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# THE STATE EMPLOYEE

OFFICIAL MAGAZINE OF THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES OF THE STATE OF NEW YORK

## This Issue Contains the Association's Salary Bill

This bill guarantees a minimum salary with annual increments for all State employees in the competitive and non-competitive service not already covered by statutory salary schedule. It removes politics and favoritism from "raises." It makes state service a *career*. It is the most important single progressive step initiated and advocated by this Association since the Retirement System and the eight-hour day. The teachers of the State, the great body of Federal employees and some groups of our own State employees have it. We count on the individual and *active* support of every member.



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# THE STATE EMPLOYEE

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VOL. 6.

JANUARY, 1937

NO. 1.

## Our Mandatory Salary Increment Bill

Last fall, both the Republican and the Democratic state platforms contained planks pledging the continued strengthening and extension of the merit system "to the end that citizens may enter the public service as a career without regard to political, racial or religious affiliations." The mandatory salary increment bill sponsored by the Association is a non-partisan, long range plan designated to accomplish this objective by providing for uniform and equitable salaries as the first step toward the goal of making State service a "career" service.

The continued expansion of governmental functions indicate the necessity of having a well trained, efficient body of civil servants compar-

able to the civil service of Great Britain which attracts its best brains to government service and keeps them there by offering prestige, security, opportunity for promotion and adequate compensation. Many of the ablest citizens, attracted to the civil service during the past few years, have left because the compensation is small and their futures are doubtful.

Citizens who earn their first appointment by the merit system, find that they must, in all too many cases, depend upon political or personal favor for advancement. Salaries are still regulated on a more or less hit-or-miss basis whereby employees performing essentially the same duties receive widely disproportionate sala-

ries. The salary paid to a Junior Typist for example, ranges from \$780 to \$1600. A Senior Clerk receives from \$1060 to \$2750. Incidents of this type can be multiplied almost without limit and it is apparent that such conditions tend to destroy morale.

The Association's bill, printed in full in this issue, attempts to remedy, as rapidly as possible, the inequities and inequalities that now exist and to set up the framework for a permanent compensation plan. It establishes new salary grades for all positions in the competitive and non-competitive classes of the State service except those positions, salaries for

*Continued on Page 4*

## Summary of Legislation Pending

The following is a list of bills thus far introduced in both houses of the Legislature which affect employees and are of interest to them. In future issues of this magazine, this list will be continued so that if such issues are kept for reference, a complete record will be had. Record of legislative action on these measures will also be printed.

### SENATE

**Int. 57, Print 57, Senator Howard**—Adds new section 9-a, Civil Service Law, for annual salary increments of \$120 a year for five successive years, until employee reaches maximum of salary grade he has qualified for, after one year service in present position, for all state employees either in graded or ungraded service of classified state service and appropriating \$2,600,000 for calendar year. Referred to Finance Committee.

**Int. 68, Print 68, Senator McNaboe**—Adds new section 14-b, Civil Service Law, providing no rules shall be made setting up educational requirements as condition of taking civil service examination except in respect to tech-

nical and other positions for which requirements are expressly imposed by statute. Referred to Civil Service Committee.

**Int. 150, Print 152, Senator Garrity**—Repeals section 36-a, Finance Law, which relates to payment of satutory increases of salaries or compensation. Referred to Finance Committee. (Same as A. 65.)

**Int. 159, Print 161, Senator Wojtkowiak**—Adds new sections 188 to 192, Labor Law, providing employees in hospitals conducted for charitable and non-profit purposes or by private persons or associations for profit shall not be required to work more than eight hours a day nor more than 48 hours a week with one day rest in every week, rules and regulations therefor to be promulgated by the commissioner of labor. Referred to Labor Committee.

**Int. 187, Print 190, Senator Doyle**—Adds new section 9-a, Civil Service Law, making it unlawful for any band or orchestra, composed principally of civil service employees to play at any

function not directly connected with such public dept. or bureau. Referred to Civil Service Committee.

**Int. 209, Print 214, Senator Hanley**—Amends section 102, Education Law, removing requirements that superintendent of New York State School for Blind be in competitive civil service class. Referred to Education Committee. (Same as A. 225.)

**Int. 258, Senator Twomey**—Amends section 34, Mental Hygiene Law, permitting superintendents of institutions in Mental Hygiene Department to remove subject to provisions of Civil Service Law, any officer or employee. Referred to Finance Committee. (Same as A. 300.)

