

# Civil Service LEADER

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## Retiree News

— See Page 16

### CSEA Board Votes Disapproval Of State Ethnic Coding System

ALBANY — The Board of Directors of the Civil Service Employees Assn. voted at its meeting last week that statewide president Theodore C. Wenzl request that the Civil Service Department and the Comptroller's Office destroy all information gathered to encode ethnic identification on state employees' records, and that all state agencies be requested to destroy ethnic data so far gathered for the encoding.

The Board action was in response to a memorandum from the Civil Service Commission stating that "the Department has received approval to expand its central computerized file of data on state employees to

include ethnic information." Previously, ethnic figures had been compiled by a "sight count."

The Comptroller's Office was included in the CSEA protests because the Civil Service Department had requested Audit and Control's assistance to transmit the recording instructions to payroll clerks.

The ethnic coding system would use two-digit numbers to categorize people as either: 00, White; 01, Black; 02, Puerto Rican; 03, Spanish Surnamed; 04, Asian American; 05, American Indian, and 06, Other.

The protest against ethnic coding has (Continued on Page 14)

### WENZL ARGUES NEED FOR JOB-RELATED PROMOTION'L EXAM

ALBANY—Adequate personnel to assure the availability of a wide variety of job-related competitive examinations was recommended last week by Civil Service Employees Assn. president Theodore C. Wenzl.

The four-term CSEA president offered the suggestion in testimony before the State Senate Standing Committee on Civil Service and Pensions.

"Let me call your attention to the fact," Dr. Wenzl said, "that the bulk of competitive promotional examinations do not have a job-related content. Complaints to this effect have been generated by state employees for many years, but when related to appropriate state officials, appear to have fallen on deaf ears."

Dr. Wenzl went on to explain that promotional examinations should be geared to indicate whether or not the candidate has an acceptable working knowledge of the job he is performing, plus the ability to perform at a higher level in a promotional series.

"Far too often," Dr. Wenzl noted, "non-job-related examinations have resulted in promotions wherein the promoted employee does not perform satisfactorily at the higher level. Conversely, many an employee whose performance has been excellent within a designated line of promotion in a lower-level position finds that he has failed a promotional examination because most of the questions on such examination had nothing whatsoever to do with either his current position or the position for which he was being tested."

He went on to state that the Division of Examination and Staffing Services within the State Civil Service Department had a responsibility to provide a wide variety of job-related competitive examinations, and that if this Division is understaffed, the Legislature should make provision to rectify the situation.

Other improvements in the testing system recommended by Dr. Wenzl were for more adequate reviews following appeals; that oral examinations should be (Continued on Page 8)

### Election Ideas Being Sought

Proposals to improve statewide election procedures of the Civil Service Employees Assn. are being sought from members of the CSEA Board of Directors and chapter and unit presidents.

A. Victor Costa, chairman of the committee to restructure the CSEA, said he will welcome all constructive ideas and suggestions for new election procedures.

Deadline for submissions is Dec. 13, and these will be reviewed by the committee Dec. 17 and 18. The committee had been asked to take such steps by the Board of Directors.

Mailing address for suggestions is: A. Victor Costa, chairman, Committee to Restructure CSEA, P.O. Box 652, Troy, N.Y. 12181.



HE'S NO. 1 — Francis G. Miller, right, president of Oswego County chapter, CSEA, receives a certificate and congratulations from CSEA president Theodore C. Wenzl on being cited as his chapter's "Man of the Year." (Story on Page 3.)

Don't Repeat This!

### Dems Reduce GOP Legislative Majority By 1 Assemblyman

SOME new faces will appear in Albany when the State Legislature meets again on Jan. 9 and some old friends will have left the scene. The political complexion of the Senate will remain unchanged, but in the Assembly the Democrats picked up one seat so that the lineup will be 82 Republicans to 68 Democrats.

This will give Assembly Speaker Perry B. Duryea, Jr., a slender (Continued on Page 6)

### LI Studies 4-Day Week

Long Island Regional President Irving Flaumenbaum has appointed a special committee to study whether a 4-day work week could help (Continued on Page 3)

### Inside The Leader

Check Pollution Effects On Valley Stream Tollmen —See Page 3

CSEA Calendar —See Page 3

Latest Eligible Lists —See Page 15

### CSEA Challenges Insurance Department Actions

ALBANY — The Civil Service Employees Assn. is filing an improper practice charge this week against the State of New York and the State Department of Insurance for "engaging in actions calculated and designed to interfere with the administration of CSEA."

The public employee union is calling for the state's Public Employment Relations Board to issue an order directing the state to "refrain from threatening in-

them to refrain from organized activity." It also seeks an order directing the state to cease refusing to make provisional appointments in the Insurance Department "solely for the purpose of forcing such employees to refrain from their organized activity."

CSEA represents these employees, who are included in the administrative, operational, institutional and professional, scientific and technical services bar-

crepancies arose between CSEA and the Insurance Department involving a series of scheduled promotional examinations and a proposed elimination of certain parenthetical designations connected with some of the job titles.

The line of promotion for which the tests were designed, originally involved several insurance examiner titles which were followed by designations such as: (life), (rates), (proper-

ings was held among representatives of CSEA and the Insurance Department and the Civil Service Department, brought about by the proposed eliminations and the eventual cancellation of the exam. Malcolm MacKay, first deputy superintendent of the Insurance Department reportedly took the position that no provisional appointments would be made until the Civil Service Commission rules on the appeal of the Insurance Department to make the present

The Commission had not made a ruling by last October, so another meeting was arranged between the CSEA and the Insurance Department. By this time, Mr. MacKay had been replaced as first deputy superintendent by Lawrence O. Monin.

At this meeting Mr. Monin reiterated Mr. MacKay's position and the position of the Department of Insurance by stating that no provisional appointments would be made until all opposition to the elimination of

# The Transit Beat

By JOHN T. MAYE  
President, Transit Police  
Patrolmen's Benevolent Assn.



## Penal System Reform Needed

In a city like New York, not a day goes by that some law enforcement officer doesn't ask himself serious questions about the meaning and purpose of his work. How could it be otherwise? Policemen are hired by the community to protect the lives and property of the citizens in their homes and as they go about their work and play; yet the same dangers exist year after year, in ever increasing numbers. The same crimes seem to be committed over and over by the same people, and the community seems, in a basic sense, not to care. The victims go about their business, each year paying a higher price for crime, and each year shrugging helplessly and hoping the police will be able to do something about it.

It is not surprising that the policeman comes to a point of wondering why he bothers, when the community he is sworn to protect seems to have given up.

It seems to me that the turn of the year offers a good opportunity to take a fresh view of things. As 1974 approaches, I have been thinking, as a professional law enforcement officer, of ways in which the lives of my fellow New Yorkers could be made safer and more secure in the coming year. In following that line of thought to its logical conclusion, I came to realize something with overwhelming impact, something that desperately needs to be admitted and understood before we can make much progress in the fight to free New York of crime: Our penal system is a total failure. I don't mean that the correction officers don't do a good job, or that the wardens and administrators are less than competent. I mean that the idea is no good. It doesn't work any more, if it ever did.

**THE TRADITIONAL PURPOSES** of imprisonment are incapacitation, deterrence, and rehabilitation. That is, we put a man in jail to prevent him from committing more crimes while he is there; to discourage others through fear of similar punishment from committing similar crimes; and to teach the convict new attitudes so that he will not commit further crimes upon his release.

The failure of each of those purposes is too well known to bear much restatement. Although a man is clearly incapacitated while he is in prison, sentences today are so short, and parole so liberal, that the period of incapacitation is almost not long enough to give the community a chance to breathe before the convict is back on the street. Because the sentences are so short, the deterrent factor is minimized; how many stories have we heard about a young criminal who becomes a neighborhood hero because he did so little time, or because he beat the rap altogether? Such visibility does nothing to promote lawful behavior through fear of a long prison term. Finally, the ineffectuality of rehabilitation is amply illustrated by the well known fact that the recidivism rate in New York State has been higher than 80 percent for years.

**NOW, THESE FACTS** are not seriously disputed by anyone, and it is easy enough to get people to admit the failure of each of the three areas individually; but for some reason, no one is willing to take the bull by the horns and admit the obvious conclusion: through all the centuries when we progressed from handwriting to printing to radio to satellite television communication; from horse-drawn vehicles to automobiles to airplanes to spacecrafts; from herbal medicines to anaesthesia to antibiotics to heart transplants; during all those years, we have made virtually no changes in our penal system. When a man is convicted of a crime, we segregate him from the community for a certain length of time, cross our fingers, and send him home.

We ought to be able to do better than that.

I do not pretend to have the final solution, but I think we ought to be willing to wipe the slate clean and start fresh.

**SUPPOSE** there were no such thing as prisons. How might we, using modern knowledge and techniques, deal with people who commit crimes? Here's one idea: Suppose

# File For Draftsman, 19 Other State Promotions, By Dec. 31

Promotion to draftsman with the State Dept. of Transportation is one of 20 opportunities now open to state employees for filing before Dec. 31.

To be eligible for the draftsman (cartographic) position, candidates must have served at least one year with the Dept. of Transportation in a drafting or engineering position allocated at the G-5 level or higher. This exam is no. 35-429 and pays at the G-8 level.

For applications for any of these promotional exams, contact the State Dept. of Civil Service at any of the addresses listed under "Where to Apply" on Page 15 of The Leader. All applications are due by Dec. 31 and written exams will be held Feb. 9, unless otherwise noted.

Following is a listing of all state promotionals open until Dec. 31, with exam number, salary level, and minimum experience required to take the test. Positions are arranged by the state department in which there are openings. The first is interdepartmental, in which promotions may be made within a department or to any other applicable department.

### Interdepartmental

**Institution Steward, Exam 35-420 (G-23)**—either three months as sr. business management asst., chief account clerk or sr. budgeting analyst or one year as the next lower title of such; or three months in a staff administrative position (G-18 or higher).

**Associate Librarian (medicine), Exam 35-446 (G-23)**—one year as sr. librarian (medicine). No exam. Applications due by Feb. 11.

**Property Manager, Exam 35-340 (G-20)**—one year as asst. property manager, building space agent, leasing agent or sr. building space agent.

### Audit and Control

**Examiner of Municipal Af-**

### Oneida Fete

UTICA — A Christmas party and dinner will be held by the Oneida County chapter, Civil Service Employees Assn. here Dec. 20.

ther voluntarily or otherwise, while under treatment. The purpose would be to diagnose his disease and get him well while preventing him from involving others. He would receive all the treatment he needed: psychological, medical, dental, vocational. And he would be pronounced "cured" when a panel of experts in every relevant field declared that, in view of their experience, they believed that probabilities favored the permanence of the rehabilitation. There would obviously be failures, but the rate of failure might be significantly lower than the rate we live with now. The cost of such a system would be enormous, but the savings through a significant reduction in crime might well outweigh the cost.

**I AM NOT ADVOCATING** this solution as the only way to go, or even as the right way to go. It doesn't take into account the social and environmental factors that breed criminals, or the narcotics problem that underlies so much crime. There are many other factors that might make this particular plan impractical or impossible. But it does illustrate that a little thought can produce an alternative to the present philosophy of penology. There must be many other alternatives that are worth thinking about. Some of them — one of them — will sooner or later have to be tried. Until we are willing to make the simple statement that the old way is just no good, every New Yorker will have

**Principal, Exam 35-428 (G-27); Associate, Exam 35-427 (G-23); Senior, Exam 35-426 (G-18)**—for principal: one year as associate; for associate: one year as senior; for senior: six months as examiner.

**Senior Municipal Research Assistant, Exam 35-425 (G-18)**—six months as municipal research assistant.

**Supervising Examiner of Municipal Affairs, Exam 35-437 (G-29)**—one year as principal examiner of municipal affairs. Oral test during Feb.

### General Services, Executive Dept.

**Senior Building Space Analyst, Exam 35-421 (G-19)**—either six months in an administrative position at G-14 or higher; or six months as an administrative trainee or building space analyst trainee.

### Transport. Dept.

**Draftsman (cartographic), Exam 35-429 (G-8); Senior, Exam 35-430 (G-11); Principal, Exam 35-431 (G-15)**—for draftsman, one year at G-5 or higher; for senior, one year at G-8 or higher; for principal, one year at G-11 or higher.

**Civil Engineer: Assistant (materials), Exam 35-438 (G-19); Assistant (physical research), Exam 35-441 (G-19); Senior (materials), Exam 35-439 (G-23); Senior (physical research), Exam 35-442 (G-23)**—for both assistants: eight months higher than G-15; for both seniors: eight months higher than G-19.

**Associate Civil Engineer: Materials, Exam 35-440 (G-27); Physical Research, Exam 35-443 (G-27)**—for both, one year in an engineering position at G-23 or higher.

### Mental Hygiene

**Supervisor of Reimbursing Accounts, Exam 35-444 (G-18)**—one year as asst. supervisor of reimbursing accounts or as principal account clerk.

### State Thruway Auth.

**Bridge Maintenance Supervisor, Exam 35-419 (\$11,842)**—either one year as bridge maintenance foreman (G-14); or one year of non-competitive service

as dock building foreman (G-14) or painter, foreman (G-13).

## Beame Names Nine To Screen For Top Jobs

New York City Mayor-elect Abraham Beame has named a nine-member panel to evaluate personnel for key positions in his administration.

Harry Bronstein will continue to act as director of personnel and will also serve as executive director of Mr. Beame's Talent Screening Committee.

Charles Seligson, professor of law at New York University, was named committee chairman.

Also appointed were Daniel G. Collins, professor of law at New York University and first state chairman of the New Democratic Coalition; Dr. Lorraine R. Solville, associate professor of government at John Jay College of Criminal Justice; Raquel Creitoff, director of community organization program responsible for planning, coordination and supervision of programs to save Puerto Rican communities in the Metropolitan area and other parts of the United States.

Other committee appointments were Paul Gibson, Jr., vice-president for urban and environmental affairs for American Airlines and former legislative counsel to the president of City Council; Dr. B. Bernard Greidinger, certified public accountant; Wilbur Levin, president of the South Brooklyn Savings Bank and member of the advisory board of the Chemical Bank New York Trust Co.; Paul R. Scervane, former president of the New York City Council, and Harry Van Arsdale, Jr., president of the New York Central Labor Council.

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# Oswego's President, Miller, Appreciated As 'Citizen Of Year'

OSWEGO — More than 100 members and guests turned out last week to honor Francis G. Miller, president of Oswego County chapter, Civil Service Employees Assn., as the chapter's "Citizen of the Year."

Mr. Miller, a 16-year member of the chapter, won the designation for his contributions to the civic affairs of Fulton and Oswego Counties, plus his efforts for the CSEA chapter, locally and in the state.

Among his many accomplishments cited during the dinner in Lakeview Lanes, Fulton, were:

Promoting harmonious relations between employers and employees in the public sector; Scouter, 22 years, including service as scoutmaster and chairman of the committee that established the first Cub Scout pack in the Fulton area; active member of Rotary and president of

the Fulton chapter in 1949-50.

Also, active in the Forward with Fulton group, the YMCA, and in the Elks' youth program, although not an Elk. This latter work earned him the group's recognition. And during World War II, Mr. Miller headed a musical variety troupe which entertained in military camps and hospitals, for which he was later cited by Gen. Marcus McClelland.

In CSEA, Mr. Miller has served several terms as president of the chapter and is now president of the County Workshop of the Syracuse Region 5. He also has served on the county executive committee, state charter committee and state board of directors.

Attending the dinner to help honor Mr. Miller were: Dr. Theodore C. Wenzl, CSEA state president; Jack Gallagher, state treasurer; Eileen Barchelor, third vice-president, and Earl P. Boyle, central area CSEA attorney.

John Squires, chapter second vice-president and chairman of the awards committee, presented Mr. Miller with a certificate citing his 16 years of participation in CSEA activities.

During the dinner, Mr. Miller was also named general chairman of the Fulton 1976 Official Bi-Centennial Committee.

