

Civil Service LEADER

America's Largest Weekly for Public Employees

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More Local Aides Get Social

F HENRY GALPIN
P O DRAWER 135
CAPITOL STATION
ALBANY N Y
COMP

No Pay Reduction in Institutions:

Raise for All Employees, Partial Cut in Work Week Is Governor's Program

EXCLUSIVE:

Non-Permanent Hiring In Competitive Jobs Still High in Local Government

ALBANY, Jan. 2 — The first published annual report of the personnel operations of local civil service commissions has been is-

Chest X-Rays In NYC Area Start Jan. 16

Starting January 16, State Health Department X-ray units will be located at 270 Broadway and 199 Church Street, NYC, to take chest X-rays of State employees in the metropolitan area who sign up for the free examination.

Later, the units will move to 80 Centre Street.

Department X-ray technicians recently completed more than 10,000 examinations of workers in the Albany area.

sued by the State Civil Service Commission.

The State Commission decided on the issuance of such annual reports as part of an effort to bring the administration of civil service in local governments as nearly up to that of the State Commission as possible. All the localities are represented, excepting NYC, because the commission there is "not comparable to other agencies." Incidentally, the administration of civil service in NYC is on a par with that in the Federal and New York State governments.

During 1954 local commissions relied more than ever on the State Commission for aid in holding exams. Of the 62 counties, 52 utilized State exam facilities exclusively. Others got some help, and only one held all its exams itself.

Maneuvers by local civil service commissions have vexed the State

Commission for many years, and while the first annual report does not suggest solutions, it contains information that vindicates the direction that early reform should take. For one thing, the number of non-permanent employees in the competitive class, while reduced overall, remains too large. The war-duration appointments declined 30 percent, a modest figure, considering how long ago hostilities ended in Korea, and the fact that in cities the decline was 90 percent. Provisional appointments in the local jurisdictions rose 25 percent, a figure that the report admits is substantial.

"The county service," says the report, "shows 19.7 percent of the competitive service serving on war-duration or provisional ap-

(Continued on Page 16)

Health Insurance Benefits, Condon-Wadlin Repeal, Also

ALBANY, Jan. 2—Governor Averell Harriman will ask the Legislature on Wednesday to approve a program for State employees which calls for . . .

1. Pay increases for some 80,000 State workers.

2. A reduction in the work week for some 33,000 State institution employees.

3. A pre-pair medical-insurance program on a cost-sharing basis.

The Governor's program was announced last Thursday, following discussions held between Budget Director Paul H. Appleby and officials of the Civil Service Employees Association the preceding evening.

The Governor will make these recommendations, expected to cost more than \$20 million, in his annual message to the Legislature. The Senate and Assembly convene on January 4 at noon to hear the Governor.

(Continued on Page 16)

'Encouraging, But' — Powers

ALBANY, Jan. 2—John F. Powers, president of the Civil Service Employees Association, which represents the majority of State employees, stated that the announcement by the executive office of a sum of money in excess of \$20 million to be spent for salary increases, partial reduction of hours, and a health insurance program would not be sufficient to approach the necessary costs of the full Association program which had been presented to the Governor.

Mr. Powers concluded that he hoped additional moneys will still be appropriated to bring about a full 20 per cent increase for State employees and the mandatory 40-hour week for all.

Co-Workers' Aid Eases Tragedy of Pre-Holiday Fire

CHRISTMAS, 1955!

For the family of Donald Follansbee, a senior clerk in the Taxes and Accounts Bureau of the State Insurance Department, that bright-sounding date will long be a grim memory.

On December 22, Mr. Follansbee's home in Watervliet was destroyed by fire.

All Possessions Lost

While others contemplated the joys of a great holiday, Mr. Follansbee, his wife and six-year-old daughter could gaze only at the ashes of their home.

Instead of preparing for Christmas they had to prepare to find a place to live. All their possessions were lost in the blaze.

The fire occurred in the morning. Mr. Follansbee was barely able to get his wife and child out of the house to safety. Nine other families in the neighborhood also

were forced to flee their flaming homes.

Origin of the fire was not reported.

Clothing, furniture, valuables—and Christmas gifts—all were lost. The Follansbees spent the holidays, such as they became, with relatives.

In the meantime, the senior clerk's fellow-workers have already come to his aid. Under the direction of Steven J. Banks, president, the Insurance chapter of the Civil Service Employees Association in Albany is gathering funds and goods to assist Mr. Follansbee.

A newspaper in the Troy area has started a fund to aid all the families left homeless by the blaze.

Contributions may be sent to Mr. Banks, at 324 Church Street, Albany.



George W. Hayes, Tax Department, signs up for a chest X-ray examination. He and more than 10,000 other State employees in the Albany area took advantage of the State's X-ray program for its employees. Arthur Connellis, X-ray technician, records Mr. Hayes' application, as Lawrence W. Kerwin, Civil Service Department; Aaron Winig, Tax Department; George Churchill, superintendent of the State Office Building, and Janet MacFarlane, personnel relation counsel, Civil Service Department, wait their turn. Thomas Gorman operates the X-ray control panel. Neil Wecell, another technician, is at left.

Vested Social Security Rights Remain Intact Under Plan State Is Trying to Devise

The State Pension Commission is trying to evolve a plan that will grant members of the State Employees Retirement System all possible benefits of uniting Social Security coverage with that of the State System, and without increasing the employee contributions to the State System.

The Social Security tax will rise, under Federal Law, to 6 1/4 percent finally, in 1975. Prior to any Social Security tax increase it is possible the plan would call for no increased costs whatever to the employees of the State and those many localities that are members of the State System.

The Commission is considering only the joining of Social Security benefits with those of the State Employees Retirement System. As, under Federal law, employees would have to vote by pension groups, their decision in the SERS case would be a guide for other groups. Such other groups, excepting policemen and firemen, who don't want it, would get such an opportunity later, if they showed any such desire.

Enabling Act First

The first legislation enacted would be an enabling act. That would merely permit the State to take advantage, if it saw fit, of

the provisions of the Federal law permitting employees of State and local government, even if they are members of a public employee retirement system, to be covered additionally by Social Security. Such legislation would be wholly non-committal and constitute more or less of a "ministerial act."

The controversial legislation would be that which proposes a particular plan, or offers the employees a choice of optional plans. It is most unlikely that different groups in the SERS would be allowed to have different plans; there would be one plan for the whole group. As to the dozen or so other pension systems, and the additional separate local systems, different plans could obtain.

No Reduced SS Benefits

The Commission will not recommend any plan that would deprive any employee of any vested right he has in Social Security. At present the Commission, on this very point, is pondering how best to take care of the older employees, the ones likely to have the maximum such vested interest. This now consists, if one had at least average salary of \$4,200 in recent years, or \$3,600, when that was the maximum subject to Social Security tax, of \$108.25 a

month for the member's own pension, half as much for his wife, on their attainment of age 65, except that the member must be retired before the spouse benefits thus from the pension. The survivor benefits are those as provided in the Social Security schedule for dependent children under 18, dependent parents, and widows. The present retirement ages in the SERS would not be increased.

A State employee, because of having worked in Social Security covered employment, or service in the armed forces, or both, may be fully insured. That means he could stop working now, if he is under 65, pay in nothing more, and retire at 65 on the same pension he would have received if he were 65 now and retired now. It would be maximum if he met the requirements.

Others are not fully insured, but are currently insured, a lesser degree, applicable similarly to the survivor benefits, but less productive of pension benefits. Thus any plan of uniting Social Security, whether by integration or supplementation or some combination thereof, would guarantee the vested Social Security rights, taper off those rights as is now done under Social Security, and would finally dilute them, as they are now diluted under Social Security, for short coverage period, or less than maximum taxable income.

The policy is to deal with Social Security credits only on the basis of those obtained under the State job, without adversely affecting benefits under Social Security built up through other previous employment.

State Will Start Earlier In Sharing Cost of Special Training of Some Employees

ALBANY, Jan. 2—The State will assist the education of its present and former public administration interns and trainees much earlier than expected.

Dr. Charles T. Klein, director of public employee training, wrote the interns and trainees the State may pay part of the cost of their further academic training beginning February 1. The plan will be administered by the Civil Service Department.

When the plan was originally announced last month by Comptroller Arthur Levitt, it was not expected that it could be placed in operation before September.

Reimbursement will be made after successful completion of public administration courses.

Half or Three-Quarters

The State will pay one-half of the cost of tuition for interns having a master's degree and three-quarters of the tuition for interns and trainees with baccalaureate degrees. Trainees desiring to do undergraduate work will get three-quarters reimbursement.

Courses may be taken at any accredited college or university offering courses similar to those given by the State's own graduate program in public administration.



ARTHUR LEVITT

State Comptroller is chairman of the sponsoring committee of the State's public administration training program.

tration. The assistance will be for a maximum of 12 credit hours and must be used within two years.

Classes for the second semester of the State-sponsored graduate program begin in Albany on February 6. The registration period is January 30 to February 4.

State Clerk Tests Offer Career Jobs

Friday, February 13 is the last day to apply for clerical jobs in State departments and institutions in NYC, Albany and around the State.

About 1,500 appointments will be made, including 600 in NYC.

Application forms may be obtained in person or by mail at offices of the State Civil Service Department—Room 2301, at 270 Broadway, New York 7, N.Y.; State Office Building, or 39 Columbia Street, Albany, N.Y.; or State Office Building, Buffalo, N.Y.

There are no educational or experience requirements.

Candidates must pass a written test.

Pay Scales

The exam—known as "beginning office worker"—is open to residents of New York State between 18 and 70.

Jobs as clerk and file clerk start at \$2,320 a year and rise, after five annual pay boosts, to \$3,040.

Account clerk and statistics clerk jobs will also be filled. Pay is \$2,450 to \$3,190.

A telephone transmission error resulted in The LEADER prematurely announcing last week that the exam was open then. It is open now.

Local Governments Cover 1,000 Under Social Security; Total in State Is 105,000

ALBANY, Jan. 2—State Comptroller Arthur Levitt announced Social Security coverage for additional employees of governmental units in the State.

Livingston, Putnam, Tioga and Wyoming counties are among 22 units newly covered by agreement with the State Social Security Agency. They bring an additional 1,000 employees under Social Security, for a total of approximately 105,000 employees in 1,318 political subdivisions.

Five of the 22 units are towns: Galway and Milton, Saratoga County; Crawford, Orange County; Otselic, Chenango County, and Spencer, Tioga County.

The following seven villages were brought into the system: Brocton, Chautauqua County;

Caledonia, Livingston County; Cossack, Greene County; East Hampton, Suffolk County; Fishkill, Dutchess County; Moravia, Cayuga County, and Sea Cliff, Nassau County.

School Districts Included

Five school districts were also brought into the system: Common School District No. 2, Towns of Dryden, Carlisle and Ithaca, Tompkins County; Central School District No. 1, Towns of Durham, Cairo and Greenville in Greene County, Rensselaerville in Albany County and Conesville, Schoharie County; Common School District No. 18, Woodstock and Ulster, Ulster County, and Union Free School District No. 11, Southampton and Brookhaven, Suffolk County.

The Steuben County Soil Conservation District also voted to participate in the Social Security program.

Council Backing On Social Security Asked by Treulich

Councilman Eric J. Treulich introduced a resolution which, if adopted, would request the Governor and the Legislature to amend State laws so that NYC employees could vote on whether they can have full Social Security benefits, in addition to those under their existing retirement systems. This is the plan known as supplementation.

Mr. Treulich says that the benefits are considerable, the cost small, and that City employees need the protection for survivors that Social Security would afford. He points to a possible maximum of \$200 a month, under Social Security, for a widow with children under 18, compared to a year's salary for the beneficiaries of members of the NYC Employees Retirement System who die, the benefit not applicable in all cases, and, he adds, insufficient to protect the survivors, at best.

Illustrator Jobs Open in Brooklyn

Illustrators of technical equipment, at \$3,415 to \$4,525 a year, are needed at the Navy Material Catalog Office, Brooklyn. There is no closing date.

No written exam is required. Applicants will be rated on their experience, education, and samples of illustrative work submitted. Three to five year's experience in drawing, inking, lettering or airbrush rendering and retouching of photographs for publication is required, and some experience in preparing orthographic, isometric or perspective drawings. Education may be substituted for some of the required experience.

Applications forms may be obtained from the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N.Y., or from the U.S. Naval Supply Activities, Third Avenue and 29th Street, Brooklyn 32, N.Y.

HOUSE HUNTING?
SEE PAGE 11

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



CSEA's Salary, Hours Program CAN Succeed—With Your Help

LAST WEEK Governor Harriman's office announced to the press an outline of his program respecting the problems of the State employee. Among his statements were the facts that an expenditure of more than \$20 million would be used to give the employees an increase in salary, a reduction of the hours of work, and the installation of a health insurance program.

As we said in our comments to the press, on the Governor's program, we do not think that the \$20 million is sufficient to implement the Association program in regard to these matters. According to our calculations, the amount of money needs to be materially increased. However, we are encouraged that some steps have been taken to solve the very persistent problems of inadequate salaries and the 40-hour week.

We shall continue to press with all of our vigor for a full solution. The Legislature convenes on January 4. The Governor will present his budget message on February 1. The Association and its members have still 30 days to work to impress both the Governor and the Legislature with the merit of their program. If all of our members give their strength to this cause, through either talking to their assemblyman or senator, or writing them, or by writing directly to the Governor, there is little reason to feel that this important part of the Association's program will fail.

Dr. Bender Gets MH Post

ALBANY, Jan. 2—Dr. Laurretta Bender of NYC has been appointed principal research scientist in child psychiatry, a new position in the State Department of Mental Hygiene, Commissioner Paul H. Hoch announced.

The function of the new position will be to study adolescents and children and to serve as a consultant in child psychiatry to the department as a whole. It was created under the nine-point intensified treatment program which calls for greater emphasis on research in the emotional dis-

orders of childhood and adolescence.

NYC Aide

Dr. Bender has been senior psychiatrist in charge of the Children's Service at Bellevue Hospital, NYC, for 20 years, and a member of the hospital staff since 1930. She will continue to serve as an attending psychiatrist on the children's service. She also will continue as a professor of clinical psychiatry at the New York University-Bellevue Medical Center, a post she has held since 1951.

NYC Promotes 569, Effective As Year Begins

The Board of Estimate has approved the promotion of 569 NYC employees, effective January 1.

The promotions are in 39 titles in 48 departments. Included are 138 promotions to senior clerk, 51 to supervising clerk, and 59 to administrative assistant. Also, 34 to senior stenographer, 13 to supervising stenographer, and three to clerk, grade 6.

The Welfare Department leads with 119 promotions. There are 45 in Health, 36 in Hospitals, 35 in the Comptroller's Office.

Last year, 1,035 received year-end promotions.

Young Tells How Far He'll Go on Gains

WASHINGTON, Jan. 2—Chairman Philip Young of the U.S. Civil Service Commission told a delegation of the American Foundation of Government Employ-



PHILIP YOUNG

ees, AFL-CIO, how far the Commission would go in regard to proposed legislation.

The answer was Yes to these: group health insurance, with the Government footing part of the bill; liberalization of the Retirement Law, and coordination with Social Security, along the general lines laid down by the Kaplan Committee; more and better training program for employees; increasing the number of super-grade positions; home leave and hospitalization for overseas employees.

About the following, no comment from Chairman Young: a measure to prohibit reducing the pay of an employee whose job is downgraded, greater recognition of employee unions, a 35-hour work week, and salary increases for classified and postal employees.

3 More Lists Coming Out

On Wednesday, January 4 the NYC Personnel Department will release one promotion and two open-competitive eligible lists. They may be seen at The LEADER office, 97 Duane Street, NYC, from that date until Wednesday, January 11.

The open-competitive rosters, for custodian engineer and junior civil engineer, contain 48 and 43 names, respectively. The promotion list, for custodian engineer, has 21 eligibles.

State Approves Laborer Pay Plan, NYC Votes Money

The NYC resolution establishing pay rates for laborers was approved by the State Civil Service Commission, and the next day the Board of Estimate voted the funds. Jerry Wurf, general representative American Federation of State, County and Municipal Employees, and Raymond E. Diana, executive secretary, Government and Civic Employees, both AFL-CIO, urged the Board to vote the funds. Other unions opposed. All Board members voted affirmatively, except Comptroller Lawrence E. Gerosa, who must decide some laborer pay claims under the prevailing-rate law. He did not vote.

Mr. Wurf's union was the principal backer of the Personnel Department in seeking enactment and appropriation.

Another resolution of the Personnel Department, to put general laborers in the competitive class, was turned down by the State.

Canal Aides' Efficiency Cited As 13 Earn \$856 in Prizes

ALBANY, Jan. 2—Thirteen employees at three State Barge Canal locks are sharing \$856 for their contributions toward efficiency of canal operations. They are winners in the Public Works Department annual prize locks contest for 1955.

Arthur S. Bailey, chief operator, receives \$120; canal structure operators Howard H. Gurnee and Clarence E. Humiston, \$96 each, and William A. Sheehan, \$44. They work at Lock 9 (Smith's Basin) on the Champlain Canal. That lock was ranked No. 1 for general efficiency, with a score of 98.8853.

Second prize goes to Lock 2 (Fulton) on the Oswego Canal, with a rating of 98.6954. Sharing in the cash awards are Charles J. Rooney, chief operator, \$96; canal structure operators Leo R. Fuller and John F. Mathews, \$72 each, and William F. Covert, \$36; and Anthony Starzec, canal helper, \$32.

Placing third, with a score of 98.5099, was Lock 7 (Fort Edward) on the Champlain Canal. At that installation, \$72 goes to T. Brian Daly, chief operator; \$48 each to Bernard F. Durkee and Mitchell W. Conners, and \$24 to Thurman C. Humiston, canal structure operators.