### IN ASSEMBLY

**Int. 43, Print 43, Mr. Fitzpatrick**—Amends section 61, Mental Hygiene Law, by providing employees who are heads of family must, except where adequate accommodations can be provided in the institution, be allowed to live outside, receiving an additional sum of \$10 per month. Referred to Social Welfare Committee.

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## Our Mandatory Salary Increment Bill

*Continued from Page 3*

which are now regulated by statute. It sets up ten "services" or occupational groups of positions that are more or less alike in the nature of their duties and classifications, and provides for separate salary schedules for each of these groups of positions. Six annual increments, ranging from \$100 up are provided in these schedules. A new employee would enter the service at the minimum of the grade and receive the annual increment provided for the position for six years, unless his services were unsatisfactory during the preceding year, in which event the increment may be withheld for that year.

The bill first ratifies the present titles of all State employees. Because of the changes of title in the appropriation bill of 1932 there has been considerable doubt and uncertainty as to the status and civil service rights of employees whose titles were changed. The courts have held that the new titles were valid for payroll purposes, but that they are invalid in certain other respects. This has created considerable confusion in the administration of the law and, in many cases, an employee has had to take an examination to be transferred to a position similar to that which he is holding, and in other cases an employee has had to take two examinations to receive a promotion, one to qualify for the higher title and another to qualify for the higher salary grade. It is absolutely essential that the status of the present titles be definitely established and the bill accomplishes this purpose by providing that employees shall have the same status under their present titles as if they had been appointed to such position by competitive examinations.

The bill creates a temporary salary standardization board, which is charged with the duty of allocating existing positions to appropriate salary grades in the schedules set up in the bill. One of the members of this board must be a State employee in the competitive class and one a State employee in the non-competitive class. Groups of positions, rather than individuals, would be allocated to appropriate grades in the services specified, and all persons holding the same position would be allocated to the same

salary grade, thus insuring uniformity and equality of compensation. If the employee is now receiving a salary higher than the maximum of the grade to which the position is allocated, it is expressly provided that such salary shall not be reduced so long as the position is held by the present incumbent. If, on the other hand, the salary now received is less than the minimum of the grade to which the position is allocated, which is the more common situation, such salary must be increased annually by not less than the increment specified for the grade until the employee is paid the salary specified in the schedules.

The board is required to complete its duties before October 1st, 1937, and the Civil Service Commission is directed to notify every employee before January 1, 1938, of the official title of his position and the service and salary grade to which the position is allocated. The allocation of present employees would, therefore, be completed in sufficient time so that the appropriations could be made in the next annual budget and increase in salary would be payable commencing July 1st, 1938.

The salary schedules in the bill have been worked out with the utmost care. To prepare these schedules it has been essential to ascertain the rates of compensation now paid for all positions in the State service. In general all employees except a very few will receive steady increases in pay. The grades have been established in such a manner that the compensation provided for most positions is higher than rates now paid and even the minimum or entering salary is above the amount now received by many employees with years of experience in the job. A tremendous amount of study and research has gone into the preparation of this bill. The Association is convinced that it is the best way to handle the salary problem. It has the advantage not only of giving recognition to present employees who have served for years at inadequate salaries, but it sets up the framework for the permanent compensation plan whereby employees may, upon appointment to a position,

have a definite assurance that they will be advanced on the basis of merit.

The Association's Mandatory Salary Increment Bill does not effect, as stated heretofore, the numerous groups of State employees whose salary schedules are already written in the law, and who receive regular increments. After serious consideration, our Salary Committee thought it unwise to attempt to change such schedules in the bill, realizing that any changes in existing schedules should be made by directly amending the schedules now in effect. Any such changes should be made only after careful study and consultation with the groups effected.

Our Salary Committee decided that changes in the salary schedules contained in the Civil Service Law were necessary if justice is to be done to State employees generally. Any salary increase measure which provides for advancement of the employees' salary only to the maximum of the salary grade for which he has qualified under the Civil Service Law, is acceptable but not entirely satisfactory, because it would not benefit employees who, though underpaid, are at the maximum of their salary grade, nor would it remedy the present inequalities which exist throughout the service. Many employees, and especially in institutions, where employees generally advance very rapidly from the minimum to the maximum of their grade, are at present at the maximum of the salary grade for which they have qualified.