## Haight To Talk

ALBANY — Alfred W. Haight, first deputy comptroller of New York, will be the guest speaker at the Dec. 5 meeting of the Capital District Retirees chapter, Civil Service Employees Assn. Members will meet at CSEA headquarters, 33 Elk Street.

## Creedmoor Party

NEW YORK — The Creedmoor State Hospital chapter, of Queens, will hold a meeting and holiday party Dec. 11 at 5:30 p.m. The event will take place in the hospital's social room.



The health of Lorraine Bonelli and her fellow parkway toll collectors is of prime concern because of auto pollution worries, and she stands here with Civil Service Employees Assn. officials who helped arrange for medical checkups by the St. Vincent's Hospital mobile van. With her, from left, are Bill Hurley, grievance chairman, Louis Colby, Long Island Inter-County State Parks chapter president, and Rudy Zunik, CSEA field representative.

# Toll Collectors Checked For Effects Of Pollution

BETHPAGE — The bulk of 60 toll collectors at the Valley Stream toll booths on Southern State Parkway have received medical checks to determine the effects of automobile exhaust fumes on their blood, lungs and hearts.

The testing was conducted by a mobile unit operated by St. Vincent's Hospital, New York City, under a program negotiated by the Long Island Inter-County State Parks chapter of the Civil Service Employees Assn.

## Ⓛ CSEA calendar Ⓛ

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

### December

- 5—Capital District Retirees chapter meeting: 1 p.m., CSEA Hq., 33 Elk St., Albany.
- 6—Metropolitan Division of Employment Chapter 350 buffet and dance from 6:30 p.m. at Martin Luther King Jr. Labor Center, 310 West 43 St., New York.
- 6—Kings Park State Hospital chapter meeting: 8 p.m., Conference Bldg. 22, Kings Park.
- 7—Onondaga chapter meeting and dinner dance, 6:30 p.m. at Liverpool Country Club, Tulip St. Road, Liverpool.
- 8—Non-teaching school employees' committee meeting: 10 a.m., Tom Sawyer Motor Inn, Albany.
- 11—Creedmoor State Hospital chapter, holiday meeting and party, 5:30 p.m. in hospital social room.
- 11—Syracuse Area Retirees chapter, business meeting, 2 p.m. at Riordan's Restaurant, Auburn.
- 12—Long Island Armory Employees chapter meeting and Christmas party, 12 noon, Tojens Halfway Restaurant, Route 112, Patchogue.
- 14—Metropolitan Armories chapter holidays meeting and party: 5:30 p.m., Flushing Armory, Queens.
- 16—Buffalo chapter Christmas dinner-dance: 6:30 p.m., Buffalo Trap & Field Club.
- 19—CSEA Board of Directors meeting: 33 Elk St., Albany.
- 20—Oneida County chapter Christmas party and dinner from 6:30 p.m. at Twin Ponds Golf and Country Club.
- 22—Long Island Region installation of officers and dinner-dance Holiday Manor, Bethpage.

# Costs Zoom, St. Lawrence Hikes Follow

CANTON — With the cost of living in sharp rise, pay boosts have been granted to an estimated 450 St. Lawrence County employees effective Jan. 1. Flora Jane Beaton, president of the county chapter, Civil Service Employees Assn., reported.

The Board of Supervisors approved a new two-year contract. It calls for \$400, plus increment, the first year and \$300, plus increment, in the second year. Increments range from \$198 to \$800 for each year, according to county officials. Board Clerk Charles V. Fox estimated the contract represents \$187,600 in pay hikes.

Negotiations between the St. Lawrence County CSEA, represented by Nels Carlson, and the Board of Supervisors began in August. Supervisor Ralph Greco, chief negotiator for the supervisors, noted that the cost-of-living increase, which jumped 7.5 percent, was "largest single one-year increase in 25 years."

In addition to the pay boosts, the contract calls for a 13 cent-a-mile car use allowance, up one cent.

### Ventilation Due

It is part of a broad response to the health perils posed by the job. Next year, a costly ventilating system designed to feed fresh air into the toll booths is scheduled for installation.

A major budget item, the ventilating system was also negotiated by CSEA.

On hand to view the medical checks were Louis (Duke) Colby, president of the parks chapter, and CSEA field representative Rudy Zunik, who is assisting the chapter.

"We want to determine exactly how dangerous are the working conditions," Mr. Colby said. "Sometimes it depends on the weather, and a cold breezy day may be OK while a muggy still day is not."

### Safety First

"Safety is, properly, a paramount concern with the state right now, with the Occupational Safety and Health Act coming into play."

As a result, the pollution problem, which started as a grievance action on behalf of employees, has met with active responses from the Long Island State Park Commission, which operates the Parkway and toll booths.

# LI Region Studies Four-Day Week

(Continued from Page 1)

to reduce energy consumption.

He named Suffolk chapter president E. Ben Porter to chair the committee, which includes Farmingdale University chapter president Virginia Colgen, Suffolk State School chapter president Joseph LaValle and Stony Brook University chapter president Albert Varacchi.

The study was initiated after the Long Island Region, at its first official meeting last week in its new headquarters at 740 Broadway, North Amityville, declined to endorse the idea without a factual report showing the gasoline and electric savings that might result.



# N.Y.C. List Progress

The listing below shows the status of eligible lists from which certifications have recently been made. Certification is basically an administrative process. The City Personnel Department "certifies" eligibles, which means supplying their names to appointing agencies. The agencies then may call the certified eligible for job interviews.

Eligibles may either fill existing vacancies or replace provisionals. After certification, however, a background investigation is conducted to confirm items such as citizenship, license or diploma as required. A medical exam will also be given prior to appointment.

Those who fail to appear when notified of an interview or decline appointment at the interview will be removed from the list. To have their names restored to the list, they must ask the Personnel Department. When restored, their names are placed at the bottom of the list, providing it is still in existence.

Those certified but not interviewed remain in this list order and are recertified when hiring is next conducted.

"OC" indicates an open competitive eligible list, "prom" a promotional list, and "SM" a special military list. The exam number and date the eligible list was established are given in parenthesis.

For more information about the certification process, contact the Department of Personnel at 566-8804 or 8809.

- Administrative Aide — PD, TA, Personnel, & HDA; 25 jobs, \$8,200 — 98 cert. between nos 26 — 122, from OC list (exam 2026, 7-26-73).
- Administrative Manager — Law; \$13,200 — no 1 cert from prom list (exam 1656, 11-3-72).
- Assistant Actuary — Tch Ret Sys; 3 jobs, \$8,600 — 11 cert. between nos 4 & 14, from OC list (exam 7041, 6-18-71).
- Assistant Park Director — Parks; \$16,225 — 4 cert. between nos 10 & 13, from prom list (exam 2695, 1-3-73).
- Assistant Park Maintainer — Parks; \$7,400 — 105 cert from prom list (exam 3585, 11-21-73).
- Assistant Stockman — PD, MSA, & TAD; \$6,600 — nos 48 & 121 cert from Gen. Entr. Stores Sers OC list (exam 2244, 7-11-73).
- Associate Methods Analyst — HDA & Budg; 4 jobs, \$17,450 — 5 cert. between nos 1 & 5 from prom list (exam 3528, 9-19-73).
- Associate Personnel Examiner — Bd of Ed; 2 jobs, \$17,450 — 5 cert from prom list (exam 3529, 9-19-73).
- Budget Examiner — Yth; 1 job, \$16,070 — 16 cert. between nos 8 & 45, from OC list (exam 1019, 5-18-72).
- Building Rehabilitation Specialist — HDA; \$10,500 — 4 cert. between nos 62 & 200, from OC list (exam 0026, 5-7-71).
- Carpenter — TA; 4 jobs, \$58.80 per day — 12 cert. between nos 252 & 272, from OC list (exam 7082, 5-18-70).
- Caseworker — HDA; 1 job, \$8,600 — 35 cert. between nos 46 & 204, from OC list (exam 1000, 4-16-71).
- Civil Engineer — Queens Pres; \$16,400 — no 1 cert from Gp 1, from prom list (exam 3603, 11-8-73).
- Computer Operator — Hier Ed; 1 job, \$8,200 — nos 95 & 98 cert from OC list (exam 2065, 4-11-73).
- Correction Officer (Men) Correct Dept; \$11,200 — 554 cert; 553 cert from OC list (exam 2021, 9-2-72) and no 1112 cert from SM list (exam 0158, 2-11-71).
- Correction Officer (Women) — Correct Dept; 10 jobs, \$11,200 — 47 cert. between nos 81 & 159, from OC list (exam 2022, 11-31-72).
- Correction Aide — Correct Dept; \$7,200 — 102 cert. between nos 19 & 1284, from OC list (exam 2006, 7-20-72).
- Computer Systems Manager — MSA; \$13,100 plus — 44 cert. between nos 1 & 44, from OC list (exam 0081, 11-28-73).
- Computer Systems Manager — HDS, BE, SS & Comp; \$13,100 plus — 4 cert from prom list (exam 2561, 11-28-73).
- Inspector (Highways and Servers) — TA; \$9,500 — 4 cert. between nos 15 & 70, from OC list (exam 7002, 8-20-71).
- Inspector of Ports & Terminals — EDA; 2 jobs, \$7,450 — 5 cert. between nos 2 & 11, from OC list (exam 2098, 5-30-73).
- Investigator — TA; 1 job, \$8,600 — 20 cert. between nos 64 & 867.5, from OC list (exam 1058, 2-10-72).
- Junior Civil Engineer — Budget; \$11,500 — 9 cert; nos 10 & 13 cert from Gp 5; no 46 from Gp 12; no 3 from Gp 14; and 5, between nos 1 & 5, from Gp 17 from OC list (exam 2105, various dates).
- Junior Electrical Engineer — TA; 3 jobs, \$11,500 — 22 cert; nos 12, 17 & 18 cert from Gp 1 and 19 cert. between nos 9 & 40, from Gp 2 from OC list (exam 1126, various dates).
- Management Intern — TA; 3 jobs, \$10,500 — 31 cert. between nos 117.5 & 460, from OC list (exam 3007, 5-4-73).
- Motor Grader Operator — TA; \$13,400 — 16 cert from prom list (exam 2587, 11-14-73).
- Motor Vehicle Operator — 13 city agencies; \$9,300 — 184 cert; 183 cert. between nos 57.5 & 1264, from OC list (exam 9120, 6-19-71), and no 522 cert from SM list (see above).
- Oiler — HSA; 1 job, \$55.44 per day — 4 cert. between nos 9 & 57, from OC list (exam 2115, 5-16-73).
- Park Maintainer — Parks — 141 cert from prom list (exam 3586, 11-28-73).
- Planner — Bronx Pres; 1 job, \$14,800 — 20 cert. between nos 1 & 20, from OC list (exam 2120, 8-1-73).
- Principal Illustrator — MSA; \$11,800 — 1 cert from prom list (exam 2714, 11-14-73).
- Principal Investigator — Bd of Ed; \$13,500 — nos 1 & 2 cert from prom list (exam 2750, 8-29-73).
- Public Health Physician — HSA; 12 jobs, \$24,575 — 33 cert. between nos 1 & 33, from OC list (exam 2131, 7-11-73).
- Public Relations Assistant — TA; no 11.7 cert from OC list (exam 1022, 6-18-71).
- Senior Clerk — four city agencies; \$7,000 — 33 cert; 10 cert. between nos 1 & 10, from Tch Ret Sys prom list (exam 1570, 8-29-73); no 5 cert from WB prom list (see above); 14 cert. between nos 5 & 18, from Correct Dept prom list (see above); and 8 cert. between nos 59 & 71, from TA prom list (see above).
- Senior Clerk — FA; 12 jobs, \$7,000 — 46 cert. between nos 25 & 70, from prom list (exam 1570, 8-29-73).
- Senior Illustrator — Bd of Ed & HSA — 2 cert from prom list (exam 2623, 11-21-73).
- Senior Planner — PC; 4 jobs, \$17,400 — nos 24 & 25 cert from prom list (exam 2634, 8-15-73).
- Senior Purchase Inspector (Foods) — Comp; \$11,200 — 10 cert from prom list (exam 2580, 11-28-73).
- Senior Purchase Inspector (Pipes and Castings) — WB; \$11,200 — 2 cert from prom list (exam 2774, 11-21-73).
- Senior Shorthand Reporter — FA; 2 jobs, \$9,000 — 28 cert. between nos 1 & 28, from Gp 3 OC list (exam 2157, 10-31-73).
- Senior Stenographer — BE; \$7,000 — nos 97 & 131 cert from prom list (exam 0692, 11-12-71).
- Senior Stenographer — Tch Ret Sys; 1 job, \$7,300 — nos 1, 79, & 131 cert from prom list (exam 0692, 11-12-71).
- Senior Traffic Control Inspector — TA; \$10,700 — 23 cert from prom list (exam 2777, 11-28-73).
- Senior Typist — two city agencies; \$7,000 — 29 cert; 27 cert. between nos 3 & 29, from HDA prom list for 12 jobs (exam 1688, 9-5-73); and nos 1 & 2 cert from Tch Ret Sys prom list (see above).
- Ship Carpenter — TA; 2 jobs, \$7 per hour — 13 cert. between nos 1 & 15, from OC list (exam 2219, 9-26-73).
- Stationary Fireman — HHC; 1 job \$48.80 per day; nos 55.5, 72 & 87.5 cert

# THE EDUCATION ARENA

By DR. JACK BLOOMFIELD

## MEETING OF THE N.Y. STATE COUNCIL OF SCHOOL DISTRICT ADMINISTRATORS (NYSCSDA)

### PART VI

**Editor's Note:** In this concluding series article, Dr. Bloomfield reports on the conference speech of the State Director of Education Performance and Review, Daniel Klepak.

**Grossinger's, N.Y. — "THE BEST FRIEND EDUCATION EVER HAD," Is How Daniel Klepak, Special Assistant To The Governor and Director of Education Performance and Review describes himself, adding, "but few educators now know it." He said to his audience of 700 state school superintendents that he came to the meeting for three main reasons:**

- "First, to make it clear that my office is independent from any and all political, public and private interest groups that abound in the world of education.

- "Second, to let one of the largest and most influential organizations of educators in New York State get to know their 'best friend' on a first-hand basis; and

- "Third, to enroll all of you in an educational fiscal fitness program designed to trim fat, limber limbs and exercise the common sense of the education establishment."

**Yet He Doesn't Expect To Make Many Friends.** He says, "My office has been in business for only three months, and already we're seeing early warning signs that what we're up to is going to make



Daniel Klepak, left, being interviewed by Dr. Bloomfield.

thousands of well-meaning interest groups mad at us. I've been called everything from the 'Source of the Schoolmarm' to the 'Governor's ombudsman' — and we haven't even issued a single report . . .

"Our allies should be anyone and any group truly interested in what's going into 3.47 million heads in New York State's public schools and how we run the system that delivers that knowledge.

"But the very kind of unique objectivity that we're trying to inject into our look at critical

questions involving how and why our schools do what they do has subjected my office to the instant indignation of almost everyone who plays the education game."

**Discussing The Importance Of His Office,** Klepak explains, "Without a formal recommendation, many things are happening as a result of our existence. When I say we're reviewing reading, school lunch, driver education or transportation programs, we've seen convincing evidence that the State Education Department and school districts are becoming much more critical of their own operations . . .

"Now I know what Leo Durocher meant when he said, 'never change a winning lineup.' I've quickly learned, what Rand Corporation developed in a more scholarly fashion, that we can't count on education changing from within because everyone inside thinks he's playing terrific ball."

**Pinpointing His Allegiance And Identifying Those To Whom He Felt Responsible,** he announced, "Our constituents are the unorganized and the ill-represented — the children and the taxpayers, those who have the most to lose from any mismanagement of the \$6.5 billion we are spending on public schools this year."

**To Describe How He Works,** he indicated his Office of Education Performance and Review will prepare a series of initial recommendations — "on plain white paper, not four-color stock," which will be made public in the next few months.