Honorable Mention

John W. Johnson, State Superintendent of Public Works, also announced honorable mention to the following 10 locks, listed in the order of rating: Lock 32 (Pittsford), Lock 10 (Cranesville) and Lock 13 (Yosts), Erie Canal; Lock 4 (Waterloo), Cayuga and Seneca Canal; Lock 6 (High Dam), Oswego Canal; Lock 15 (Fort Plain), Lock p4 (Baldwinsville), Lock 19 (Frankfort), Lock 22 (New London) and Lock 18 (Jacksonburg), Erie Canal.

The prize locks were selected on the basis of frequent inspection trips to all 55 locks on the system by a committee headed by Edward C. Hudowalski, assistant superintendent of operation and maintenance.

"The locks were found this navigation season to have been operated and maintained according to the usual exceptionally high standards of past years," the committee told Mr. Johnson. "Personnel at each lock are to be commended for their teamwork, and for their efforts in setting a high standard for maintaining lock equipment and machinery and in

establishing good public relations, as attested by numerous complimentary letters and remarks from people using the canals."

"The high efficiency of operation on the canal system," Mr. Johnson noted, "was evident in the generally high scores for all 55 locks. Forty-three had scores above 90, and the lowest of all was 81.6130."

10 Receive Cash Awards For Ideas

ALBANY, Jan. 2—Dr. Frank L. Tolman, chairman of the State Merit Award Board, announced the names of 10 State employees who have received a total of \$220 for meritorious suggestions. They are:

Sidney G. Bascom, district forester, and Earl N. Brewster, forest ranger, Conservation aides who reside in Middletown. They received \$60 jointly for adapting discarded material for use as fire tank holder belts.

Max Deutchman, senior clerk, the Bronx, and Mario Pinto, compensation claims investigator, Brooklyn, \$30 jointly. They revised a State Insurance Fund form.

Sarkis Mihranian, principal clerk, Albany, and Robert Passonno, senior clerk, Watervliet, \$30 jointly. They modified an IBM check writing card used in the Division of Employment.

Agnes R. Callahan, Albany, Mental Hygiene file clerk, \$25, for the improved design of record cards.

James C. Calligeris, Delmar, head clerk in the Division of Employment, \$25. He submitted a time-saving proposal for use of the end printing device on an IBM machine.

Ralph P. Crawford, Rotterdam Junction, a chief lock operator, who received \$25 for proposing that gasoline filters be installed in the fuel line of canal lock gas-electric generating units.

Daniel H. Key, Fort Hunter, a buoy light tender, \$25, for a safety suggestion. Under certain conditions, he said, a safety life strap should be used by employees cleaning movable dam locks.



Matilda E. Fisher, supervisor of the stenographic bureau, accepts a Treasury citation for "outstanding performance" in a U.S. savings bond drive, on behalf of Law Department stenographers at 80 Centre Street, NYC. Donald W. Fraser (right), savings bond sales director for New York State, makes the presentation, as Attorney General Jacob K. Javits looks on.

CSEA Seeks Field Man; Starting Pay Is \$4,580

The Civil Service Employees Association is seeking to fill one vacancy as field representative, at \$4,580 a year to start. Pay rises to \$5,960 after five annual increments. An additional increment of \$230 is granted at the end of 10 years' service.

The field representative must maintain residence at Utica, and will be assigned to the counties of Clinton, Essex, Franklin, Fulton, Hamilton, Herkimer, Jefferson, Lewis, Montgomery, Oneida, Otsego, Saratoga, Schenectady, St. Lawrence, Schoharie, Warren and Washington.

Another appointment may be made to cover an area surrounding Syracuse, and applicants may be given consideration for other vacancies as they occur.

Candidates must have a high school or equivalent diploma and three years of business or investigative experience involving extensive public contact as an adjuster, salesman, customer representative, investigator, inspector, complain supervisor, or labor relations work.

In addition, two more years of such experience is required, or graduation from a college, university or school of labor relations, or an equivalent combination of such education and experience.

Candidates must be under 46 years of age, in sound health and good physical condition. Those over 45 will be considered if they possess outstanding qualifications and are in perfect health.

The job is open only to residents of New York State.

Bill Drafted For U.S. Health Insurance

WASHINGTON, Jan. 5 — The Eisenhower administration is drafting a bill for introduction in Congress without delay, covering health insurance for Federal employees.

The former plan of having a select number of approved companies listed, from which employees might buy the insurance, for the U.S. pays half, or the Government itself being an alternate co-insurer, has been abandoned. Instead, the field will be wide open for companies, which merely have to qualify on the score of financial responsibility and integrity. Practically all companies therefore could qualify. Employees would select any one of a large number of companies.

Health insurance is one of the major additions to the fringe benefits that have been a feature of the Administration.

FIRE TELEGRAPHERS DISPATCHERS ASSN.

The name of the Fire Telegraph Dispatchers Association has been changed to Fire Dispatchers Association, to conform with the reclassified NYC titles.

Bernard McPartland was elected president, Edward Knobloch, vice president; John J. Allen, financial secretary; Morris Heltovit, recording secretary, and Frederick C. Schulze, sergeant-at-arms. Trustees are Victor Anson, Robert Carolan, John Buckley, Edward Lawson and Robert Johnson.

The association is Local 949 of the International Association of Fire-Fighters, AFL-CIO.

RYAN NAMED TO STATE VETERANS AFFAIRS POST

ALBANY, Jan. 2 — Governor Averell Harriman has appointed John B. Ryan Jr. of Albany acting director of the State Division of Veterans Affairs. Salary is \$15,400 a year.

ARCHITECTS AND ENGINEERS ELECT HAAS PRESIDENT

The Society of Architects and Engineers, NYC Board of Education, elected Henry Haas president. Other officers elected were Alfred Deaderick, vice president; Charlotte Stone, secretary; Frank Hanasek, treasurer, and John Luca, financial secretary.

Committee chairmen are Jacob Nagelberg, retirement; Edward Kruglak, legislative; Joe Testa, entertainment, and Guido Grill,

77 P.C. FAIL TEST FOR FOOD SERVICE MANAGER

There was a 77 per cent failure in the State open-competitive exam for food service manager. Fourteen qualified, out of 61 applicants.

Byron Eldrid of Poughkeepsie heads the list, with a rating of 91, including five points as a non-disabled veteran. Elliv Benestad of Hyde Park is second and Howard Patterson of Ogdensburg third.

CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

We Are Still Working 48 Hours a Week

"IT IS WITHIN THE REALM OF POSSIBILITY that the 40-hour week may be achieved at this session." Who said it? John Kelly, CSEA counsel. Your choice of words, John, is truly worthy of a Supreme Court Justice. Hope you are right. . . .

Big labor leaders in America have put technicians and research experts to work assembling data to fight for a 30-hour work week. This will be the next big pitch labor will make. Automation is the coming thing and has the labor chiefs scared stiff. Labor thinks a 30-hour work week will help stave off many job displacements due to this new automatic man. . . . We are still working 48 hours a week in State prisons. . . . Many Wall Street firms gave year-end bonuses equal to a full year's pay. These lucky employees work 35 hours a week. . . . We still work 48 hours a week in New York State prisons.

Federal prisons all over the country 40 hours; California prisons 40 hours; N.J., Conn., Iowa, Mich., Minn., Oregon, Washington State, Wisconsin prison guards all work 40 hours a week. New York State proudly proclaims, "New York State Has Everything," including New York State Prison Guards Still Working 48 Hours a Week.

Westchester County employees are now working 35 hours a week; needle trades are working 35 hours; printing trades 36 hours; building trades 35 hours; electrical trades 35 hours; publishing companies 35 hours; the butcher, the baker, the candlestick maker, 35-40 hours a week, but

New York State Prison Guards Still Work 48 Hours a Week.

"A true 40-hour week for all State employees as soon as uniformly possible." The above quotation is from the civil service platform of the Democratic party in the 1954 gubernatorial election.

New York State Prison Guards Are Still Working 48 Hours a Week.

In 1918, Samuel Gompers led his cigar makers to the first industry 40-hour week. Today, 37 years later, New York State Prison Guards Are Still Working 48 Hours a Week.

Leading the fight for State employees in a true 40-hour week, same pay, we find the Civil Service Employees Association, with 63,000 members in State employment. Also many labor groups, American Legion posts, Veterans of Foreign Wars, organizations such as the Lions Club, Kiwanis, Elks, Chambers of Commerce, and about 600,000 employees in New York State who are in civil service, including Federal, State, county and municipal government workers.

The Administration that institutes a true 40-hour week, same pay, for State employees, will long be remembered by these civil servants in New York State.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

700 Attend Party At Roswell Park

BUFFALO, Jan. 2 — The 1955 Christmas party at Roswell Park Memorial Institute was a tremendous success. More than 700 husbands, wives and children attended.

The program was performed by R.P.M.I. employees and consisted of vocal solos and choral selections, renditions on the organ and the musical saw, a pantomime and two playlets, and the singing of Christmas carols by the audience.

Lending their talents to the occasion were Jonnie Lee, as master of ceremonies, and Dr. Stanford Setnor, Douglas Noles, Lawrence Robinson, Laverne Clary, Frank Baker, Benny Johnson, Bob King, Dr. A. J. Hey, Virginia Juliano, Patricia Maninski, Douglas Williams, Jackie Best, Peter Zimmer, Ronnie Flanagan, Bill Parr, the chorus and the orchestra.

Ice cream, punch and cookies were served in the cafeteria. Santa Claus (Dr. Urbach) presented each child with a gift. Dancing followed in the auditorium, to the music of Doug Noles.

Thanks for the enjoyable evening to George Romyak, general chairman; Mr. Lepinot, hospital administrator; Miss Murdough, dietitian; Mrs. Schoener, housekeeping department; Paul Zuckerman, photos, and Mr. Feltes, decorations, maintenance.

Departmental Christmas parties were held, also. One was held at the home of Mrs. Anna Aungst, R.N. (7-W) who saved a turkey dinner to 16 members of her staff.

Dr. F. Urbach, H. Traenkle and Mr. Burke (pathologist) won second prize for exhibits at the Dermatologists Convention December 5 in Chicago.

Congratulations to Mr. and Mrs. Porteous on their recent marriage. Mrs. Porteous is the former D. Conway, P.N. Congratulations to Ray Boller, watchman, on the birth of a new grandson; to Mike Fedak, Anes., on the birth of a daughter; to Mrs. Peggy Kessler Byrnes, R.N., on the birth of a daughter, and to Dr. Backmars on the birth of a son.

A. Brooks, R.N.; R. Carter, housekeeping; W. Intihar, storeroom, and J. Lochte, kitchen, are welcomed back from leaves of absence.

Sympathy is extended to J. Gregory, mail clerk, on the death of his father.

Roswell Park Memorial Institute was host to the Western New York Hospital Council, and to Jack M. Kurtzman, CSEA field representative.

Gratwick chapter, CSEA, extends season's greetings to all.

Festive Decor Marked NYC Holiday Parties

NEW YORK CITY, Jan. 2 — Once again, the inner courtyard of the State Office Building at 80 Centre Street, NYC, took on a colorful hue for the holidays. The windows on the third and fifth floors were gaily decorated with Christmas figures in beautiful color arrangements.

Congratulations to the artists, and thanks to Building Superintendent Joseph A. Caporale and

his staff for the beautiful Christmas decorations, displays and music in the lobby.

Christmas parties were held throughout the State Office Building on December 22. About 120 persons participated in the BMV Files Section festivities. All had roast turkey and fixin's, cold cuts, cakes, hot and cold beverages, etc. A good time was had by all.

New York City chapter, CSEA, welcomes the following new members: Ada V. Wildy, George V. Hughes and Clifford Gulliver.

The chapter and your reporter extend to one and all best wishes for the New Year.

ELECTRICIAN LIST ISSUED FOR WESTCHESTER JOBS

Two of the seven applicants for Westchester County electrician qualified for the \$3,480 to \$4,440 jobs. They are Michael J. Bartoc of Tarrytown, No. 1 on the open-competitive list, and Frank De-genhardt of Mt. Vernon.

ST. GEORGE FIRE GROUP TO DANCE JAN. 16

The St. George Association of the NYC Fire Department will hold a dinner-dance and install officers on Monday, January 16 at 7 P.M., at Ruppert's Tap Room, 1639 Third Avenue, NYC. Richard Cordes is chairman.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

Fine REAL ESTATE buys. See Page 11.

WANTED! MEN-WOMEN

between 18 and 55 to prepare now for U. S. Civil Service tests in and around New York. During 1956 there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377.00 a month to start. They are well paid in comparison with the same kinds of jobs in private industry. They offer more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

BUT, in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some tests as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately-owned firm which helps many pass these tests each year. The Institute is the largest and oldest school of this kind, and it is not connected with the Government.

To get full information free of charge on these Government jobs fill out coupon, stick to postcard, and mail at once—TODAY. The institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

FRANKLIN INSTITUTE, Dept. N-66

Rochester 4, New York

Rush to me, entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

Name Age

Street

City Zone State

Coupon is valuable. Use it before you mislay it.

Human Side Of the Tax Dept.

Month of the 62 Days

THE MONTH OF JANUARY has 31 days calendar-wise, but to Motor Vehicle Bureau personnel it seems more like 62. Why? Because that's the month in which they have to work with a double set of books—legally, of course.

Instead of the usual 4,500,000 registrations, there are twice that number to deal with until applications are checked against the past year. Next year things may be different. A new microfilm system which will eliminate the duplicate set is being eyed by MVB officials.

6 and 6 and 25

In the personnel statistics department, six T&F employees are starting the New Year right as a result of promotion appointments. An equal number completed long civil service careers and are set for retirement, and 25 new workers have been added.

Upstate promotions included those of Olga M. Hasso of Troy to senior file clerk; Charles Therrien, also of Troy, to senior audit clerk, and Lucille C. Chapman of Albany to principal clerk. Promoted downstate were Abraham Blumberg, to stock transfer tax examiner; Vincent Campagna, to senior estate tax examiner, and Harold Lawrence, to senior clerk. All NYC appointees live in Brooklyn.

Those retiring included four Albany residents, Anna Dolch, Elsa B. Stutz, Lela E. Church and Stella L. Minkin, and two New Yorkers, Albert Bayer and Jacob Feigenbaum.

New Faces

Of the 25 new appointments, 15 were made in upstate offices and 10 in NYC or Brooklyn.

Albany appointments include: Katherine K. Cantwell, secretary to MVB deputy commissioner; David Powers, helper; Jeannette M. Gady, clerk; Salvatore A. Anastasio, personnel administrator; Rose Susco and Ruth Paparian, dictating machine transcribers; William M. Mapes, file clerk; Lois Jimpson, Carol H. Strack, Lee Levine and Rosella N. Chatterton, typists; Marcia T. Williams and John S. Black, file clerks; Barbara Jazwinski and Martha M. Valley, stenographers.

Frederick S. Dennin, Lake Placid attorney, was appointed transfer tax attorney for Essex County.

NYC appointments include: Clara Cibener, typist; Beatrice Fichlenbaum, clerk; Rebecca Miller and Shirley Neidich, file clerks.

Brooklyn appointments: David A. Edelstein, Mildred Gross, Frank J. Napolitano, Angela M. Shaw and Grace F. Tergeson, all to the position of clerk.

New Therapy Group Hailed By Dr. Hoch

Dr. Paul H. Hoch, State Mental Hygiene Commissioner, has added his good wishes for success of the recently-formed New York State Recreational Therapy Association.

In a letter to John L. Duffy, association president, Dr. Hoch said "I hope your new organization will contribute to the recreation of workers and, indirectly, also will benefit the recreational endeavors of the Department of Mental Hygiene. I would like to wish all the best to you and your organization."

At 25 Institutions

The group is composed of recreation supervisors, instructors and assistant instructors actively engaged in the recreation field in the 25 hospitals and schools in the State's Department of Mental Hygiene.

Other officers are Mary J. Preston, vice president; Maureen McSorley, secretary; Walter D. Foley, treasurer, and Angelo J. Cocco, Frank DiMaria, Elizabeth Couch, Albert Fonte and William K. Hoffman, committee chairman.

THREE-NAME ROSTER

Three names are on the open-competitive list for institution education supervisor (physical education and recreation). The State roster consists of Stephen Holleran of Elmira, John J. Casey of Elmira, and Anthony Hladik of Hudson Falls.

RESEARCH REPORT

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER plans to run these Research Reports from time to time as new and interesting material is received and analyzed by Mr. Galpin.

State's Own Survey Shows Salaries Lag

FOR FIVE CONSECUTIVE YEARS, the State has made a hiring rate study of some entrance level positions. By keeping the studies on a consistent basis, it provides the State and others with useful data to show the trend of its hiring rates as well as providing a yearly evaluation of how the State stacks up against private industry in its ability to hire.

The hiring rate studies have included measurement of eight positions, half in the blue collar and half in the white collar occupations. It should be pointed out that such a survey has its limitations. In the first place, only eight of some 2,700 titles in the service are surveyed. Furthermore, it measures only the entrance wage and any sound evaluation of a salary structure would necessarily take much more into account than this. Nevertheless, it is an objective analysis useful as a guide to the adequacy of the State's pay plan.

Part of our analysis of the hiring rate study is given below:

State Pay 'Losing Ground'

This year's study shows that on the average New York State is 22 percent behind. This is a weighted average of the eight occupations measured. In 1954 the same figure was eighteen percent; in 1953 it was 23 percent; in 1952 the State lagged 18 percent; in 1951 it was behind 15 percent. What this means, then, is that not only is the State seriously below the "going rate" but also that it is losing ground relatively speaking and becoming farther behind. This can be seen when it is observed that the difference in hiring rates in 1951 was 15 percent and today is 22 percent. The State is 7 percent further behind today than in 1951.