As you may note, the Association's bill establishes a minimum of \$900 per annum for clerical service employed on a full-time basis. It believes that this is the least that should be paid to this type of employee. The bill not only rewards low-paid employees but distributes the benefits of regular increments all along the line.

Every State employee and member of this Association should immediately contact his local representative in the Legislature, and secure their active support to this bill, so that it may be passed at this session of the Legislature.

# The Association's Salary Bill

AN ACT, providing career opportunities in the public service of the state, creating a temporary salary standardization board, prescribing its powers and duties, ratifying and confirming existing titles of positions, and amending the civil service law by repealing certain provisions thereof relating to salary grades and establishing minimum and maximum salaries and annual increments for positions in the competitive and non-competitive classes of the civil service of the state.

*The People of the State of New York, represented in Senate and Assembly, do enact as follows:*

Section 1. In order to attract unusual merit and ability to the service of the state of New York, to stimulate higher efficiency among the personnel, to provide skilled leadership in administrative departments, to reward merit and to ensure to the people and the taxpayers of the state of New York the highest return in services for the necessary costs of government, it is hereby declared to be the policy of the state, in accordance with the mandate of the Constitution, to provide equal pay for equal work, and regular increases in pay in proper proportion to increase of ability, increase of output and increase of quality of work demonstrated in service.

§ 2. For the purpose of continuing essential activities of the state of New York without interruption, and notwithstanding any other provisions of law, all existing civil service titles are hereby ratified and confirmed, and any person holding a position under a title different from that held prior to July first, nineteen hundred thirty-two shall have and be entitled to the same status, rights, privileges and obligations he would have had if he had been originally appointed under the civil service law to the position designated by the present title.

§ 3. There is hereby created a temporary salary standardization board to consist of seven members, who shall serve without extra compensation, and who shall be appointed as follows: One member of the senate to be appointed by the temporary president of the senate; one member of the assembly to be appointed by the speaker of the assembly, and five members to be appointed by the governor, one of whom shall be a representative of the state civil service commission, one of whom shall be a representative of the division of the budget, one of whom shall be a state employee in the competitive class and one of whom shall be a state employee in the non-competitive class. Vacancies in the membership of the board, occurring from any cause, shall be filled in the same manner as the original appointment. Said board shall be accorded the assistance and the use of the facilities of the division of the budget, the department of civil service and other state departments, including the services of the officers and employees thereof, and it shall be the duty of all such officers and employees to render such assistance and to make available such facilities as may be required.

§ 4. The salary standardization board shall, before October first, nineteen hundred thirty-seven, allocate every position in the competitive and non-competitive classes of the classified civil service of the state of New York, except the civil divisions thereof, and except those po-

sitions the salaries of which are otherwise fixed by statute, to an appropriate salary grade in one of the services specified in section forty of the civil service law as added by this act. Every employee whose position is allocated as aforesaid shall, before January first, nineteen hundred thirty-eight, be notified in writing by the state civil service commission of the official title of his position and the service and salary grade to which such position is allocated. All new positions created after October first, nineteen hundred thirty-seven, shall be allocated by the state civil service commission to an appropriate salary grade in one of the services specified in section forty of the civil service law as added by this act, and every new appointment shall be at the rate of compensation specified in the salary grade and service to which such position is allocated.

§ 5. Nothing in this act shall be construed to effect a transfer to the competitive civil service of any employee not heretofore included in such service. The annual salary of any position held by a present employee shall not be reduced by reason of any provision of this act so long as such position is held by the present incumbent, but such incumbent shall, whenever practicable, be transferred or promoted, without reduction in salary, to any position for which he may have qualified under the civil service law, the statutory compensation for which will equal or more nearly approximate the salary now received by such incumbent.

§ 6. In order to adjust present salaries to correspond with the salaries specified in sections forty and forty-one of the civil service law as added by this act, the annual salary of any employee which is less than the minimum salary of the grade to which his position is allocated, or which is less than the specified rate of compensation for his period of service in such position, shall, commencing July first, nineteen hundred thirty-eight, be increased annually, by not less than the annual increment of the grade to which his position is allocated, until his annual salary corresponds with the rate of compensation to which he is entitled.