Then he added that he wanted the Council of School Administrators and other education groups to use his office as a "conduit for creative input" and to recognize that "our role is to evaluate not only what you are doing but also what you could do if you broke with tradition here and there."

Noting that about 300 school board officials and administrators had responded to his request that they identify key public education issues from their own viewpoints, he concluded:

"They have given us hundreds of suggestions about dozens of problems that they see as limiting their effectiveness — and some of these suggestions might never have seen the light of day if they had been confined to normal channels.

"But I warn you, while the School District Administrators may cheer us on when we attack some of the priorities of others, those 'others' will be getting their day in court as well.

"We have no authority. One of the most interesting parts of my Office is that we have no authority. The Board of Regents and the school boards have all the authority over the public schools. I have none.

"So I have to evolve a strategy of how you get things done if you don't have any authority. As you know, it's hard enough to get things done if you do have authority."

His answer? "Go public. Everytime we see something that shocks us we scream bloody murder to the newspapers" hoping that will bring some changes. "That's why it's so important that before we scream we know what we're talking about."

And that's why he wants communication with his Office to be open — so all voices will be heard.

## Insurance Examiners Oppose Favoritism

The Association of New York State Insurance Department Examiners has come out in opposition to any plan for examination or surveillance that would favor very large insurance companies.

Speaking for the Association, president John Fay said, "The Solvency Report of the New York Insurance Department, and following its example, the McKinsey Surveillance Report, would institute so-called examinations, which in our opinion, would return governmental supervision of insurance companies to the pre-Governor Hughes' investigation era."

Kinsey report.

The Association, Mr. Fay noted, substitutes the word "surveillance of insurance companies" for "examination of insurance companies." This wording, he said, appears to parallel closely the Solvency Report of the New York Insurance Department, whose recommendations the Association had already gone on record against.

## Dance In Liverpool

LIVERPOOL — The Onondaga County chapter, Civil Service Employees Assn., will have a chapter meeting and dinner-dance Dec. 7 at the Liverpool Country Club on Tulip St. Road. Starting time is 6:30 p.m.

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panies, would reduce competition in the insurance industry by enabling large insurance companies and the huge conglomerates which control many insurers, to acquire smaller insurers, and would force many of the small- and medium-size

# This Week's City Eligible Lists

## EXAM 2698

### PROM TO BUYER

This list of 25 eligibles, established Nov. 28 for use by three city agencies, resulted from Sept. 19 oral testing for which 51 candidates filed, 27 were called and 26 appeared. Salary is \$10,200.

#### Bd of Ed

No. 1 — 93.15%

1 Alexander Porter Sr, Lloyd J Caminske, Barbara Barr, William J Robinson, Forrest N Nalley, Philip J Mazzone, Leo Arkel, Albert Gerber, Vincenzo J Romano, Jack G Ader, Milton Siegel, Angelo Gibaldi, Daniel M Gibson, Ann R Schlissel, David O'Flaherty, Ethel Steinberg.

#### Hsing Auth

No. 1 — 78.955%

1 Larry A Silber, Louis A Con-salvo.

#### TA Cntrlr

No. 1 — 87.10%

1 Michael Schaffer, James V Luisi, Gary S Milo, John C Beg-ley, Stanley I Jacobs, Frank S Guarino, Joseph G Brown.

## EXAM 2705

### PROM TO FOREMAN, SHEET MET WRKR

#### EPA

This list of 14 eligibles, established Nov. 28, resulted from June 30 written testing for which 18 candidates filed, 17 were called and 15 appeared. Salary is \$11.10 per hour.

No. 1 — 94.17%

1 Murray I Ertrachter, Irving A Feinberg, Arthur E Anderson, George T Jockers, George Leong Jr, Frank J Lepkowski, John Butler, Leo Hartman, William Lebowitz, John T Toogood, Joseph Bianchi, Adam J Stemmler, Adolph E Scarlino, Jack B Muel.

## EXAM 3580

### PROM TO SR PURCHASE INSPCTR — FOODS

## COMPT

This list of 10 eligibles, established Nov. 28, resulted from Oct. 1 oral testing for which 18 candidates filed, 15 were called and 15 appeared. Salary is \$11,750.

No. 1 — 94.0%

1 Martin Cantor, James C Collins, John J Paci, Herman Morganstein, Alexander Pannone, William K Hall, Carlo Piacentile, George Ciano, Karol J Powers, Rocco D Piliero.

## EXAM 2777

### PROM TO SR TRAFFIC CNTRL INSPR — TA

This list of 23 eligibles, established Nov. 28, resulted from Sept. 19 to 22 and Oct. 3 to 20 oral testing for which 36 candidates filed, 34 were called and 29 appeared. Salary is \$11,750.

No. 1 — 93.37%

1 John T McCann, Fitzgerald Boyce, Henry G Rippe, Dominick Napolitano, Gerald R Iovino, Arthur M Brown, John F Martin, Michael Bozahora, George B Carteris, Rafael A Irizarry, Richard A Ebbitt, Rocco J Veneziano, Gaspar D Barbera, Vincent M Lubrano, John W Bragg, William Moschella, Anthony Tipaldo, Sidney G Raemdonck.

No. 21 — 74.33%

21 Nunzio M Galletta, Walter A Miller, Thomas Tuzza.

## EXAM 2697

### PROM TO BLDG CUSTD

This list of 22 eligibles, established Nov. 28 for use by four city agencies, resulted from June 16 written testing for which 129 candidates filed, 38 were called and 32 appeared. Salary is \$9,300.

#### HSA, Hlth

No. 1 — 73.38%

1 John Zgomble Anthony King.

#### Munie Serv Adm

No. 1 — 84.325%

1 Nathan Z Alleyne, Joseph P Slevin, Clifford Bleidner Sr, Philip Bordonaro, Joseph U Timm, Joseph Fobbs, Michael Savino, Harry N Randolph, Eugene Sheparo, Robert L Williams.

#### Police Dept.

No. 1 — 76.025%

1 George J Martinez.

#### Soc Servs

No. 1 — 83.0%

1 Alexander Marotto, Frank A Graffeo, Edmund C Lesniewski, Angelo F Fazio, Carl E Miner, Cornelius Adams, Jose Domenech, Henry H Stevenson Jr, Henry P Bilodeau Jr.

## EXAM 3575

### PROM TO ASST AIR POLLUT CNTRL ENGR

This list of five eligibles, established Nov. 28, resulted from evaluation and Sept. 25 oral testing for which six candidates filed, five were called and five appeared. Salary is \$13,300.

#### Environ Protectn Adm

No. 1 — 72.80%

1 Howard E Anderson, Richard Jobsky, Peter Todd, Bertrand B Aubrey, Frank G Yee.

## EXAM 3577

### PROM TO ASST ARCHITECT

This list of six eligibles, established Nov. 28 for use by five city (Continued on Page 10)

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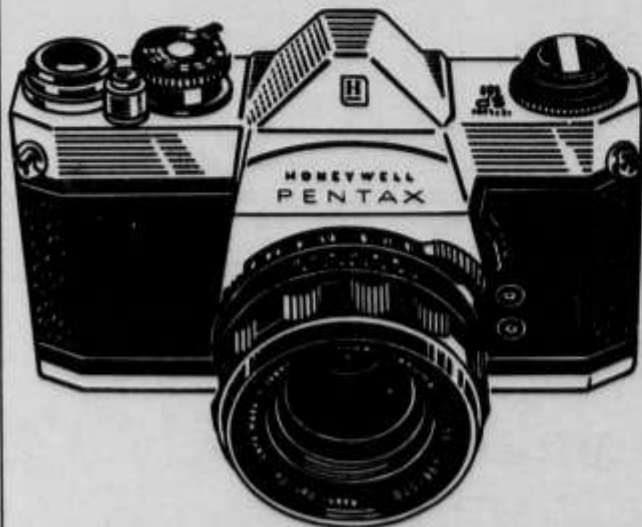
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TUESDAY, DECEMBER 4, 1973

## What Color Is Fire?

THE U.S. Court of Appeals had some good laughs over the questions on the New York City fireman's test. "Would a captain say 'I am irate at you'? I would have thought a fireman would put the matter more tersely," the court said when it reviewed the vocabulary questions on the exam. When the Appellate Court then upheld the District Court's invalidation of the exam, it cited the vocabulary and math questions and those 20 questions on civics as evidence that the exam had little to do with successful performance of the fireman's duties. Clearly it is incumbent upon the city to prepare a valid exam—one that could rest on its merits if challenged. And hopefully the court ruling can assure New Yorkers that the city will meet that responsibility.

Meanwhile, eligibles on the list must bear—through no fault of their own—the extraordinary burden shed by the city. Since the exam was found to have been prepared in a shoddy manner without a proper job-analysis, the District Court set a three-to-one hiring quota of whites to "minorities" in order to redress what was termed the discriminatory nature of the selection process.

The result is unsatisfactory to all eligibles—to whites who may never be appointed because of the quota and to "minorities" who must live with the stigma of having been appointed on a basis other than merit. When a citizen takes a civil service test he does so with the legitimate belief that he will be appointed on his merit.

It may be that no exam can adequately test the skills or the potential for learning the skills of a fireman. But unless a better selection process is found, the city must prepare its exams with the same care and sense of professionalism it expects of its fire fighters.

## What Test Is Fair?

AMONG those labor leaders calling for revision in the Merit System was the president of New York's largest public employees union in testimony last week before the State Senate Committee on Civil Service and Pensions.

Theodore C. Wenzl, head of the 210,000-member Civil Service Employees Assn., laid it on the line to committee members when he told them "that the bulk of competitive promotional examinations do not have a job-related content."

Dr. Wenzl pointed out that this lack of job-relatedness has "far too often" resulted in promotions whereby promoted employees do not perform satisfactorily at the higher level. This becomes doubly exasperating to the employee whose knowledge of an operation might be greater, but who has failed the exam because most of the questions had nothing to do with either the current position or the position for which the test was held.

Imagine the state of morale of both parties in the situation: the person in over his head and the person capable of moving ahead.

Dr. Wenzl insists that if adequate personnel is not available to insure a wide variety of job-related competitive examinations, then the State Legislature should provide adequate funding to provide sufficient staffing.

It is to be hoped that the Committee will pay attention to the advice of respected labor leaders such as Dr. Wenzl.

## Don't Repeat This!

(Continued from Page 1)

margin of only six votes above the 76 needed to pass a bill. However, the Speaker has demonstrated a unique capacity for corraling votes when he needed them. Moreover, he can always count on divisions among Democrats to reach the magic number of 76 votes when he needs them.

The additional seat picked up by the Democrats will be held by Elizabeth A. Connelly of Staten Island to replace Edward J. Amann, who was appointed a Judge of the Court of Claims by Gov. Nelson A. Rockefeller. Mr. Amann had long been a familiar figure in Albany, and was chairman of the Assembly Committee on the City of New York.

The only change in the Senate is the election of Joseph A. Tauriello of Buffalo, to replace Senator Frank J. Glinski, who retired. Both men are Democrats.

Two Republican Assemblymen who died, Harold C. Luther, of Unadilla, and William C. Knights, of Batavia, will be replaced by Republicans: Mr. Luther by Peter S. Dokuchitz and Mr. Knights by Stephen R. Hawley.

Democratic Assemblyman Samuel D. Wright of Brooklyn, who resigned to make a successful run for a seat on the City Council, will be replaced by Assemblyman Charles T. Hamilton. Also in Brooklyn, on the Republican side, Robert F. Kelly, who resigned to accept an appointment by the Governor as Chairman of the State Cable Television Commission, will be replaced by Assemblyman Christopher J. Mega.

The Governor will also call for a special election in February for the election of successors to Democratic Senator Harrison J. Goldin, of the Bronx, who will resign to become Comptroller of the City of New York, and to Democratic Senator Nicholas Ferraro, who was elected Queens County District Attorney.

On the Assembly side, a special election will be needed to replace Assemblyman Edwin P. Crawford, a Republican of Oswego, who was elected a County Judge. Assemblyman Crawford was chairman of the powerful Judiciary Committee.

The new faces in the Legislature will be confronted not only with the usual problems of adjustment to the Albany environment and the legislative process, but also with the necessity for building a legislative record just a few months before they must run again for re-election. Since this legislative session will be the last before the quadrennial statewide election, the new legislators are likely to learn fast that they are sitting on hot seats.

## Letchworth Concern

LADENTOWN — The Letchworth Village food services employees will meet Dec. 5 at 8:30 p.m. at the Platzl Brauhaus. At the Nov. 19 meeting, a large turnout from the kitchen and dining room areas expressed their concern with the food service career ladder question. Answer — serve it hot!



## Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

## Alien Loses In High Court

Less than a month ago, the United States Supreme Court handed down its decision in the case of *Espinoza v. Farah Manufacturing Co.*, which involved an interpretation of the phrase "national origin" in Title VII of the Civil Rights Act of 1964.

The petitioner, Espinoza, was born in and was a citizen of Mexico. She was a lawfully admitted resident of San Antonio, Texas, and lived with her husband who was a United States citizen. In July 1969 Mrs. Espinoza sought employment as a seamstress with the respondent company. The company rejected her application on the basis of its long-standing policy against the employment of aliens.

MRS. ESPINOZA sought the assistance of the Equal Employment Opportunity Commission, which commenced suit against the respondent on the grounds that it had discriminated against Mrs. Espinoza because of her "national origin," in violation of Section 703, Title VII, Civil Rights Act.

The United States District Court granted petitioner's motion for summary judgment, holding that a refusal to hire because of lack of citizenship constitutes discrimination on the basis of "national origin." That decision was reversed by the United States Court of Appeals, which held that the statutory phrase "national origin" did not embrace citizenship. The case then came to the United States Supreme Court, which affirmed the Circuit Court of Appeals and dismissed the petition.

Section 703 makes it "an unlawful employment practice . . . for an employer to fail to refuse to hire . . . any individual . . . because of such individual's race, color, religion, sex, or national origin." The Supreme Court said that plain language of the statute clearly supports the result reached by the Court of Appeals.

THE COURT EXAMINED the meager legislative history of the statute and indicated there were some compelling reasons to believe that the Congress did not intend the term "national origin" to embrace citizenship requirements.

Since 1914, the federal government itself, through Civil Service Commission regulations, has denied to aliens the right to enter competitive examinations for federal employment, but it has never been suggested that the citizenship requirement for federal employment constitutes discrimination because of national origin. This is true even though various executive orders have been promulgated since 1943 which expressly prohibit discrimination on the basis of national origin in federal government employment.

Congress has on several occasions since 1964 passed laws that bar aliens from federal employment. In fact, the General Appropriations Act of 1973 provides that no part of any appropriation contained in it or any other act shall be used to pay compensation of any officer or employee of the United States Government unless such person is a citizen of the United States. The court sees no conflict between making discrimination on the basis of national origin illegal but at the same time permitting a policy of requiring United States citizenship as a condition of employment.

THE FACTS of the case indicate that Farah has approximately 96 percent of its employees of Mexican ancestry, and 97 percent of those doing the work for which Mrs. Espinoza applied are of Mexican background. However, all of them are United States citizens. The court finally comes to the conclusion that discrimination on the basis of national origin involves discrimination only after a person has established his citizenship; that is, if several persons, all United States citizens, apply for a job, the employer is not to discriminate against them based upon their "national origin."

# FIRE FLIES

by Paul Thayer

Mr. Jimmy Breslin  
N.B.C. News  
New York City  
Dear Jimmy,

Your beautiful plug for the efforts of Fireman Joseph Boylan was well-appreciated. At a time when the firefighter is getting kicked in the head both from within and without, your Nov. 26 remarks were like the deep gulp of fresh clean air a firefighter takes after he swallows so much smoke his lungs are near bursting. The firehouse where I spend most of my visiting time is the one Fireman Joe Boylan caroomed from the night he made the rescue.