From '51 to '55 the hiring rate in industry increased 17.8 percent while the State increased 10.9 percent. This is another way of saying the same thing as we did above. The degree of deficiency is 7 percent greater now than in 1951.

But the most significant single figure is the relationship of the State's hiring rate today to the hiring rate in industry today. This, rather than the rate of change, is more representative of the State to hire. The State is behind 22 percent.



Among the throng at the State Civil Service Department Christmas Party were, from left, Margaret Delahanty, Virginia Leathem, party chairman; Edward D. Meacham, Lawrence W. Kerwin, James Cardany, Janet Macfarlane, Mrs. James McCue, and James McCue. The event was held December 22 at the Knights of Columbus Hall, Albany.

ADMIRAL KIRK GETS CIVIL DEFENSE POST

ALBANY, Jan. 2 — Governor Harriman announced the appointment of Admiral Alan G. Kirk, USN (Ret.) as chairman of the State Civil Defense Commission.

General Clarence Huebner, director of State civil defense, has been serving as acting chairman.

Governor Harriman also named General Robert Condon, NYC director of civil defense, as a member of the Commission.

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We extend our sincere and deep gratitude to our members, their families, and our other friends and extend to you the greetings of this holy season. We pray the blessings bestowed on you by the DIVINE INFANT at Christmas will continue, and you will enjoy a holy and happy new year.

DONGAN GUILD
of New York State Employees
Rev. Magr. John E. Kelly,
P.A., Spiritual Director
Catherine G. Hafels, President

RIZZUTO, JONES NAMED TO SLA
Henry K. Rizzuto of Rome has been sworn in as Deputy Commissioner of the State Liquor Authority. He will be assigned to the Albany office.
Connie C. Jones of NYC was named assistant counsel, will be assigned to the NYC office.

ATTENTION
ALL GRADE 2 EMPLOYEES
OF
NEW YORK CITY
MASS MEETING to fight present classification in the Career and Salary Plan is to be held Tuesday, January 10, 1956 at the Church of the Assumption Auditorium, 64 Cranberry Street, Brooklyn, N. Y. (Between Henry & Hicks Street) at 8:15 P.M.
Our Attorney will speak and answer all questions
THIS IS YOUR FIGHT • PLEASE COME
THERE'S ROOM FOR ALL
For Further Information Contact:
Mr. Al Audain
ULster 2-5000 Ext. B-4014
Directions: IRT — 7th Ave. Sub, Clarke St. Station IND — 8th Ave. Sub, High St. Station

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TUESDAY, JANUARY 3, 1956

Strict Limit Is Needed On Imperilling Pensions

Pensions, and funds created to finance them, are generally free from the usual devices of legal process, such as attachment and garnishment.

If the Federal Government has a tax lien against a State or local government employee, it can collect on that, where other creditors could not, against the retirement allowance. Also, courts ordering alimony payments, on occasion, have granted the wife access to pension funds of the husband, to insure her alimony, where all else failed. But the charge of hospital bills against a retirement allowance is something new. It was attempted by federally owned St. Elizabeths Hospital, when it obtained payment of a bill run up by a Federal employee who died there. The hospital received the amount from his widow's retirement allowance. The U. S. Civil Service Retirement System has a widow's pension provision.

The widow sued. A District Court judge held that the transfer appeared unreasonable and arbitrary. He ordered the hospital to refund the money. Now the Government will file a claim against the estate for the amount of the hospital bill. That makes sense. Pensions are either vested or not. With rare exceptions, the respect for the vesting, or full protection, has been openly and widely acknowledged. The fewer exceptions, the better.

Departments Should Grant 40-Hour Week If Possible

While the general 40-hour week can not be established under the current NYC budget in Mayor Robert F. Wagner's opinion, there may be some departments, besides Hospitals, in which the 40-hour week is nearly, but not quite, accomplished, and in which full realization might be possible in some titles, without any additional cost.

Mayor Wagner long ago stated that department heads should institute the 40-hour week, if it can be done without extra cost, or the hiring of any additional employees. It is taken for granted, at least in administration circles, that a general 40-hour week would necessitate such additional hiring.

All that a department head need do, if he sees the possibility of granting the 40-hour week to some, is to clear with Budget Director Abraham D. Beame the fact that no additional expense is involved. Departments in which the work-load is uneven over the week, could distribute duty assignments so as to put a costless 40-hour week into effect. Such departments should lose no time in doing it.

TIME OFF

ANGRY boss: "It's 10 o'clock. You should have been here at 9!"
Tardy stenographer: "Why? What happened?"

• • •

One woman to another—"Why, no, I didn't tell anyone. I didn't know it was a secret."

• • •

Two girls from the State Commerce Department's typing pool were having lunch when one of them said: "I met a wonderful guy yesterday. You would love him."

"Is he my type?" asked the other girl.

"Of course," said the first. "He's still breathing."

LETTERS TO THE EDITOR

UPSTATERS OPPOSE PROPOSED INTEGRATION

Editor, The LEADER:

The Rochester chapter of the Civil Service Employees Association, by a unanimous vote of its members, strongly opposed the plan of integration, as sketched by H. Elliot Kaplan for Federal employees, being applied to members of the State Employees Retirement System.

On the surface his proposals may appear desirable but let us remember the prophetic warning of the high priest of ancient Troy, "Timeo Danos et dona ferentes" (Beware of the Greeks bearing gifts).

Keeping Ahead

If the retirement system is always to keep ahead of the sheriff, how far ahead, and for whose benefit? State retirement assets (our contributions plus accumulated interest) are close to a billion dollars, presently increasing by \$100 million a year. The interest alone on our assets, each year, exceeds retirement payments. Last year's retirement payments amounted to only a little more than \$17 million dollars. Even if this were to increase six-fold, it would not cut into the capital assets of the State retirement fund. How much has the average retirement allowance been increased since '45? A mere \$198 a year, per pensioner.

Keeping ahead of the Sheriff's fine, but we have lost him in the dust!

Summary of Supposed Plan

As to Mr. Kaplan's assertion that "there is no thought of any reduction or dilution of benefits for public employees . . . any argument that such is contemplated is merely a smoke screen," we wonder who is raising the smoke screen.

Everything we have read on the proposed plan of integration indicates:

1. At the age 65, Federal benefits will be collected but State pensions will be reduced by the amount of Social Security payments.
2. Social Security and State pensions will not be collected on top of each other.

Example Cited

Let us assume a public employee retires at age 55 or 60. His annuity contributions bring him \$70 a month and the State-paid pension amounts to \$75 a month. His total retirement allowance is therefore \$145 a month. At age 65 suppose his Social Security payments amount to \$60 a month. If the proposed plan of integration is operative, the State pension of \$75 will be reduced by \$60 paid by Social Security. So while the employee still gets \$145, the State has not fulfilled its contractual obligation. Nor has the worker benefitted from Social Security.

Next, what happens to Social Security credits a public employee has acquired or may acquire in private industry? If whatever por-earned will be deducted from the tion of Social Security benefits State pension, hasn't the worker suffered a definite loss?

We think he has; we believe this is nothing but a reduction and dilution of benefits.

LEGISLATIVE COMMITTEE SYRACUSE CHAPTER, CSEA

Samuel Grossfield, chairman; Meiba Binn, Morris Gardner, Sol Grossman, Lillian Wilson.

MEET CHARLES PREUSSE — NYC's New City Administrator

Charles F. Preusse, who was sworn in as City Administrator for the City of New York last week, has been a consistent friend of the public employee. Below is an article about Mr. Preusse that appeared in the Civil Service LEADER two years ago. It still holds good.

WHAT'S THE PROBLEM?

You'd like to discuss the long-pending career-salary plan for NYC employees? Charles Francis Preusse will explain the intricacies of it, the difficulties involved in setting it up, and why it is essential to a functioning civil service.

You're interested in public authorities? Charles Francis Preusse will dwell cogently upon the legal bases for these odd instruments of government and he will delineate the curious problems that arise from their existence and their possible extension.

Transit? Charles Francis Preusse is available to provide information about the delicate, yet explosive problems in the functioning of our subways.

'Down to Realities'

Perhaps your interest is labor relations in government? Charles Francis Preusse is a man who says: "Let's cut through the red tape and get down to realities." It is he who recommended the check-off for public employee organizations which formed a plank in Mayor Robert F. Wagner's civil service program.

"Let's get down to the realities" is a constant refrain when Charlie Preusse comes up against the enormously complex problems of NYC's government. He refuses to permit straying away from the facts, however harsh or unpleasant those facts may be. He refuses to be bound by theoretical mumbo-jumbo when the solving of a problem requires a practical approach. The dry, acid quality of Preusse's thinking often jolts colleagues who come upon it for the first time. Later, they find in it a stimulating earthiness that contrasts sharply with the sticky airiness that often characterizes proposals in public administration.

Why He Took The Job

Mr. Preusse was 1st Deputy City Administrator, serving under Dr. Luther Gulick in a newly-created section of the Mayor's office. He was appointed to the post after much urging by the top City officials, for he preferred to remain in the private practice of law. Turning down public positions is not new to Charlie Preusse — in fact, on three previous occasions he has turned down offers to be Deputy Mayor. He accepted the present post because he feels it offers a unique chance to get things done that much need to be done in the City.

He sees, as one of the first major jobs to be accomplished, the reorganization of civil service, with special emphasis on the career-salary plan. "A proper classification is basic to good government," he holds. "Without it, we cannot properly evaluate the job duties, or even set up the ladder of positions correctly. Without a career salary program, we cannot know precisely what qualities we require in the employees for specific tasks, nor what those employees should be paid." He aided in writing four separate planks dealing with classification which are part of Mayor Wagner's civil service program.

Insisted on 75-25 Pension Plan

It is also Preusse who insisted

that the 75-25 retirement plan become a part of municipal policy. Under this plan, the City pays 75 per cent into the retirement fund, the employee 25 per cent. Preusse argued this way: "The police and firemen already have this plan. It is obviously impracticable to believe that employees



CHARLES F. PREUSSE Sworn in as City Administrator.

in other departments would sit idly by and fail to demand equal treatment. The same policy must hold for all. Moreover, it is coming anyway. In private industry, more and more firms are taking over the burden of retirement contributions. Government cannot continue to lag behind."

Preusse knows that the City is likely to face formidable opposition in implementing the 75-25 retirement plan. But opposition is something he has faced before, and he doesn't run away from it.

A Prime Mover in Reform

He was one of the prime movers in NYC's management improvement program, serving continuously from its beginning upon the Mayor's Committee on Management Survey. From what he learned in this work, he says now: "Our departments must be modernized to work more efficiently. We must create new confidence in municipal services. People must get to realize that our departments are not manned by a selection of political hacks."

Worked on Many Fronts

As First Assistant and Acting Corporation Counsel of New York from 1946 to 1951, Preusse played a principal part in such activities as: negotiations leading to the United Nations site agreement; setting up a City traffic agency; helping to settle a variety of labor disputes, including those on the subways; suggesting the memorandum of understanding which forms the basis of relations between the City and the transit workers; working out the methods by which the Port Authority took over the running of the City's airports. He was a representative on the Moore Commission in Albany which was concerned with school construction, debts and City finances. He served on the Mayor's Committee on Administration.

In the Corporation Counsel's Office, Mr. Preusse argued many of the important cases that came up during his period in office—including the controversies concerning pinball machines, milk prices, and budget notes. Earlier in his career, he was associated with Hiram C. Todd in the celebrated ambulance-chasing investigation. He prosecuted a former superintendent of banks sending him to

(Continued on Page 13)

Citizens Budget Commission Views NYC's Problems for 1956

The Citizens Budget Commission, a group of private citizens, in its annual report for 1956 includes a statement of NYC's major problems for 1956.

"Expense and capital budget problems rank first in importance and gravity in the year ahead. Increasingly there must be closer study of the causes for budget expansion. NYC's function as the core of an immense, thriving region that radiates outward fifty miles in all directions imposes colossal financial burdens on the City's residents and business men. This is but one, though a significant one, of the often invisible pressures for higher budgets. Any such forces that explain the expanding costs of municipal government must be identified and isolated as a matter of information essential to analysis. A facet of this problem is the rehabilitation and development of the City's piers, which no longer seem to constitute an exclusively municipal responsibility, since the economic health of the whole metro-

politan region hinges on promotion of port commerce.

"Separate study of additional elements in the problems of the metropolitan area seems necessary. In most of these cases, CBC's function will be to delineate the problem and to aid in marshaling forces to meet it. A few such problems are traffic control, highway construction, rapid transit in and outside the immediate city, water and air pollution, and related questions. In the year ahead, CBC hopes to suggest courses of immediate action that will relieve present tension. An illustration of this would be the development of large-scale peripheral parking areas in outlying section of the City. There is much reason to believe that these, if properly developed, might serve to reduce automobile traffic congestion caused by the flow of thousands of cars daily from the suburbs into the City and back at night."

The CBC lists other subjects worthy of continuing research as follows: Commerce promotion,

Office Machine Aide List Issued by State

Thirty-six persons qualified for State jobs as office machine operator (calculating-key drive).

The open-competitive eligible list is headed by Judith Schuster of Hudson, with 99.45. Sarah P. Mullin of Albany is second, Helen VanNodall of Elmsmere third, Winifrede Burnett of Jefferson fourth, and Milred Elliott of Schenectady fifth.

There were 55 applicants.

city rapid transit program, trends of capital program, trends of capital debt, Career and Salary Plan for City employees, Performance budgeting, Improvement in organization or municipal government, with Office of City Administrator as central point of administration, capital planning, City-State fiscal relation, analysis of NYC's revenue and tax structure, trends of pension costs, application of electronic data processing machines and automation to City business, water supply, administration of City-owned real estate, and common problems of large cities.

UFOA Announces Program for 1956

The Uniformed Fire Officers Association of NYC announced its program for 1956:

Widows' pension equal to 30 per cent of a member's maximum salary.

One sixtieth of maximum salary instead of present \$50 a year to be added to pension for service beyond 20 years.

Option to cease payments of pension premiums after 20 years' service.

Grant IA or IB pension options to Article I members.

Overtime to be paid for in money at time-and-one-half rate.

No acting out of title; proper quotas.

Eleven legal holidays and five religious holidays yearly.

Vacation of 16 working tours for company officers, 18 for chief officers.

Medical leave to accumulate to 180 days retroactive, additional days borrowed if needed, against

future credits. Line of duty not to be charged to medical leave.

Terminal leave of one month for every 10 years' service, prorated.

Unused accumulated leaves to be added to terminal leave prior to retirement.

Promotions every 30 days and filling of all vacancies within 30 days.

A 20 per cent increase in salaries.

Adjustment in deputy chief and battalion chief pay.

Passage of the heart bill, to make heart trouble presumptive evidence of being the result of fire duty.

Improved medical procedure.

Labor relations regulations to be arrived at only after a conference with the Uniformed Fire Officers Association and the Uniformed Firemen's Association.

Effective arbitration and appeals procedure.

STOP SAYING "I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

author, "Where to Retire on a Small Income," "How to Earn an Income While Retired," "Norman Ford's Florida," founder of the Globetrotters Club

IF THERE is anything I have found out in traveling up and down this country it is that it costs less to retire than you may think it does—provided you know where to retire.

As founder of the Globetrotter's Club, I made it my business to discover low cost beauty spots all over the world. And I also learned that right here in the U.S. there are hundreds of undiscovered towns, islands, and bigger communities which are just right for the man or woman who wants to retire now and has only a small amount of money. Here are just a few of them.

ness of your own? Which are the best towns for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you chose?

Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a Little Theatre, art galleries, etc? In which Southwestern town does the sun actually shine 85% of all daylight hours? Which is the best town in Texas if you want plenty to do and cool summers? Can you find low, low prices anywhere in Arizona or New Mexico?

or America's Pacific Coast?

Which is the most beautiful town in all California? Nothing has been allowed to detract from the beauty of this landscaped hillside community with its Old World appearances. Prices high, but better bargains available nearby.

Where you can find the most healthful climate in the world? University experts name a town in Washington State. It lies in a unique dry belt, where there are green fields most of the year. Army, Navy, and seafaring men have found it already and retire here on a small pension. Golf, tennis, bowling, fishing, hunting, boating, TV. Many part time jobs.

Of course, these are only a handful of the hundreds of beauty spots, hideaways, and larger communities in the U. S., where you can retire now on little money and enjoy yourself completely. The best of them are described in *Where to Retire on a Small Income*. And while this book has a chapter on Florida, if you're thinking of Florida, get *Norman Ford's Florida* as well. It's a big complete guide to everything you seek in this big state. Both books are described below and in the column to the left.

WHERE TO RETIRE ON A SMALL INCOME

THIS book selects out of the hundreds of thousands of communities in the U.S. and its island territories only those places where living costs are less, where the surroundings are pleasant, and where nature and the community get together to guarantee a good time from fishing, boating, gardening, concerts, or the like. The book never overlooks the fact that some people must get part-time or seasonal work to pad out their incomes.

It covers cities, towns, and farms throughout America — from New England south to Florida, west to California and north to the Pacific Northwest. It includes Hawaii, Puerto Rico, and the American Virgin Islands. Some people spend hundreds of dollars trying to get information like this by traveling around the country. Frequently they fail—there is just too much of America to explore.

Where to Retire on a Small Income saves you from that danger. Yet the big 1955 edition costs only \$1.

WHERE WILL YOU GO IN FLORIDA?

FLORIDA needn't be expensive—not if you know just where to go for whatever you seek in Florida. And if there's any man who can give you the facts you want, it's Norman Ford, founder of the world-famous Globetrotters Club. (Yes, Florida is his home whenever he isn't traveling!)

His big book, *Norman Ford's Florida*, tells you first of all, road by road, mile by mile, everything you'll find in Florida whether you're on vacation, or looking over job, business, real estate, or retirement prospects.

