a preliminary survey of the major titles in the Supreme and Surrogate's Courts within the City of New York.

Meetings will be held in the various courts in the very near future so that the SSCAA members will have an opportunity to express their comments and offer suggestions related to their particular title.

Rein concluded, "If these proposals are adopted as presented, then the Supreme and Surrogate's Courts of the first city in the world will rapidly become second-rate."

The complete salary title structure follows.

Competitive Class

Court clerical, proposed competitive title structure: court assistant; asst. court clerk; court clerk I; court clerk II; court clerk III (subject to decision whether its duties will be discharged by assignment or under a classified title).

Civil, Criminal, Family Courts

Supervising clerk to court assistant, 12.
Assistant court clerk (unchanged), 16.

Deputy clerk of district to deputy clerk of district*, 17.

Court clerk (City Court), clerk of the court, and clerk of district, to court clerk I, 21.

Senior clerk court to court clerk II, 23.

First deputy clerk of the court (City Court) to chief clerk of the civil court*, 29.

Deputy clerk of the court to deputy clerk of the court*, 25.

Deputy director of administration (domestic relations court), to deputy director of administration (family court)*, 22.

Supreme Courts

Assistant deputy clerk and assistant special deputy clerk to assistant court clerk, 16 or court clerk I, 21 (dependent upon duties as of Aug. 31, 1962).

Deputy clerk and special deputy clerk to court clerk II, 23.

Clerk (qualified by promotion from court officer or court attendant) and court clerk to assistant court clerk, 16, court clerk I, 21 or court clerk II, 23.

Assistant general clerk to assistant general clerk* (grade to be set).

Surrogates' Courts

Assistant guardian clerk, recording clerk, and senior Surrogate clerk to assistant court clerk, 16.

Assistant accounting clerk, assistant probate clerk, clerk of the trial term, court clerk, guardian clerk and principal Surrogate clerk to court clerk I, 21.

Accounting clerk, administration clerk, financial clerk, guardian accounting clerk, head Surrogate clerk, and record clerk to court clerk II, 23.

Chief auditor of accounts, deputy chief clerk and clerk of the court, and probate clerk not determined (at level above court clerk II).

Account clerk to account clerk 6.

Accountant to accountant*, 15.
Administrative assistant to administrative assistant*, 15.

Administrative assistant (IBM equipment) to administrative assistant (IBM equipment)*, 15, (future appointees to supervisor of tabulating machine section 15).

Administrative associate to administrative associate*, 18.

Administrator to administrator*, 23.

Assistant accountant to assistant accountant*, 12.

Assistant bookkeeper to assistant bookkeeper*, 12.

Assistant stockman to assistant stockman*, 6.

Attendant to attendant, 4.

Attorney to attorney*, 22.

Bookbinder to bookbinder, 13.

Supervising bookbinder to supervising bookbinder, 16.

Bookkeeper to bookkeeper*, 14.

Cashier to cashier*, 8.

Chief clerk to chief clerk*, (grade to be set).

Chief clerk (law and equity) to chief clerk (law and equity)*, 19.

Chief confidential attendant to chief confidential attendant*, (grade to be set.)

Chief court attendant to chief court attendant*, 17.

Chief court stenographer to chief court stenographer*, (grade to be set).

Chief probation officer to chief probation officer* (grade to be set).

Administrative clerk, messenger and clerk to clerk, 4.

Senior clerk, senior clerk (files) senior messenger, and senior typist to senior clerk, 8.

Supervising clerk to principal clerk, 12.

County detective to county detective*, 12.

Court crier to court crier*, 20.

Court attendant, court attendant (City Court), court officer, and Uniformed court officer to court officer, 14.

Court reporter, court stenographer, and stenographer (qualified as court reporter) to court reporter, 21.

Transcribing typist to dictating machine transcriber, 6.

Draftsman to draftsman*, 9.

Executive secretary to executive secretary* (grade to be set).

Fingerprint expert, and fingerprint technician to identification officer, 10.

Senior fingerprint technician to senior identification officer, 14.

Principal fingerprint technician to principal identification officer, 19.

Foreman of laborers to foreman of laborers*, 8.

Head clerk to head clerk*, 15.

Head clerk (law and equity) to head clerk (law and equity)*, 15.

Head stenographer to head stenographer*, 14.

Hearing reporter, and stenographer clerk to hearing reporter, 10.

Hearing stenographer to hearing stenographer*, 8.

Hearing stenographer to hearing stenographer*, 8.

Hearing stenographer to hearing stenographer*, 8.

Hearing stenographer to hearing stenographer*, 8.

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Hearing stenographer to hearing stenographer*, 8.

Hearing stenographer to hearing stenographer*, 8.

Hearing stenographer to hearing stenographer*, 8.

ing stenographer*, 8.
Information clerk to information clerk*, 8.

Chief interpreter, court interpreter, and interpreter (all specialties) to interpreter, 14.

Investigator to investigator, 13.

Alphabetic key punch operator
(Continued on Page 8)

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- TRANSIT PATROLMAN

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TUESDAY, OCTOBER 13, 1964

Our Good Neighbors Are Good Public Relations

PUBLIC employees are good neighbors. In thousands of communities across New York State they work voluntarily in their spare time on just about every imaginable project for youth, for the sick, for the poor, for safety, for making their neighborhood a better place to live.

To get this message to the public, Joseph F. Feily, President of the Civil Servant Employees Assn., implemented a campaign in 35 daily newspapers with the prior general approval of the Association's delegates and Board of Directors. Each of the eye-catching advertisement presents the picture and story of a public employee who is serving his or her community over and beyond the call of duty as an employee. The people in the series of ads are real-life members of CSEA. The accounts of their voluntary activities are true.

The ads are running once a month in each of the papers. Watch for them in your locality. They have won widespread favorable comment. They project an image that too frequently has been overlooked. Mr. Feily is to be congratulated on activating this campaign, now in its third month. This is a genuinely successful public relations effort which deserves to continue considerably beyond the allotted schedule.

A 'Career' Commissioner

TERMINAL Employees Local 832 this week announced the selection of Sanitation Commissioner Frank Lucia for the local's "Commissioner of the Year" Award.

Commissioner Lucia is a career civil service employee who joined City service on January 17, 1938. He rose through the ranks to the top of civil service promotion line from which he was named commissioner of the department in 1961.

Since Lucia's appointment, the department has witnessed a promotional pattern that is exceptional in civil service. The last senior clerk, the supervising clerk and the administrative assistant's eligible lists were completely exhausted during the four-year life of these lists.

We salute Commissioner Lucia for this honor and congratulate the employee group for citing a civil service commissioner who works for civil service.

Kuusisto Named To Education Post With State

ALBANY, Oct. 12—Dr. Allen A. Kuusisto of Delmar has been named assistant commissioner for higher education in the State Education Department. His salary is \$21,103 a year.

His appointment was announced by State Education Commissioner James E. Allen Jr., who said Dr. Kuusisto would succeed Dr. E.K. Fretwell, who resigned to accept a post with the City University of New York.

Former Dean

Dr. Kuusisto has been director of the Department's Division of Higher Education since August 1963. Prior to that time, he was Dean of the Graduate School and Professor of Government at the University of New Hampshire. He had been with the University since 1946. He holds an A.B. and an Honorary LL.D. from Wittenberg

University, Ohio, and the A.M. and Ph.D., both in Political Science, from Harvard University.

During 1953-54, Dr. Kuusisto was Fulbright Advanced scholar at the University of Helsinki, Finland. He also received a Social Science Research grant for research in Finland during 1958. On behalf of the Institute of International Education he has served as a member of the National Screening Committee for Fulbright Awards to Scandinavia. He is a member of various professional organizations.

Berry Appointed

Appointment of Ralph U. Berry as Assistant Regional Commissioner, Intelligence, New York Region, has been announced by the Internal Revenue Service. Berry, formerly Chief, Analysis and Evaluation Branch, Intelligence Division, Washington, D. C., succeeds Francis J. Kennedy, who retired August 31 1964 after almost 30 years of service with the Intelligence Division.

Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

Q. I am a widow but I receive a social security benefit of \$101 based on my own record. If I remarry, will my payments be affected?