He's a hell of a fireman. If these were the horse-drawn days, he would be known as the "first whip." He drives Ladder 28's new truck but in more ways than space will permit, he is many things to many men in the Company. The kids look up to him for encouragement and leadership which only an experienced fireman can pass on. In matters of house policy his advice and counsel are sought and more often than not followed.

Often in the course of a tour firemen do heroic deeds which both they and their officers consider to be routine. Those deeds are never recorded. Joe Boylan is no stranger to heroic deeds — some recognized with official Fire Department citations, others not.

He participated recently in the kind of rescue where a fireman is lowered on a rope from a roof's edge to rescue a trapped victim. When it came time to make the rescue, he, as the senior man, could have wrapped the rope around himself and let a younger fireman lower him (Boyle) to the victim. Having received quite a few medals and citations, and knowing that the younger fireman with him was "in the book" and studying for promotion, he put the rope on the fireman, knowing full well that such a rescue almost always wins a medal worth three points towards the next promotional examination. Grateful for the chance, Fireman Jim Dooly did a beautiful job as Joe Boylan, lowering the rope from the edge of the roof, looked on and shouted encouragement to the kid on the rope.

There have been other times. When in a tight space where no conventional ladder would fit, he and another partner quickly got a scaling ladder. With two of those flimsy ladders he and his buddy went up three floors, got the two trapped victims out and just managed to get away as the entire apartment burst into a mass of flame over their heads. It was a cold day and when they got out to the air, their clothes were steaming from helmets to boots.

To give mouth to mouth resuscitation to a burned person involves some very unpleasant

happens to the fireman in a case like that.

This Boylan is just one of 10,000 firemen in New York City and a great number of them are Joe Boylans, ready to make any sacrifice to save a life, just as he did last Monday night. The stories I have been able to publish, taken from official reports of heroism, would make your hair stand on end.

This space has been used for four years to plug firemen. Sometimes I wondered if anybody really cared and then suddenly Jimmy Breslin, being his own big Irish self, renewed my faith. Thanks for Joe, thanks for me, and thanks for everyone who listened that night and got more than a little thrill from your telling it like it was.

Sincerely  
Paul Thayer

On Dec. 18 at Astorian Manor, a testimonial dinner will be given in honor of Assistant Chief C. Edward de Angellis. Cocktails at 8. Dinner at 9. I've known the good Chief for many years and found him to be yet another of those rare and wonderful people who attain high rank but remain the same as in earlier days, always remembering that they were once blueshirts themselves. For complete info and reservations call Frank Lomuscio at: 212 357-7870.

Good luck Chief, and thanks for your encouragement over the years. I'll never forget your letter of September, 1958 — a time when I needed a friend as badly as I needed breath to live. I'll always remember your gesture with deep appreciation. The best of everything to you sir.

## Fire News

### Appointed Deputy

James White has been appointed a Deputy Fire Commissioner, effective Dec. 1.

### In Memory

Dedication of a memorial plaque in memory of Fireman Peter J. Cusumano, Squad Co. 3, who died in the line of duty as a result of injuries sustained in Brooklyn on Sept. 25, 1972, will be held in the quarters of Engine Co. 230, Squad Co. 3, Brooklyn, at 11 a.m. Dec. 7. A memorial Mass will be celebrated at 9 a.m. that same day at All Saints R.C. Church, intersection of Throop Avenue and Whipple Street, Brooklyn.

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# KEY ANSWERS

## EXAM 3513 PROM TO LIEUTENANT Test Held Nov. 17, 1973

Of the 2,845 candidates who were called to this test, 2,610 appeared. Candidates who wish to file protests against these proposed key answers have until Dec. 19 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1. D; 2. B; 3. E; 4. E; 5. D; 6. A; 7. D; 8. B; 9. A; 10. A; 11. E; 12. C; 13. D; 14. B; 15. C; 16. E; 17. A; 18. B; 19. D; 20. A; 21. B; 22. E; 23. A; 24. B; 25. D; 26. D; 27. E; 28. E; 29. E; 30. A; 31. C; 32. B; 33. E; 34. A; 35. A; 36. E; 37. B; 38. A; 39. C; 40. B; 41. A; 42. E; 43. B; 44. E; 45. E; 46. E; 47. E; 48. B; 49. D; 50. D; 51. A; 52. E; 53. B; 54. E; 55. C; 56. D; 57. A; 58. E; 59. A; 60. C; 61. E; 62. A; 63. A; 64. B; 65. E; 66. D; 67. B; 68. A; 69. B; 70. C; 71. E; 72. C; 73. A; 74. B; 75. C; 76. D; 77. A; 78. B; 79. C; 80. B; 81. B; 82. C; 83. A; 84. C; 85. A and/or B; 86. E; 87. A; 88. D; 89. C; 90. A; 91. B; 92. D; 93. B; 94. A; 95. B; 96. A; 97. E; 98. B; 99. B and/or D; 100. B.

## EXAM 3657 PROM. TO TRAFFIC CONTROL AGENT and

## EXAM 3107 TRAFFIC CONTROL AGENT Test Held Nov. 17, 1973

Of the 212 candidates who were called to the promotional exam 167 appeared and of the 6,500 who were called to the open competitive exam, 2,520 appeared. Of the 3 candidates who were called to the open competitive Sabbath Observer test, 3 appeared and no candidates appeared for the promotional Sabbath Observer test. Candidates who wish to file protests against these proposed key answers have until Dec. 19 to submit their protests in writing, together with the evidence, upon which such protests are based.

- 1. C; 2. C; 3. D; 4. A; 5. A; 6. A; 7. A; 8. D; 9. C; 10. C; 11. B; 12. D; 13. A; 14. A; 15. C; 16. B; 17. D; 18. A; 19. B; 20. B; 21. A; 22. D; 23. C; 24. B; 25. D; 26. D; 27. C; 28. C; 29. D; 30. D; 31. B; 32. C; 33. A; 34. D; 35. B; 36. A; 37. B; 38. C; 39. A; 40. C; 41. B; 42. B; 43. D; 44. B; 45. D; 46. C; 47. C; 48. C; 49. A; 50. C; 51. B; 52. B; 53. D; 54. C; 55. B; 56. D; 57. D; 58. D; 59. A; 60. C; 61. A; 62. C; 63. D; 64. A; 65. B; 6. B; 67. D; 68. C; 69. C; 70. C; 71. A; 72. D; 73. A; 74. C; 75. B; 76. B; 77. C; 78. D; 79. B; 80. A.

## SABBATH OBSERVER TEST Test Held Nov. 16, 1973

- 1. D; 2. C; 3. A; 4. C; 5. A; 6. A; 7. D; 8. C; 9. A; 10. C; 11. D; 12. B; 13. A; 14. A; 15. B; 16. B; 17. A; 18. D; 19. C; 20. C; 21. B; 22. D; 23. A; 24. C; 25. D; 26. D; 27. B; 28. B; 29. D; 30. D; 31. C; 32. D; 33. C; 34. C; 35. C; 36. C; 37. A; 38. D; 39. B; 40. A; 41. B; 42. C; 43. A; 44. C; 45. B; 46. B; 47. D; 48. B; 49. D; 50. C; 51. B; 52. D; 53. D; 54. D; 55. A; 56. C; 57. A; 58. C; 59. B; 60. B; 61. A; 62. D; 63. A; 64. C; 65. B; 66. D; 67. C; 68. C; 69. C; 70. D; 71. B; 72. A; 73. B; 74. B; 75. C; 76. A; 77. C; 78. D; 79. A; 80. B.

## EXAM 3597 PROM. TO AUTO MACHINIST EXAM 3049 AUTO MACHINIST Test Held Nov. 17, 1973

Of the 24 candidates who were called to the promotional exam, 17 appeared and of the 175 candidates who were called to the open competitive exam, 130 appeared. Candidates who wish to file protests against these proposed key answers have until Dec. 18 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1. D; 2. C; 3. A; 4. C and/or D; 5. B; 6. D; 7. C; 8. C; 9. B; 10. A; 11. B; 12. A; 13. D; 14. C; 15. A; 16. B; 17. C; 18. D; 19. A; 20. C; 21. D; 22. A; 23. A; 24. A; 25. D; 26. C; 27. B; 28. C; 29. C; 30. A and/or C; 31. A; 32. C; 33. C; 34. C; 35. A and/or C; 36. C; 37. C; 38. B; 39. D; 40. C; 41. A; 42. B; 43. C; 44. C; 45. D; 46. B; 47. C; 48. A; 49. C; 50. D; 51. B; 52. C; 53. B; 54. C; 55. C; 56. C; 57. C; 58. D; 59. A; 60. C; 61. D; 62. C; 63. A; 64. B; 65. A; 66. C; 67. D; 68. B; 69. D; 70. D; 71. B; 72. B; 73. D; 74. A; 75. C; 76. D; 77. B; 78. C; 79. B; 80. A.

## EXAM 3598 PROM. TO AUTO MECHANIC EXAM 3050 AUTO MECHANIC Test Held Nov. 17, 1973

Of the 25 candidates who were called to the promotional exam, 11 appeared and of the 1,900 who were called to the open competi-

itive exam, 1,406 appeared. Candidates who wish to file protests against these proposed key answers have until Dec. 18 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1. D; 2. C; 3. A; 4. C and/or D; 5. B; 6. D; 7. C; 8. C; 9. B; 10. A; 11. B; 12. A; 13. D; 14. C; 15. A; 16. B; 17. C; 18. D; 19. A; 20. C; 21. D; 22. A; 23. A; 24. A; 25. D; 26. C; 27. B; 28. C; 29. C; 30. A and/or C; 31. A; 32. C; 33. C; 34. C; 35. A and/or C; 36. C; 37. C; 38. B; 39. D; 40. C; 41. C; 42. A; 43. B; 44. D; 45. C; 46. B; 47. A; 48. B; 49. A; 50. A and/or C; 51. B; 52. A; 53. B; 54. C; 55. B; 56. A and/or D; 58. B; 59. B; 60. C; 61. A; 62. A; 63. C; 64. B; 65. A; 66. B; 67. B; 68. D; 69. A; 70. B; 71. A; 72. B; 73. A; 74. B; 75. D; 76. C; 77. A; 78. B; 79. A; 80. D.

## EXAM 3087 RADIO REPAIR MECHANIC Test Held Nov. 17, 1973

Of the 312 candidates who were called to this test, 217 appeared. No candidates appeared for the Sabbath Observer test.

Candidates who wish to file protests against these proposed key answers have until Dec. 18 to submit their protests in writing, together with the evidence upon which such protests are based.

- 1. A; 2. B; 3. D; 4. C; 5. C; 6. A; 7. C; 8. D; 9. C; 10. C; 11. B; 12. B; 13. C; 14. D; 15. B; 16. A; 17. C; 18. D; 19. C; 20. B; 21. C; 22. C; 23. C; 24. C; 25. C; 26. D; 27. D; 28. B; 29. B; 30. D; 31. D; 32. B; 33. C; 34. B; 35. C; 36. A; 37. B; 38. B; 39. B; 40. A; 41. D; 42. C; 43. C; 44. B; 45. D; 56. D; 47. B; 48. D; 49. A; 50. A; 51. C; 52. B; 53. C; 54. D; 55. B; 56. B; 57. D; 58. C; 59. A; 60. D; 61. B; 62. B; 63. C; 64. C; 65. B; 66. A; 67. C; 68. D; 69. B; 70. B; 71. B; 72. C; 73. A; 74. B; 75. B; 76. B; 77. C; 78. D; 79. A; 80. B.

## Final Key Answers

The city Civil Service Commission has rendered final the following key answers:

Prom. to Assistant Electrical Engineer (Special), Exam 1575 — test held Aug. 8. Changes: no. 60, from C to D.

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# WENZL TESTIFIES BEFORE SENATE HEARING

(Continued from Page 1)  
held to a minimum, and that the one-out-of-three option for appointments be discarded in favor of appointments in strict rank order.

Dr. Wenzl's speech, which is reprinted below in full, annotates some of what he views as current abuses of the Merit System.

## TEXT OF WENZL TESTIMONY

"Mr. Chairman and members of the Senate Standing Committee on Civil Service and Pensions, I am here today as President of the Civil Service Employees Assn. to discuss some of the problems and inequities encountered as a result of present civil service procedures and practices which, on the surface, appear to be in accord with the Merit System. Due to the 10-minute time limitation placed on speakers at this hearing, I will not be able to present here all the comments and legislative suggestions that the CSEA wishes to make on behalf of its 200,000 public employee members within this state. As a result, I have submitted in writing to your honorable body additional presentations which I trust will receive proper consideration.

"Let me direct your attention for a moment to the underlying concept of the Merit System; namely, the recruitment and retention of highly qualified public servants based on merit and fitness. It appears to us that this concept has been increasingly ignored over the years through practices and procedures, which in themselves are not necessarily illegal, but have evolved in attempts to meet specific needs and have resulted in preferential treatment of individuals and groups. I would classify such practices and procedures as abuses of the Merit System which should be eliminated immediately to enhance the image of our career public servants in the eyes of our citizenry. I am sure that I need not remind you of the skepticism on the part of the general public today regarding government. Whether warranted or not, the mood of the day mandates strict adherence to the principle of merit and fitness in government at all levels.

"With this background, permit me to bring to your attention a few of the specific abuses to which I refer.

### Approval by the State Civil Service Commission of a significant number of requests from operating departments and agencies for non-competitive and exempt classification of positions.

"It has become a monthly event for operating state departments and agencies to request that specific positions be placed in the non-competitive or exempt classes by the Civil Service Commission. Generally, the reasons advanced by such departments and agencies in support of such requests imply that highly qualified individuals or individuals who can develop a proper rapport with an appropriate executive are necessary; therefore, great latitude is needed in the recruitment of such individuals. We firmly maintain that

specific task. As I am sure you are aware, a position placed in the exempt class does not require a candidate to possess any specific minimum qualifications. These, as well as many of the non-competitive class positions are those which are filled through the patronage system, and as such by-pass the principle of recruitment on the basis of merit and fitness as measured through fair competition. We strongly urge your Committee to take appropriate action which would be aimed at curtailing the placement of positions outside of the competitive class to the greatest extent possible.

### Present authority of the Chancellor of the State University to designate positions in the unclassified service.

"Section 35(h) of the State Civil Service Law gives the Chancellor of the State University the authority to determine what professional positions in the State University, as defined in Subdivision 3 of Section 355(a) of the State Education Law, shall be placed in the unclassified service. This authority granted to the Chancellor has led to the removal of large numbers of professional positions from the classified service, thereby removing from recruitment and promotional procedures the concept of fair competition based on merit and fitness. To say the least, since its inception the present statutory procedure, granting such authority to the Chancellor of the State University, has caused severe morale problems among classified employees within the State University system.

"We recommend that appropriate sections of the State Civil Service and Education Laws be amended, to provide that the Chancellor of the State University may request that certain positions be placed in the non-competitive or exempt classes where appropriate, but that all classified service positions remain in the classified service. Such requests by the Chancellor would be submitted to the State Civil Service Commission for final approval after consultation with the elected employee bargaining agent for the bargaining unit to which such positions are designated.

### Appointments made from outside the State service when appropriate promotional eligible lists are available.

"In many instances, promotional opportunities for career state employees are eliminated through the hiring of persons not in the state service even when appropriate examination eligible lists are available for making promotional appointments. In many instances, employees whose names appear on a promotional eligible list are requested by appointing authorities to refuse to accept a promotion in order that the list may be reduced to fewer than three candidates willing to accept such promotion—thereby permitting the list to be legally discarded. In such instances, appointments are then made from outside of the state service from among persons who have not completed the civil service exam-

authorities if found guilty of continuing such practice after a hearing before the State Civil Service Commission resulting from an allegation made by a reachable candidate on a promotional eligible list.

### Long term temporary and provisional appointments.

"Generally, the provisions of the State Civil Service Law regarding temporary and provisional appointments prohibit the continuance of such appointments on a long-term basis. A provisional promotional appointment is understandable since such an appointment is made pending the promulgation of a certified promotional eligible list from which a permanent appointment can be legally made. Paragraph 3 of Section 65 of the State Civil Service Law deals with "time limitation on provisional appointments"; and specifies that no provisional appointment shall continue for a period in excess of nine months.