Through his experienced advice you learn exactly where you can retire now on the money you've got, whether it's a little or a lot. (If you need a part-time or seasonal job to help out your income, he tells you where to pick up extra income.) Because Norman Ford always tells you where life in Florida is pleasantest on a small income, he can help you take life easy now.

If you're going to Florida for a job with a future or a business of your own, his talks with hundreds of business men and state officials, etc., lets him pinpoint the towns you want to know about. If you've ever wanted to run a tourist court or own an orange grove, he tells you today's inside story of these popular investments.

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IN this new handbook of easy and profitable retirement ideas, you'll find many that will really excite you and give you the income you need for early retirement.

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Thus, every plan in this big book considers your own special circumstances; whether you want a job or a small part-time business of your own, whether you want to earn an income from a hobby, if you have a social security income, etc. Price, only \$1.50.

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City & State

One Bill for Higher Pension Gains Support

WASHINGTON, Jan. 2—Of the various proposed measures to liberalize the U.S. Civil Service Retirement System, the one getting the most attention and support would permit retirement at age 55, after 30 years' member-service, at full retirement allowance. At present this privilege applies only if one retires at age 60 or over.

The exercise of an "option," whereby a member would include another, such as his wife, as alternate beneficiary, in case of his death, would still reduce the amount of retirement allowance he receives.

The Eisenhower Administration has devised a plan for financing the Retirement System, under which the appropriation will be on an annual actuarial basis. Larger appropriations would be required annually, and the device of avoiding appropriations for the political benefit of a smaller budget, letting the accrued liabilities skyrocket, would be abandoned.

Pensioners Back Lesinski Bill A bill introduced by Representative John Lesinski (D., Mich.), by which pensions would increase automatically with salary, is being backed by the National Association of Retired Civil Employees.

The principle has been endorsed by the Kaplan Committee that studied Federal pension systems and reported to President Eisenhower and Congress.

The Eisenhower Administration did not go along with the idea completely last year, but recommended an 8 percent increase. Congress voted a sliding scale of 8 to 12 percent.

Federal income tax exemption of the first \$1,500, instead of \$1,200, of retirement allowance is provided in another bill the association is backing. Another bill the association is supporting would provide for general liberalization of the retirement system.

SOCIAL SECURITY for public employees. Follow the news on this important subject in The LEADER weekly.

Do You Know Where to Find These Best Retirement Values in the U. S.?

If You Like an Island

Which is the New England find of the year? That wonderful Maine island which is not only a retirement center because living costs are so low they attract many who otherwise could not afford to retire but a real find in New England towns, for it's 10-15 degrees warmer here in winter than on the mainland (and 10-15 degrees cooler in summer)?

Which is the town for the lucky few? "You sent me to the perfect island," a woman wrote me. "This island is so perfect, take it out of your book and let's keep it for the lucky few." Plenty of seafood here for the picking. Vegetables grown all year round. Warm winters due to nearby Gulf Stream. Low building costs; you can erect your 3-5 room cottage for \$3500-\$5000.

Do You Prefer the Theatre and Music?

Which town do people call the most "cultural" small town in all America? It's a friendly town in North Carolina with a cosmopolitan retired population. Cool summers (1500 feet high), warm winters. Little Theatre, art and music club, library, TV. Or consider that wonderful mountain health spa, farther west, completely surrounded by a national park. A grand recreation centre for every type of sport and pastime, where there's something to do every single day of the year.

What About Florida?

Where do you get the most sunshine in Florida, the friendliest towns, the lowest prices? Which is the still unknown section, where you can still buy Florida property at reasonable prices? Where do you find the best chances to pick up extra income? Which are the best Florida communities if you want a job with a future or a busi-

NYC to Experiment In Filling 600 Jobs As Typist and Steno

Three hundred stenographers and 300 typists are NYC's need, and it is offering \$2,750 a year to start, while requiring no experience. This is the highest pay NYC has ever offered to start in these jobs, more than \$52 a week.

To fill the jobs, NYC is trying an experiment. Previously the jobs were hard to fill. With the increased pay, Personnel Director Joseph Schechter thinks that the problem will be solved with the aid of the State Employment Service, which will receive the applications and do the actual examining.

Opens January 16

The first day for the receipt of applications is Monday, June 16. Then, but not before, apply at the State Employment Service, 1 East 19th Street, NYC, and until further notice. Candidates will be given an early date on which they will be interviewed and examined.

Some may get interviewed and examined at once. Those who qualify will be given a formal application blank to fill out. This must be filed with the NYC Personnel Department, 96 Duane Street, NYC, two blocks north of City Hall, just west of Broadway, with the \$2 application fee.

Those who fail will be given another opportunity to take either test at a later date.

The written test counts 100. The pass mark is 70. This applies to both. A performance test is qualifying, not competitive. For stenographers and typists the typing test is the same, 40 words minimum a minute, but stenographers must also take dictation at not less than 80 words a minute, and transcribe at reasonable speed.

Annual increments bring the pay up to \$3,560 a year, more than \$68 a week.

There are no age limits.

NEW YORK CITY JOB OPENINGS

Open-Competitive

Following are requirements in NYC's January exam series, which opens for receipt of applications on Thursday, January 5. Do not attempt to apply before that date. Last day to apply, at 96 Duane Street, Manhattan, is Thursday, January 26. See special application instructions for steno and typist tests.

Candidates must be U.S. citizens and residents of New York State. Three years' residence in NYC is required prior to appointment.

Exam number, title, salary range, vacancies, requirements, filing fee, and final day to submit filled-out applications are given, in that order.

7635. ASSISTANT ACCOUNTANT, \$3,750 to \$4,830; 42 vacancies. Requirements: either (1) bachelor's degree with 16 credits in accounting; or (2) high school graduation and four years of accounting experience; or (3) equivalent combination of education and experience. Fee \$3. Application may be made by mail. (Thursday, January 26).

7646. ASSISTANT ACTUARY, \$3,750 to \$4,830; eight vacancies. Requirements: bachelor's degree, by February, 1957, including 12 hours in mathematics. Paid experience may be substituted for education on year-for-year basis. Fee \$3. Application may be made by mail. (Thursday, January 26).

7552. ASSISTANT DIRECTOR OF LABORATORY, \$9,000 to \$11,100. Requirements: M.D. degree or doctorate with major in microbiology or related fields, plus eight years' laboratory experience, including four years in supervisory capacity. Application may be made by mail. Fee \$5. (Thursday, January 26).

7647. ASSISTANT STATISTICIAN, \$3,750 to \$4,830; 11 vacancies. Requirements: bachelor's degree, by February, 1957, including 12 hours in mathematics and statistics. Paid experience as statistician may be substituted for education on year-for-year basis. Fee \$3. Application may be made by mail. (Thursday, January 26).

7658. CIVIL ENGINEERING DRAFTSMAN (10th filing period), \$4,250 to \$5,330; 60 vacancies. Appointment will be made at \$4,430 a year. Requirements: high school graduation and four years' experience; or bachelor's degree, by September, 1956. Fee \$4. Application may be made by mail. (February 24).

7335. CONSULTANT (EARLY CHILDHOOD EDUCATION), \$5,750 to \$7,190; two vacancies in Health Department, three in Welfare Department. Requirements: either (a) bachelor's degree and master's degree in nursery education plus three years' experience as educational consultant; or (b) nursery education, or as director of approved nursery school; or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$5. (Thursday, January 26).

7674. HOSPITAL RECORDER, \$3,500 to \$4,580; three vacancies in Hospitals Department. Open to all qualified U.S. citizens. Requirements: either (a) State license as registered professional nurse; or (b) college graduation and six months' experience in analysis and evaluation of clinical records in approved hospital; or (c) graduation from recognized school for medical records librarians or historians. Application may be made by mail. Fee \$3. (Thursday, January 26).

7687. HOUSEKEEPER (3rd filing period), \$3,250 to \$4,330; five vacancies in Hospitals Department. Requirements: high school graduation or its equivalent, plus two years' experience in supervision of housekeeping unit consisting of 100 rooms or more. Application may be made by mail. Fee \$3. (Thursday, January 26).

7551. HOUSING CARETAKER, \$2,750 to \$3,650; 254 vacancies in Housing Authority. Exempt from NYC residence requirements.

(Continued on Page 9)

Fast Hiring Promised State Trooper Eligibles; Still Time to Apply

The last postmark that will be honored in the State trooper exam now open is Monday, January 23. Filled-out applications may be handed in at the Capitol, Albany, until midnight, Wednesday, January 25.

The written test will be held Saturday, January 28.

Appointments will immediately follow the establishment of the list.

Requirements include: U.S. citizenship; age 21 to 40; excellent physical condition; height of at least 5 feet 8 inches; 20/20 vision; high school or equivalent diploma, and a New York State driver's license.

Pay starts at \$2,600 and rises to \$4,400, but food or an allowance totalling \$1,172, and lodging, uniforms and equipment are additional grants by the State. Medical, surgical and disability benefits are provided.

Applications may be obtained by mail from the Division of State Police, Capitol, Albany, N.Y.

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JACK'S PAINT & WALLPAPER, Dupont, Dura Paints, Paint & Painters' Supplies, 10% Discount, Wallpaper, 20%. All C.S. employees. Free Parking, 93 S. Pearl St., Albany, N. Y. 4-1974.
RITZ SHOE OUTLET - Famous name brands in men's shoes, 10% Discount to CSEA members, 19 S. Pearl St., Ritz Theatre Bldg., Albany, N. Y.

Second Federal Entrance Test Feb. 10; Apply Until Jan. 18

The second written test in the Federal Service Entrance Exam will be held on Friday, February 10, for candidates who apply not later than Wednesday, January 18. Apply to U.S. Civil Service Commission, 641 Washington Street, New York 14, N.Y.

The exam will be used for filling jobs for which previously eight different tests were held, and represents an unusual opportunity for those with a college degree, or some college training, or equivalent training or experience, to start a career in the Federal service. The number of vacancies is large. Nationwide, for the duration of the list, the total job opportunities may reach 50,000, said Chairman Phillip Young of the U.S. Civil Service Commission.

Incentive Plan Weighed

The first test was held nationwide recently. In the metropolitan area, 3,400 took it, of the 4,100 who applied. The drop from the total number of candidates was larger than expected, about 58 percent. James P. Googe, director of the Second Regional Office of the Commission, is considering sending out, with calls to the second test, a circular telling of the excellent prospects for rising in the Federal service through passing this test.

Depending on training and experience, starting pay is either \$3,670, \$4,080, or \$4,525, so that some will be appointed above the minimum level, but will have to prove their additional qualifications for the two higher-paying jobs.

Requirements

For the highest grade, not only a college degree required, but a year's graduate study, or a year's experience in administrative, investigative, or technical work as the addition to the bachelor's degree. The Commission may accept other qualifications, if of a superior nature, as the substantial equivalent of the requirements for the \$4,525 job,

but the bachelor's degree would then be necessary anyway.

While the accent is on youth, there are no age limits.

Those who took the recent written test will be notified of the results before January 1. The roster will be established on February 9, and, one month later, the names of eligibles resulting from the second test will be consolidated with the others, in the order of overall relative standing.

Driver Test To Be Given by U. S. Agencies

WASHINGTON, Jan. 2—Under a new rule of the U.S. Civil Service Commission, Federal employees who drive autos and trucks will have to pass a driver's test at least once every three years. The employing agency will be responsible for an employee's driving ability, and must adopt the universal standard and take adverse action against those employees who fail to meet those requirements.

Driver's license is an additional requirement.

Schnurer Named to State Commerce Post

ALBANY, Jan. 2—State Commerce Commissioner Edward T. Dickinson announced the appointment of Harold T. Schnurer of NYC as director of the Division of Commerce and Industry. He succeeds Donald O'Toole of Brooklyn who moved up to Deputy Commerce Commissioner in charge of regional operations.

Mr. Schnurer assumes the \$12,000 a year post on January 30.

Join your friends at Albany's favorite meeting places... the Sheraton-Ten Eyck TOWN ROOM & TEN EYCK ROOM.
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SAM—Don't knock your brains out trying to find a place to park in downtown Albany, when you take me out to dinner tonight. Pick me up at the State Office Building and we'll drive out Western Avenue to FALZANO'S. It's only five minutes drive from the Capitol, away from all hustle and bustle and traffic congestion. And there's oodles of parking space!... And food—after all, that's what we're going out for—who can cook like FALZANO'S chef, Curley?... Besides, Gene Falzano has Marie Schantz at the organ. Can you think of anything better? ANNIE

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Albany 3-3286 Albany 2-7552

NYC Jobs

Open-Competitive
(Continued from Page 8)

Open to men only. Requirements: elementary school graduation and one year's experience in maintaining grounds, public spaces and stair halls; or equivalent combination of education and experience. Fee \$2. (Thursday, January 26).

7543. INSTITUTIONAL INSPECTOR, \$3,750 to \$4,830; five vacancies in Hospitals Department. Requirements: either (1) bachelor's degree and one year's experience in inspecting and investigating voluntary and private proprietary hospitals, sanatoria, nursing homes, homes for chronic and aged patients, or welfare institutions; or (2) graduation from accredited school of nursing and two years' experience as nurse in approved hospital or two years' experience as described in (1) above; or (3) master's degree in hospital administration and six months of pertinent hospital experience (six months' of field work leading to master's degree may be substituted for experience); or (4) equivalent combination of education and experience. Application may be made by mail. Fee \$3. (Thursday, January 26).

7591. JUNIOR ARCHITECT, \$4,250 to \$5,330; one vacancy in Housing Authority at \$4,430 a year. Exempt from NYC residence requirements. Requirements: either (a) bachelor's degree, by February, 1957, in architecture; or (b) high school graduation and four years' experience; or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

7592. JUNIOR CHEMICAL ENGINEER, \$4,250 to \$5,330; nine vacancies in Fire Department at \$4,430 a year. Requirements: either (a) bachelor's degree, by February, 1957, in chemical engineering; or (b) high school graduation and four years' experience, or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

7656. JUNIOR ELECTRICAL ENGINEER (10th filing period), \$4,250 to \$5,330; 109 vacancies, many exempt from NYC residence requirements. Appointment will be made at \$4,430 a year. Requirements: either (a) bachelor's degree, by September, 1956, in engineering; or (b) high school graduation and four years' experience, or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (February 24).

7666. JUNIOR PHYSICIST, \$3,750 to \$4,830; two vacancies in Hospitals Department. Requirements: either (a) bachelor's degree, by February, 1957, with major in physics; or (b) major in chemistry, biology, chemical engineering or electrical engineering with 15 credits in physics; or (c) one year's experience with radioisotopes. Application may be made by mail. Fee \$3. (Thursday, January 26).

7715. PURCHASE INSPECTOR (FUEL AND SUPPLIES), \$4,250 to \$5,330; seven vacancies in Housing Authority and Department of Education. Requirements: either (a) four years' appropriate experience; or (b) bachelor's degree, by June, 1956, with major in chemistry or chemical engineering plus two years' experience; or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

7700. RECREATION LEADER (4th filing period), \$3,750 to \$4,830; 150 vacancies in Parks Department, 20 in Hospitals, 10 in Police Department. Hospitals posts exempt from NYC residence requirement. Requirements: either (a) bachelor's degree, by February, 1957, with 36 credits in recreation or physical education; or (b) bachelor's degree and two years of full-time paid leadership experience in organized recreational programs within last 10 years. Application may be made by mail. Fee \$3. (Thursday, January 26).

7705. SCHOOL LUNCH MANAGER, \$3,750 to \$4,830. Open to all qualified U.S. citizens. Requirements: either bachelor's degree, by September, 1956, with "comparative" experience in institutional management, hotel administration or restaurant management; or equivalent. Ap-

plication may be made by mail. Fee \$3. (Thursday, January 26).

7571. SOCIAL INVESTIGATOR, \$4,000 to \$5,080; 432 vacancies in Welfare Department, one vacancy in Correction. Requirements: bachelor's degree, by February, 1957. Application may be made by mail. Fee \$3. (Thursday, January 26).

7562. STENOGRAPHER (1st filing period), \$2,750 to \$3,650; vacancies in various City departments. No formal educational or experience requirements; candidates must be able to type 40 words per minute and take dictation at 80 words per minute. Apply, starting January 16, to State Employment Service, 1 East 19th Street, Manhattan, from 9 A.M. to 3 P.M. on weekdays. Fee \$2. (Open until further notice).

7563. TYPIST (1st filing period), \$2,750 to \$3,650; vacancies in various City departments. No formal educational or experience requirements; candidates must be able to type 40 words a minute. Apply, starting January 16, to State Employment Service, 1 East 19th Street, Manhattan, from 9 A.M. to 3 P.M. on weekdays. Fee \$2. (Open until further notice).

NYC Promotion

Candidates must be present, qualified employees of the NYC department mentioned. Last day to apply given at end of each notice. Do not attempt to apply before January 5.

7606. ASSISTANT FOREMAN (STRUCTURES - GROUP B) (Prom.), Transit Authority, \$2.28 to \$2.34 an hour; three vacancies. One year as structure maintainer, group B. Fee \$4. (Thursday, January 26).

7690. ASSISTANT HOUSING MANAGER (Prom.), Housing Authority, \$5,450 to \$6,890. Six months as housing assistant. Fee \$5. (Thursday, January 26).

7589. CAPTAIN (Prom.), Police Department, \$7,800 until July 1, 1956, \$7,900 thereafter, to start. Maximum salary, \$8,400. Serving as lieutenant or assistant superintendent of telegraph on date of written test, tentatively set for April 5, 1956. Fee \$5. (Thursday, January 26).

7619. CHIEF SURFACE LINE DISPATCHER (Prom.), Transit Authority, \$7,500 to \$8,500; one vacancy. One year as senior surface line dispatcher, instructor of operators (buses) or instructor of operators (trolleys). Fee \$5. (Thursday, January 26).