A. No. As you are receiving benefits based on your own earnings, your payments will continue unchanged.

Q. What information does the social security office need if I change my address?

A. Always give us your full name, old and new addresses, and your social security number. This information must be in writing and signed by the person to whom the social security check is payable.

Q. "I am getting benefits on my husband's social security record, although we are not living together. If I divorce him, do I have to report it, and will that affect my monthly benefit checks?"

A. Yes, you must report the divorce to the Social Security Administration. The final decree of divorce end your status as a wife and your benefits stop with the month before the month the divorce becomes effective.

Q. When I got married, I told my husband I was 2 years younger than I actually am. Now that we are making our claim for social security, will he find out I lied to him?

A. Not unless you want him to. You may arrange to be interviewed separately from your husband so that he may not hear you tell us your date of birth.

Q. What information does the social security office need if I change my address?

A. Always give us your full name, old and new addresses, and your social security number. This information must be in writing and signed by the person to whom the social security check is payable.

Q. I have a domestic worker who works 6 hours every Saturday and is paid cash wages of \$39.00 a quarter. She is given cash of one dollar weekly for transportation. Am I required to report this domestic worker?

A. Yes, the \$13 in cash you pay her for transportation brings cash wages up to a little more than \$50, the minimum amount that must be reported for social security.

Q. I receive checks on behalf of my son. He works part time during the school year. This summer he has a job that will pay him \$70 a week. His total earnings for the year will now be \$1380. I originally thought he would earn less than \$1200. Should I notify social security?

A. Get in touch with the Social Security Administration immediately so your son's benefits can be suspended. We will withhold around \$90 in payments. His checks will start again as soon as that amount has been withheld.

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.")

Natural & Positive Law

CREON, THE Theban King of Greek mythology, had decreed that his nephew, Polyneices, who lay dead on the battlefield, should not be buried as punishment for his attack on the City of Thebes. His soul was forever doomed to desolate wandering.

IN DEFIANCE of the cruel decree, King Creon's niece, Antigone, buried her brother. Under arrest for her crime, Antigone could find no defense in man made or positive law. However, she was able to make a poignant plea on the basis of a higher or natural law. Conceding defiance of Creon's law, the law of the State, she urged the law of justice, the eternal, unwritten laws of heaven. Clearly, the royal edict punished the dead in defiance of the law of the Gods, the law of right and justice.

PETITIONERS will always appeal to natural law when they find no comfort in the positive law. Such a case was O'Brien v. Lang. The forty-six petitioners, New York City police lieutenants, participated in a written examination for promotion to captain with an announced pass mark of the traditional 70%. Most of the candidates filed under this announcement. A second announcement corrected an error and made no change in the pass mark. A third announcement listed the pass mark as 75%. However, the day before the examination a fourth and final announcement reinstated the 70% pass mark. The examination booklets, printed several days earlier, still carried a stated pass mark of 75%.

TEN MONTHS after the examination, when the papers were graded, the petitioners were notified they had failed with grades between 70% and 75%. Upon inquiry, the Civil Service Commission informed them that the third announcement establishing a 75% pass mark reflected the desire of then Police Commissioner Stephen A. Kennedy for a short eligible list. The fourth announcement reestablishing the 70% pass mark was explained as the Commission's mistake which it did not discover until after it had graded the papers.

THROUGH THEIR attorney, the petitioners made a moving appeal to the Court on natural law principles. The injustice of changing the announced pass mark ten months after an examination has been held is manifest. No fair minded teacher would raise the announced pass mark after giving an examination, and the Commissioner should be bound by similar concepts of fairness.

THE CORPORATION Counsel argued that the mark was established by the examination booklet, citing a Court precedent which was readily distinguishable from the case at bar because there was no conflict with any prior announcement.

SPECIAL TERM held that the fixing of the pass mark at 75% ten months after the examination was improper and directed the Commission to certify the petitioners for promotion.

ON APPEAL, the Corporation Counsel abandoned its original legal theory and urged that the Civil Service Commission was free to correct its mistakes at any time. The appeal was successful, but not on a ground pressed by the Corporation Counsel in either the original or Appellate Court. The Appellate Division adopted a contention by a few intervenors who feared that legal success of their colleagues in procuring positions on the eligible list would delay their own promotions. This would follow because some of the petitioners had superior ratings for performance and seniority which would raise their final averages.

THE INTERVENORS' contention persuading the Appellate Court to deny the petition was that the final announcement was void because it was not published in full for a week. This left the third or 75% announcement intact. However, as this announcement was not published in full for a week either, the Court's rationale is difficult to understand.

THE COURT was unimpressed by the natural law approach of a Special Term Justice Carrol G. Walter, who granted relief to school principals under circumstances similar to the O'Brien case. His humanistic approach is well expressed by the following extract from his opinion.

"The fixing of a passing grade after an examination has been had and the papers graded strikes my mind as fundamentally unjust and as affected with all the abhorrence usually felt for retroactive legislation or for the constitutionally prohibited ex-post facto laws.

"I have had some difficulty in putting into words just why I feel it is unjust, and perhaps all I can say is that

(Continued on Page 10)

Public Relations I.Q.

(Continued from Page 2)
 over a very large number of individuals at all levels of an organization."
SENATOR MAHONEY was transmitting precisely the same message as was Mr. Greenwalt.
GIVE OUTSTANDING performance above and beyond your job description; it will pay off both for you and your organization.
NOWHERE IS this philosophy better explained than in an outstanding new book, "Dynamic Force of Public Relations Today" (Brown, \$6.95) by Prof. Sidney Kobre of Florida State University.
WITH A CLARITY and intelligence that sparkles, Prof. Kobre explains the why's, wherefor's, what's, who's and how's of public relations. As a keen student of public relations, Prof. Kobre stands four-square with Senator Mahoney and Mr. Greenwalt.
IN A CHAPTER headed, "Everybody Needs Public Relations Today," Prof. Kobre writes: "Public relations means significant performance. Practitioners believe that organizations must not only have a humane philosophy but must express that social attitude in deeds. Words are insufficient—

they must be backed up with performance."
TO THIS WE add, "outstanding performance, above and beyond the call of duty."
WE MAKE three strong recommendations to all civil servants:
Heed the wise counsel of Senator Mahoney;
Implement Mr. Greenwalt's suggestion to give that "little extra";
Get Prof. Kobre's book for a better understanding of how you fit into the public relations picture.

Hospital Offers Ham Operators For Civil Defense

POUGHKEEPSIE, Oct. 12 — Dr. A. Scott Warthin, Dutchess County Civil Defense Director, recently said that he expects there will be a considerable recruitment of New York State Civil Service Employees at the Hudson River State Hospital, here, as amateur radio station operators, to assist the Civil Defense headquarters as a result of a new personnel policy made known recently.
 Interest at the Hudson River State Hospital is anticipated par-

ticularly, he said, since that is the location of the county defense organization's emergency radio station.
 Under the new policy, state employees serving as civil defense volunteers are allowed leave with-

out loss of pay. Either state or local civil defense groups may take part in training exercises, including operations involving actual natural disasters, for up to five working days a year without the time charged against them.

To Visitors Board

ALBANY, Oct. 12 — Governor Rockefeller has appointed Mrs. Martha C. Kringel of Suffern to the Board of Visitors of the State Rehabilitation Hospital at West Haverstraw. She succeeds the late Quentin E. Lyle, Garnerville.

Deadline: Nov. 15

ALBANY, Oct. 12 — Attention State University faculty members! The deadline for applications for grants-in-aid and faculty research fellowships is Nov. 15.

Food & Drug Office Jobs Are Waiting

The Food and Drug Administration in Washington is on the alert to find competent food and drug officers to maintain the complete function of the Federal agency.
 All those qualified may apply now. Work in this ever-expanding field pays from \$7,030 to \$15,655 annually.

To qualify, applicants must have had appropriate education, or a combination of education and pertinent experience. The latter may have been acquired in food, drug, and related law enforcement work or in a business or industry subject to regulation by such laws.
 Applications will be accepted until further notice. They must be filed with the Board of U.S. Civil Service Examiners, Food and Drug Administration, Washington, D.C. Forms and announcement no. 334-B may be obtained from the Board of branch in Brooklyn, General Post Office, room 413.