§ 7. Sections forty, forty-one, forty-two and forty-four of chapter fifteen of the laws of nineteen hundred nine, entitled "An act in relation to the civil service of the state of New York and the civil divisions and cities thereof, constituting chapter seven of the consolidated laws," section forty-two having been amended by chapter six hundred eighty-six of the laws of nineteen hundred twenty-six, are hereby repealed and such chapter is hereby amended by inserting therein, in lieu thereof, two new sections, to be sections forty and forty-one, to read respectively, as follows:

§ 40. *Grades.* The annual salaries of all positions in the competitive and non-competitive classes of the classified service of the state of New York, except the civil divisions thereof and except those otherwise fixed by statute, shall be at the following rates:



# The Association's Salary Bill

*Continued from Page 5*

## 1. CUSTODIAN AND DOMESTIC SERVICE

The Custodian and Domestic service shall include cleaners, charwomen, janitors, elevator operators, window washers, caretakers, custodians, watchmen and other similar positions.

Grade	Minimum Maximum		Annual Increment	First Year	Rates of Compensation				
	Annual Salary	Annual Salary			Second Year	Third Year	Fourth Year	Fifth Year	
1 a	\$700	\$1,100	\$100	\$700	\$800	\$900	\$1,000	\$1,100	
b	900	1,300	100	900	1,000	1,100	1,200	1,300	
2 a	1,100	1,500	100	1,100	1,200	1,300	1,400	1,500	
b	1,300	1,700	100	1,300	1,400	1,500	1,600	1,700	
3 a	1,500	1,900	100	1,500	1,600	1,700	1,800	1,900	
b	1,700	2,100	100	1,700	1,800	1,900	2,000	2,100	
4	2,000	2,400	100	2,000	2,100	2,200	2,300	2,400	
5	2,400	2,800	100	2,400	2,500	2,600	2,700	2,800	
6	2,800	3,280	120	2,800	2,920	3,040	3,160	3,280	
7	3,400								

## 2. SUB-PROFESSIONAL SERVICE

The Sub-professional service shall include laboratory helpers, laboratory workers, laboratory technicians, X-ray assistants, engineering helpers, engineering aides, assistant forest surveyors, draftsmen, surveyors, library assistants, home teachers and other similar positions.

Grade	Minimum Maximum		Annual Increment	First Year	Rates of Compensation					
	Annual Salary	Annual Salary			Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	
1 a	\$900	\$1,400	\$100	\$900	\$1,000	\$1,100	\$1,200	\$1,300	\$1,400	
b	1,150	1,650	100	1,150	1,250	1,350	1,450	1,550	1,650	
2 a	1,400	1,900	100	1,400	1,500	1,600	1,700	1,800	1,900	
b	1,650	2,150	100	1,650	1,750	1,850	1,950	2,050	2,150	
3	2,000	2,500	100	2,000	2,100	2,200	2,300	2,400	2,500	
4	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000	
5	3,000	3,750	150	3,000	3,150	3,300	3,450	3,600	3,750	
6	3,900	4,900	200	3,900	4,100	4,300	4,500	4,700	4,900	
7	5,100									

## 3. CLERICAL AND ADMINISTRATIVE SERVICE

The Clerical and Administrative service shall include typists, stenographers, transcribers, clerks, file clerks, messengers, telephone operators, office appliance operators, blueprinters, photostat operators, administrative officers, except as otherwise provided in this section, secretaries and other similar positions.

Grade	Minimum Maximum		Annual Increment	First Year	Rates of Compensation					
	Annual Salary	Annual Salary			Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	
1 a	\$900	\$1,400	\$100	\$900	\$1,000	\$1,100	\$1,200	\$1,300	\$1,400	
b	1,200	1,700	100	1,200	1,300	1,400	1,500	1,600	1,700	
2	1,600	2,100	100	1,600	1,700	1,800	1,900	2,000	2,100	
3	2,000	2,500	100	2,000	2,100	2,200	2,300	2,400	2,500	
4	2,500	3,100	120	2,500	2,620	2,740	2,860	2,980	3,100	
5	3,100	3,850	150	3,100	3,250	3,400	3,550	3,700	3,850	
6	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000	
7	5,200	6,450	250	5,200	5,450	5,700	5,950	6,200	6,450	
8	6,700									

## 4. AGRICULTURE AND CONSERVATION SERVICE

The Agriculture and Conservation service shall include farmers, market reporters, inspectors, agricultural supervisors and other similar positions.