"Section 64 of the State Civil Service Law entitled "Temporary Appointments" provides time limitations upon such appointments which vary from one to six months or longer, depending on certain circumstances. It also provides that successive temporary appointments shall not be made to the same position after the expiration of the authorized period of the original temporary appointment to such position.

"The use of long term temporary and provisional appointments, some extending over a period of years, is not in the best interest of the Merit System since such appointees generally do not attain their positions through competitive examinations. The continued extension of such appointments by merely changing position item numbers to which such appointments are made is a way used by appointing authorities to circumvent provisions of Sections 64 and 65 of the Civil Service Law which prohibit successive temporary and provisional appointments to the same position. Strict adherence to the provisions of the Civil Service Law, with respect to all temporary and provisional appointments, should be mandated by your committee in the best interests of the Merit System.

"The four abuses which I have just mentioned can be classified as methods for raiding the Merit System. Each of them results in State employments wherein the competitive examination procedure is circumvented. Such raids on the Merit System must stop if we are to maintain a high caliber of dedicated civil servants within this great State of New York.

"Proceeding now to the subject of civil service competitive examinations, we find a problematical area which can be improved tremendously by mandating changes in existing procedures and practices.

"First, let me call your attention to the fact that the bulk of competitive promotional examinations do not have a job-related content. Complaints to this effect have been generated by State employees for many years, but when related to appropriate state officials appear to have fallen on deaf ears. I need



Dr. Theodore C. Wenzl, left, president of the Civil Service Employees Assn., and William L. Blom, CSEA director of research, at the union's views at a hearing of the Senate committee on civil service pensions.

level in a promotional series. Far too often, non-job-related examinations have resulted in promotions wherein the promoted employee does not perform satisfactorily at the higher level. Conversely, many an employee whose performance has been excellent within a designated line of promotion in a lower-level position finds that he has failed a promotional examination because most of the questions on such examination had nothing whatsoever to do with either his current position or the position for which he was being tested.

"I think that you will have to agree that job-related examinations represent an appropriate measure of an employee's knowledge of the duties and responsibilities of positions in his promotional field, and as such are perhaps one of the strongest indicators of an employee's promotability.

"If the Division of Examinations and Staffing Services within the State Civil Service Department lacks adequate personnel to assure the availability of a wide variety of job-related competitive examinations, then it is imperative that the State Legislature provide adequate staffing within that agency to accomplish this end.

"Secondly, a more adequate review of competitive examinations should be provided upon receipt of an appeal by an examination candidate. Present procedures tend to frustrate examination candidates since they are not provided with copies of the key answers; their own answers, and the examination questions simultaneously upon review. In comparing key answers a candidate must be able to recall the questions and the possible answers provided on the original test. If he cannot do this, all his appeal for review results in is an indication as to which questions he answered incorrectly. Such a review is not constructive, in that the candidate does not have the opportunity to review the question; the correct answer, and his answer, thereby enabling him to determine where he made his error. All pertinent documents should be provided to a candidate upon his appeal for review.

followed in securing such review. In every instance, the review procedure should be printed at the beginning of the examination question booklet or should be handed out to oral examination candidates before such examinations commence.

"Thirdly, oral examinations produce by far too subjective a result and should be held to an absolute minimum or eliminated wherever possible. In cases where an oral examination represents the only feasible method of testing for a position, then the labor organization representing employees in the bargaining unit to which the position is designated should be permitted to have an observer present with the panel of oral examiners. Only under such a procedure can the examination candidate feel reasonably assured that comments made by the oral panel members in rating the examination results are reasonable.

"A review of an oral examination tape cannot duplicate the examination setting or substantiate some of the comments made by oral examiners with respect to the nervous habits of a candidate, etc. You will find that our written submission to your committee contains many more comments and recommendations aimed at eliminating delays and inequities in the existing examination procedure.

"Finally, due to time limitations, let me direct your attention to a situation that has been most frustrating and demoralizing to thousands of state employees. I refer to the Civil Service Law provisions which grant to the appointing authority his choice of the three top candidates on a promotional eligible list. The frustrating and demoralizing aspect of this procedure lies in the fact that when a selection is made from among the top three candidates, the two unsuccessful candidates are not provided with any reasons why they weren't selected.

"It is the feeling of our Association that appointments from a certified eligible list should be made in strict rank order which would eliminate the inequity of an employee with a



# Offers Additional Ideas On Specific Problems

(Continued from Page 8)  
to the Civil Service Law, such as I am proposing here, would eliminate the frustrating and demoralizing aspects of the present procedure and enhance the concept of the Merit System in the eyes of all concerned parties.

"I wish to express my appreciation for having this opportunity to appear before you and point out a few of the shortcomings of existing civil service procedures and practices under the Merit System, and more specifically, regarding competitive civil service examinations. As I indicated earlier, I have submitted in writing many additional problems and recommendations for their solution. Thank you."

## ADDITIONAL ITEMS

The following items refer to problem areas which, if resolved in a proper manner, would enhance the Merit System by eliminating some inequities which exist under present practices and procedures:

1. An employee's work performance rating should be promulgated by the employee's supervisor on the work shift to which the employee is assigned.

A work performance rating should be completed by an individual who is responsible for the performance of an employee, but who also supervises the employee during his working hours. In many instances, employees working on a shift other than the normal day shift are rated by a supervisor not assigned to that shift, but one who has charge of the area of operation to which the employee's position is assigned.

2. Non-competitive class employees should be afforded promotional opportunities based on merit and seniority.

Though competitive civil service examinations are not held for non-competitive class positions, promotion of employees in such positions should be based on some measure of merit plus seniority rather than, as so frequently occurs, on a favoritism basis. The measure of merit in such instances should rest primarily on how well each employee has performed the duties and undertaken the responsibilities of his present non-competitive position as related to an identical measure for each employee being considered for promotion to a higher level non-competitive position. Added to such measure should be point credits based on an employee's seniority as determined from his date of initial appointment to a non-competitive position followed by continuous service.

The following recommendations are made for the purpose of further improving the competitive examination procedure:

1. Elimination of the developing decentralized promotional exam practice.

It is our firm belief that the responsibility for composing, conducting and promulgating the results of competitive civil service examinations should reside in the State Civil Service De-

partment, etc., to receive applications for competitive civil service examinations to fill vacancies existing within such Departments. It is the proper function of the Civil Service Department to receive and approve or disapprove such applications, to conduct the examinations, and to promulgate the resulting eligible lists for distribution and use by all other State Departments and Agencies.

2. Any anticipated change in civil service examination procedures or examination qualifications should be discussed with the employees organization certified to represent employees holding positions in the bargaining unit for which such examinations are to be held.

The establishment of this type of procedure might well result in fewer misunderstandings on the part of examination candidates and greater acceptance of such anticipated changes.

3. Grade 4 and Grade 5 Clerical and Office Worker examinations should be conducted as promotional examinations for State employees holding competitive clerical or office positions allocated to Grade 3.

We fully agree with the thousands of State employees, filling competitive clerical and office positions allocated to Grade 3, that they should be afforded an opportunity to promote to Grade 4 and Grade 5 competitive positions without having to compete with non-State employees on an open-competitive basis for such higher level positions. The adoption of this procedure would be a tremendous morale booster to current Grade 3 State office workers and would provide them with many promotional opportunities which are presently non-existent. We firmly feel that an employer has an obligation to provide a promotional opportunity for its employees whenever possible rather than hiring non-employees into higher level positions.

4. Seniority credit should be part of the final score on every promotional examination.

Presently some promotional examinations add a fraction of a point to the final score received by a candidate, after he has received a raw score passing mark, for each year of service while other promotional examinations do not allow seniority credits.

We believe that seniority recognition in terms of adding points for each year of service to a candidate's passing score in order to determine his final score is appropriate recognition of seniority and should be mandated for standard usage in this respect.

5. Examination monitors should be better trained.

Where examination monitors are used, who are not employees of the Civil Service Department, they should be better trained in the rules and conditions under which examinations are conducted. At many examination centers, confusion and inequitable treatment of candidates results from the lack of standardized instructions given by the examination monitor. Examination appeals procedures, which should be explained to the candidates at the time of the scheduled exam, most often are not clearly understood by the monitors. This results in variations in starting times, the total time allowed for completing the examination, the completion of forms for review, etc. — all of which leads to the confusion of candidates and the creation of problems resulting from the use of a prescribed procedure by inadequately trained monitors.

6. There should be no limit on the number of qualified candidates permitted to take a competitive civil service examination.

Recently a Beginning Office Worker examination was held in the Albany area, admission to which was limited to the first 3,000 qualified candidates applying. We do not feel that it is

in the best interest of the Merit System to limit the number of qualified candidates admitted to an examination since all candidates are not qualified to the same degree and would not receive comparable scores. Therefore, some highly qualified candidates would be eliminated from competition by virtue of the fact that they did not file an application early enough.

7. Statutory provisions governing the length of existence of an eligible list should provide for extension of such lists beyond the present 4-year maximum under certain circumstances.

When the State imposes a freeze on the filling of positions because of economic or other factors, it is reasonable to extend existing eligible lists for a period of time equal to the duration of such freeze even if such extension requires lists to be in existence longer than the 4-year maximum.

8. Preference in transfer should be given to employees enabling them to return to a work location which they had to leave in order to receive a promotion.

If an employee and his family reside in the area of the employee's work location and subsequently in order to receive a promotion he must relocate, it is reasonable to give him preference to return to his original work location on a transfer basis to a position vacancy in the title to which he was promoted.

9. Examination schedules should be realigned to eliminate the holding of several examinations on the same

day with similar qualifications for admission.

It is most frustrating for an employee who finds himself eligible to take several promotional examinations to learn that they are all scheduled simultaneously. Such scheduling usually results in the candidates having to make a selection of no more than two examinations in which he will actually compete. We believe that situations like this can be overcome if examination scheduling is more equally distributed throughout the year with less emphasis on weekend examinations.

10. There should be a more adequate distribution of examination announcements.

In many instances, employees qualified for promotional and open-competitive examinations are unaware of the scheduling of such examinations due to a lack of adequate distribution of announcements. Hence, they either file a late application which is not accepted after finding out about the exam, or make no attempt to compete.

11. Qualified candidates should be permitted to compete in examinations regardless of the title of the position they currently hold.

In many instances, examination applications are disapproved by reason of the candidate not having experience in a qualifying title. When the general areas of duties and responsibilities can be defined in the experience required, the title of a candidate's current position should not in itself disqualify him from competition.



**FIRST INSTALLATION** — Joseph McDermott, left, newly elected president of the new Albany Region of the Civil Service Employees Assn., presides at his first installation of unit officers. He swears in, from left, Robert Tucker, vice-president; Mary Kuchner, treasurer; Lucille LaBelle, secretary, and Charles Luch, president, as officers of the Stillwater Central School unit. Mr. Luch is also president of the Saratoga Co. Educational Employees chapter of CSEA. The installation was held at the Scot-Mar, Restaurant, Waterford.



## State OC Lists Est. This Week

Because most of our state readers are already employed in the civil service, The Leader reprints the names and scores of eligibles established from promotional exams only. However, as a service to those employees who may have taken open competitive exams for personal reasons, we will print the name and number of open competitiveness established by the state. This week's eligible list includes:

Senior Building Structural Engineer, Exam 23927, held Sept. 15, 1973.

# This Week's New York City Eligible Lists

(Continued from Page 5)  
agencies, resulted from evaluation and Sept. 24 oral testing for which eight candidates filed, seven were called and seven appeared. Salary is \$13,300.

**Bd of Ed**  
No. 1 — 82.315%  
1 Joseph J Giacomponello.  
**Bd Water Spply, Design**  
No. 1 — 70.48%  
1 Anthony J Chiello.

**Commnty Col**  
No. 1 — 71.18%  
1 Till S Wendel.  
**Munic Serv Adm**  
No. 1 — 79.13%  
1 Marino Petroni.

**TA, Engring**  
No. 1 — 83.915%  
1 Edward C Smith, Timothy P Werbstein.

EXAM 2159

**SHOP CLERK**  
This list of 435 eligibles, established Nov. 28, resulted from March 3 written testing for which 3,469 candidates filed, 3,469 were called and 1,186 appeared. Salary is \$7,800.

No. 1 — 107.50%

1 Morris Spiegel, Richard Concessi, Edward P Paskevich, John F Connors, Charles B Slater, Martin Jarsky, Joseph P Hennessy, William Shapiro, Laura J Levinson, Martin Rockowitz, Alexander Murawski, Charles D Winant, Robert Briggs, Arthur F Engoron, Stephen M Faibish, Roy A Loughlin, Paul J Delahunty, Henry M Lavin, James F Daly, Joseph F Panasci.

No. 21 — 96.30%

21 Eileen P Lyons, Raphael H Horn, Anthony Fiore, Robert T Kern, Sidney Schachter, George Krakower, Irving Herman, Morris Weisberg, Melvin H Klein, Joseph J Sciallis, Lillian E McCoy, Julius M Feldman, Samuel Rosenberg, Andrew P Sessa, Jacob Peters, Robert N Tanzer, Daniel J Dobl, Peter T Ames 3rd, Elizabeth McNeela, James J Ralston.

No. 41 — 93.80%

41 Benny F Terrusa, Louis Tabakman, Antonio Parisi, John J Brennan, Ellen C McClellan, David R Grossman, Thomas J Clavin, Robert S Syman, Vincent A Flischella, Rhea B Cain, Kenneth J Kirchner, Marvin M Pomerance, Louis C Arizmendi, Michael Nicholas, Samuel Cohen, Warren I Richman, Norman Hirschheim, Isidore A Faibish, Steven H Garber.

No. 61 — 91.30%

61 Jerry A Spagnola, Peter Hartofilis, Joseph Raymond, Stephan M Neenan, Robert T Speziale, Franchot T Smith, Robert P Paterno, Domenic Bochicchio, William Rostoker, Gregory L Granquist, Carlos A Melha, Robert E Bleiweis, Donald L Gardner, Ralph Edison, Edward M O'Neil, Otis C Johnson Jr, Elbert L Johnson, Jerome M Levy, Lawrence E Ahearn, Leon J Silver.

No. 81 — 90.0%

81 Sydney J Gravit, Rita Oppenheimer, Jeffrey B Sunden, Samuel Applebaum, Edward J Birch, Julius Mayblum, Barry L Friedman, Sidney Reiss, Raymond Dangelo, Evelyn G Orton, Arnold A Rosen, Michael R Richman, Kenneth A Campbell, Albert W O'Leary, Gerald J Carlson, Joseph Krakower, Joseph R Puccio, Sebastiano Durso, Arthur H Gelman, Robert D Ofenberg.

No. 101 — 88.80%

101 Jay S Rosmarin, Richard Monticciolo, Edward M Yood, Samuel Levy, Julio Caraballo, Clara Dellamarca, Charles T Landau, Abraham Turetsky, James J Rooney, Kenneth E Bartholome, Daniel R Braccio, Peter S DeSalvo, Louis M Miro, Lancelot L Connolly, Steven A A Kirsch, Donna J Brown, Hugh J Lynch, Donald M Macaluso, Thomas H Raffaele, Robert A Richman.

No. 121 — 88.80%

121 Jeannette Simpel, Irving Levin, Herbert A Elliott, Carl Rathgeber, Gaspar Gialmo, Richard Gibbons, James A Alfano, John Petchonka, Robert E Adams, John Caldwell, Eric L Sacks, Constantin Moraitis, Michael L



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Blue Cross and Blue Shield Plans of New York State

# This Week's New York City Eligible Lists

(Continued from Page 10)

L Green, Betsy A Gimbel, James J Brennan, Edward J Bray, Robert M Wakefield, Michael W Mullins, Cornelius Courtney, Jerry Fox, Robert J Eadicicco, Philip S Pruzansky, Leonard R Rizzo, Henry Hanzelk, John Altman, Mamie S Philip, Edward Hamilton, Anthony Leone, Gail E Ostrowski, Myron E Schutzman, Lawrence A Maglio.