Clough Appointed

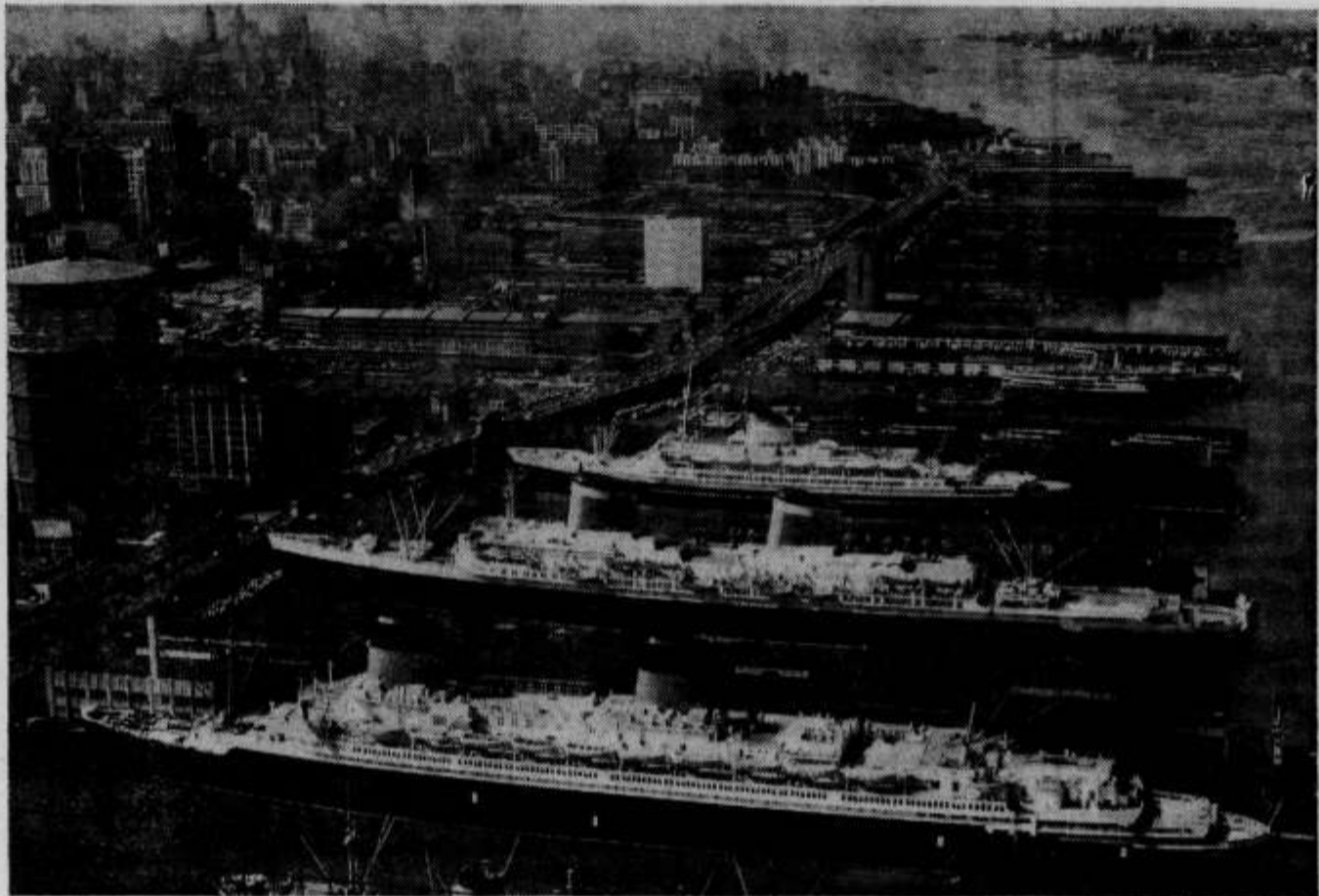
ALBANY, Oct. 12—Laurance L. Clough, assistant director of the Division of Milk Central for the State Department of Agriculture and Markets, is the new head of the Dairy Division of the National Association of State Departments of Agriculture.

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Proposed Court System Title Structure

(Continued from Page 5)

Proposed Pay Schedule

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$3,080	\$3,835	\$151	\$3,080	\$3,231	\$3,382	\$3,533	\$3,684	\$3,835
2	3,200	3,995	159	3,200	3,359	3,518	3,677	3,836	3,995
3	3,365	4,200	167	3,365	3,532	3,699	3,866	4,033	4,200
4	3,530	4,405	175	3,530	3,705	3,880	4,055	4,230	4,405
5	3,700	4,615	183	3,700	3,883	4,066	4,249	4,432	4,615
6	3,915	4,870	191	3,915	4,106	4,297	4,488	4,679	4,870
7	4,135	5,155	200	4,135	4,335	4,535	4,735	4,935	5,135
8	4,375	5,420	209	4,375	4,584	4,793	5,002	5,211	5,420
9	4,630	5,720	218	4,630	4,848	5,066	5,284	5,502	5,720
10	4,905	6,040	227	4,905	5,133	5,369	5,606	5,843	6,080
11	5,200	6,385	237	5,200	5,437	5,674	5,911	6,148	6,385
12	5,500	6,740	248	5,500	5,748	5,996	6,244	6,492	6,740
13	5,835	7,130	259	5,835	6,094	6,353	6,612	6,871	7,130
14	6,180	7,535	271	6,180	6,451	6,722	6,993	7,264	7,535
15	6,540	7,955	283	6,540	6,823	7,106	7,389	7,672	7,955
16	6,920	8,400	296	6,920	7,216	7,512	7,808	8,104	8,400
17	7,320	8,875	311	7,320	7,631	7,942	8,253	8,564	8,875
18	7,745	9,375	326	7,745	8,071	8,397	8,723	9,049	9,375
19	8,175	9,880	341	8,175	8,516	8,857	9,198	9,539	9,880
20	8,600	10,385	357	8,600	8,957	9,314	9,671	10,028	10,385
21	9,070	10,935	373	9,070	9,443	9,816	10,189	10,562	10,935
22	9,570	11,510	388	9,570	9,958	10,346	10,734	11,122	11,510
23	10,090	12,110	404	10,090	10,494	10,898	11,302	11,706	12,110
24	10,640	12,745	421	10,640	11,061	11,482	11,903	12,324	12,745
25	11,240	13,430	438	11,240	11,678	12,116	12,554	12,992	13,430
26	11,840	14,125	457	11,840	12,297	12,754	13,211	13,668	14,125
27	12,500	14,860	472	12,500	12,972	13,444	13,916	14,388	14,860
28	13,170	15,625	491	13,170	13,661	14,158	14,643	15,134	15,625
29	13,880	16,425	509	13,880	14,389	14,898	15,407	15,916	16,425
30	14,620	17,255	527	14,620	15,147	15,674	16,201	16,728	17,255
31	15,420	18,140	544	15,420	15,964	16,508	17,062	17,596	18,140
32	16,260	19,070	562	16,260	16,822	17,384	17,946	18,508	19,070
33	17,160	20,060	580	17,160	17,740	18,320	18,900	19,480	20,060
34	18,100	21,090	598	18,100	18,698	19,296	19,894	20,492	21,090
35	19,060	22,130	614	19,060	19,674	20,288	20,902	21,516	22,130
36	20,040	23,195	631	20,040	20,671	21,302	21,933	22,564	23,195
37	21,110	24,360	650	21,110	21,760	22,410	23,060	23,710	24,360
38	20,290+								