Grade	Minimum Maximum		Annual Increment	First Year	Rates of Compensation					
	Annual Salary	Annual Salary			Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	
1 a	\$900	\$1,400	\$100	\$900	\$1,000	\$1,100	\$1,200	\$1,300	\$1,400	
b	1,200	1,700	100	1,200	1,300	1,400	1,500	1,600	1,700	
2	1,500	2,000	100	1,500	1,600	1,700	1,800	1,900	2,000	
3	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600	
4	2,600	3,250	125	2,600	2,725	2,850	2,975	3,100	3,225	
5	3,225	3,975	150	3,225	3,375	3,525	3,675	3,825	3,975	
6	4,200									

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# The Association's Salary Bill

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## 5. WELFARE SERVICE

The Welfare service shall include social workers, welfare investigators, rehabilitation assistants, motion picture inspectors, parole officers and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1 a	\$1,200	\$1,700	\$100	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
b	1,500	2,000	100	1,500	1,600	1,700	1,800	1,900	2,000
2 a	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
b	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3 a	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
b	2,760	3,360	120	2,760	2,880	3,000	3,120	3,240	3,360
4	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
5	3,500	4,375	175	3,500	3,675	3,850	4,025	4,200	4,375
6	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
7	5,250								

## 6. WORKMEN'S COMPENSATION SERVICE

The Workmen's Compensation service shall include claims investigators, referees, examiners and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$1,400	\$1,900	\$100	\$1,400	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900
2	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
3	2,200	2,700	100	2,200	2,300	2,400	2,500	2,600	2,700
4	2,800	3,550	150	2,800	2,950	3,100	3,250	3,400	3,550
5	3,500	4,375	175	3,500	3,675	3,850	4,025	4,200	4,375
6	4,400	5,400	200	4,400	4,600	4,800	5,000	5,200	5,400
7	5,500	7,000	300	5,500	5,800	6,100	6,400	6,700	7,000
8	7,300								

## 7. PROFESSIONAL SERVICE

The Professional service shall include positions requiring training in law, science, medicine, health, graduate nursing, education administration and supervision, library administration and supervision, civil service, engineering, architecture and other recognized professions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$1,800	\$2,300	\$100	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300
2	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
3	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
4	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
5	5,200	6,450	250	5,200	5,450	5,700	5,950	6,200	6,450
6	6,700	8,200	300	6,700	7,000	7,300	7,600	7,900	8,200
7	8,500	10,500	400	8,500	8,900	9,300	9,700	10,100	10,500
8	11,000								

## 8. BUSINESS ADMINISTRATION SERVICE

The Business Administration service shall include the following occupational groups and other similar groups of positions:

- a. Budget examining group including budget examiners and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$3,200	\$4,200	\$200	\$3,200	\$3,400	\$3,600	\$3,800	\$4,000	\$4,200
2	4,500	5,750	250	4,500	4,750	5,000	5,250	5,500	5,750
3	6,000								

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# The Association's Salary Bill

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b. Printing and Publicity Group including editors, information secretaries, advertising agents, exhibit operators and supervisors, and other similar positions.

Grade	Minimum Maximum		Annual Increment	First Year	Second Year	Rates of Compensation			
	Annual Salary	Annual Salary				Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$1,600	\$2,100	\$100	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100
2	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3	2,600	3,225	125	2,600	2,725	2,850	2,975	3,100	3,225
4	3,225	3,975	150	3,225	3,375	3,525	3,675	3,825	3,975
5	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
6	5,200								

c. Purchase and Stores group including storekeepers, estimate directors, purchase investigators and other similar positions.

d. Traffic and Transportation Groups, including inspectors, traffic agents, traffic officers and other similar positions.

Grade	Minimum Maximum		Annual Increment	First Year	Second Year	Rates of Compensation			
	Annual Salary	Annual Salary				Third Year	Fourth Year	Fifth Year	Sixth Year
1 a	\$1,200	\$1,700	\$100	\$1,200	\$1,300	\$1,400	\$1,500	\$1,600	\$1,700
b	1,500	2,000	100	1,500	1,600	1,700	1,800	1,900	2,000
2 a	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
b	2,200	2,700	100	2,200	2,300	2,400	2,500	2,600	2,700
3	2,700	3,325	125	2,700	2,825	2,950	3,075	3,200	3,325
4	3,450	4,200	150	3,450	3,600	3,750	3,900	4,050	4,200
5	4,350	5,350	200	4,350	4,550	4,750	4,950	5,150	5,350
6	5,500								

## 9. MECHANICAL AND CONSTRUCTION SERVICE

The Mechanical and Construction Service shall include the following occupational groups and other similar groups of positions:

a. Public Safety and Service Operation Group, including gas meter testers, gas inspectors, motor vehicle inspectors, telephone inspectors, electric inspectors and other similar positions.