No. 161 — 86.30%

161 Daniel N Stern, John Eadicicco, Barry Harrison, David P Fogelstrom, Joseph R Macaluso, Andre P Martone, Sella L Mitchell, Elizabeth Daniels, Claire R Heigh, Bella M Lipshitz, Albert T Scullin, Harry Schlossberg, Abe Gottlieb, Michael J Ierardi, James F Palamar, Robert Alderman, Joseph Elkin, Robert L Felder, Paul C Cooper, Samuel Levine.

No. 181 — 85.0%

181 Joseph C Puglia, Edward J Herder, John W McCadney Jr, Raymond R Murray, Michael F Murphy, Philip N Peterson, Umar A Hakelm, Mary A Washington, Filipina Auleta, Donald J Halliday, Anthony R Pisaniello, Joseph E Jaenchen, Juan R Rivera, Eva R Delia, Mary L Mattocks, Edward Goldblatt, Leo Bowns, Richard Washington, Marion J Cokley, Joan M Sauer.

No. 201 — 83.80%

201 Michael Demytor, Abigail Johnson, Milton Epstein, Angelo P Christiano, Joel B Goldberg, Ross E Fishkin, Joseph A Pittelli, James E Hart, Marcella M Gallagher, Patricia A Bingham, Dorothy I Weitzel, Hyman Kasten, Reginald H Joseph, Jeremiah Collins, Sol Anthony Jr, Martin D Hansen, Frederick Bishop, Allan L Carlson, Richard H Lewis, Joseph R Quash.

No. 221 — 82.50%

221 Sidney M Lipshitz, Irving Altman, Robert Cole, Marian P Lacey, Mary T Rudin, Richard S Lamanna, Gerald W Garrett, Charles B Brown, John J Delorenzo, Frank A Kessler, Kenrick F Brathwaite, Roger E Maher, Helene T Hannah, Joseph W Decker, Thomas Jaenchen, James W Taylor, Paula F Rosefelt, Mamie Bynum, Deloris J Thomas.

No. 241 — 82.50%

241 Arthur Berger, Ethel Hammiel, Lydia R Berkeley, Paul Hoffmann, George T Lewis, William Raksen, Hyman B Simonofsky, Frank S Bucaria, Alice A Hamilton, Bernard Goodman, Thomas E Schneider, Ronald Morochnick, Raymond R Colucci, Harvey B Miller, Lili Miller, Michael A Rothman, James P Clarke, Gerald L Gollinger, Pearl Grice, Daniel Lippman.

No. 261 — 81.30%

261 Henry J Bennett, Alfred Gore, Nathan Epstein, Herbert Gedacht, Salvatore Oliveto, Elizabeth McKenna, Brian M Medvec, Pietro Filpi, Charles J Iorio, Beatrice Pfeffer, Leon P Sealey Jr, Paul M Wright, Louraine M Bryant, Barbara D Robertson, Ann S Jaundoo, Donna M Pientek, Nicholas Levadas, Charles S Macli, Clara Graff, Rosalyn Meisler.

No. 281 — 80.0%

281 Antonia Nieves, Samuel T Kaiman, Helen Rosenfeld, Anthony Merrick, Edward R Kelly, Charles C Parks, Raymond P Smeraglivolo, Solomon Dawer, James A Anderson, Thomas J

A Goodkin, Robert C Davis.

No. 301 — 78.80%

301 John Harrago, Thomas J Allocco, David Kaplow, Jasper J Vicare, Mollie Weinstein, Mary E Griffin, Cesar A Fernandez, James H Covington, Jeannette Wharton, Robert A Max, Thomas J Downing, Daniel J McConway, Norma A Charmaz, Gabriel A Edwards, Elizabeth Lallo, Janice Thomas, Patrick J Johnston, Miriam Chlopak, William Reyes, Isidore Seltzer.

No. 321 — 77.56%

321 Philip J Ula Jr, Michael A Dalmeto, Eugene Peterkin, William D Pettie, Mario A Braga, Michael J Horan, Louis J Placenti, Elizabeth Calabro, Yvonne J Moore, Philip P Ciulla, Carol E Brumsey, Frazier Smith, Gladys R Cauley, Maurice Martin, Jose P Santiago, Edythe V Feaster, John Wright, Robert M Mollot, Dolores Nesebitt, Margaret Cannon.

No. 341 — 76.30%

341 Susan Shelton, Thelma C Bird, Carol St John, Inez Parker, Melvin L Stanley, Bernard Eisner, George E Purdie Jr, Max Marion, Frank J Santangelo, Frank Randall Jr, David Sacks, Patricia McGuire, Pedro M Coll, Gall R Berkeley, Wandetta Palmer, Frank A Melendez, Frederick Garnes, Carlos H Mercado, Louis Kaufman, Frank P Tropea

No. 361 — 75.0%

361 Esther Itkowitz, Samuel Frankfort, Richard G Matarazzo, Procopio Carlay, Alfonso B Asad, Kenneth Drake, Howard Sims, Carol L Stinson, Beatrice N Baker, Worrell, Helen Sarnelle, Samuel Kersh, Karl N Domingo, Naomi Adams, Anthony J Lanni, Robert J Lanni, Roberta A Farello, Michelle V Williams, Edwin L Mayers, Gregory J Wilson, Arthur Samuel.

No. 381 — 72.50%

381 Jennie W Tenenbaum, Margaret K Cook, Rajab Abdulwahhab, Thommie L Jenkins, Katherine Brown, Michele J Rosefelt, Guillermo Rosado, Edward Sanda, Donald A McLean, Elizabeth Jenkins, John V Taranto Jr, Anthony Indelicato, Helen Vaccaro, Mary J Pouncey, William L Kersch, Michael C Herrera, Joseph A Cammarata, Kollma M Clark, Frances A Powers, Lydia L Dennis.

No. 401 — 71.30%

401 Marlon Spencer, Elizabeth Poslovich, Charlotte Drinkard, Betty M Jones, Bernice Lowery, Stephen Hunter, Donna E Calise, Delores Houlder, Garnetta Cooper, Simon Erdtractor, Christina Young, Lena Hoffman, Jacqueline Krauser, Sylvia Williams Reba D Lewis, Robert M Kleeper, Roberta Kolin, Anderson Tay-

lor Jr, Mary E Murray, Andrew Merrick.

No. 421 — 70.0%

421 Richard Purdie, Betty A Taylor, John A Warren, Harris Spinardi, Kevin G Deleon, Marcello J Natale, Mary Roberts, Sharon G Daniels, Samuel S Warner, Alton L Haywood, Daniel G Murphy, Janet V Whittle, Cesar M Garcia, Reba Robbins, Helen L Patmon.

EXAM 2530  
PROM. TO ADMIN.  
ARCHITECT

This list of 30 eligibles, established Nov. 28 for use by seven city agencies, resulted from Sept. 11, 15 and 22 oral testing for which 46 candidates filed, 33 were called and 33 appeared. Salary is \$19,589 (managerial).

Bd. of Ed.

No. 1 — 89.625%

1 Ralph A Dimartino, Mario Larossa, Philip Laura, Henry Jozkowski, Peter L Marchetti, Roger A Chiljean, Richard E Gartner, Monroe S Nadel.

H.S.A., D of Hlth

No. 1 — 87.25%

1 Michael A Ciaffa.

Higher Ed.

No. 1 — 81.05%

1 Milton E Gardner, Cosmo J Iovino, Edward L Tirnetta.

Hsing Auth

No. 1 — 87.825%

1 Frank Thomas, Harry Shekello, Paul D Gilbert, Joseph Schecter.

Hsing Dev Adm

No. 1 — 89.375%

1 Hugh D McClellan, Arleen S Gamza, Thomas F Giles, Leonard I Greene, Nicholas J Sene-sey.

Munici Serv Adm

No. 1 — 82.575%

1 William J Raczo, Carmen S Dempster, John P Geroski, John A Sidoli, Eli S Eisner.

T.A., Engring

No. 1 — 85.125%

1 Paul Katz, Marcellus Portilla, Stephen J Cea, Gerald J Barkley.

EXAM 2717

PROM. TO SR. ARCHTCT

This list of 42 eligibles, established Nov. 28 for use by 11 city agencies, resulted from July 14 written testing for which 52 candidates filed, 49 were called and 44 appeared. Salary is \$18,400.

Bd. of Ed.

No. 1 — 90.925%

1 John Anastasi, Alfred O Venturini, Charles I Zerilli, George Lemonides, Nicholas F Sammartano, Dominick M Salerno, Henry Gazess, Richard Tomalino, Peter J Napolitano, Alexander Coley

Jr, Arthur S Miller.

Econ Devt Adm

No. 1 — 93.375%

1 Vincent S Laganga, Robert A Brisson.

Envirn Protect Adm

No. 1 — 94.05%

1 Louis C Busceml.

Fire Dept

No. 1 — 83.725%

1 Emmanuel Mesagna.

Higher Ed

No. 1 — 90.60%

1 Peter Temmer, William J Wood, John Hansson, Stephen Lennard, Anthony L Mancini, Harold J Levy, Leonid Pacholuk.

Hsing Auth

No. 1 — 83.825%

1 Robert K Bruckner Jr.

Hsing Dev Adm

No. 1 — 90.375%

1 Herbert Siegel, Robert H Reach, Joel D Kaufman, Robert J Biviano.

(Continued on Page 12)

"A sequence of events that seems frighteningly plausible." —KATHLEEN CARROLL, New York News



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# Eligibles

(Continued from Page 11)  
**Munic Serv Adm**  
 No. 1 — 85.40%  
 1 Herbert Lackner, Judith B Goldberg, Donald E Nick, Nick-

olaus Karsanow, Richard Aronson, George B Kurtzke.

**Parks Adm**

No. 1 — 91.65%  
 1 Adrienne G Bresnan, Angel Cano.

**Soc Servs**

No. 1 — 94.175%  
 1 Edward C Weren, Melvin J Derwis, Avrom Weissman.

**T.A. Enguring**

No. 1 — 87.45%  
 1 Flor C Munoz, Norman F Jacklin, Lester M Grossman, Peter J Lopez.

**EXAM 3586**

**PROM. TO PK. MNTNR. PARKS ADM**

This list of 141 eligibles, established Nov. 28, resulted from Sept. 24 physical testing for which 363 candidates filed, 300 were called and 209 appeared. Salary is \$9,500.

No. 1 — 99.075%

1 Rafael Almodovar, Lawrence F Willis, Charles S Flynn Jr, Rodolph D Gayle, Edwin S Cornieo, Richard A Pope, Cleveland Brooks, Sean T Cameron, James Nickens, Leonard Coleman Jr, James G Whittet, Ralph Balzano Jr, Willie Benjamin, Thomas M Sciarrotta, Hector Camacho, Milton L Laska, Frank Silano, Paul Diaz, Robert L Payne, Melvin E Erickson.

No. 21 — 92.75%

21 Frank Gonzalez, James E Ogarro, Norman S Chapman, Lloyd E Forminsky, Frank Tarul, Kenneth E Hopkins, Brian P Cameron, York A Fladger, Richard S Burtner, Paul Hatten, John S Ryan, Rosario Alba, Robert Thomas, Jose A Cotto, Peter J Galeazzi, Joseph P Cascella, Harold Browder, Robert W Gervasi, Alphonsus Smith, Thomas J McCormick Jr.

No. 41 — 89.775%

41 Dennis R Ewald, Julius Solano, Donald Angelico, Arthur Kashetsky, Joseph Solano, Donald E Grant, Jimmy L Council Jr, Charles J Bezousek, Frank J Tanzella, Thomas J Garner, John J Lynch, Vincent J Crupi, Joseph P Blaising, Phillip D Lozada, John Nevarez, Everett A Frederick, Howard G Donne, Joseph D Bernstein, Tommy Hilley.

No. 61 — 85.95%

61 James J Bedford, Daniel P Shine, Peter Wielebinski, Joseph J Soldano, Victor J Jaundo, Vincenzo A Graziani, Leonard Henry, Ronald Berry, Jose Jayala, Kevin P Fegan, Jeff M Harris, Phillip Grazioso, Leroy McFadden, William J Brooks, Kenneth J Wilson, Julio V Sanchez, Cuffie Middleton, Lawrence E Zabriskie, Paul M DiLied, Herman Miller.

No. 81 — 84.10%

81 David Jacobowitz, Richard M Danna, William R Kolibabek, John R Johnson, Cedric Smith, Oliver Brown Jr, George K Toth, Michael J Hoban, Edward P Gaita, Leon R Suwalski, Silas Givens, Jose A Colon, Henry D Nagal, Frank West, Herbert T Wright, Henry S White, Herbert V Ferguson Sr, Howard J Ramhold, Benedict J Pizzuto Sr, Joseph P Kent.

No. 101 — 81.275%

101 Robert H Wilson, Esteban Nieves, Ferdinand Bello, Lawrence P McLoughlin, Robert A Frank, Oscar D Hamilton, Dominick E Tuozzo, Nicholas P Mancini, James Thompson, Gordon B Anderson, Umar A Pattaah, John G Gallagher, Robert L Anderson, Jack Rook, Edward J Culbert, Albert Lavenziano, Eric

V Kurt, Dennis J Davey, Marcus O Wiggins, Raymond J McDonald.

No. 121 — 78.725%

121 Wigberto Delgado, Edward Thomas, Richard M Krause, Patricia Gerald, Thomas McDermott, Joseph Munoz Jr, Gualberto Herpin, Seymour Lerner, Mamie T Greene, Charles Feldman, Paul Washington, Dolores D Jones, Joseph Hoffman, Edward Mack, Sam Sherman, Bert T Edwards, Eugene R Ganley, Benjamin M Middleton, Frank Corbo, Pelyce A Bradford.

No. 141 — 72.20%

141 Homer Brown.

**EXAM 2561**

**PROM. TO COMPUTER SYSTS MNGR**

This list of four eligibles, established Nov. 28 for use by four city agencies, resulted from Feb. 15 written and Nov. 11 oral testing for which 13 candidates filed, eight were called to the written test and 7 appeared and five were called to and appeared at the oral test. Salary is \$19,589 (managerial).

**Bd. of Ed.**

No. 1 — 79.505%

1 Theodore Weg.

**Comptroller**

No. 1 — 77.765%

1 Julius Shapiro.

**Hsing Dev Adm**

No. 1 — 75.305%

1 David Rosen.

**Soc Servs**

No. 1 — 80.72%

1 Ira S Hertzoff.

**EXAM 0081**

**COMPUTER SYSTS MNGR**

This list of 44 eligibles, established Nov. 28, resulted from Feb. 15 written and Nov. 13 and 14 oral testing for which 247 candidates filed, 247 were called and 107 appeared for the written test and 53 were called and 53 appeared for the oral test. Salary is \$19,589 (managerial).

No. 1 — 88.80%

1 Charles N Merrell, Allen Jacowitz, Peter H Vicinanza, Daniel M Cawley, Marc eLopold, Frederic J Bernstein, Claire Chase, G A Sinnott, Herbert M Mintz, Eugene H Snaller, Karl L Sommer, Leslie Katz, James F Connors, Donald R Leighton, Norbert L Coudriet, Frank J Walsh, Charles E Hellquist, Otto R Elsele, Samuel H Williams, Robert I Amsterdam.

No. 21 — 78.70%

21 Theodore Weg, John Henry, Roger J Kelly, David Rosen, Albert Goz, Roger R Baldwin, Sheila C Greenbush, Harry B Lipton, Sherman L Holtz, Julius Shapiro, Abbott R Fleur, Morris Kitchner, Anthony J Manzoillo, Stuart J Chagrin, Barry S Blumentfeld, Carl Sukowski, Paul G Herman, Alan N Hodes, Joseph A Kroculik, Russ F Fallows.