(IBM) to key punch operator, 4.
 Senior key punch operator (IBM) to senior key punch operator, 8.
 Laborer to laborer*, 7.
 Law assistant to law assistant, 22.
 Law and equity clerk to law and equity clerk*, 15.
 Assistant librarian, librarian and librarian and principal consultation and opinion clerk to law librarian, 22.
 Library attendant to library attendant* (grade to be set).
 Library clerk to library clerk*, 22.
 Methods analyst to methods analyst, 20.
 Mortgage tax examiner to mortgage tax examiner, 16.
 Motor vehicle operator to motor vehicle operator, 9.
 Micro film operator, and office appliance operator to office machine operator, 4.
 Photographer to photographer, 11.
 Senior photographer to senior photographer, 14.
 photostat operator to photostat operator, 7.
 Supervising photostat operator to Supervising photostat operator 11.
 Principal librarian (law) to principal librarian (law)*, 25.
 Probation officer to probation officer, 16.
 Case supervisor, probation supervisor, and senior probation officer to supervising probation officer, 20.
 Senior probation officer to supervising probation officer, 20.
 Supervising probation officer to senior supervising probation officer, 22.
 Deputy chief probation officer, and principal probation officer to principal probation officer, 24.
 Psychiatrist to psychiatrist (grade to be set).
 Psychologist to psychologist (grade to be set).
 Senior psychologist to senior psychologist (grade to be set).
 Research analyst to research analyst*, 14.
 Senior account clerk to senior account clerk*, 8.
 Senior accountant to senior accountant*, 19.
 Senior administrative assistant to senior administrative assistant*, 20.
 Senior administrator to senior administrator*, 27.
 Senior Attorney to Senior Attorney*, 24.
 Senior cashier to senior cashier*, 11.
 Senior draftsman to senior draftsman*, 11.
 Social case worker, and family case worker to social worker, 14.
 Supervisor (psychiatric social work) to supervisor (social case work), 18.
 Senior supervisor (psychiatric social work) to senior supervisor (psychiatric social work), 21.
 Statistical clerk to statistical clerk*, 6.
 Stenographer to stenographer, 6.
 Law stenographer, and senior stenographer to senior stenographer, 8.
 Chief law stenographer, principal stenographer, and supervising stenographer to principal stenographer, 12.
 Storekeeper to storekeeper*, 11.
 Supervising cashier to supervising cashier*, 11.
 Supervising telephone opera-

tor to supervising telephone operator*, 11.
 Supervisor of training (probation services) to supervisor of training (probation services)*, 20.
 Tabulator operator (IBM) trainee to tabulating machine operator trainee (pay to be set).
 Tabulator operator (IBM) to tabulating machine operator, 7.
 Senior tabulator operator (IBM) to senior tabulating machine operator, 9.
 Supervisor tabulator operator (IBM) to principal tabulating machine operator, 12.
 Switchboard operator, telephone operator, telephone attendant or operator, and telephone operator-typist to telephone operator, 6.
 Senior telephone operator to senior telephone operator, 9.
 Title examiner to title examiner*, 10.
 Typist to typist, 4.

Non-Competitive

Legal assistant (assignable as referee) to chief law assistant*, civil court, 27.
 Confidential clerk to the board of justices (municipal court) to confidential clerk, civil (grade to be set).
 Deputy director of administration (municipal court) to deputy director of administration (civil court)*, 18.
 Executive assistant (city court) to executive assistant*, civil, 14.
 Opinion clerk to law assistant, civil, 22.
 Confidential stenographer to secretary to the administrative judge, civil (grade to be set).
 Physician to physician, criminal court (grade to be set).
 Psychiatrist to psychiatrist, criminal and family courts (grade to be set).

Mother's aide to nursery attendant, family, 4.
 Deputy director of probation to deputy director of probation, office of probation, 30.
 Executive secretary to the director of probation to secretary to the director of probation, office of probation, 18.
 Calendar and control assignment clerk to calendar and control assignment clerk, supreme, kings (grade to be set).
 Confidential attendant to confidential attendant, supreme, kings (grade to be set).
 Confidential clerk and stenographer to confidential clerk and stenographer*, supreme, kings (grade to be set).
 Confidential messenger to confidential messenger*, supreme, kings (grade to be set).
 Foreman of laborers to foreman of laborers*, supreme, kings, 8.
 Librarian and principal consultation and opinion clerk to law librarian, supreme, kings, 22.
 Typewriter operator to typewriter operator*, supreme, kings (grade to be set).
 Elevator operator of the personal elevator of the justice to elevator operator*, supreme, NY., 6.
 Confidential clerk to law assistant, supreme, N.Y., 22.
 Nurse, registered nurse, supreme, N.Y., 10.
 Typewriter operator to typewriter operator*, supreme, N.Y. (grade to be set).
 Confidential messenger to confidential messenger*, supreme, Queens (grade to be set).
 Law assistant to law assistant, supreme, Queens, 22.
 Confidential clerk to law assistant, supreme, Richm., 22.
 Librarian to law librarian surrogate's, N.Y., 22.

Exempt Class

Salaries to be determined except where already indicated.
 Clerk to justice and secretary to justice to attendant to judge, law assistant to judge, or secretary to judge, civil court (dependent upon duties; new appointments, pursuant to ruling of the administrative Board of the judicial conference would be made only to the proposed title of law assistant to judge).
 Chief clerk to chief clerk*, civil court.
 Confidential clerk to the board of justices (city court) to confidential clerk*, civil court.
 Deputy chief clerk to deputy chief clerk*, civil court.
 Director of administration to deputy chief clerk of the civil court, civil court.
 Counsel of counsel to the county clerk, four co. clerks (Bronx, Kings, N.Y., Queens).
 Deputy county clerk to deputy county clerk, five co. clerks (Bronx, Kings, N.Y., Queens, Richmond).
 Assistant deputy county clerk to assistant deputy county clerk*, county clerk, (Queens).
 Secretary and private secretary to secretary to county clerk, co. clerk (Bronx, Kings, N. Y., Queens).
 Chief clerk to chief clerk of the criminal court*, criminal court.
 Deputy chief clerk to deputy chief clerk of the criminal court*, criminal court.
 Director of administration to chief clerk of the family court, family court.
 Deputy director of administration to deputy chief clerk of the family court, family court.
 Secretary to law assistant, family court, 22.

Assistant general clerk to justices to assistant general clerk*, supreme, 1st district.
 Chief clerk to chief clerk*, supreme, 1st district.
 Assistant special assignment clerk to assistant special assignment clerk*, supreme, 1st district.
 Chief confidential attendant to chief confidential attendant*, supreme, 1st district.
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 Confidential clerk to the board of justices of the suprnee court, 1st judicial district to confidential clerk*, supreme, 1st district.
 Deputy clerk of court to deputy chief clerk*, supreme, 1st district.
 Deputy clerk to deputy clerk*, supreme, 1st district.
 General clerk to general clerk of the supreme court, supreme, 1st district.
 General law assistant to law assistant, 22 or chief law assistant, 27 (dependent upon assignment), supreme, 1st district.
 Opinion clerk and opinion clerk assigned to the justices of the appellate term to law assistant, supreme, 1st district, 22.
 Clerk to each judge and secretary or law assistant to justice, supreme, 1st district.
 Senior social worker to senior social worker*, supreme, 1st district.
 Special assignment clerk to special assignment clerk*, supreme, 1st district.
 Telephone oprator to telephone operator*, supreme, 1st district, 6.
 Warden, grand jury, warden to grand jury*, supreme, 1st district.
 Chief attendant, chief attendant*, supreme, Kings.
 The chief clerk, to chief clerk*, supreme, Kings.
 Chief law assistant, to chief law assistant, supreme, Kings, 27.
 Clerk to official referee to clerk to official referee*, supreme, Kings.
 Confidential attendant to the board of justices and confidential attendant to confidential attendant, supreme, Kings.
 Confidential investigator to confidential investigator*, supreme, Kings.
 Confidential messenger to confidential messenger, supreme, Kings.
 Confidential secretary to confidential secretary*, supreme, Kings.
 Deputy clerk to deputy clerk*, supreme, Kings.
 General clerk and administrative director, to general clerk of the supreme court, supreme, Kings.
 Law assistant to law assistant, supreme, Kings 22.
 Confidential clerk to each judge to law assistant to justice, supreme, Kings.
 Secretray-clerk to the board of judges to secretary-clerk to the board of judges*, supreme, Kings.
 Typewriter operator to typewriter operator*, supreme, Kings.
 Chief law assistant to chief law assistant, supreme, Queens.
 Confidential attendant to each judge, confidential attendant, supreme, Queens.
 Confidential messenger, to confidential messenger*, supreme, Queens.
 Law assistant, to law assistant, supreme, Queens, 22.
 Confidential clerk to each county judge, law assistant to justice, supreme, Queens.