7561. DEPUTY CHIEF (Prom.), Fire Department, \$9,850. Serving as battalion chief on date of written test, tentatively set for April 5 and 6. Fee \$5. (Thursday, January 26).

7680. DEPUTY CHIEF MEDICAL EXAMINER (Prom.), Office of Chief Medical Examiner, \$9,850 to \$12,250. Six months as assistant medical examiner (Office of the Chief Medical Examiner) or pathologist. Fee \$5. (Thursday, January 26).

7691. HOUSING MANAGER (Prom.), Housing Authority, \$7,100 to \$8,900. Six months as assistant housing manager. Fee \$5. (Thursday, January 26).

7627. POWER DISTRIBUTION MAINTAINER (Prom.), Transit Authority, \$1.97 to \$2.21 an hour; 70 vacancies. Six months as trackman or maintainer's helper, group A, in subway and elevated track and third rail section, surface track section, power distribution section, or overhead surface line section, of maintenance of way department. Fee \$4. (Thursday, January 26).

7455. SENIOR MENAGERIE KEEPER (Prom.), Parks Department, \$4,250 to \$5,330. Six months as menagerie keeper (old title, menagerie keeper, grade 1). Fee \$4. (Thursday, January 26).

7712. SENIOR INSTITUTIONAL INSPECTOR (Prom.), Hospitals Department, \$4,550 to \$5,990; six vacancies. Former title, institutional inspector, grade 3. Six months as institutional inspector. Fee \$4. (Thursday, January 26).

7494. SENIOR PURCHASE INSPECTOR (FUEL AND SUPPLIES) (Prom.), Housing Authority and Education Department, \$5,150 to \$6,590. Former title, inspector of fuel and supplies, grade 4. Six months as purchase inspector (fuels and supplies)—former title, inspector of fuel and supplies, grade 3. Fee \$5. (Thursday, January 26).

7631. TOWERMAN (Prom.), Transit Authority, \$2.01 to \$2.07 an hour. One year as conductor. Fee \$4. (Thursday, January 26).

196-Name List Issued For Jr. Tax Examiner

ALBANY, Jan. 2 — The State Civil Service Department has released a 196-name eligible list for junior tax examiner. The open-competitive written test was held October 15. There were 889 applicants for the \$3,544 to \$4,280 jobs.

The top nine eligibles earned their ratings with the addition of five points as non-disabled veterans. They are: David Reiss, NYC, \$9.90; Ellis L. Day, Syracuse, \$9.20; Nathan Weiner, \$9.50; George S. Bradford, Schenectady, \$9.65; Stanley Goldblum,

Bronx, \$9.65; Hyman Sternfeld, Brooklyn, \$9.65; Joseph Glueckert, Jamaica, \$9.80; William Plekan, Rochester, \$9.90; and Joseph G. Shea, Albany, \$9.95.

Joseph Weissman of Brooklyn and Louis J. Wrighter of Ballston Lake, Nos. 10 and 11, respectively, received \$9.20 without benefit of veteran credits.

First woman on the roster is Flora C. Menges of Albany, No. 17, with \$9.65.

About 78 eligibles are from the NYC area, about 75 from the Capital District area.

Federal Exams Now Open

Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., until date indicated.

5-118-11 (55). RADAR INSTRUCTOR, \$4,525, and radar instructor (trainee), \$3,670. Jobs at Keesler Air Force Base, Biloxi, Miss. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

11-4-18 (55). STUDENT TRAINEE (FORESTRY), \$3,175 Civil Service Commission, 641 and \$3,415. Jobs in Western States and Alaska. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

2-67 (55). STENOGRAPHER, TYPIST, \$1.29 to \$1.42 an hour. Jobs in NYC. Part-time jobs for those who have completed two or three years of a four-year high school course. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

26 (B). DIETITIAN, \$3,670 to \$4,525. Jobs with Veterans Administration. (No closing date.)

10-1-2 (55). ENGINEER, \$4,345 to \$5,440. Jobs, in all branches of engineering, with Bureau of Reclamation in western States and Alaska. (No closing date.)

25. FEDERAL SERVICE ENTRANCE EXAMINATION, \$3,670 to \$4,525. (No closing date.)

24 (B). HIGHWAY ENGINEER TRAINEE, \$3,415 to \$4,345. Jobs with Bureau of Public Roads. (Tuesday, January 24).

27. INFORMATION AND EDITORIAL POSITIONS (press, publications, radio, visual (still), television general), \$5,440 to \$11,610. Jobs in Washington D. C. (No closing date.)

28 (B). INTERNATIONAL INFORMATION SPECIALIST (press, publications, radio), \$5,440 to \$11,610. Jobs with U. S. Information Agency in Washington, D. C. (No closing date.)

23 (B). STUDENT TRAINEE (in engineering and physical sciences), \$2,690 to \$3,415. Jobs in Washington, D. C. (April 18, 1956).

2-71-2 (55). LAUNDRY HELPER, \$1.26 an hour. Restricted by law to persons entitled to veteran preference. Applications will be accepted from persons not entitled to veteran preference, but persons entitled to veteran preference get first call. Requirements: three months' experience in a modern completely equipped laundry in the performance or supervision of laundry operations such as marking, checking, folding, sorting, etc., or in combination of two or more regular laundry operations. Males preferred. Send filled-out forms 5601-ABC and 57 to VA Hospital, Northport, N. Y.

2-196. TABULATING MACHINE OPERATOR, CARD PUNCH OPERATOR, \$2,960 to \$3,175. Jobs in NYC. Requirements: written test, plus three to six months' experience. Send Form 5600-AB to Second U. S. Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. (No closing date.)

2-71-1. DENTAL HYGIENIST, \$3,415 a year. Jobs at VA Hospital,

Northport, L. I. Requirements: registration as dental or oral hygienist, plus one-year course at school of dental hygiene and one year's experience, or two years' experience. Minimum age, 18 years. Send Forms 57 and 5001-ABC to Board of U. S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date.)

How to Make These Marvelous French Dishes

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Coq au Vin
Mousse au Chocolat
Baba au Rhum
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in a Simple Way

These are only five of the many wonderful dishes you've eaten at expensive French restaurants and always wondered how to prepare for your family and guests.

Actually, there's nothing mysterious about top notch French cooking. It's taught in the home to French girls, where all the recipes are taught in simple to understand, step by step form. And that is where Lisa Anderson, co-author of Simple Masterpieces of French Cooking learned the many secrets which a French mother passes down to her daughter.

Now, after teaching French cooking in half the countries of Europe, she has teamed up with Anita Abbott (author of Magic Half Hour Dinners). Together, by breaking the recipes down into the same simple 1, 2, 3 step-by-step arrangement, they prove how easy it really is to prepare even the fabulous French dishes like those named above, and over 800 others which you may think now you can get only in high priced restaurants.

You use the foods you'd normally stock anyway, or else the foods you can easily buy in supermarkets. All kinds of meals are provided for—dinner or luncheon for your family or guests, entertainment, buffet parties, etc. All the recipes are arranged in menu form, and there is such a selection of menus that you can have anything from a simple two or three dish luncheon to a really elaborate dinner for guests which will give you a reputation for cooking shared by few other women in your group.

Few French cookbooks even pretend to be as complete as Simple Masterpieces of French Cooking, and none is so simple to understand and follow. Best of all, even though French cookbooks tend to be so expensive and you'd normally expect to spend \$7.50 to \$10 for this one, this big book of 219 pages actually costs as little as other Harlan books—only \$2.50.

WHY WONDER EVERY NIGHT WHAT TO HAVE FOR DINNER?

—when it's so simple to serve something new and exciting every night for months!

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NEW YORK STATE JOB OPENINGS

STATE Open-Competitive

Following are requirements in the new State exam series, for which applications are now being received at State Civil Service Department offices, in NYC, Albany and Buffalo. Application forms may also be obtained from State Employment Service offices throughout the State.

Candidates must be U.S. citizens and residents of New York State.

unless otherwise noted below.

Exam number, title, salary range, vacancies, requirements, filing fee, and last day to submit filled-out applications are given in that order.

2198. SUPERVISOR OF SECONDARY EDUCATION, \$6,940 to \$8,470; one vacancy in Albany. Requirements: (1) either (a) State license as principal of secondary school, or (b) equivalent qualifications; (2) 30 graduate hours in school administration, organization and supervision; (3) four years' experience in secondary education, including two years in supervisory or administrative capacity; and (4) either (a) two more years' experience, or (b) two years' experience in teacher training, or (c) completion of requirements for doctorate in school administration, organization and supervision, or (d) equivalent. Fee \$5. (Friday, January 20).

2199. ECONOMIST, \$4,130 to \$5,300; one vacancy in Albany. Requirements: (1) bachelor's de-

gree; and (2) either (a) two years' experience in professional economic or socio-economic research and analysis, or (b) undergraduate specialization in economics and one year's experience, or (c) 20 graduate hours in economics, including six in statistics, or (d) equivalent combination. Fee \$4 (Friday, January 20).

2201. MEDICAL SOCIAL WORK INTERN, \$200 a month for living expenses while attending school. Open to all qualified U.S. citizens. Requirements: completion, by June 30, 1956, of one full year of graduate social work sequence in approved social work school, with all course requirements to be completed by June 30, 1957. Fee \$2. (Friday, January 20).

2202. ASSOCIATE WELFARE CONSULTANT (MEDICAL), \$7,182 to \$8,070; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) two years' graduate social work study; and (2) six years' experience in social work, including three years in teaching, administrative, consultative or supervisory capacity with one year in medical or psychiatric social work program, and three years in medical or psychiatric social work. Fee \$5. (Friday, January 20).

2203. SENIOR WELFARE CONSULTANT (MEDICAL), \$5,090 to \$6,320; two vacancies in Albany. Open to all qualified U.S. citizens. Requirements: (1) two years' graduate study in social work school; and (2) four years' experience in social work, including one year in teaching, administrative, consultative or supervisory capacity in medical or psychiatric social work, and two years in medical or psychiatric social work. Fee \$5. (Friday, January 20).

2204. PAROLE OFFICER, \$4,130 to \$5,200; Requirements: (1) bachelor's degree or equivalent education; and (2) either (a) one year of graduate study in school of social work leading to master's degree in correction treatment or administration, or (b) two years'

experience in social case work, or (c) two years' experience in guidance or counseling of inmates in correction institution, or (d) equivalent. Age limits, 21 to 60. Fee \$4. (Friday, January 20).

2205. CHIEF OF CHARITIES REGISTRATIONS, \$7,300 to \$8,890; one vacancy in Albany. Requirements: (1) admission to Bar of State of New York; and (2) six years' experience in accounting or auditing, or in public administration or business management including accounting or auditing functions, including two years in administrative or supervisory capacity. Fee \$5. (Friday, January 20).

2206. SUPERVISOR OF FUNERAL DIRECTING SECTION, \$5,097 to \$6,320; one vacancy in Albany. Requirements: (1) State license to practice funeral directing, or to practice embalming and undertaking; (2) two years' experience as license funeral director or embalmer and undertaker; and (3) two years' experience in administrative or supervisory capacity. Fee \$5. (Friday, January 20).

2207. EMBALMING AND UNDERTAKING INVESTIGATOR, \$3,730 to \$4,720; one vacancy in Poughkeepsie. Requirements: (1) State license to practice funeral directing, or to practice embalming and undertaking; and (2) two years' experience as license funeral director or embalmer and undertaker. Fee \$3. (Friday, January 20).

2208. INVESTIGATOR, \$3,920 to \$4,950; two vacancies in NYC. Requirements: (1) either (a) four years' experience in investigative work, including two years in field investigation and preparation of written reports, or (b) bachelor's degree and two years of investigative work including one year in field investigation and preparation of written reports, or (c) law school graduation or admission to State Bar; or (d) equivalent. Fee \$3. (Friday, January 20).

2209. MOTION PICTURE INSPECTOR, \$3,360 to \$4,280; one vacancy in Syracuse. Requirements: (1) high school graduation or equivalency diploma; (2) one year's experience in inspection investigation, duties of a regulatory nature, or contacts with general public in such positions as salesman, reporter, insurance adjuster or field representative; and (3) either (a) two more years' experience, or (b) bachelor's degree, or (c) equivalent combination. Fee \$3. (Friday, January 20).

210. LICENSE INSPECTOR, \$3,180 to \$4,070; three vacancies in NYC, one in Buffalo, one in Rochester. Requirements: (1) two years' experience in work providing practical knowledge of barbering or cosmetology including sanitary regulations, or in work providing general experience and

knowledge of inspection or investigation work; and (2) either (a) two more years' experience, or (b) high school graduation or equivalency diploma, or (c) equivalent combination. Fee \$3. (Friday, January 20).

2211. ASSISTANT MECHANICAL CONSTRUCTION ENGINEER, \$5,360 to \$6,640; one vacancy in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) one year's experience in inspection of mechanical and electrical installations and construction work on building projects; and (3) either (a) bachelor's degree in engineering with specialization in mechanical and electrical installations and construction work on building projects; and (3) either (a) bachelor's degree in engineering with specialization in mechanical engineering plus one more year's experience and one year assisting in mechanical engineering work, or (b) master's degree in mechanical engineering plus one more year's experience, or (c) one more year's experience as in (2) plus five years assisting in mechanical engineering work, or (d) equivalent combination. Fee \$5. (Friday, January 20).

2212. FOREST PEST CONTROL FOREMAN, \$3,360 to \$4,280; one vacancy at Lake George and in Oneonta area. Requirements: (1) one year's experience in prevention or control of forest pests or diseases; and (2) either (a) three more years' experience, or (b) two years' experience plus graduation from State Ranger School or its equivalent, or (c) three years of four-year college course in forestry, or (d) equivalent combination. Maximum age, 46 on February 18, 1956. Fee \$3. (Friday, January 20).

2213. SENIOR OFFSET PRINTING MACHINE OPERATOR, Eighth Judicial District, \$3,020 to \$3,880; one vacancy in Buffalo. Open only to residents of Allegany, Cattaraugus, Chautauque, Erie, Genesee, Niagara, Orleans and Wyoming Counties. Requirements: one year's experience in operation of offset printing machines and related equipment. Fee \$3. (Friday, January 20).

2214. SANITARY CHEMIST, \$4,130 to \$5,220; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) bachelor's degree, including 30 credits in chemistry with appropriate laboratory work in sanitary science including chemical and biological

(Continued on Page 13)

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advertisement, Page 15.

Where to Apply for Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission,
641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30
to 5, Monday through Friday; closed Saturday. Tel. Watkins 4-1000.
Applications also obtainable at post offices except the New York, N. Y.,
post office.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel.
BARclay 7-1616; lobby of State Office Building, and 39 Columbia
Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y.
Hours 8:30 to 5, excepting Saturdays 9 to 12. Also, Room 400 at 156
West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing
applies also to exams for county jobs.

NYC—NYC Department of Personnel, 96 Duane Street, New York
7, N. Y. (Manhattan) two blocks north of City Hall, just west of
Broadway, opposite the LEADER office. Hours 9 to 4, excepting Sat-
urday, 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the
NYC Department of Personnel, should be addressed to 299 Broadway,
New York 7, N. Y.

NYC Travel Directions
Rapid transit lines for reaching Civil Service Commission offices
in NYC follow:
State Civil Service Commission, NYC Civil Service Commission—
IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington
Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or
Brighton local to City Hall.

U. S. Civil Service Commission—IRT Seventh Avenue local to
Christopher Street station.

Data on Applications by Mail
Both the U. S. and the State issue application blanks and receive
filled-out forms by mail. In applying by mail for U. S. jobs do not
enclose return postage. If applying for State jobs, enclose 6-cent
stamped, self-addressed 9-inch or larger envelope. Both the U.S. and
the State accept applications if postmarked not later than the closing
date. Because of curtailed collections, NYC residents should actually
do their mailing no later than 8:30 P.M. to obtain a postmark of
that date.
NYC does not issue blanks by mail or receive them by mail except
for nationwide tests and for professional, scientific and administrative
jobs, and then only when the exam notice so states.
The U. S. charges no application fees. The State and the local
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8 Hospital Employees Get Service Pins

First Deputy Hospitals Commissioner Maurice H. Matzkin presented service pins to eight employees who had served Kingston Avenue Hospital for 25 years or more. The ceremony was held at the hospital in Brooklyn. Dr. Saul Penner, medical superintendent of the hospital, and Supreme Court Justice Anthony J. DiGiovanna spoke.

The eight are Mary K. Barker, Jewell Boozer, Frank Esposito, Katie Gomez, Lizzie LaBohn, William Velkotes, Omer Peitler and Cecil G. Reese.

LEGAL NOTICE

DANIELS, Joseph E.—In pursuance of an order of Honorable George Frankenthaler, a Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased, to present the same with vouchers therefor, to the subscriber at his place of transacting business at the office of McInnes & Gamble his attorneys at 561 Fifth Avenue, in the Borough of Manhattan, City and State of New York, on or before July 10th, 1956. Dated: New York, January 3, 1956.
RAYMOND K. MICHELSON, Executor.
McINNES & GAMBLE, Attorneys for Executor.
561 Fifth Avenue, New York 17, N.Y.

ATLANTIC ADVERTISING CO.

A Limited Partnership
Substance of a limited partnership certificate signed and acknowledged by all of the partners, and filed in the New York County Clerk's Office on December 15, 1955.

1) Name of Partnership:—ATLANTIC ADVERTISING CO.

2) Character of Business:—The advertising business and conducting an advertising agency.

3) Location of Principal Place of Business:—220 West 42nd Street, New York, New York.

4) General Partners:—Murry E. Cohen, 7324 255th Street, Glen Oaks, New York; Irving H. Glick, 111-50 74th Road, Forest Hills, New York.