No. 41 — 72.80%

41 Benjamin K Low, Geneva Butts, Norman L Skop, William D Zirk.

**EXAM 2197**

**BUYER**

This list of 45 eligibles, established Nov. 28, resulted from Sept. 20 oral testing for which 438 candidates filed, 43 were called

ed and 47 appeared. Salary is \$10,200.

No. 1 — 99.30%

1 Austin E Ahmeo Jr, Vincent H Bosch, Lloyd J Caminske, Harry L Schwartz, Max L Malinak, Archie Lotson Jr, Abraham D Cohen, Abraham M Walshon, Rocco A Macchia, Charles F Moravez, Joseph D Darcy, James Y Luisi, George Aloisi, Bernice Sand, Marilyn D Willoughby, Jane A Hollinshead, Hyman Rudoff, Julio E Quinones, Harry Berman, Dick Daniello.

No. 21 — 87.80%

21 T Simeon Doncker, Helen E Schriener, Helen L Turer, Ralph A Lemmo, George W Harrison, Vincenzo J Romano, Milton L Schilder, Jerome M Granowitter, Stan Contreras, Paul T Bricker, Phillip J Mazzone, David Schwartzman, Emanuel Weltz, Anthony Biello, Daniel M Gibson, Sylvia D Leider, Gabriel Lopez, Mary C Douglas, Larry A Silber, Robert J Ince.

No. 41 — 77.50%

41 David Oflaherty, Edwin Weissman, Gerald H Rosenthal, Harriet Adler, Leonard Gimadomo.

**EXAM 2027**

**AIR POLLUT LAB MNTNR**

This list of 12 eligibles, established Nov. 28, resulted from May 23 written testing for which 38 candidates filed, 38 were called and 23 appeared. Salary is \$8,900.

No. 1 — 93.0%

1 John C Diraimondo, David S Korpus, Ronald M Hellen Jr, Harry Schwartz, Ralph Walter, Clevin Washington, Vincent L Falcone, John Zielenski, Hercules Glover Jr, Johnny M Vaughn Jr, Jerry Fox, Stanley Flamholtz.

**MADE PUBLIC**

**EXAM 2252**

**PLUMBING INSPCTR**

This list of 39 eligibles, made public Nov. 28, resulted from Aug. 25 written testing for which 134 candidates filed, 134 were called and 79 appeared. Salary is \$10,500.

No. 1 — 92.40%

1 Thomas L Pardo, Louis M Bodi, Louis Schwartz, Angelo Richezza, William F Sheehan Jr, Theodore J Dahne, Jack T Termine, Able S Bockish, Joseph Battista, Adolph Goldstein, Kenneth H VonWieding, Herbert Friedman, Ira Kaminsky, George Cavallo, James R Bonfandio Jr, John J Debold, Matthew G Ruggiero, David J Green, Louis P Emanuel, Allen D Stein.

No. 21 — 76.0%

21 Joel Rothstein, Martin D Wolfe, Paul S Battaglia, Joseph J Sacco, George T Anelli, Michael F Calafa, Pasquale J Castoro, Irving Brofsky, Frederick Senetinger, John P Tanna, Patrick J Morrongiello, Leon R Spalacio, William F Meyer, Murray S Lieberman, Michael Wildenberg, Carmine N Mammi, Charles Pilato, Reuben P Brown, George M Tartaglia.

**Regents Appoint**

ALBANY — The State Board of Regents has appointed J. V. Johnson, Poughkeepsie, to the State Board of Architecture for a 5-year term. Frank J. Viola, Bronx, was renamed to the Board of Land Surveying, also for five years.

**Call Sec'y Asst A**

The city Dept. of Personnel expects 78 candidates for college

## REAL ESTATE VALUES

**QUEENS VILLAGE PROPER \$32,990**

GEORGIAN COLONIAL  
 40x100 landscaped grounds, 7 rooms, 4 bedrooms, 1½ baths, modern eat in kitchen fully equipped. Finished basement, garage, refrigerator, wall to wall carpeting, 220 wiring, detached. Priced thousands of dollars below market value. GI/FHA mortgages available. Low down payment can be arranged. Ask for Mr. Soto.

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CALIFORNIA ARCHITECTURE DETACHED  
 7 room house consisting of 4 bedrooms, 2 baths, large living room, banquet sized dining room, eat in kitchen, enclosed porch. Exceptional basement, large landscaped grounds, 1 block to subway/bus, 35 minutes to Manhattan. Low down payment for GI or other buyers. Ask for Mr. Rogers.

**CAMBRIA HTS \$34,990**

ALL BRICK  
 This beautiful house has everything. 20 ft living room, conventional sized dining room, modern kitchen plus dinette. 3 large bedrooms, hollywood color tile bath, finished nitelub basement with full bath, oversized garage, refrigerator, washing machine and a long list of other extras. Near schools, shopping centers and subway/bus. You can be in Manhattan within 40 minutes. Low down payment can be arranged. Ask for Mr. Chapman.

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10 yr young Brk/shingle coln'l, 6 lge rms, 2 baths. Fin'd basmt. Gar. Large garden grounds.

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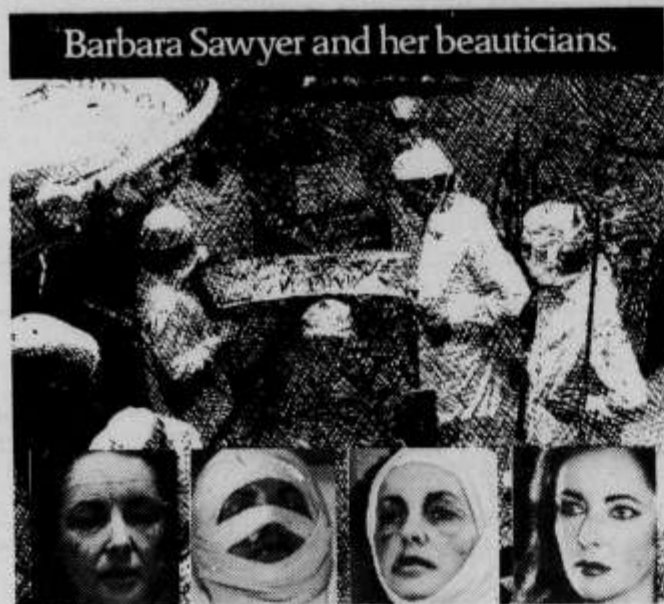
## L. I. Installation Reset Dec. 22

The installation of officers for the Long Island Region has been rescheduled to coincide with the annual Island-wide CSEA Holiday dinner-dance, it was announced by regional president Irving Flaumenbaum.

State president Dr. Theodore Wenzl is expected to swear in the slate. The event will be held Dec. 22 at the Holiday Manor, Bethpage. Tickets are \$7.50 each.

The new regional office went into service last week in a 2-story, brick office building on Broadway (Route 110), North Amityville.

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Produced by Dominick Dunne Directed by Larry Peiner Written by Jean-Claude Trueman  
Music scored by Maurice Jarre Color by TECHNICOLOR A Paramount Production

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## Judicial Conf. Announces Four Prom Exams

Filing for promotion examinations with the Judicial Conference for the titles of principal clerk, principal stenographer (two exams) and senior law stenographer opened last week, announced the Administrative Board. All exams are scheduled for Jan. 19 and filing will extend until Dec. 17.

The four exams are: no. 55-384, principal clerk, city-paid courts and court-related agencies; no. 55-380, principal stenographer, city-paid courts and court related agencies; no. 55-388, principal stenographer, Office of the Director of Administration, 2nd Judicial Department, and the Court of Claims; and no. 55-383, senior law stenographer, Unified Court System, New York City.

To qualify for these exams, candidates must, by Dec. 17, have current, permanent, competitive class status in a qualifying title, in a court or agency specified on the examination announcements.

Applications and copies of the exam announcements may be obtained in the courts and agencies where the candidates are employed.

### Clerk Cert Pool

A total of 660 clerk eligibles from exam 2063 have been called to a certification pool this week by the city Dept. of Personnel. Eligibles between the numbers of 243 and 3900 were called. Salary is \$5,500.

## PO Sets Up Four Holiday Booths

Four temporary postal installations — in the form of giant mail boxes — are being made available to the public during the Christmas season. The boxes will be in operation from 8 a.m. to 4 p.m. from now to Dec. 14, Monday through Friday for stamps and information.

The location of the boxes are: Time & Life Building, northwest corner of 50th St. and Avenue of the Americas; Chase Manhattan Plaza, Nassau St. entrance of One Chase Manhattan Plaza; Wall and Nassau Streets, sidewalk at northeast corner; and A.T.&T. Building, 195 Broadway at Dey St.

### Civil Service Activities Association

# Travel

## Christmas Flights from \$166 Packages from \$259

London  Paris  Rome  Athens  Madrid  Majorca  
 Grand Canary Islands  Innsbruck Ski  Malaya  Israel

### Northern Hemisphere & Hawaii Packages from \$134

Miami  Bermuda  Guatemala  San Francisco  
 Puerto Rico  Nassau  El Salvador  Hawaii  
 Jamaica  Acapulco  Disneyland  Caracas  
 Freeport  Mexico, Acapulco  Aruba  Rio  
 Las Vegas  Trinidad  Morocco

### Xmas Cruises to the Caribbean

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**OGS OFFICERS** — Earl Kilmartin, seated, newly elected president of CSEA's Office of General Services chapter, meets with other officers of the 1,700-member chapter. Standing, from left, are first vice-president Jerry Hrbek, second vice-president Angle Pollmerou, fifth vice-president Kathryn Salls, treasurer S. Oswald Petton and third vice-president Charles Schampier. Missing from the photo is fourth vice-president Douglas Barr.

## CSEA's Board Protests Ethnic Coding By State

(Continued from Page 1)  
 been spearhead by New York City chapter president Solomon Bendet since objection to the coding was raised more than a month ago at a meeting of the chapter's executive committee. Mr. Bendet, who is probably a 00, received strong backing from Willowbrook State Hospital chapter president Ronnie Smith, who is probably a 01. Mr. Bendet is also president of New York City Region 2, and Mr. Smith is first vice-president of the Region.

Support was also forthcoming from other areas of the state. Among key CSEA leaders who commented on the situation were: William McGowan, president of Buffalo Region 6: "West

Seneca chapter at its recent meeting had unanimously voted that this should be stopped. People should be hired and promoted on their ability to do the job. It should have nothing to do with their ethnic grouping."

James Lennon, president of Southern Region 3: "Anything that relegates people to ethnic niches is bad for the Association and is bad for the country. I don't like to see quotas or any ethnic system. Each man should be judged on his merit and ability."

Richard Cleary, president of Syracuse Region 5: "I am against the Comptroller and the Civil Service Department soliciting this information. There seem to be no safeguards against this information being used in ways that could violate civil rights acts as passed by Congress and the State Legislature."

Victor Pesci, chairman of the State Executive Committee: "Ethnic origin can be used either for or against a person. In other words, the civil service system is one in which the Merit System should be used — not the ethnic background. Anything that could cast aspersions on the Merit System is unconscionable. People should be based on merit; we want to know what they can do for the State of New York."

## Challenge Insurance Departmental Actions

(Continued from Page 1)  
 decision on such action is forthcoming either from the Commission or from any Court which may be called upon to rule on the issue.

### Threatens CSEA

The union contends that by trying to force CSEA to stifle its opposition to the Department's action, the State was actually threatening CSEA and its members and was thereby interfering with union functions.

The CSEA spokesman said that because the position of the Department represents "harassment and interference" with the activities of CSEA, the improper practice charge is now being filed with PERB.

## Suffolk Sets Nominations For Officers

RIVERHEAD — The nominating committee of the Suffolk County educational chapter of the Civil Service Employees Assn. will be accepting nominations through Dec. 7 for the following offices: president, first vice-president, second vice-president, third vice-president, fourth vice-president, fifth vice-president, recording secretary, corresponding secretary, treasurer and sergeant-at-arms.

Those wishing to make a nomination are to contact one of the members of the nominating committee.

These are, with phone numbers, Mrs. Catherine Sorely, (516) 928-0224 or (516) 473-8100, Ext. 264; Kenneth Terrell, (516) 842-6982; Laurence Shaughnessy, (516) AN 5-0792, and Mrs. Ruth Gnalfo, (516) AN 5-0754.

There will be a general meeting to review the slate of officers on Dec. 8. At this meeting, further nominations may be made from the floor.

## Metro DofE Dance Due

NEW YORK — The Metropolitan Division of Employment chapter 350, Civil Service Employees Assn., will hold a buffet and dance Dec. 6 from 6:30 p.m.

Site will be the Martin Luther King Jr. Labor Center, F.D.R. Ballroom, 310 West 43rd St. Al Conte will head a 5-piece band.

Tickets are \$3 each. Chairman of the event is Carl Laurino of Brooklyn, telephone DE 6-2210. Committee members and telephones are Ken Watson, 855-7500; Celeste Asbury, UL 2-5373; Rocco D'Onofrio, (914) YO 9-5000; Grace Allen, RE 2-3535; Stanley Rader, (914) YO 9-5000; Martin Sherman, 523-4055, and Ralph Fabiano.

### Patchogue Party

PATCHOGUE — The Long Island Armory Employees chapter, Civil Service Employees Assn., will have a chapter meeting and Christmas party Dec. 12 at Tojens Halfway Restaurant on Route 112 here. Time is 12 noon.

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# Latest State And County Eligible Lists

**EXAM 35069**  
**PROM TO JR COMP CLAIMS AUDITOR**  
 Test Held Mar. 24, 1973  
 List Est. Sept. 20, 1973

1 Sheehan P A Brooklyn	91.9
2 Arnold M Brooklyn	82.1
3 Hawkins A H Bronx	81.2
4 Edmond L Bronx	79.4
5 Wilson G NYC	76.8
6 Smith A G Princeton NJ	72.2
7 Capo D T N Syracuse	71.2
8 Farber H Brooklyn	70.7

**EXAM 35241**  
**PROM TO SR ELECTRIC INSPCTR**  
 Test Held June 16, 1973  
 List Est. Sept. 29, 1973

1 Fox J V Rego Park	100.5
2 Witt F Delmar	93.0
3 Liguigi E Bronx	79.5
4 Stafford G NYC	70.2

**EXAM 35243**  
**PROM TO PRIN ENGRG TECH GAS**  
 Test Held June 16, 1973  
 List Est. Sept. 21, 1973

1 Garneau H Cohoes	80.7
2 Belner N Beechhurst	78.5
3 Gaspard P L Cambria Hts	73.6
4 Folsom S A Watervliet	73.8

**EXAM 35244**  
**PROM TO CHF ELECTRIC COMPLNT TECH**  
 Test Held June 16, 1973  
 List Est. Sept. 21, 1973

1 Frank E R Averill Pk	92.2
2 Hymowitz B Richmond HI	79.5
3 Furlong C M Brooklyn	72.9
4 Decario J Lrl Ferry NJ	72.5
5 Schwarzkopf B NYC	70.9

**EXAM 35070**  
**PROM TO COMP CLAIMS AUDT**  
 Test Held Mar. 24, 1973  
 List Est. Sept. 5, 1973

1 Beene M L Jamaica	77.9
2 Williams M B Jamaica	77.9
2A Grieves V E Srngfld Gdn	77.6
3 Jarkoff M NYC	76.1
4 Firone C A Buffalo	75.3
6 Kirby T L Buffalo	72.8
7 Faredes P Rosedale	72.6