DON'T REPEAT THIS

(Continued from Page 1)
 leaders are banking on the same thing the Democrats are—split-ticket voting. For the Democrats it means a crossing of party lines by Republicans to vote for Johnson. The Republicans, in turn, are confident that 1) regular GOP voters who do vote for LBJ will vote the party line for the remaining candidates, and 2) independent voters will cast their ballots on local issues and candidate's performance, not on the basis of their Presidential choice.

Deep Down

Said one upstate GOP leader to "Don't Repeat This." "We may

have some Republicans who don't want to vote for Senator Goldwater but, deep down they are still Republicans in habit and tradition. When it comes to voting on the local and State levels we are sure they are going to stay Republican."

Another upstate pro declared "A man's voting habits are usually deeply ingrained. (President) Johnson may carry the state but the only candidate we see riding in on his coat tails is Hubert Humphrey, a technical necessity."

Some recent reports in the daily press that Sen. Kenneth B. Keating appeared to be drawing ahead of his Democratic opponent, Robert F. Kennedy, was cited by an-

other pro as evidence that while there may be large numbers of Republicans crossing the line to vote for Johnson most of them are crossing back to vote the regular GOP party ticket. "And if it is true that Keating is doing that well in the polls, he sure must have a lot of Democrats going for him," the Republican leader said.

Political Expertise

With three weeks to go until voting day, no one was making firm predictions on the Keating-Kennedy outcome, but the feeling is growing that the Republicans will keep control of the Legislature. "We have two good things going for us besides tradition and habit," said one pro. "We have been pushing the theme of keeping the two-party tradition alive by voting for Keating and our local candidates and we have the political expertise of Tom Dewey, Governor Rockefeller and Herbert Brownell," former U.S. Attorney general who conducted Dewey's campaign for the Presidency and is now Keating's campaign manager.

What is described as the "peak" of campaign effects will occur within the next two weeks and this feeling of GOP confidence on the local level may change. Right now they feel the tide is moving in their favor.

NOTE: All political camps have claimed large followings among civil service voters and The Leader is curious to find out who is right. For that reason, we are continuing an informal poll of our readers, who have already provided some surprises to both sides. A coupon is available on this page for you to check off your selection of some major candidates. It need not be signed. The civil service vote is one of the most important in the State. We think all political parties should know what you plan to do in November.

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Dr. Lang Asserts

Underutilization Of Professionals One Cause Of Unemployment

High school drop-outs and unemployment of unskilled and semi-skilled workers were discussed last week by Dr. Theodore H. Lang, chairman of the City Civil Service Commission.

Lang also pointed to under utilization of professionals as one of the causes of the problem and suggested a possible solution.

Terming the number of high school drop-outs one of the most important domestic problems in the nation, Lang noted that there are some 9,000,000 people in this country who have never gone beyond the fifth grade and some 50,000,000 who have not attended high school.

Radio Guest

Dr. Lang, the chairman of the "Stay-in-School" program spoke over WOR radio as a guest on the Vincent Tracy program. The broadcast marked the closing of Stay-in-School Month, proclaimed by Mayor Robert F. Wagner.

The program chairman also pointed out that the problem is by no means confined to metropolitan areas like New York City and other large industrial centers, but is also to be found on the farms. It is proving as difficult for dropouts to find employment in agricultural settings as in industry, he said.

"The loss in earning power of one without a high school diploma is far greater than \$50,000 during the lifetime of his working years," Lang explained.

Compounding Problem

Speaking positively, Lang pointed out that both government and private industry are compounding the problem by employing over-qualified persons.

"If the job requires a book-keeper, Dr. Lang said, "don't use an accountant. If it requires a hospital aide, don't use a nurse. If the job requires a nurse, don't use a doctor. And if it requires a general practitioner, don't use a psychiatrist."

"New York City," he continued,

"is very much aware of this trend to under-utilize personnel, and Mayor Wagner has announced a program to 'restructure' certain City jobs. The City now has 32 skilled technicians working very intensively in eight large City agencies analyzing the aspects of jobs which the highly professional finds uninteresting and boring.

By eliminating the drab — the routine aspects of a job—not only is the position made more interesting for the professional and his skills utilized to the maximum, but new jobs are created for the lesser skilled who are capable of performing the duties no longer expected of the trained professional.

Civil Service Law & You

(Continued from Page 6)

at least some persons go into an examination with the predetermined passing mark in mind and with the intention of beating that mark and relax their efforts after feeling that they have beaten it instead of continuing to do their very best until the end of the examination. But there are some questions in the law with respect to which a page of history is worth more than a volume of logic (New York Trust Co. v. Elsner, 256 U.S. 335, 349; Cardozo, Nature of Judicial Process, pp. 54, 55); and so, too, there are times when one's sense of justice is a better guide to decision than one's ability to reason."

THE REVERSAL by the Appellate Division made possible an appeal to the Court of Appeals which unanimously affirmed without opinion. A petition to the United States Supreme Court for a writ of certiorari because of the due process involved failed to obtain the essential four-judge approval.

THE PETITIONERS' appeal to natural law was of no avail. Nor was Antigone's. She was buried alive for her offense.

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Brooklyn Museum Day was observed at the New York Flea Market, the weekly outdoor bazaar at Sixth Avenue and 25th Street, Manhattan, last Sunday.

A feature of the day was an Indian Trading Post set up by the Community Committee of the Museum where handcrafted articles were offered for sale.

Members of the Community Committee, of which Mrs. Benjamin Kissin is chairman, acted as ticket-takers at the Flea Market, the proceeds of which benefited the Brooklyn Museum.

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Court Title Proposals

(Continued from Page 8)

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Chief clerk and clerk of the court, to clerk of the surrogate's court, surrogate, Bronx.

Commissioner of records to commissioner of records, surrogate, Bronx.

Confidential attendant to confidential attendnat, surrogate, Bronx.

Confidential investigator, to confidential investigator, surrogate, Bronx.

Secretary, to confidential secretary to surrogate, surrogate, Bronx.

Deputy commissioner to deputy commissioner of records, surrogate, Bronx.

Law assistant and clerk to the surrogate, to law assistant to justice, surrogate, Bronx.

Clerk of the surrogate's court, to clerk of the surrogate's court, surrogate, Kings.

Confidential attendant to confidential attendant, surrogate, Kings.

Chief confidential investigator and confidential investigator to confidential investigator, surrogate, Kings.

Law assistant to law assistant, surrogate's Kings, 22.

Clerk to surrogate to law assistant to justice, surrogate, Kings.

Chief of law division, to chief law assistant, surrogate, N.Y., 27.

The clerk of the court, to clerk of the surrogate's court, surrogate, N.Y.

Confidential attendant to the surrogate, to confidential attendant, surrogate, N.Y.

Investigator, confidential investigator, surrogate, N.Y.

Confidential stenographer to each surrogate, to confidential secretary to surrogate, N.Y.

The deputy clerk of the court, deputy clerk of the surrogate's court, surrogate, N.Y.

Deputy commissioner of records, to deputy commissioner of records, surrogate, N.Y.

Law assistant to surrogate, to law assistant, surrogate, N.Y., 22.

Clerk to surrogate to law assistant to justice, surrogate, N.Y.

Chief of law division to chief law assistant, surrogate, Queens, 27.

Chief clerk and clerk of the surrogate's court to clerk of the surrogate's court, surrogate, Queens.

Confidential investigator, to confidential investigator, surrogate, Queens.

Confidential secretary to judge of surrogate's court to confidential secretary to surrogate, surrogate, Queens.

Deputy chief clerk and deputy clerk of the surrogate's court, to deputy clerk of the surrogate's

court, surrogate, Queens.

Law assistant to law assistant, surrogate, Queens, 22.

Clerk to surrogate to law assistant to justice, surrogate, Queens.