Grade	Minimum Maximum		Annual Increment	First Year	Second Year	Rates of Compensation			
	Annual Salary	Annual Salary				Third Year	Fourth Year	Fifth Year	Sixth Year
1 a	\$1,500	\$2,000	\$100	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000
b	1,650	2,150	100	1,650	1,750	1,850	1,950	2,050	2,150
c	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
2	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3	2,500	3,125	125	2,500	2,625	2,750	2,875	3,000	3,125
4	3,000	3,750	150	3,000	3,150	3,300	3,450	3,600	3,750
5	3,600	4,500	180	3,600	3,780	3,960	4,140	4,320	4,500
6	4,200	5,200	200	4,200	4,400	4,600	4,800	5,000	5,200
7	5,500								

b. General Construction Group, Building Construction Group, Mechanical and Electrical Operation Group, Mechanical and Electrical Maintenance Group, Marine Operation Group, Power Plant Operation Group, Carpenters, Plumbers and other similar trades groups.

Grade	Minimum Maximum		Annual Increment	First Year	Second Year	Rates of Compensation			
	Annual Salary	Annual Salary				Third Year	Fourth Year	Fifth Year	Sixth Year
1 a	\$900	\$1,400	\$100	\$900	\$1,000	\$1,100	\$1,200	\$1,300	\$1,400
b	1,200	1,700	100	1,200	1,300	1,400	1,500	1,600	1,700
2 a	1,500	2,000	100	1,500	1,600	1,700	1,800	1,900	2,000
b	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
3 a	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
b	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
4	3,120	3,720	120	3,120	3,240	3,360	3,480	3,600	3,720
5	3,840								

Continued on Page 9

# The Association's Salary Bill

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## 10. ACCOUNTING AND STATISTICAL SERVICE

The Accounting and Statistical Service shall include the following occupational groups and other similar groups of positions:

a. Bank Examining Group, including bank examiners and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$2,400	\$3,000	\$120	\$2,400	\$2,520	\$2,640	\$2,760	\$2,880	\$3,000
2	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
3	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
4	5,200	6,450	250	5,200	5,450	5,700	5,950	6,200	6,450
5	7,000								

b. Accounting and Fiscal Administration Group, including account examiners, accountants, auditors and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$1,800	\$2,300	\$100	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300
2	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
3	3,120	3,870	150	3,120	3,270	3,420	3,570	3,720	3,870
4	4,000	5,000	200	4,000	4,200	4,400	4,600	4,800	5,000
5	5,000	6,250	250	5,000	5,250	5,500	5,750	6,000	6,250
6	6,250	7,750	300	6,250	6,550	6,850	7,150	7,450	7,750
7	8,000								

c. Taxation Group, including tax appraisers, tax accountants, tax investigators, tax examiners and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1 a	\$1,500	\$2,000	\$100	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000
b	1,800	2,300	100	1,800	1,900	2,000	2,100	2,200	2,300
2 a	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
b	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
3 a	2,700	3,325	125	2,700	2,825	2,950	3,075	3,200	3,325
b	3,000	3,750	150	3,000	3,150	3,300	3,450	3,600	3,750
4	3,450	4,200	150	3,450	3,600	3,750	3,900	4,050	4,200
5	4,350	5,600	250	4,350	4,600	4,850	5,100	5,350	5,600
6	6,000								

d. Insurance Examining Groups, including insurance examiners and auditors and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$2,400	\$3,000	\$120	\$2,400	\$2,520	\$2,640	\$2,760	\$2,880	\$3,000
2	3,000	3,750	150	3,000	3,150	3,300	3,450	3,600	3,750
3	3,750	4,625	175	3,750	3,925	4,100	4,275	4,450	4,625
4	4,600	5,600	200	4,600	4,800	5,000	5,200	5,400	5,600
5	5,600	6,850	250	5,600	5,850	6,100	6,350	6,600	6,850
6	7,000	9,000	400	7,000	7,400	7,800	8,200	8,600	9,000
7	9,500								

e. Statistical and Actuarial Groups, including statisticians, actuaries and other similar positions.