5) Limited Partner:—Albert Coleman, 1217 Norton Drive, Far Rockaway, Queens, New York.

6) Terms of Partnership:—January 1, 1956 to December 31, 1960.

7) Amount Contributed by Limited Partner:—\$8,000.00 in cash.

There is no provision for any additional contributions to be made by the limited partner.

The contribution of the limited partner shall be returned either on the terms, non or dissolution of the partnership, the death of the limited partner, or the voluntary withdrawal of the limited partner from the partnership.

The limited partner shall receive ten (10%) per cent of the profits.

The limited partner has no right to substitute an assignee as contributor in his place.

The partners have no right to admit additional limited partners.

There is no right of priority as between limited partners as to contributions or as to compensation by way of income, because there is only one limited partner.

The remaining general partner shall have the right to continue the business on the death, retirement or insanity of the other general partner.

No right has been given to the limited partner to demand or receive property other than cash in return for his contribution.

CITATION — The People of the State of New York, By the Grace of God, Free and Independent to Attorney General of the State of New York; Wilhelm Sander; Consul General of German Federal Republic; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander, deceased, if living, or if dead, to the executors, administrators, distributees and assigns of said "Mary Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

and the next of kin of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

Being the persons interested as creditors, next of kin or otherwise in the estate of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, who at the time of his death was a resident of 128 West 81st Street, New York, N. Y.

Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 809, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 809, in the County of New York, on the 27th day of January, 1956, at half-past ten o'clock in the forenoon of that day, why the amount of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable GEORGE FRANKENTHALER a Surrogate of our said County, at the County of New York, the 14th day of December in the year of our Lord one thousand nine hundred and fifty-six.

(Seal) Philip A. Donahue
Clerk of the Surrogate's Court.

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QUESTIONS of general interest are answered in the interesting Question Please column of THE LEADER. Address the Editor.

Holidays Cut Number of Applicants

A total of 890 persons filed applications last month for 11 open-competitive and 19 promotion exams in NYC's regular December series. This is much less than the usual number. The drop is ascribed mostly to the holiday season. The Personnel Department reports the following figures:

OPEN-COMPETITIVE

- Alphabetic key punch operator (Remington Rand), 32.
- Announcer, 150.
- Civil engineer (building construction), 55.
- Construction manager, 57.
- Continuity writer, 37.
- Crane engineman (electric), 38.
- Dietitian, filing closes January 3, 57.
- Fire alarm dispatcher, 37.
- Pharmacist, 107.
- Steel construction inspector, 31.
- Tabulator operator (Remington Rand), 17.

PROMOTION

- Architect, Hospitals, 1.
- Assessor, Tax (reopened), 12.
- Assistant architect, Education, Health, Hospitals, Public Works, Water Supply Gas and Electricity, Housing Authority and Transit Authority, 29.
- Assistant maintenance engineer (cars and shops), Transit Authority, 1.
- Assistant mechanical engineer, all departments, 56.
- Assistant superintendent (structures), Transit, 2.
- Assistant Superintendent (Track), Transit, 5.
- Assistant supervisor (child welfare), Welfare, 31.
- Chief school lunch manager, Education, 2.
- District supervising public health nurse, Health, 53.
- General part foreman, Parks, (reopened), 5.
- Senior civil engineer, Education, 7.
- Senior radio operator, Municipal Broadcasting System, 17.
- Supervisor (child welfare), Welfare, (reopened), 3.
- Supervisor (mechanical power), Transit, 13.

HOW MANY APPLIED IN FOUR OTHER TESTS

The Personnel Department has announced the number of applicants in four open-competitive exams which closed for receipt of applications on December 21. They are: assistant architect, 37; assistant director of program review, 22; assistant director of youth guidance, 52; and assistant mechanical engineer, 65.

HE MADE IT

John Winsor of Slingerlands is sole eligible on the State open-competitive list for senior medical bacteriologist (virology). He was the lone applicant.

Study Aid for Patrolman Test

The following continues the questions and answers in the last patrolman (P.D.) test held by NYC.

Make use of the following Police Department rule when answering items 11 to 15: "A description of persons or property wanted by the Police Department, which is to be given to the police force through the medium of a general alarm, if not distinctive, is of no value."

11. Mrs. R. Jones reported the theft of a valuable brooch from her apartment. The brooch was of gold and consisted of a very large emerald surrounded by 50 small diamonds. The one of the following additional pieces of information which would be most helpful to you in identifying the brooch is that: (A) the value of the brooch is \$30,000; (B) there are 48 small diamonds and 2 slightly larger diamonds; (C) the emerald is carved in the form of a woman's head; (D) the brooch is made of gold with a slightly green cast; (E) the brooch is circular with the emerald in the center and the diamonds around it.

12. Assume that you have stopped a 1947 Dodge four-door sedan which you suspect is a car which had been reported as stolen the day before. The one of the following items of information which would be of greatest value in determining whether this is the stolen car is that: (A) the stolen car's license number was QA 2356; this car's license number is U 21375; (B) the stolen car's engine number was AB 5231; this car's engine number is CG 2815; (C) the windshield of the stolen car was not cracked; this car's windshield is cracked; (D) the stolen car had no dents; this car has numerous dents; (E) the stolen car had white walled tires; this car does not have white walled tires.

13. Assume that you are questioning a woman who, you suspect, is wanted by the Department. Of the characteristics listed below, the one which would be of greatest value in determining whether this is the wanted person: (A) Age: about 30. Height: 5'8". Weight: 160 lbs. (B) Eyes: blue; Hair: blonde; Complexion: fair; (C) that she frequently drinks to excess; (D) Scars: two thin, half-moon scars just on right cheek bone and below eye; (E) that when last seen she was wearing a dark, gray wool dress and was accompanied by the prize fighter, John Day.

14. You are watching a great number of people leave the Polo Grounds after a boxing match. Of the characteristics listed below, the one which be of greatest value to you in spotting a man wanted by the Department is: (A) Height 5'3"; Weight: 200 lbs. (B) Eyes: brown; Hair: black wavy; Complexion: sallow; (C) that he frequents bars and grills and customarily associates with females; (D) Scars: thin 1/4" scar on left upper lip; Tattoos: on right forearm—"Pinto"; (E) Mustache: when last seen August 1950, he wore a small black mustache.

15. Assume that on a hot summer day you are stationed on the grass at the south bank of a busy parkway looking at eastbound traffic for a light blue 1953 Ford two-door sedan. If traffic is very heavy, the one of the following additional pieces of information which would be most helpful to you in identifying the car is that:

(A) all chrome is missing from the left side of the car; (B) there is a bullet hole in the left front window; (C) motor number is 22674 A H; (D) the front bumper is missing; (E) the paint on the right side of the car is somewhat faded.

16. While you are on patrol you notice that the lone occupant of a car parked at the top of a long, steep hill is a boy about 7 years old. The boy is playing with the steering wheel and other controls. The first action for you to take is to: (A) make sure that the car is safely parked; (B) test the car's emergency brake to make sure it will hold; (C) drive the car to the bottom of the hill and park it there; (D) test the car's controls to make sure that the boy has not changed anything; (E) order the boy to leave the car for his own safety.

17. The proprietor of a tavern summons a patrolman and turns over to him a loaded revolver that was found in one of the tavern booths. Of the following, the least appropriate action for the patrolman to take is to: (A) close off the booth from use by other patrons; (B) determine exactly when the revolver was found; (C) obtain the names or descriptions of the persons who occupied the booth before the revolver was found; (D) question the proprietor very closely concerning the matter; (E) unload the gun and place it in an inside pocket.

18. "The traditional method of training a patrolman—equipping him and putting him on the street with an experienced man—is no longer adequate." The one of the following which is the most probable reason for this change in viewpoint is that: (A) patrolmen are no longer simply guardians of the peace but each one is a specialist; (B) the kind of recruit that the Police Department gets has changed; (C) the former belief that "the best way to learn is to do" is no longer accepted; (D) there has been a great change in police problems and methods; (E) more money has been made available for training purposes.

19. A patrolman overhears a business man complain that his sales of tires had fallen off sharply because a new competitor has suddenly appeared in his territory and is underselling him at unbelievably low prices. The patrolman recalls that large shipment of tires had been reported stolen a short time ago. It is advisable for the patrolman to: (A) forget the matter as it is probably a coincidence; (B) tell the businessman to report the new competitor to the Better Business Bureau for unfair practices; (C) check to see if there is any connection between the two sets of circumstances; (D) inform the businessman about the robbery and ask him if he thinks that there is a connection; (E) arrest the owner of the new store as he is obviously involved in the robbery.

Answers — 11. C; 12. B; 13. D; 14. A; 15. D; 16. A; 17. B; 18. D; 19. C.

CHIEF RENT ACCOUNTANT ROSTER ISSUED BY STATE

The State Civil Service Department has released a 12-name open-competitive list for chief rent accountant. Thirty-two persons had applied for the \$7,300 to \$8,890 jobs.

Heading the roster is Sidney S. Sachs of NYC, with 98,480.

EMPLOYEES ACTIVITIES

News of Employees At Rome State School

ROME, Jan. 3 — N Building Birthday Club of Rome State School entertained Ross O'Connor and Helen Lawruk at Dobbies Inn. Gifts were presented, and an enjoyable time had by all.

Irma German attended the legislative committee meeting in Albany December 13.

Sympathy from Fort Stanwix chapter, CSEA, to Mrs. Gladys Jones on the loss of her husband, Robert R. Jones.

Congratulations to Mr. and Mrs. Robert Yapie who have a new son.

Beatrice Hopkins and Richard Gerwig were married in Verona on December 9. A reception was held at the home of the bride. Several bridal showers were also held. The couple will live in New London.

Kitchen Birthday Club held a Christmas party December 7 at The Beeches. Food Service employees and friends gathered for a holiday party December 18 at Beck's Grove. Ed Martin's orchestra played for dancing.

Sympathy to the family of the late Charles A. Carlisle Jr.

Nell Fifield and Celestine Lewis attended a food service meeting at Poughkeepsie with food service managers and supervising dietitians from all over the State.

The State School Credit Union's annual meeting will be held in the form of a steak dinner January 18 at the V.F.W.

A shower was given at Trinkaus Manor December 7 by X Building employees for Marilyn Quattricchi, who was married December 17.

Creedmoor Chapter To Meet Jan. 26

QUEENS VILLAGE, Jan. 3 — The next regular meeting of Creedmoor chapter, OSEA, will be held on January 26. Nomination of officers will take place. Charles R. Oulyer, field representative will be at the meeting with some important announcements concerning the chapter. All members are urged to attend.

Arthur Heldenrich, chapter president, pointed out that members should be proud of the good showing they made in presenting Christmas presents to the sick of the hospital staff.

Employees are just getting over the round of Christmas parties, at this writing. The biggest was the combined office personnel and P.T. party held in Building L. The entire staff seemed to be there. A special treat was the duet sang by Mr. Koppen's secretary, Terry Dawson, and Pat Mulcahy. Jack Duffy, Supervisor of P.T., kept the party going with songs and jokes. All in all, a wonderful time.

The chapter expresses sympathy to the family of the late Joseph Leonard who died on the twenty-fourth. Mr. Leonard was with the hospital for more than 30 years. All will miss him.

Get well wishes to the employees in sick bay, including Charles Eaton, John Supton, Thomas McLaren, George Rafferty and Ethel Wilkerson are ill at home. Hope to see them all up and about in the near future.

Frank Rago received the turkey at the last Veterans meeting. Next Veterans meeting—nomination of officers. Be there to submit your choice, the group said.

Mr. Baird is justly proud of his new car. But your reporter wonders where he got the idea for the colors.

Public Service Unit Holds Buffet Party

NEW YORK CITY, Jan. 3 — More than 100 employees in the New York office of the Public Service Commission attended the annual buffet Christmas party given by Metropolitan Public Service chapter, CSEA.

Commissioner Aaron S. Jacoby was a guest.

Thanks is given by President Edith Fruchthender to all who helped make the party a success: to Francis DuCharme, Jerry Walsh and Francis Chosen for their help in decorating the room; to Lillian Montag, Mildred Schmidt and Frances Turner for decorating the table; to Irving Roth and Sylvia Matzrak for their assistance at the door; to Frank Pagano for his help at the party.

NEW YORK STATE JOB OPENINGS

Open-Competitive

(Continued from Page 10)

examination of water, sewage and industrial waste, or (b) master's degree in sanitary chemistry or closely related field, or (c) equivalent combination. Fee \$4. (Friday, January 20).

STATE

Promotion

Candidates in the following State promotion exams must be present, qualified employees of the department or promotion unit mentioned. Last day to apply is given at the end of each notice.

1189. PLANNING TECHNICIAN (Prom.), Commerce, \$4,130 to \$5,200; one vacancy in Albany. One year in professional positions now allocated to grade 10 or higher. Fee \$4. (Friday, January 20).

1190. ASSOCIATE INDUSTRIAL HYGIENE ENGINEER (Prom.), Department of Labor (exclusive of Workmen's Compensation Board, Division of Employment, State Insurance Fund, and Labor Relations Board), \$8,090 to \$9,800; one vacancy in NYC. One year as senior industrial hygiene engineer. Fee \$5. (Friday, January 20).

1192. DISTRICT FORESTER (Prom.), Conservation (exclusive of Division of Parks and Saratoga Springs Reservation), \$5,640 to \$6,970; one vacancy in Jamestown area. One year as forester, supervising forester, supervising district forest ranger, assistant superintendent of tree nurseries, or district ranger. Fee \$5. (Friday, January 20).

1193. CHARGE MATRON (Prom.), Correction, \$3,540 to \$4,490; three vacancies at Alton. One year as matron. Fee \$3. (Friday, January 20).

1194. SUPERVISING PAROLE OFFICER (Prom.), Division of Parole, \$5,940 to \$7,320; several vacancies expected. One year as senior parole officer. Fee \$5. (Friday, January 20).

1195. PRINCIPAL CLERK (Prom.), Health (exclusive of Laboratories and Research and the hospitals), 3,540 to \$4,490; one vacancy expected in Albany. Six months in clerical positions now allocated to grade 7 or higher. Fee \$3. (Friday, January 20).

1195. PRINCIPAL CLERK (COLLECTION) (Prom.), New York office, State Insurance Fund, \$3,540 to \$4,490; one vacancy in NYC. One year as senior clerk (collection) or insurance collector. Fee \$3. (Friday, January 20).

1197. SENIOR LAW DEPARTMENT INVESTIGATOR (Prom.), Law, \$5,380 to \$6,640; one vacancy in Albany. One year as Law Department Investigator. Fee \$5. (Friday, January 20).

1198. PRINCIPAL CLERK (Prom.), Albany unit, Public Service, \$3,540 to \$4,490; one vacancy in Buffalo. Three months in clerical positions allocated to grade 7 or higher. Fee \$3. (Friday, January 20).

1199. PRINCIPAL RENT EXAMINER (Prom.), metropolitan area, Housing Rent Commission, \$5,250 to \$7,680; one vacancy in Queens. One year as senior rent examiner. Fee \$5. (Friday, January 20).

1200. SENIOR RENT EXAMINER (Prom.), metropolitan area, Housing Rent Commission, \$4,590 to \$5,720; one vacancy in Queens. One year as rent examiner. Fee \$4. (Friday, January 20).

1201. PRINCIPAL ACCOUNT CLERK (Prom.), State Thruway Authority, \$4,130 to \$5,200; one vacancy in Albany. Three months in clerical position now allocated to grade 7 or higher, or formerly allocated to G-4 or higher. Fee \$4. (Friday, January 20).

1202. ASSISTANT DEPUTY CLERK (Prom.), Supreme Court, Appellate Division, Second Judicial Department, \$5,640; one vacancy. One year as court clerk, chief attendant, or court attendant. Fee \$5. (Friday, January 20).

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Mutual Funds Provide Added Income to Civil Service Workers

BY PHILIP M. JENKINS
President, Special Markets, Inc.
Economists disagree on many subjects, but they do have at least one point of agreement—the plight of many civil service workers in their struggle to keep up with the increase in the cost of living.

Intelligent planning for the future—immediate or distant—is increasingly important whether the worker's concern is with the proper education of children, adequate funds at retirement, or a combination of both.

The answer lies in having two incomes, even through the worker has only one job. One income is the money earned on the job, and the other is the money that savings can earn when they, in turn, are properly put to work.

Money invested in the shares of a mutual fund enables the shareholder to get back in the form of dividends some of the money he pays daily for the goods or services of the 80 or more companies in which he owns stock through his Mutual Fund shares. These include food, clothing, transportation, utilities, and communications.

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Here are some of the things that an investment in mutual fund shares can do for civil service workers:

A supplementary retirement fund may be built up.

Education trust funds may be established for minor children from the time of birth, with small monthly payments adding steadily to the fund.

An estate of considerable size may be set up immediately with relatively little cash by taking out a fully insured contractual plan.

Arrangements may be made to increase the investment by making monthly payments of \$25 or more. All dividends and distributions of profits may be automatically reinvested to buy more shares, thus compounding the investment.

Mutual funds are a seven-billion-dollar industry. Nearly 2,000,000 accounts have been opened up.

WESTCHESTER INSPECTOR
Thomas Hatfield of Yonkers was the only successful candidate for a Westchester County job as engineering inspector. Three others applied for the open-competitive exam.

EMPLOYEES ACTIVITIES

Kings Park News

KINGS PARK, Jan. 3—The following is the Kings Park State Hospital news for this week:

Welcome and best wishes to M. H. Gamble, new laundry supervisor.

Best wishes also go with Roland Oloxyga who expects to leave soon for Albany to take over his duties as laundry consultant.