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Salaries Are Main Topic Of Ulster Chapter Meet

(From Leader Correspondent)

KINGSTON, Oct. 12—George Majestic, Democratic candidate for the New York State Senate from the 34th Senatorial District, and Thomas Brant, field representative of the Civil Service Employees' Assn. attended the September meeting of the Ulster County Chapter, CSEA. The topic of the meeting was "Salaries."

Brant spoke about the importance of obtaining a permanent salary schedule for the civil servant. He said, "It is essential for the employee that the Board of Supervisors approve a permanent salary schedule. Since most of the county Boards of Supervisors have not adopted permanent salary schedules, the State CSEA has a resolution before the legislature to require that local Boards adopt a schedule."

Majestic made the suggestion that the problems of the Ulster County Chapter be put before the public.

Majestic offered, as a resolution, that "Federal Aid should be requested for increased salaries for city and village police departments throughout the county as well the sheriff's department and town constables." The monies for this purpose would come from a portion of the Federal Gas Tax, the purpose of which is for maintaining and building highways. The resolution was approved unanimously.

Charles Dasher, Albert Oehner, James Martin and Dorothy Lacey members of the salary committee, made plans to meet with members of the Board of Supervisors' Salary Committee, Joseph Martorana, Clark W. Myers and James J. Carroll to request, "1. That the Board of Supervisors approve a permanent salary schedule; 2. That the salary schedule be revised to include educational requirements and qualifications, salary and job title, and that one salary schedule be used by the county, city and the Board of Education throughout Ulster County.

Receives Reimbursement

3. That the county receives reimbursement towards most salaries paid the civil servant will be stressed by the committee members of the Ulster Chapter in its request for a 15 per cent increase in salaries; 4. That the county continue to contribute 5 per cent to the Employees' Retirement System and assume the responsibility of contributing an extra 3 per cent of employee contributions to the State Retirement System, as won for state employees by the CSEA in this year's legislation; 5. That discrimination of all kinds be eliminated, such as discrimination in vacation, discrimination in salaries for the same job and discrimination in the amount of work being done by different people on the same kind of job.

6. That consideration and recognition be given to those with seniority; 7. That the non-competitive employee should not be removed from his job after completing five years of continuous service without first receiving written charges and a hearing, and should have adjusted pay for out-of-title work; four hours minimum pay for emergency work outside regular working hours; improvement in the workmen's compensation leave rule and establishment of a merit award system.

Increase Mileage Rate

8. That the county increase its mileage rate from 8 cents to 10 cents a mile and for the civil servant who uses his car in the city a flat rate of \$25 a month be given; 9. That the civil servant be given six days sick leave before it is necessary to have a doctor's statement and that such sick leave can be taken either at the beginning or the end of a vacation but cannot be taken at both the end and beginning of a vacation period.

10. That vacations be revised so that a person working one year receives one week vacation; two years, two weeks vacation and after three years, three weeks. After ten years of service the vacation should be 20 working days and after 20 years of service, 25 working days and after 30 years, one day of vacation for each year of service.

Craig Colony Sets Fall Ball

The Craig Colony and Hospital chapter of the Civil Service Employees Assn., will hold its third annual Fall Ball on Oct. 24 at Shanahan Hall in Sonyea, N.Y.

The semi-formal affair is open to the public and tickets are being sold by supervisors and department heads until Oct. 16. No tickets will be sold at the door.

Entertainment will be provided by the Sonney Allen orchestra.

Members of the entertainment committee for the ball are Irving Fisher, S. Cipolla and E. Scott. The decorating committee, which is headed by Gerry Kysor, includes M. Kawa, M. Terry, M. Buchanan, E. Scott, H. Kingston, J. MacIntyre, W. Donovan, M. Schuster, I. Wicks, R. Smith, and Connie Mott.

Personal Leave

11. That all county employees including those employed by schools, be given personal leave or business leave of five days a year; 12. That retiring county employees continue to receive their salary until their accumulated sick time has been exhausted; 13. That a perpetual position classification and Salary Review Board should be established to be made up of an equal number of Democrats and Republicans not connected with the Board of Supervisors for the purpose of maintaining the one salary schedule; 14. That a personnel manual and a code of ethics be written containing rules and regulations governing civil service employees of the county and schools; 15. That the names and addresses of all civil service employees of Ulster County be published the end of January each year as well as their job titles, qualifications for the jobs and their salaries; 16. That the civil service commissions be instructed to supervise the Civil Service Departments more closely so there is no discrimination in setting requirements for the same jobs; and 17. That when a holiday falls on Saturday, the holiday for employees be observed on Friday."

Dorothy Lacey and Albert Oehner were appointed to attend the October meeting of the Board of Supervisors and James Martin, president, Leon Studt, director, Martin Kelly financial secretary and Harold DeGraff were named to attend the State CSEA Convention to be held Oct. 13, 14 and 15 at Syracuse.

The next meeting of the Ulster County Chapter will be Oct. 26.

Caribbean Tour For Only \$275

(Continued from Page 1)

The dominant theme of the cruise is fun and relaxation amidst an atmosphere of informal luxury. The cruise staff is dedicated to the pleasures of the passengers, with cocktail parties, masquerade balls, social dancing, canasta, bridge, first run movies, sports, etc., that make life aboard ship pure enjoyment around the clock.

Here is a description of the ports of call:

CURACAO and its capital, Willemstad is a miniature Holland with Dutch gables, houses painted in pastel colors, immaculate streets. The narrow harbor is dominated by a curious long pontoon bridge with open air fruit and vegetable markets nearby. The charming quaint Dutch shops have free port prices.

BARBADOS, a little bit of England with a quiet beauty in its sleepy coves and sun-drenched beaches surrounded by a shimmering sapphire blue sea. Truly a miniature tropical paradise. Shopping buys include British cashmeres, woolens, camel's hair, doeskin, tweeds and Wedgwood china.

GADELOUPE is a charming French Island with magnificent tropical vegetation, beautiful beaches and sparkling blue water. The courtesy and hospitality of the people are proverbial, and ornate and colorful creole costumes are still worn especially in the country areas. Music and folk tradition are very much alive and you'll have an opportunity to watch the old dances as well as the famous "beguine."

Where to Apply

Members interested in applying for space should write to Mrs. Julia Duffy, 129 Altmar Ave., West Islip, if you live in the Long Island area; to Sam Emmett, 1060 East 28th St., Brooklyn, 10, N.Y., for the New York City area, and to Claude E. Rowell, 64 Langslow St., Rochester 20, N.Y., in the upstate area.

Activities Listed For CSEA Delegates

(Continued from Page 1)

chapters will sponsor a cocktail party from 10 p.m. until midnight at the hotel. The affair will be in a room whose number delegates can obtain from the Host Committee desk.

Tours Available

Tomorrow, tours of the Onondaga Pottery Co., makers of famed Syracuse China, will be held between 10 a.m. and 2 p.m. Tours are limited to 40 persons each and reservations may be made by contacting Arthur Kasson, Onondaga Chapter president.

Tours of Muench-Kreuzer Candle Co., manufacturers of Emkay Candles, will be held at 10 a.m. Wednesday, with Jane Krehler in charge of reservations. At 2 p.m. the local chapters will have tours of the Syracuse Ornamental Co. (Syraco ornamental wood products) and the Syracuse State School and Upstate Medical Center.

Laufer Heads Committee

Clarence Laufer of the State School is in charge of reservations for the ornamental firm and details of the other tours may be obtained at the Host Committee desk.

Joseph A. Mercurio, supervisor, State Department of Taxation & Finance, is chairman of the Host Committee. Assistant chairmen are John R. Riley, president, Syracuse Chapter; Mary McCarthy, president, State University Chapter; and Kasson.

Other members of the group are Charles Ecker, State School Chapter president; Kems Witt-hoeft, David J. Hopkins, David Dowie, Edward Boardway, Patrick Sperati, Richard J. Corcoran, Wilfred Hiron, Marion Huttleston, Edwin McQuade, Roger B. Whitmoyer, Arthur Lapp, Richard Bersani, Ethel Chapman, Jane Krehler, Clarence Laufer and Margaret Obrist.