**EXAM 35071**  
**PROM TO SR COMP CLAIMS AUDT**  
 Test Held Mar. 24, 1973  
 List Est. Sept. 5, 1973

1 Flynn E Rensselaer	81.8
2 Dunn M E NYC	79.8
3 Hunt A M N Syracuse	75.7
4 Dagen W Bronx	72.9

**EXAM 35077**  
**PROM TO SR WORKMENS COMP EXMR**  
 Test Held Mar. 24, 1973  
 List Est. Sept. 20, 1973

1 Reiman H NYC	86.0
2 Mathusek H Woodhaven	84.4
3 Ellis T A Bronx	84.2

4 McBride T Brooklyn	83.1
5 Russo M A Staten Is	82.9
6 Arons J NYC	82.8
7 Katz D Brooklyn	81.3
8 Weitzman W Far Rockaway	81.0
9 Dunne J Melrose	80.7
10 Beckerle E Albany	80.5
11 Hinton L V Englewood NJ	80.5
12 Goedtel P W Troy	80.3
13 Schweikert V M Bellerose	80.1
14 Lewis N R Brooklyn	79.8
15 Moritz Seymour Brooklyn	79.2
16 Weiss M Maspeth	79.1
17 Benowitz F Levittown	78.7
18 O'Connor P Rochester	78.0
19 Bertoni A B Endicott	77.9
20 Hackett H Hollis	76.6
21 Harowitz S Glen Gardner	75.4
22 Suarez G Staten Is	75.0
23 Ragusa N Pt Pleasant NJ	74.0
24 Rogan E NYC	71.9
25 Cerrone A Petersburg	71.3
26 Jennings L C Brooklyn	70.0

**EXAM 51207**  
**PRIN CLK TYPIST**  
 Test Held Jan. 13, 1973  
 List Est. Aug. 6, 1973

1 Blum D B Williamsvil	84.7
2 Mirco R M Williamsvil	76.5

**EXAM 35178**  
**SUPVGR PAYROLL AUDITOR**  
 Test Held May 12, 1973  
 List Est. Aug. 7, 1973

1 Prince M Little Neck	91.5
2 Welch I M Brooklyn	90.5
3 Brinkerhoff D Y Ardsley	83.0
4 Franz R H Flushing	77.0
5 Flambholtz M NYC	76.5

**EXAM 35066**  
**SR HYDRAULIC ENGR PUB SRV**  
 Test Held Mar. 24, 1973  
 List Est. July 30, 1973

1 Crimmins R M Flushing	90.8
2 Siegel G W Glendale	88.7
3 Dynia S J Baldwin	88.0
4 Agansky J W Albany	76.9

**EXAM 35088**  
**TRANS PLANNING AIDE 3**  
 Test Held Mar. 24, 1973  
 List Est. Aug. 2, 1973

1 Wood A G Ballston Spa	77.6
2 Griffin P D Albany	75.8
3 Tobin J M Albany	70.7

**EXAM 35-285**  
**EMPLOYMENT SECURITY AREA DIRECTOR**  
 List Est. Aug. 2, 1973

1 Musso A S Latham	102.0
2 Curry J O Mattituck	99.0
3 Berwitz C J New York	98.0
4 Heller V W New York	96.0
5 Pinner J I New York	92.0
6 Bernstein L Flushing	87.0
7 Masterson J F Elmore	86.0
8 Altheim A Cambria Hts	86.0
9 Winokur D L Kenmore	84.0
10 Phillips S Brooklyn	83.4
11 Volin S Brooklyn	77.0
12 Bernstein R B Watervliet	76.5
13 Rourke M D Troy	76.0
14 Delphoy K F Gloversville	75.0
15 Olivieri L J Staten Island	75.0
16 Elbert R R Brooklyn	74.0
17 Flie R E Latham	72.7

**EXAM 35064**  
**ASSOC ELECTRIC ENGR**  
 Test Held Mar. 24, 1973  
 List Est. Aug. 3, 1973

1 Brennan W Cedar Grv NJ	94.8
2 Dwyer B F Watervliet	89.9
3 Lamberton R W Albany	88.1
4 Liberty R Albany	86.9
5 Fuhrman R Delmar	86.9
6 Hofmann E Jackson Hts	84.5
7 Bausback A Voorheesvil	76.0
8 Kraft C Astoria	75.9
9 Barne B C Albany	75.7

**EXAM 34822**  
**ADMINISTRATIVE SRVS, G-18**  
 Test Held Oct. 14, 1972  
 List Est. July 26, 1973

1 Dursler J Massapequa	88.5
2 Schlesinger R Hackensack	88.3
3 Mitchell G A Albany	88.2
4 Carey J E Schenectady	86.3
5 McGirr D H Buffalo	85.6
6 Blot K T Albany	85.0
7 Purcell J F Latham	85.0
8 Gerardi K H Roslyn Hts	85.0
9 Herman A B NYC	84.1
10 Blum T N Malden Brg	83.9
11 Serrett W D Willard	83.9
12 Torkelson R Cohoes	83.8
13 Sawran T R Oswego	83.7
14 Pozefsky C S Schenectady	83.5
15 Sanders J H Schenectady	83.4
16 Ruhe H S New York	83.4
17 Schulman I Merrick	83.4
18 Snockard H J Bridgewater	83.0
19 Humphrey B A Webster	82.9
20 Levy D A Flushing	82.9
21 Miller W R Ballston Lk	82.7
22 McKenna W D Hamilton Bch	82.7
23 Schuff J A Albany	82.6
24 Sprissler L L Albany	82.5
25 Burrell C E Latham	82.5
26 Mitchell K F Jackson Hts	82.1
27 Brockhouse F W Vestal	82.0
28 Miller H New York	82.0
29 Montoro D Albany	81.8
30 Idzik R E Clarence	81.6
31 Obryan J A Troy	81.4
32 Kerwin D J Troy	81.2
33 Aitberry K V Hyd Park	80.9
34 Markowitz A A Loudonville	80.8
35 Walsh A M Albany	80.7
36 Baez J A Queens	80.7
37 Schomaker E P Endwell	80.6
38 Schmidt M R Rensselaer	80.0
39 Bendel M R Scotch Pl NJ	79.9
40 Vrooman E M Voorheesvil	79.9
41 Terwilliger G R Poughkeepsie	79.8
42 Montague G T Round Lake	79.7
43 Neylan T P Albany	79.6
44 Johnson J R Ithaca	79.5
45 Church A D Ballston Lk	79.5
46 Dulin K J Schenectady	79.5
47 Champagne D M E Syracuse	79.5
48 Coburn J R Albany	79.5
49 Dryer E M New York	79.4
50 Mattei A M Albany	79.2
51 Barish B M New York	79.1
52 Rosenkranz R I Albany	79.0
53 Childs G O Menands	78.9
54 Mancinelli L Brooklyn	78.9
55 Zuvers A J Rochester	78.8

56 Cawley B J Dansville	78.8
57 Conroy J R Watervliet	78.6
58 Dunham M A Scotia	78.5
59 Meyer S L Brooklyn	78.5
60 Hyland E E Rensselaer	78.4
61 Grande C A Bronx	78.4
62 Capuano C B Athens	78.3
63 Pittinsky M New York	78.3
64 Baker P C Delmar	78.2
65 Jones D R Johnstown	78.2
66 Jones G D Wantagh	78.1
67 Dagen W Bronx	78.1
68 Cushman W J Corning	78.0
69 Baciewicz B J Watervliet	78.0
70 Muehl S Albany	77.9
71 Mulvey J F Albany	77.9
72 McArthur P T Delmar	77.8
73 Zielenki T M Middle Vill	77.7
74 Barth M G Albany	77.5
75 Ness K A Brooklyn	77.5
76 Bellinger P M Albany	77.3
77 Kaufman F Jamaica	77.2
78 Burton D J Albany	77.2
79 Kahan J E Brooklyn	77.2
80 Sedlmayer E J Castleton	77.1
81 Roth M F Watervliet	77.0
82 Felicetti J F Albany	77.0
83 Westfall A R Albany	76.9
84 Davies J T Watervliet	76.9
85 Miller K A Albany	76.8
86 Janitz M F Syracuse	76.6
87 Czajak E F Albany	76.5
88 Kelleher J T Selden	76.5
89 Rampolla M A Latham	76.5
90 Quinn R H Brooklyn	76.5
91 Levin H S Fulton	76.4
92 Hillisley E Albany	76.4
93 Steup F C Newburgh	76.3
94 Pfister R A Albany	76.2
95 Mahar W E Troy	76.2
96 Puccio P S Albany	76.2
97 Smith G C Brooklyn	76.1
98 Yanson O A Albany	76.1
99 Casaly R J Ballston Spa	76.0
100 Kenich R A Loudonville	76.0
101 Church P V Albany	75.9
102 Ryan R J Schenectady	75.8
103 Calhoun R G Saratoga	75.8
104 Forget D P Ballston Spa	75.7
105 Adlowitz F L Albany	75.7
106 Davies Utica	75.6
107 Hansen I V Rego Park	75.6
108 Ziegler B J N Syracuse	75.5
109 Findlay D A New York	75.4
110 Fetterly G D Albany	75.2
111 Chase L H Alcove	75.2
112 Baker B W Troy	75.1
113 Debye Norwig R Kinderhook	75.0
114 Claxton E H Ogdensburg	74.9
115 Gates C A Albany	74.8
116 McLaughlin R W Utica	74.8
112A Senkowski D A Grahamsville	75.0
118 Brennan J T Schenectady	74.7
119 Moore M Albany	74.7
120 Goldenberg J Bronx	74.5
121 Herman W C Rochester	74.5
122 Holmzee A C Wappingr Fls	74.4
123 Jaworowski H Bronx	74.3
124 Rinebolt J K Albany	74.2
125 Bittle P S Pawling	74.0
126 Israel R Brooklyn	73.9
127 Heisman L Albany	73.7
128 McNamara T P Iasant Val	73.6
129 Bena J J Mechanicvil	73.6
130 Paris F J Schenectady	73.6
131 Brown P N Canisteo	73.5

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**NEW YORK CITY**—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: **Board of Education** (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; **NYC Transit Authority**, 370 Jay St., Brooklyn 11201 phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

**STATE**—Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 820-7000.

**FEDERAL**—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

**INTERGOVERNMENTAL**—The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to

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# New U.S. Income Plan To Begin

## SSI Scale Of Aid For Aged, Infirm

(Editor's Note: Effective Jan. 1, the federal government will put into effect a new guaranteed annual income program for the elderly, blind and disabled. It is called Supplemental Security Income and will be operated through the Social Security Administration. An individual's eligibility for monthly SSI payments will be determined according to a formula that sets qualification levels for both unearned and earned income. Because of the importance of this program to many CSEA retirees, The Leader publishes the following questions and answers as a public service.)

### WHAT IS SUPPLEMENTAL SECURITY INCOME (SSI)?

Supplemental Security Income (SSI) is a new federal program of cash assistance for the aged, and for the blind and disabled of any age, with limited income or resources. It guarantees a basic cash income for those who are eligible. It will begin Jan. 1, 1974.

SSI checks will be sent to eligible persons once a month by the Social Security Administration.

SSI is not the same as Social Security. If you now receive Social Security you may also be eligible for SSI.

### WHO CAN QUALIFY?

You qualify if you are a single person, 65 or over, with a total income of less than \$227 a month; (or less than \$292 a month if you are working).

You qualify if you are blind or disabled of any age with a total income of less than \$227 a month; (or less than \$292 a month if you are working).

You qualify if you are a couple who are both either 65 or over, or blind or disabled with a total income of less than \$315 a month; (or \$380 if either of you are working).

If you qualify you should apply now.

You still qualify:

- (a) if you own a car valued at \$1,200 or less;
- (b) if you own a house valued at \$25,000 or less;
- (c) if you have a bank account, stocks, etc. the combined value of which is \$1,500 or less (\$2,250 for a couple); or
- (d) if you have insurance policies with a total face value of \$1,500 or less.

If you are now receiving aid to the aged, disabled or blind from the Department of Social

Services you will automatically be transferred to the new Federal SSI program. Before Jan. 1, you will be notified by mail of your transfer. After Jan. 1, you will automatically receive your check from the Social Security Administration. You do not have to apply.

### WHAT HAPPENS WITH MEDICAID?

If you are accepted for SSI you will automatically receive Medicaid. You will not have to apply for Medicaid.

### WHAT HAPPENS WITH FOOD STAMPS?

The cost value of food stamps will be included in the SSI payment. If you are accepted for SSI you will no longer be eligible for food stamps.

### HOW MUCH CAN YOU RECEIVE FROM SSI?

If you are now receiving aid to the aged, blind or disabled from the Department of Social Services you will continue to receive at least as much SSI.

The most you may receive from SSI, if you are an individual living alone, will be \$206.85 a month.

The most you may receive from SSI, if you are an individual living in someone else's household will be \$110.85 a month.

The most you may receive from SSI, if you are a couple living in your own household will be \$294.93 a month SSI.

The most you may receive from SSI, if you are a couple living in someone else's household will be \$180.93 a month SSI.

(These figures might be lowered depending on your income. Only a Social Security worker can determine that.)



**RETIREMENT HONOR** — Mae Crowe, third from right, beams as she is honored on retirement after 38 years of service with the State Department of Labor. She leaves the Electronic Data Processing Bureau, and fellow employees and associates gathered at a dinner at Sleasman's Hofbrau, Latham, for the veteran Civil Service Employees Assn. member. Shown from left are Rose Ricci, Shirley Jackofsky, Polly Tortello, Mary Sgamblore, Ms. Crowe, Edward J. Welch, supervisor of data processing, Edith Tabachneck, Harold Kasper, director of the Division of Unemployment Insurance, and Phyllis Casella.

### WHERE AND HOW SHOULD YOU APPLY FOR SSI?

Apply at your local Social Security office. The office nearest you is listed in the phone book under "United States Government-Health, Education and Welfare, Department Of." Before you go, telephone the office to find out what papers you should bring with you.

Do not apply if you now receive public assistance.

### DO YOU HAVE QUESTIONS?

Telephone your local Social Security office if you have any questions or think you might qualify for SSI.

## Retirees, Notice!

Members who retire from the Civil Service Employees Assn. may continue to receive a full subscription to The Leader for \$3.80 per year. Some members have been sending in \$4.70. They will be credited with an extra three months on their subscription.

Do not write CSEA headquarters for these subscriptions. Checks or money orders should be sent to Subscription Dept., The Civil Service Leader, 11 Warren St., New York, N.Y. 10007.

Pass your copy of The Leader on to a non-member.

## Woman Now Heads Rochester Retirees

ROCHESTER—Rochester Area Retirees chapter, CSEA, is the only one in this area with a woman president. She's Ruth McFee, a retired county social services caseworker, who actually is the chapter's vice president.

But she's been acting president since Oct. 15, when Claude Rowell, the chapter's first and only president, was forced to give up the post after suffering a heart attack. He's resting at home now.

Mrs. McFee, who's a reluctant acting president, is attempting to carry on and head the chapter in the direction its 453 members from eight counties want to take.

She says the first order of business is to work for an increase in the state pension supplement, because of the way the cost of living has been skyrocketing. "The last cost of living raise for pensions was in 1968, so we're a long way from keeping up," she said.

Mrs. McFee and other chapter members were near the front row this week when State Comptroller Arthur Levitt came to town to make a speech.

"He'd like to make the state supplement permanent so the legislature doesn't have to renew it each year," she noted. "He also advocates an imme-

diated three percent cost-of-living increase."

Mrs. McFee also thinks it's important that municipal, county and state employees realize that any improvement in pension benefits will affect them too, since all fall under the state retirement system.

Meanwhile, Mrs. McFee is doing the best she can in a job she doesn't want. And she hopes that the chapter can find a replacement soon for the vacancy Mr. Rowell left.

"I don't want to wait until our next election in 1975," she says.

### Syracuse Meeting

The Syracuse Area Retirees chapter, Civil Service Employees Assn., will meet Dec. 11 at 2 p.m. at Riordan's Restaurant in Auburn. John Tanzl, the president, named Hazel C. Ranger, of Syracuse, as secretary and Andrew Anderson, of Fulton, as treasurer. They fill the unexpired terms of two officers leaving the state.



**CHAUTAUQUA DINNER** — The Chautauque County chapter, Civil Service Employees Assn., held its 25th annual retirement dinner at Inn-at-the-Peak, Clymer, to honor recent retirees from county service. Pictured left to right are: Russell Certo, president of the Chautauque County chapter, CSEA; Theodore C. Wenzl, state-