The Student Nurses Christmas Dance was a great success. More than 300 students from Kings Park, Central Islip, Creedmoor and Pilgrim State Hospitals, as well as the Queens General affliating students and many of Mitchel Field's Air Corps men, danced to the music of Eddie McWilliams band amidst gay Christmas decorations.

The Christmas season was made a great deal more pleasant this year through the efforts of the student nurses who visited all the hospital buildings and cared for the patients and employees.

Women's bowling team news—Dec. 15 and 16—Team standings—McGuire's 1st, Terrill's 2nd, Kline's 3rd, Nassos's 4th, Baker's 5th, Okt's 6th, Chermak's 7th, Fire House 8th. High individual games: R. Smith 197; D. Wall 193; C. Kelly 192; G. Olofsson 178; D. DeWall 179; E. O'Rourke 110; A. DeArmitt 109; E. Figari 107; J. Brandt 102. High team single game—Fire House 700. High individual single game—E. O'Rourke 201. High team three games—McGuire's 2092. High individual three games—C. Kelly 398.

Prof Irving J. Chaykin, CPA

will conduct a coaching course for the NYC Asst. Accountant exam beginning Thursday, Jan. 19th, 1956 at 6:15 p.m. at 7 E. 10th St., N.Y.

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Preusse — Administrator

(Continued from Page 6)

Sing Sing. Later, he was in charge of the legal staff which handled the liquidation of the Bank of the United States, reputedly the largest liquidation in the country's history. In private practice he was associated with the law firm of Chadbourne, Wallace, Park and Whiteside; and more recently, with Bernstein, O'Dwyer and Preusse. He has severed his connection with this firm in order to enter upon his duties as City Administrator.

Physically, Preusse is a big man, standing six feet tall, having the build of an athlete. Indeed, that is exactly what he was in his younger days. In high school, he played basketball, baseball, rode horseback, and early showed capacity as a golfer. His golf is still of professional quality.

His voice has a dry, somewhat flat baritone quality. He used it effectively in public speaking, and biting in sarcasm when he deems that necessary. He has made many appearances on the public platform, and in addition, has written speeches for former Mayor O'Dwyer and for Mayor Wagner.

A true New Yorker, born in the City — he went to the City schools, took his college degree in New York University in 1925 and his law degree in Columbia in 1928. He majored and won honors in government and economics. For a long time there was a question in his mind whether he would go into journalism or law. Law won, perhaps through the influence which Harold Medina exerted up-

on him. His interest in government has, of course, remained.

Mr. Preusse is married, and has two children, Sander, 30 and Charles Sheridan, 18. Both inherit the athletic qualities of their father. Sander has won high awards as an outstanding horseman.

One thing is certain: With Charles Preusse there, things are going to happen in the City Administrator's office.

Maxwell Lehman, former editor of The LEADER, is Deputy City Administrator under Mr. Preusse.

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Send GREETING:
Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 809, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 809, in the County of New York, on the 17th day of January 1956 at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenthaler, a Surrogate of our said County, at the County of New York, the 8th day of December in the year of our Lord one thousand nine hundred and fifty-five.

(SEAL) Philip A. Donahue
Clerk of the Surrogate's Court.

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City State

Feinstein Requests Jack To Lead Drive for Higher Engineering Pay

Six months' experience by NYC in its attempt to recruit junior engineers has proved that the pay offered is far too low, Henry Feinstein, president of the City Employees Union, wrote to Hulan E. Jack, Manhattan Borough President.

Also, the City has been unsuccessful despite extended attempts, in recruiting assistant engineers of sufficient calibre and necessary background, the president of the Teamsters' local added.

President Jack, and Brooklyn President John Cashmore, have

written to Budget Director Abraham D. Beame and Personnel Director Joseph Schechter, recommending that assistant engineers and junior engineers be put into grades 14 and 10, respectively. The pay scales are \$3,760 to \$7,190, and \$4,550 to \$5,990.

"Certainly the other members of the Board of Estimate are in sympathy with these recommendations," wrote Mr. Feinstein.

He asked President Jack to take the lead in proposing a resolution before the board to effectuate the requested upward reallocations.



Warren Moscow (third from left), executive director of the NYC Housing Authority presents \$125 in cash and four honorable ment on awards for suggestions. Cash award winners (from left) are Daniel J. Lo Cascio, Elmer Zellien, Sally Markman, Gerald E. Fitzgerald and Frank Hurst. Honorable mention winners (not shown) are Pierre V. Carroll, Florence F nkelstein, Caoline Hoffman and Steward J. Kenney.

Expand Local Welfare Services, Desmond Asks

ALBANY, Jan. 2—A bill which would authorize local welfare departments to provide family counseling and other types of counseling for all income groups will be introduced when the Legislature convenes here this week.

Additional personnel will be required, if the program is adopted.

As proposed by Senator Thomas C. Desmond, of Newburgh, the bill would authorize local welfare departments to:

1. Serve as referral agencies in the communities, channeling people with problems to the public or private agency which can best serve them.

2. Use their graduate social workers only, in accordance with regulations of the State Department of Social Welfare, for counseling in such fields as child care, family relations, marital problems, budgeting, housing and other areas which produce mental, financial or social stresses. The services of trained social workers would be available to all regardless of their income.

3. Reimburse private, voluntary agencies for counseling on a case basis.

The bill is designed to reduce the necessity for large amounts of financial aid for cases that might have been prevented by proper counseling, Senator Desmond declared.

Public agencies would supplement, not replace, private agencies in this field of work, the Senator added.

Firemen Face Rise in Cost Of Pensions

Members of the NYC uniformed fire force, who are under Article 1B of the pension fund, face the prospect of paying increased amounts. A deficit has been experienced, and is increasing. Causes include policemen's acceptance of jobs from the fireman list, and failure of many veterans to pay contributions covering the period of retroactive seniority.

The police-fire shift accounts for about \$600,000. The policy of the Police Pension Fund is not to transfer the credits to the Fire Department Pension Fund.

The veterans' delinquent account runs to about \$300,000.

Other factors, involving larger amounts, account mainly for the deficit.

A subcommittee of the Fire Pension Board has been appointed, to attempt collections, especially as many of the veterans obligated to pay are unaware of that fact. The committee consists of Captain William E. Clark, Uniformed Fire Officers Association, Howard P. Barry, president of the Uniformed Firemen's Association, and Arthur Dunne, president of the Marine Pilots and Engineers.

The City would have to increase its budgetary contribution to the Fire Pension Fund.

Higher Pay, No Residence Restrictions Held Cure for Engineer Hiring

The Civil Service Reform Association and the Civil Service Technical Guild, CIO, are agreed that the law requiring City residence is a barrier to the hiring of engineers, architects, draftsmen, and others whose services the City needs, but the Guild points out that the main need is raising salaries.

Helen C. Drummond, assistant director of the CSRA, wrote Philip F. Brueck, president of the Guild:

"I was very much interested to read in The LEADER of November 1 your excellent letter to the Department of Personnel regarding the difficulty of hiring engineers for the City. All my discussions with personnel administrators here and in other states and cities, and with some engineers in private industry, confirm your arguments.

"In The LEADER article, I noted the statement that your organization recommends that the Lyons Residence Law be not applied to applicants for engineering and architectural jobs. I was particularly interested in this, as I was under the impression that you had always contended that the Lyons Law should be kept on the statute books for all City jobs. We should be interested in hearing from you in regard to this matter. You know our view; that the Lyons Law may have been justified at the time it was enacted, but that present labor conditions and the difficulties of finding decent housing in the City at a price City employees can pay, make the law a handicap both to the City's efforts to get and keep

top-grads employees, and to the employees themselves."

Brueck's Reply

Mr. Brueck said in his reply: "Our organization agrees that amendments to the Lyons Residence Law, in so far as it applies to applicants for engineering and architectural jobs, would give the City of New York a broader field



PHILIP F. BRUECK

in which to recruit and in that manner give the City some opportunity of attracting graduate engineers from colleges throughout the entire country; also that it would permit these engineers to live out of the City, where living costs are cheaper.

"However, eliminating the residence requirements is not going to affect materially the City's ability to recruit and retain young engineers unless the salaries are substantially increased.

"The Lyons Residence Law does not affect the Board of Education or the several Authorities of the City. However, these agencies are encountering the same difficulty as are regular City departments in recruiting qualified engineering personnel.

"Only 23,000 engineers were graduated from all of the colleges in the country the past year. The City must compete for its share of the 23,000."

SPECIFICATIONS WRITER LIST ISSUED BY STATE

Four of 11 applicants qualified for State purchase specifications writer jobs. The open-competitive lists consists of Charles H. Ruhl, Albany; S. A. Szumachowski, Scotia; Eleanor D. Morris, Watervliet, and Bernard W. Smith, Jamestown.

Doherty Asks Merger Of U. S. Employee Groups

WASHINGTON, Jan. 2—Now that the AFL-CIO merger is accomplished, William C. Doherty would like to see all the unions and other groups of organized Federal employees brought into the one big union. He is president of the National Association of Letter Carriers.

There are about 20 organizations, 15 of them of postal workers. The National Federation of

Federal Employees, Independent, and the American Federation of Government Employees, AFL, represent most of the organized classified employees. The craft union workers, formerly AFL, are in the AFL-CIO merger. Thus Mr. Doherty seeks to bring independents into the fold.

An AFL-CIO conference on the subject will be held here this month.

Prosecutor Needs Sleuths

Jobs as detective-investigator in the Kings County District Attorney's Office will be filled from an exam now open. There are three vacancies for the \$4,450 posts.

The test is open only to residents of Kings County (Brooklyn).

Requirements are high school graduation, or its equivalent, and two years' experience in field investigation or police enforcement work. An equivalent combination of training and experience may be substituted, if, in the opinion of the State Civil Service Department, it indicates ability to do the work.

Apply to the Civil Service Department, Room 2301 at 270 Broadway, New York 7, N.Y., in person or by mail.

Friday, January 20 is the last day to submit filled-out applications.

10 APPLIED, ONE QUALIFIED

Ten persons applied for a State job as supervisor of toll audit. One qualified. He is Joseph F. Mitchell of Albany.

Fine REAL ESTATE buys. See Page 11.

Promotions Improve In Fire Department

Fire Commissioner Edward F. Cavanagh Jr. made the following 15 promotions in NYC:

To battalion chief—Joseph P. Mackey, Joseph F. Connor, Walter Mick, John A. Mackey, Joseph E. Constratano, Philip Oklan, William G. Dusterwald.

To captain—Joseph H. Mason, George E. Fraser.

To lieutenant—Andrew B. Donnellan, John J. Walsh Jr., Howard T. Dugan, Tarqs T. Kanasewitz, Thomas J. M. Lyons, Michael Blandiagio.

Mr. Mackey, Ladder 129, was first on the battalion chief list, as he was on the captain list. His brother, John Mackey, Ladder 9, promoted at the same time, was No. 9 on the list.

All three captains on the executive board of the Uniformed Fire Officers Association "made" the battalion chief list. Joseph A. Lawler, Engine 10, near the top, is recording secretary; Henry J. Fehling, president, and William E. Clark, editor of The Trumpet, finished high, too, less than one point apart.

Short length of service as captain marks the big majority, less than two years, for 11 of the 15

only three eligibles have 19 years or more of service, thus indicating improvement in promotion opportunities in the Fire Department.

Four of the five candidates in the recent special test for battalion chief showed up.

STATE MEDIATION POSTS ARE FILLED

ALBANY, Jan. 2—Harry Uviller, of NYC has been appointed chairman of the State Mediation Board. Ralph E. Kharas of Syracuse, Mrs. Jean T. McKelvey of Rochester and Donald B. Straus of NYC were named members of the board, for terms expiring June 24, 1958.

Board members receive \$40 for each day worked, plus reimbursement for actual expenses.

MERRY NAMED TO ALBION SCHOOL BOARD

ALBANY, Jan. 2 — Governor Harriman announced the interim appointment of George E. Merry of Medina as a member of the Board of Visitors of Albion State Training School, Albion. Mr. Merry will succeed Nile M. Miles, whose term has expired.

Ronan Takes Over Public Works Post

ALBANY, Jan. 2—Newton F. Ronan has taken up his new duties as superintendent of operation and maintenance for the State Public Works Department.

The former assistant district engineer in the Albany District office began State employ in 1911 as an engineering laborer.

CLAIMS AUDITOR LIST

The State open-competitive eligible list for junior compensation claims auditor contains 10 names. There were 28 applicants for the \$3,360 to \$4,260 jobs.

Fanny A. Arnon of NYC heads the list.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Newark Notes

NEWARK, Jan. 3—News of Newark State School employees: Mrs. Josephine Lay and husband visited their son and family at Quantico, Va., for a week. Mr. and Mrs. Floyd Fitchpatrick, on their return from visiting relatives in Memphis, were stranded in Buffalo during the terrible storm. Due to the kindness of a family they were taken in for the night as there were absolutely no hotel or other rooms available. Sympathy to Mrs. Helen Minard whose sister, Mrs. Robert Brink, passed away last week.

Welcome to the following new employees: Mary Morrison, Walter Bennett, Michael D'Augustine, Donald Wright, Marie Schmuck, Cora Siler, William Casteel, Chester Parker, Francis Mullin, Travis Spencer, Eugene Faircloth, Norma Sheehan, Dominick Conert, Dorothy Murphy, Edna Putman, Lillie Causyn.

The scholastic department held its Christmas party at the Practice House December 12. Stan Kardys and John Thomas were hosts. Gifts were exchanged.

Miriam Trowbridge wishes to extend her appreciation to all who were so nice to her during her recent illness in the Vaux Mem-

orial Hospital, to the nurses for the good care given her, and all cards and flowers sent her by friends and associates.

"Happy" Howard is ill at his home in Phelps. Howard Hickok is off duty on account of the illness of his wife, Orville Bayford is ill in the sick bay, B.H. 3.

Chapter Party

The annual Newark chapter Christmas party was held December 14 at the V.F.W. Rooms. About 52 members and guests attended. Lunch was served and gifts exchanged. Members were asked to write letters to legislators—Senator Peterson, Odessa; Assemblyman Quigley, Phelps, and Mildred Taylor, Lyons, in regard to the mandatory 40-hour week. Mrs. Casselman and Mr. and Mrs. Manley were on the committee in charge of refreshments.

Gertrude Nichols, Grace Belanca and Frances Howard spent the day in Rochester and later attended the Ice Capades.

"H" employees held their annual Christmas party at the V.F.W. Rooms last week. Gifts were exchanged. . . . Girls' Infirmary I held a Christmas party at Turkey Town December 19. . . . Girls' Infirmary II held a party at LaCantina December 13. . . . Employees of the "A" Building spent a pleasant hour exchanging gifts and having lunch on December 20. . . . Housekeepers held their Christmas party at the Kane Home. Marguerite Rose was hostess.

Congratulations to Hazel Martin, R.N., on the birth of her first grandchild, a baby girl.

Mr. and Mrs. Boedecker entertained their son, George, from Paul Smith Forestry School, Paul Smith, N.Y., over the holidays.

Mr. and Mrs. Robert Schutt (the former Gail Roemer) while on their honeymoon visited the Jungle Gardens in Florida and saw the water show at the Cypress Gardens.

Mr. and Mrs. Henry VanDeVelde spent a two-week vacation in Florida. On their return they spent some time with Melanie Purdy in Bryn Maur, Pa.

On vacation: Gertrude Nichols, Marie Hess, Laura Lamson, Dorothy Overslager, Josephine Lay, Bernard Wanderssee.

Margaret Kunes and Thelma Haskell are at home recovering from injuries received in accidents.

Lillian Christoff is again on duty after being confined at home with an injured foot.

Evelyn Stilwell, Patrick Donahue and Ethel Lovejoy are on the sick list.

Marilyn Robeson's engagement has been announced by her mother.

Verna Shaffner and Harriet Rowe are both returned vacationists.

Onondaga Aides On the Sick List

SYRACUSE, Jan. 2—Onondaga chapter, CSEA, is sorry to hear that two of its members who are employed at the Welfare Department, Lillian Rausch and Rachel Cohen, are ill. They are wished speedy recoveries.

Holiday Notes At Kings Park

KINGS PARKS, Jan. 2—News of Kings Park employees:

Best wishes to George Tetrault of the fire department who is moving into his new home in the village.

Get well wishes to Andy Ryan, of the police department, who is confined to Huntington Hospital. Welcome back to Mrs. Coughlan who has returned to her duties in the laundry after being ill.

The laundry personnel recently held its annual Christmas party for the patients and a good time was had by all. Music was furnished by the patients' orchestra and refreshments were ably served by the employees. Guests attending the party included R. Glozyska, Dr. J. R. Haight, J. Kearse and J. Link.

There are so many employees on the sick list these days, among them being Matthew Kennedy, Gustave Santoro, Joseph Costelloe and George Essler, all of Building C. To them, and all the others who are presently "under the

Criminal Law Study Aid For Many Different Exams

The following questions and answers on criminal law and procedure are helpful in many State and local government exams for peace officer jobs such as sheriff, court officer, court attendant, patrolman, State police and the like.

1. Which of the four following is not one of the groups into which criminal violations are classified: (A) felony; (B) bartrary; (C) misdemeanor; (d) offense.

2. A warrant is which of these: (A) an authorization from the Comptroller to collect a specific amount from the City; (B) an authorization to break into a suspect's home; (C) a surety bond; (D) an order signed by a magistrate or other judge for a person's arrest, on a complainant's charge that the person committed specified acts constituting a crime.

3. When a person is arrested on a criminal charge and personal property, which may include money, is taken from him by the arresting officer, the policeman is required to (A) turn over the property to the nearest relative of the accused; (B) impound it with the Legal Aid Society; (C) write out a list of the property, sign it as a receipt, turn the receipt over to the accused and turn in the property and a copy of the receipt to the Police Department; (D) hold the property until told by a superior what to do with it.