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Candidates Needed

The nominating committee of the Civil Service Employees Assn. is seeking nominations for two vacancies on the statewide Board of Directors. The vacancies exist in the Departments of Banking and State.

Mildred O. Meskil, committee chairman, says chapter presidents who have members in these two departments have been asked to supply the committee with nominations within the week so that the committee can conduct an election to fill the vacancies.

She said, the Board of Directors, at its September meeting, authorized the election.



GUESTS — Irving Flaumenbaum, president of the Nassau Chapter, Civil Service Employees Assn., and Blanche Rueth, installation dinner chairman, welcome Joseph F. Feily, CSEA president, and Nassau County Executive Eugene Nickerson to the Chapter's annual dinner at Carl Hoppl's in Baldwin recently. Left to right, are: Flaumenbaum, Feily, Mrs. Rueth and the County Executive.

State and County Eligible Lists

PRINCIPAL ECONOMIST	
1 Hanoff, H., Albany	885
2 Wolpert, I., Buffalo	805
3 Ansell, P., Castleton	810
4 Phillips, J., Albany	790
5 Watestein, J., Albany	775
CONSULTANT ON SERVICES FOR THE AGING	
Kelly, P., Oneida	1000
2 Spiro, R., Albany	980
3 Gessow, S., Huntington	955
4 Dunn, J., Hillside	930
5 Dailey, E., NYC	930
6 Keyes, F., Ghent	895
7 Lemmonier, C., Queens VII	880
8 Ross, J., E. Aurora	865
9 Stachnich, J.	810
10 Seelig, A., Mahopac	810
11 Catimella, A., Syracuse	790
12 Palinski, M., Rhinebeck	780
13 Alders, W., Brooklyn	790
14 Roosa, P., Nassau	790
15 Hickman, E., NYC	775
16 Willford, W., Altamont	760
17 Goodrich, G., Ilion	760
18 Lewis, J., Brooklyn	745
19 Giovino, J., Williamavi	745
CHIEF MARKETING REPRESENTATIVE—AGRICULTURE AND MARKETS	
1 Driggs, L., W. Sand Lak	909
2 Brown, S., Averill Pa	935
3 Sweeney, R., Webster	800
4 Sweeney, F., Henrietta	785
SOCIAL CASE SUPERVISOR, UNIT (PA), DEPT. OF SOCIAL WELFARE, ERIE CO.	
1 Gorman, M., Buffalo	1003
2 Harris, S., Buffalo	988
3 Topor, S., Buffalo	966

4 Sibley, C., Buffalo	935
5 Nicholson, M., Buffalo	933
6 Steinhart, N., Buffalo	918
7 Christian, J., Buffalo	892
8 Chavous, W., Buffalo	890
9 Willis, M., Lancaster	888
10 Knezevich, S., Buffalo	871
11 Hunter, A., Buffalo	839
12 Childs, W., Arron	838
13 Bender, O., Buffalo	828
14 Robinson, E., Buffalo	812
15 Miles, C., Buffalo	810
16 Comas, J., Buffalo	806
17 Mathieson, D., Buffalo	798
18 Luther, R., Tonawanda	787
19 Carley, M., Buffalo	782
20 Freeman, L., Buffalo	773
ASSISTANT SANITARY ENGINEER (DESIGN)—PUBLIC WORKS	
1 Slattery, S., Albany	973
2 Wickers, R., Schenectady	959
3 Bellerjean, W., Schenectady	826
4 Gemme, R., Albany	777
5 Dorr, D., Albany	748
ASSOCIATE TRAINING TECHNICIAN (POLICE)	
1 Green, R., NYC	800
2 Friese, H., Richmond	810
3 Wetterlich, J., Brooklyn	810
4 Jupiter, R., Bayside	810
5 Hurley, D., Albany	790
6 McCaffrey, J., Mt Vernon	770
7 Herlihy, J., Whitestone	760
POLICE LEUTENANT, VILLAGE OF HAMBURG, ERIE CO.	
1 Sullivan, J., Hamburg	1022
2 Knight, G., Hamburg	830
3 Nye, L., Hamburg	832
GUARDIAN CLERK—WESTCHESTER COUNTY	
1 Tomber, M., White Plains	861
FIRE CAPTAIN, GREENVILLE FIRE DISTRICT, WESTCHESTER COUNTY	
1 Zalino, A., N. Petham	902
2 Owens, J., Yonkers	876
3 Maltzewski, F., Yonkers	850
4 Walsh, E., Yonkers	809
SENIOR SANITARY ENGINEER (DESIGN)—PUBLIC WORKS	
1 Goldstein, P., Albany	776
2 Greene, H., Albany	762
SENIOR MECHANICAL CONSTRUCTION ENGINEER	
1 Eaton, A., Rockaway	892
2 Bentley, J., Albany	887
3 Pervin, A., Middle Vil	885
4 Derby, C., Albany	877
SENIOR MECHANICAL CONSTRUCTION ENGINEER—PUBLIC WORKS	
1 Bentley, J., Albany	936

LAUNDRY SUPERVISOR	
1 Moseman, B., Massapequa	940
2 Newell, M., Nanuet	940
3 Owen, W., Stittville	925
4 Dale, D., Mt Morris	895
5 Dixon, J., Buffalo	865
6 Ready, R., Oneida	855
7 Rogers, H., Poughkeepsie	855
8 Worth, W., Saratoga	840
9 Youngman, J., Middletown	835
10 Dexter, C., Perryburg	835
11 Ellifson, E., Schenectady	820
12 Valentino, S., Mt Morris	820
13 Willis, B., Danville	820
14 Winn, T., Holmes	820
15 Crescenzo, R., Highland	810
16 Spitz, D., Schenectady	810
17 Leahy, V., Elmira	795
18 Pesesky, C., Horseheads	790
19 Samuelson, A., Gowanda	790
20 McDonald, E., Ovid	790
21 Smyth, A., Buffalo	775
22 Valentino, J., Wayland	760
23 Waters, G., Rochester	760
24 Bedford, C., Rome	745
25 Paporto, J., Highland	745
IDENTIFICATION ANALYST—CORRECTION MAIN OFFICE, INCLUDING STATE OF CORRECTION COMMISSION	
1 Kusters, C., Troy	860
2 Rocca, M., Albany	840
3 Sadowski, C., Watervliet	829
HEAD LIBRARY SUPERVISOR	
1 Cunningham, S., Flushing	875
2 Newell, M., Nanuet	865
3 Owen, W., Stittville	850
4 Brown, V., Staten Is	850
5 Taylor, W., Perryburg	850
6 Peer, W., Saratoga	835
7 Dixon, J., Buffalo	790
8 Schneider, C., Oxford	790
9 Youngman, J., Middletown	790
10 Ellifson, E., Schenectady	745
11 Valentino, S., Mt Morris	745
12 Willis, B., Danville	745
13 Winn, T., Holmes	745
HEAD LAUNDRY SUPERVISOR—MENTAL HYGIENE	
1 Vile, H., Saratoga	954
2 Hiller, D., Islip Ter	943
3 Cuchiarale, H., Utica	899
4 Mulville, E., Syracuse	889
5 Gettler, F., Massapequa	876
6 Brown, V., Staten Is	850
7 Roets, A., Kenmore	834
8 Hoppler, R., Islip	774
9 Ryan, M., Kings Par	750