Grade	Minimum Maximum		Annual Increment	Rates of Compensation					
	Annual Salary	Annual Salary		First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$1,500	\$2,000	\$100	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000
2	2,100	2,600	100	2,100	2,200	2,300	2,400	2,500	2,600
3	2,700	3,325	125	2,700	2,825	2,950	3,075	3,200	3,325
4	3,500	4,375	175	3,500	3,675	3,850	4,025	4,200	4,375
5	4,500	5,500	200	4,500	4,700	4,900	5,100	5,300	5,500
6	5,750	7,000	250	5,750	6,000	6,250	6,500	6,750	7,000
7	7,500								

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# The Association's Salary Bill

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§41. Annual increments. An employee holding a position in one of the services or occupational groups included in section forty of this chapter shall receive the minimum salary of the salary grade to which his position is allocated, plus the number of increments which corresponds with the number of his years of service in such position, unless his services for the year immediately preceding shall have been found, under rules established by the civil service commission, to be inefficient and unsatisfactory. No employee shall receive an annual salary in excess of the maximum of the grade to which his position is allocated unless he is duly promoted to a position in a higher grade in accordance with the provisions of this chapter. If an employee is promoted to a position in a higher grade, the minimum salary of which is lower than the rate of compensation then received by such employee, he shall, upon such promotion, be paid the salary which corresponds with the rate of compensation immediately above the salary he is then receiving.

§ 8. Section forty-three of such chapter is hereby renumbered section forty-two and amended to read as follows:

§ 42[43]. Extra salary or compensation prohibited. No person holding a position or employed in any department, bureau, commission or office to which this article applies and for which a definite salary or compensation has been appropriated or designated, shall receive any extra salary or compensation in addition to that so fixed. *Notwithstanding the provisions of this section, additional compensation may be authorized because of location of employment. Payment of such additional compensation shall not affect the position or grade of such employee with reference to promotion or transfer and such additional compensation shall cease if such employee is transferred or assigned to duty in a locality where additional compensation has not been authorized.*

§ 9. Sections forty-six and forty-seven of such chapter, as added by chapter six hundred fifty-three of the laws of nineteen hundred seventeen, are hereby renumbered section forty-three and section forty-four respectively.

§ 10. This act shall take effect immediately except that sections seven, eight and nine of this act shall take effect on July first, nineteen hundred thirty-eight.

## Patronage Expensive

Civil service employees constitute the most honest group in the postal service, according to Fred C. Kelly in an article appearing in the December Reader's Digest. In praising the postal service for its tradition of honesty and the small and decreasing number of thefts which occur each year, Mr. Kelly, after stating that rural and city carriers were selected on a merit basis while postmasters were chosen on a political basis, pointed out that "there were but four arrests among 35,000 rural carriers, and only 107 out of 49,000 city carriers, yet out of less than 14,000 appointed postmasters there were 136 arrests."

Another of Mr. Kelly's startling facts disclosed that, "It is noteworthy that of those in the postal service arrested for embezzlement in 1935, the appointive postmasters themselves, holding political jobs, represented one-quarter of all the culprits."

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## Beware False Promises

For accepting money on the promise of obtaining high ratings on civil service lists, Edward J. O'Connor, lawyer and civil service expert, of Forest Hills, N. Y., was convicted and sentenced recently by Judge Thomas Downs in Queens County court to two to four years in Sing Sing.

Specific charges against O'Connor were that on March 13th, he accepted \$800 to obtain an appointment as a motor vehicle inspector, and that he also accepted money to secure a government job for one of his clients.

Beware of false promises to obtain appointment to civil service jobs by any procedure other than that established by civil service laws and regulations.