4. A person is arrested on a felony charge by a policeman who did not see the crime committed or attempted and did not have a warrant. The defendant makes four claims, two of which are valid. Which are the two? (A) as the policeman did not have a warrant, he has to set the defendant free; (B) the defendant must be given an opportunity to consult a lawyer; (C) the defendant must be apprised of the exact criminal charge that is lodged against him; (D) the defendant is entitled to a reasonable time to set his personal affairs in order.

5. When a policeman attempts to make an arrest, and the accused resists him with physical violence, the policeman may (A) use any degree of force he sees fit, (B) postpone the arrest until

some day when the accused is in a better mood; (C) use only such force as is necessary, to make the arrest, but see that he does make the arrest.

6. An arrest is the act of (A) stopping a person from what he is doing; (B) commanding attention and demanding respect for law; (C) making a person accompany you to a police station; (D) taking a person into custody so that he may be held to answer for a crime.

7. When a person is arrested he is presumed to be (A) guilty; (B) neither innocent nor guilty; (C) under suspicion; (D) innocent.

8. A person is arrested on a charge of stealing \$20, the arresting officer has no warrant, he makes the arrest on the word of another man who quotes a fourth man as being ready to sign the complaint. This situation constitutes (A) an act beyond the call of duty, for which the policeman may earn honorable mention; (B) illegal arrest, for which the policeman is responsible civilly, and for which he personally may have to pay the accused damages; (C) an exception to the rule that a warrant is necessary for the arrest of a person on a misdemeanor or charge, where the policeman did not see the misdemeanor committed or attempted; (D) merely poor judgment, which does not even justify a reprimand.

9. Persons arrested may be released on bail, pending a hearing. Bail may be granted (A) only by a magistrate or other judge; (b) by a notary public or commissioner of deeds; (C) by a commissioner or deputy commissioner of the Police Department; (D) by a court or, in cases of minor offenses, by the officer in charge of the police station, or other superior of the arresting officer.

10. Fees for bail are set by State law, and must not be exceeded by bail brokers or others who charge for the service. One of the following limits is wrong: (A) 5 per cent on the \$1,000; (B) 4 1/2 per cent on the next \$1,000; (C) 3 per cent on the remainder.

KEY ANSWERS

1. B; 2. D; 3. C; 4. B; 5. C; 6. D; 7. D; 8. B; 9. D; 10. B.

weather," go best get will wishes and hopes that their holidays will be happy in spite of it all.

Good luck and best wishes to Edward F. Gallagher, formerly of Building C, who has resigned to return to his home in Scranton, Pa.

The Ladies' Bowling News for December 1 and 2 reports that the team standings are: McGuire's 1st; Terrill's and Nasso's tied for second; Chermak's 3rd; Kline's 4th; Baker's and Okst's tied for 5th; and Erie House 6th.

High individual game credits go to E. Smith 197, D. Rall 193, C. Kelly 192, G. Olofsson and D. DeWall 178, P. Smith 186, A. DeArmitt 199, E. Figari 167 and C. Ostrander 180.

High team, single game—Eire House 760.

High individual, single game—Alvera DeArmitt 199.

High team, three games—Terrill's 2018.

High individual, three games—C. Kelly 533.

An impressive Silver Anniversary dinner was held in York Hall on December 15 at which time 158 members of the local staff were presented with 25-year service pins. The program began with an introduction and welcome by Dr. Charles Buckman, director. Prior to the serving of a most enjoyable dinner, the Rev. Henry Carney led the group in the invocation. The principal speakers of the evening were Dr. Buckman and Dr. Reuben Cares, director of

clinical laboratories, Mrs. Robert Parkes, a member of the Board of Visitors, presented the service pins. The Rev. William John drew closed the program with a benediction.

Grateful acknowledgement is given to Mr. Meury and his staff for the splendid preparing and serving of the dinner.

Capital Dist. Armorers Extend Condolences

ALBANY, Jan. 2 — Capital District Armory Employees chapter, CSEA, extends deepest sympathy to the family of Edgar J. LaPorte, superintendent of the Hoosick Falls Armory, who died December 5. A veteran of World War I, and well known throughout the Hoosick Falls area and among Armory aides, Gar will be missed by all who knew him.

Bill Armstrong has returned to work at the Troy Armory after a short illness which confined him to the Samaritan Hospital in Troy.

Fred Rosekrans, chapter president, wishes to thank the chapter members for their fine response to his correspondence concerning membership in CSEA and the Armory Employees chapter. However, there are a few members to be heard from.

"We are waiting to hear from you, and welcome you on the team," Mr. Rosenkrans said.

HERE IS A LISTING OF ARCO COURSES for PENDING EXAMINATIONS INQUIRE ABOUT OTHER COURSES

- Administrative Asst. \$2.50
Accountant & Auditor N. Y. C. \$3.00
Apprentice \$2.00
Auto Engineman \$2.50
Auto Mechanic \$2.50
Auto Mechanic \$2.50
Ass't Foreman (Sanitation) \$2.50
Attendant \$2.50
Attorney \$3.00
Bookkeeper \$2.50
Bridge & Tunnel Officer \$2.50
Bus Maintainer \$2.50
Captain (P.D.) \$3.00
Car Maintainer \$2.50
Chemist \$2.50
Civil Engineer \$2.50
Civil Service Handbook \$1.00
Claims Examiner (Unemployment Insurance) \$4.00
Clerical Assistant (Colleges) \$2.50
Clerk, GS 1-4 \$2.50
Clerk 3-4 \$3.00
Clerk, Gr. 2 \$2.50
Clerk, Grade 5 \$3.00
Conductor \$2.50
Correction Officer U.S. \$2.50
Court Attendant (State) \$3.00
Deputy U.S. Marshal \$2.50
Dietitian \$2.50
Electrical Engineer \$3.00
Electrician \$3.00
Elevator Operator \$2.50
Employment Interviewer \$3.00
Fireman (F.D.) \$2.50
Fire Capt. \$3.00
Fire Lieutenant \$3.50
Fireman Tests in all States \$4.00
Foreman \$2.50
Gardener Assistant \$2.50
H. S. Diploma Tests \$3.00
Hospital Attendant \$2.50
Housing Asst. \$2.50
Housing Caretaker \$2.00
Housing Officer \$2.50
How to Pass College Entrance Tests \$3.50
How to Study Post Office Schemes \$1.00
Home Study Course for Civil Service Jobs \$4.95
How to Pass West Point and Annapolis Entrance Exams \$3.50
Insurance Agent \$3.00
Insurance Agent & Broker \$3.50
Internal Revenue Agent \$3.00
Investigator (Loyalty Review) \$2.50
Investigator (Civil and Law Enforcement) \$3.00
Investigator's Handbook \$3.00
Jr. Accountant \$3.00
Jr. Management Asst. \$2.50
Jr. Government Asst. \$2.50
Jr. Professional Asst. \$2.50
Janitor Custodian \$2.50
Jr. Professional Asst. \$2.50
Law Enforcement Positions \$3.00
Law & Court Steno \$3.00
Lieutenant (P.D.) \$3.00
Librarian \$3.00
Maintenance Man \$2.00
Mechanical Engr. \$2.50
Maintainer's Helper (A & C) \$2.50
Maintainer's Helper (B) \$2.50
Maintainer's Helper (D) \$2.50
Maintainer's Helper (E) \$2.50
Messenger (Fed.) \$2.00
Messenger, Grade 1 \$2.00
Motorman \$2.50
Motor Vehicle License Examiner \$3.00
Notary Public \$2.50
Oil Burner Installer \$3.00
Park Ranger \$2.50
Parking Meter Collector \$2.50
Patrolman \$3.00
Patrolman Tests in All States \$4.00
Playground Director \$2.50
Plumber \$2.50
Policewoman \$2.50
Postal Clerk Carrier \$2.50
Postal Clerk in Charge \$3.00
Foreman \$3.00
Postmaster, 1st, 2nd & 3rd Class \$3.00
Postmaster, 4th Class \$3.00
Power Maintainer \$2.50
Practice for Army Tests \$2.00
Prison Guard \$2.50
Probation Officer \$3.00
Public Health Nurse \$3.00
Railroad Clerk \$2.00
Railroad Porter \$2.00
Real Estate Broker \$3.00
Refrigeration License \$3.00
Rural Mail Carrier \$3.00
Sanitationman \$2.00
School Clerk \$2.50
Sergeant (P.D.) \$3.00
Social Investigator \$3.00
Social Supervisor \$2.50
Social Worker \$2.50
Senior Clerk \$3.00
Sr. File Clerk \$2.50
Surface Line Dispatcher \$2.50
State Clerk (Accounts, File & Supply) \$2.50
State Trooper \$3.00
Stationary Engineer & Fireman \$3.00
Steno Typist (GS 1-7) \$2.50
Stenographer, Gr. 3-4 \$2.50
Steno-Typist (Practical) \$1.50
Stock Assistant \$2.50
Structure Maintainer \$2.50
Substitute Postal Transportation Clerk \$2.00
Surface Line Opr. \$2.00
Tax Collector \$3.00
Technical & Professional Asst. (State) \$2.50
Telephone Operator \$2.50
Title Examiner \$2.50
Thruway Toll Collector \$2.50
Trackman \$2.50
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Transit Patrolman \$2.50
Treasury Enforcement Agent \$3.00
Uniform Court Attendant (City) \$2.50
War Service Scholarships \$3.00

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County Pay Scales Offer No Competition to Industry, Westchester Aides Warn

Salary schedules proposed for Westchester County workers for 1956 "will not place the County in a position to compete with other employers in the community for topnotch personnel," the Westchester County Competitive Civil Service Association has declared.

After reviewing budget recommendations to the County Board of Supervisors, the Association, a unit of the Civil Service Employees Association, found them inadequate in offering real competition for obtaining qualified workers.

Margaret Trout, president of the group, outlined the County Association's argument as follows:

High Income Area

Westchester is a high income and high cost of living area. New York State Department of Commerce statistics verify this in stating that per capita income in Westchester far exceeds any other area in the State. In 1952, the latest available figure, per capita income for Westchester County was \$2,865 while the average for the State was \$2,158 and the next highest income area was our neighbor, Nassau County, at \$2,517.

We feel that because of the type of area Westchester County is, its employees, who too are taxpayers, should receive salaries commensurate with their privately employed neighbors so that they may not be second-class citizens. High wage and per capita income go hand in hand. We feel that to fulfill community obligations and maintain an equal standard of living with others, further upward salary adjustment is necessary.

A 9-Point Program

On November 9 the board of directors of this association adopted a nine-point program as its aim for 1956. Included and most important are:

1. Request that an additional step be added to all titles in the County Pay Plan for which employees who have remained at a period of at least five years would be eligible. Opportunity to earn an additional increment would provide an incentive to remain for those employees who obviously are the "career" employees and who are the backbone and sinew of the service. It would remove the "dead end" and provide some small look-out for the future. We believe that such a modification of the salary plan is economically sound from the taxpayer's point of view in terms of improved employee morale and

increased efficiency of government by reduction of labor turnover. The State of New York has found such a provision to be desirable as have many smaller governmental units.

2. That the present employee hospitalization and medical benefit plan be revised to include payments by the County along the lines of the hospital insurance plan now in force for the employees of the City of New York.

3. That the provisions and benefits of the New York State Unemployment Insurance Law be made available to the employees of the County of Westchester.

A Proper Step Forward

When the County implements the above request it will be taking a major stride forward in protecting its employees against misfortune and in maintaining equality of working conditions with its private employer neighbor. In conclusion, we should like to point out two major goals of our organization. They are the protection and fostering of the merit system and good government, and devotion to the improvement of the lot of the public employees.

We are firmly convinced that good government requires the highest type of public employee. Indeed the Civil Service Law states clearly that one of its prime is to "attract unusual merit and ability." In order to attract and retain unusual merit and ability, it is necessary to pay salaries adequate for this purpose. This is vital to provide effective county government. We urge the Board to continue to examine with the greatest of care employee problems and to continue to take the necessary steps to provide the most efficient government. The keystone, of course, is adequate salaries in all categories.

We want to express thanks for the many improvements in the lot of the County employee which have been forthcoming on the recommendations of the County Executive and with the approval of the Board, as well as for the courtesies extended to us in the past and present.

State Institution Administration Is Panel Topic

ALBANY, Jan. 2—A panel discussion titled "Our Institutions Come to Town" will be held here January 10 at 8 P.M. under the auspices of the Capital District chapter, American Society for Public Administration.

Participants will be Arthur Lepinot, hospital administrative officer at Roswell Park Memorial Institute, Buffalo, and Abraham Novick, superintendent of the State Training School for Girls at Hudson. They will discuss administration of State institutions.

Dr. Robert C. Hunt, assistant Commissioner of Mental Hygiene, will be moderator.

The meeting, which will be held in Hearing Room I in the State Office Building, is open to the public.

Harriman Wants Raises For All State Employees

(Continued from Page 1)

The Governor's program was exclusively forecast in The LEADER several weeks ago, and follows the broad pattern of the legislative program adopted by the Civil Service Employees Association at its fall meeting.

In his message, the Governor will make these points:

That the lower income group of State employees will receive a larger share of the proposed salary increases.

That the State pay schedules, especially those affecting workers in the lower pay brackets, compare unfavorably with the salaries of Federal workers, and of State workers in New Jersey, Connecticut, Michigan and California, as well as those in the NYC service.

That about half of the State's basic civil service staff receives salaries of \$3,375 or less a year and about one-quarter of those in State service earn less \$2,900 annual pay.

The specific recommendations that the Governor will make have not been disclosed, but there were indications the Administration is considering a flat dollar increase for State employees, which, percentage-wise, would favor the lower paid employee.

Details of how the work week for State institution employees will be cut also have not been announced officially, but a high administration source pointed out a partial cut in hours was being worked out. This could mean that those employed on a 48-hour basis would be placed on 44-hour shifts, while those working 44 hours would revert to a 40-hour week.

The CSEA has fought for years to obtain a standard work week in State service, and the proposed move by the Administration was expected to be welcomed in institution circles. The majority of the employees affected are in Mental Hygiene, Correction, Health and Social Welfare institutions.

A spokesman for the Administration said the reduction in work hours would be made without a cut in take-home pay for those involved.

Under the pre-paid health insurance system, which the Gov-



GOVERNOR HARRIMAN

ernor will ask the Legislature to consider, State employees would receive medical and surgical benefits, including provisions for major catastrophic illnesses.

Extension of the insurance benefits to State workers who retire subsequent to the start of the plan is expected. This would be in line with the Administration's policy of helping the aged.

Republican legislative leaders also are studying the possibilities of a pre-paid health insurance program, and recently announced that this would be part of the official GOP program.

Support of Governor Harriman and the Republican legislative majority is needed for the approval of any proposed legislation. Governor Harriman can veto a measure passed by the Republican Legislature, and the Republicans lack the two-thirds majority to override a Governor's veto.

On the other hand, a Democratic legislative proposal must win the support of at least some of the Republican legislators, in order to pass the Senate and Assembly.

The decision to improve State pay and provide additional fringe benefits will not conflict, the Administration said, with its plans to seek a \$50 million tax reduction in 1956. A spokesman said the Administration decided to back increases in State salaries and other benefits prior to its decision to advocate a tax cut.

In the Governor's message, a section will be devoted to a renewed plea for repeal of the Condon-Wadlin Act.

Mr. Harriman is expected to tell the law-makers he is convinced that the continued presence of the punitive and unworkable anti-strike legislation only impedes the attainment of proper labor relations for public employees.

He will note, as well, his opposition, however, to strikes by public employees, and refer to his creation of a State grievance board as means of achieving the settlement of complaints by State workers.

The three-member State grievance board was authorized last August by Governor Harriman in an executive order. Appointments to the board are expected this month.

Along with his recommendations, the Governor will give law-makers a report that the State is employing an increasing number of older and disabled workers. He may cite figures to show that in 1954 one out of every 17 civil service workers had some physical disability, and in 1955 the number was one out of every 10.

Non-Permanent 'Competitive' Jobs

(Continued from Page 1)

pointments, while the comparable average in the cities is 8.1 percent."

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These figures indicate in what way and to what degree cities and counties lag in adherence to the spirit of the Civil Service Law, and of course behind the State itself, which has rigorous standards in this particular, as well.

Exempt Jobs Many in Counties
The report covers all municipal civil service commissions, excepting NYC, but including the City of Rye and the counties of Chautauqua, Rockland, Essex, Sullivan, and Tompkins.

"The combined classified service for the counties and cities showed an increase of nearly 3 percent over 1953," says the report. "This represents a return to the substantial rate of increase which was usual until 1953. Both the competitive and non-competitive classes increased markedly, while the exempt class increased by only a small percentage. The labor class showed its usual slight decrease."

"In the county service, the largest numerical category is the exempt class, while in the cities, the competitive class comprises the major portion of the service,

Plaudits for Chairmen Of Civil Service Party

ALBANY, Jan. 2 — Success of the State Civil Service Department's Christmas party, held here December 22, is due in large measure to the work of Chairman Virginia Leathem and the following committee chairmen: Mrs. Margaret Delahanty, decorating; Janet Macfarlane, food; Emma Ballonga, serving; Louis Liuzzi, entertainment; Roy Haskell, tables and chairs; John O'Brien, refreshments; James Quigley, finance; John Dolan, printing; Tom McAllister, publicity, and Miss Leathem, tickets.

Lawrence W. Kerwin was coordinator of committees. (See Photo Page 5.)



New officers of Buffalo State Hospital chapter, Civil Service Employees Association. Seated, from left, S. Tobola, secretary; M. Treadway, vice president; J. Murray, president, and F. Conley, treasurer. Standing, E. Courtney, H. Litzburg, A. Volk, E. Schultz, J. Kellerman and M. Ross, members of the executive council; G. Rohan, delegate, and N. Maseo, council member.