COMMUNITY MENTAL HEALTH REPRESENTATIVE	
1 Cielen, L., Buffalo	840
2 Fenton, C., Huntington	835
3 Terpening, C., Schenectady	820
4 Fudgen, P., Albany	850
5 Jacobson, S., NYC	795
6 Mitchell, J., New Hampton	760
SENIOR SANITARY ENGINEER (DESIGN)	
1 Gates, H., Syracuse	850
2 Faustel, G., Lyons	760
SENIOR ARCHITECTURAL SPECIFICATIONS WRITER—PUBLIC WORKS	
1 Sheppard, R., Troy	867
SUPERVISING INSURANCE EXAMINER (LIFE)—INSURANCE	
1 Tiger, S., Brooklyn	820
SUPERVISING COMPUTER PROGRAMMER	
1 Carnese, J., Woodhaven	931
2 Skop, N., Bronx	899
3 Burstein, G., Westbury	879
4 Eisenberg, A., Maspeth	877
5 Helin, D., Hexford	840
6 Russell, R., Selkirk	837
7 Flavin, D., Cohoes	833
8 Lasker, H., Brooklyn	833
9 Blankstein, A., Bayside	825
10 Hubert, S., Jamaica	819
11 Storek, E., Menands	811
12 Holford, K., Nassau	810
13 Oates, J., Albany	808
14 Cabanas, E., Albany	804
15 Lebovitz, L., Queens Vlg	796
16 Frankbach, R., Brooklyn	793
17 Sargent, P., Albany	786
18 Houser, W., Green Isla	778
19 Gines, B., St. Albans	776
20 Inguanta, J., Commack	776
21 Senniger, R., Slingerlan	774
22 Luke, P., Baldwin	773
SUPERVISING COMPUTER PROGRAMMER (SCIENTIFIC)	
1 Holford, K., Nassau	853
2 Russell, R., Selkirk	841
3 Senniger, R., Slingerlan	828
4 May, R., Schenectady	822
5 Hoffman, C., Syracuse	792
6 Sargent, P., Albany	787
7 Lorrillo, V., Glenmont	770

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Kleinman Elected Probation Officer President for 1965

Simon Kleinman, Kew Gardens was re-elected president of the Supreme Court Probation Officers Association at a general membership meeting in the Brooklyn Municipal Building recently. The association represents the Supreme Court Probation Officers of the five boroughs. Kleinman, after a highly successful term, was elected by acclamation. Also elected were John Deasy of Astoria, as treasurer and Allan A. Arichibald of the Bronx, as secretary.

Kleinman re-appointed Irwin Scheintaub of Elmhurst as chairman of the community relations committee. Scheintaub was also awarded a scholarship to continue his studies in public relations at the New School.

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SHOPPING FOR LAND OR HOMES
LOOK AT PAGE 11 FOR LISTINGS



LAUGHTER — State Sen. Jack Bronston (D. Queens) drew a laugh with a pointed quip as he addressed the recent meeting of the Metropolitan Conference, Civil Service Employees Assn., at Lake Success. Seated are Salvatore Butero, Conference president, center, and Joseph Bucaria first vice president.

METRO GUESTS — Among the guests attending the recent meeting of the Metropolitan Conference of the Civil Service Employees Assn. in Lake Success were, from left, Louis Wallach, candidate for the Civil Court in Queens; Joseph F. Felly, CSEA president; Fred Preller, (R.-Queens), chairman of the Assembly Ways and Means Committee, and Dr. Harry LaBurt, director of Creedmoor State Hospital. Creedmoor CSEA chapter were hosts to the event.

Mrs. Merely Schwartz Is 'Hostess With Mostess' For Rochester Chapter

(From Leader Correspondent)

ROCHESTER, Oct. 12—Say "party" to any Rochester Chapter member of the Civil Service Employees Assn. and the reply will invariably be "Merely Schwartz."

As chapter social chairman since joining the CSEA 17 years ago, the former Merely Blumenstein has planned more than 75 parties, picnics and other good-time affairs.

"Every year I say 'never again,' but each new chapter president asks me to take the job again — and anyway I love parties," she says.

Loves A Crowd

Mrs. Schwartz, who also served as chapter vice president for eight years, finds most satisfaction in "seeing a crowd" resulting from all her careful party preparation.

Her biggest CSEA party drew 400 persons who were attending a Western Conference meeting in Rochester this past June.

But nothing so far has topped the crowd who turned out for a campaign kickoff buffet in her backyard on Sept. 16, 1963, when her husband, Sam, a lawyer, ran for city court judge.

Sam lost a close race but Mrs. Schwartz won the hearts of the 2,700 guests who put away her spread of Kosher and non-Kosher cooking.

Got To Like Parties

There's really no secret to planning a good party, she insists. "Have good help, but do as much work yourself as you would expect your assistant to do. Of course, you've got to like parties."

Mrs. Schwartz was born in Rochester, graduated from East High School and first worked as an errand girl for a local law firm. Her next job was as a cashier in the county auto license bureau.

For the past 17½ years, she has been a clerk in the indexing division of the Workmen's Compensation Board here. "I've been in the same job in the same office all these years," she says.

In her work with the 500-member Rochester Chapter, Mrs.



SAM and MERELY

Schwartz has found that the CSEA "is doing a wonderful job, and everyone should back it 100 per cent. It's always fair and trying to help the worker."

Ready To Help

She and her husband, who have no children, join "any organization that needs our help." Just

Named To Council

ALBANY, Sept. 21 — Robert Lindsay Bishop of Delancey has been named to the Council of the State University Agricultural and Technical Institute at Delhi for a term ending July 1, 1973. Bishop succeeds Ivan H. Miller of Margaretville.

Pass your Leader on to non-member.

this month, her husband became president of Rochester's Beth Sholom congregation.

And what was one of the new president's first acts? He appointed Mrs. Schwartz, naturally, as chairman of a card party (Nov. 4) to raise funds for the charitable milk fund.

Seeks Permission To Solicit

Onondaga Chapter, CSEA Wants Group Life Ins. Plan For County Workers

SYRACUSE, Oct. 12—Onondaga Chapter, Civil Service Employees Assn., is seeking permission to solicit members in county offices for a group life insurance plan.

Arthur Kasson Jr., chapter president, said he has made a formal request—by letter—following a meeting with county officials and others to discuss and explain the plan, available through CSA and handled by the Travelers Insurance Co.

He is now awaiting a reply to his letter, he said.

Joseph Lochner, executive director of the CSEA, and Robert Noonan, field representative of the Travelers company, also attended the meeting to help explain the benefits of the plan to local officials.

County officials at the session

(From Leader Correspondent)
WATERTOWN, Oct. 12—For the first time in local civil service history there will be competitive examinations in November for the offices of first deputy police and fire chiefs.

City Manager Ronald G. Forbes has declined to ask the Watertown Civil Service Commission to hold non-competitive examination for chiefs holding the next rank. Thus the examination is thrown open competitively for second deputy, detective, and sergeants in the police department and the second deputy and battalion chiefs in the fire department.

Have Been Appointed

Meanwhile two department chiefs have been appointed by the city manager without benefit of examination, competitive or non-competitive. Pending is a public hearing to be called by the Civil Service Commission on the chiefs dispute. It is expected, according to Attorney Norman F. Ward, executive secretary of the commis-

sion, the final decision will come from the New York State Civil Service Commission.

The fight evolved when Forbes defied the Civil Service Commission and named new police and fire chiefs without examination. He said he felt the men are qualified; that examinations for chief have already "embarrassed" a former chief and himself.

He referred to the fact that Carl H. Green, who retired as police chief Sept. 1 failed the non-competitive test but remained on the job to retirement despite it.

CS Day Set

(Continued from Page 1)

Similar top prizes will be awarded again next year.

During the year, The Leader provided its readers with more than 10,000 discount price tickets to the World's Fair.

Official Recognition

"Civil Service Day" was officially recognized this year in proclamations by Gov. Nelson A. Rockefeller and Mayor Robert F. Wagner.

The event, sponsored by The Leader, is expected to be even larger than the affair of this year.

Further news of the "Civil Service Day" program and details from the "Miss Civil Service" contest will appear in future issues of The Leader.

Four Make Fireman In Poughkeepsie

POUGHKEEPSIE, Oct. 12 —

Four city residents have passed a Civil Service Examination for fireman, William F. Moehrke, executive secretary of the Dutchess County Civil Service Commission made known recently.

They are: Perry Hatch, 597 Main St., city; Thomas D. Powell, 10 Harrison St.; Robert Beverland, 213 Smith St., and Rocco Perrotta, 39 Vernon Ter. Seven applicants took the test last July 11th.

Will Be Deducted

Kasson said the costs of the plan will be deducted from county workers salaries if it is approved.

The plan permits members to obtain life insurance at group rates. Typical rate, for example, is 15 cents a thousand bi-weekly for men in the 30-34 age group.

Kasson said employees who are not now CSEA members will be invited to join the chapter to take advantage of the life insurance plan.