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4 Dem.	Philip M. Kleinfeld	1338 52nd St., Brooklyn
5 Dem.	John J. Howard	453 55th St. Brooklyn
6 Dem.	Edward J. Coughlin	475 Washington Ave., Brooklyn
7 Dem.	Jacob J. Schwartzwald	736 Willoughby Ave., Brooklyn
8 Dem.	Joseph A. Esquirol	25 Crooke Ave., Brooklyn
9 Dem.	Jacob H. Livingston	67 Buliver Place, Brooklyn
10 Dem.	Jeremiah F. Twomey	911 Manhattan Ave., Brooklyn
11 Dem.	James J. Crawford	589 Bedford Ave., Brooklyn
12 Dem.	Elmer F. Quinn	49 Grove St., N. Y. City
13 Dem.	Thomas F. Burchill	347 West 21st St., N. Y. City
14 Dem.	William J. Murray	296 E. Broadway, N. Y. City
15 Dem.	John L. Buckley	440 West End Ave., N. Y. City
16 Dem.	John J. McNaboe	242 E. 19th St., N. Y. City
17 Dem.	Leon A. Fischel	442 E. 76th St., N. Y. City
18 Dem.	John T. McCall	151 E. 80th St., N. Y. City
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20 Dem.	A. Spencer Feld	400 Ft. Washington Ave., N. Y. City
21 Dem.	Lazarus Joseph	1100 Grand Concourse, Bronx
22 Dem.	Julius S. Berg	827 Manida St., Bronx
23 Dem.	John J. Dunnigan	1945 Bogart St., Bronx
24 Dem.	Rae L. Egbert	76 Nixon St., Tompkinsville
25 Rep.	Pliny W. Williamson	Heathcote Road, Scarsdale
26 Dem.	James A. Garrity	Yonkers
27 Rep.	Thomas C. Desmond	Newburgh
28 Rep.	Frederic H. Bontecou	Millbrook
29 Rep.	Arthur H. Wicks	Kingston
30 Dem.	Erastus Corning, 2nd	Bethlehem
31 Rep.	Clifford C. Hastings	West Sand Lake
32 Rep.	Edwin E. Miller	1034 Ardsley Road, Schenectady
33 Rep.	Benjamin F. Feinberg	Plattsburg
34 Rep.	Rhoda Fox Graves	Gouverneur
35 Rep.	Harry F. Dunkel	28 Kingsboro Ave., Gloversville
36 Rep.	William H. Hampton	118 Arlington Road, Utica
37 Rep.	Perley A. Pitcher	1033 State St., Watertown
38 Dem.	Francis McElroy	Wellington Road, Dewitt
39 Rep.	Walter W. Stokes	Middlefield
40 Rep.	Roy M. Page	158 Chapin St., Binghamton
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42 Rep.	Charles J. Hewitt	Locke
43 Rep.	Earle S. Warner	Phelps
44 Rep.	Joe R. Hanley	Perry
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46 Dem.	George F. Rogers	19 Perinton St., Rochester
47 Rep.	William H. Lee	390 Locust St., Lockport
48 Rep.	Walter J. Mahoney	268 North St., Buffalo
49 Dem.	Stephen J. Wojtkowiak	52 Burgard Pl., Buffalo
50 Rep.	Nelson W. Cheney	Eden
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3 Dem.	Carl Pack	581 Timpson Place, Bronx
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5 Dem.	Julius J. Gans	1018 Faile St., Bronx
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7 Dem.	Bernard R. Fleisher	600 E. 178th St., Bronx
8 Dem.	John A. Devany, Jr.	2277 Andrews Ave., Bronx
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11	Dem.	Patrick H. Sullivan.....	501 W. 113th St., N. Y. City
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15	Rep.	Abbott Low Moffat.....	600 Park Ave., N. Y. City
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2	Rep.	George B. Parsons.....	102 Strathmore Dr., Syracuse
3	Rep.	Richard B. Smith.....	411 Elm St., Syracuse

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# Legislation Pending

Continued from Page 3

**Int. 44, Print 44, Mr. Fitzpatrick**—Adds new section 9-a, Civil Service Law, for annual salary increments of \$120 a year for five successive years, until employee reaches maximum for grade for which he has qualified, and after one year's service in position he now holds, for State employees either in graded or ungraded service of classified State service and appropriating \$2,600,000, for calendar year. Referred to Ways and Means Committee. (Same as S. 57.)

**Int. 56, Print 56, Mr. Glancy**—Adds new section 21-c, Civil Service Law, giving disabled war veterans and nurses preference in retention in positions abolished or reduced through lack of appropriation or work. Referred to Civil Service Committee.

**Int. 60, Print 60, Mr. Herman**—Adds new section 31-c, Civil Service Law, providing term of eligibility for reinstatement of person in labor class whose name in placed on preferred list shall be four years from date person was separated from service, also extending such term to person in labor class whose name appeared on preferred list on or after January 1, 1935, and prior to time section takes effect. Referred to Civil Service Committee.

**Int. 65, Print 65, Mr. Lavery**—Repeals section 36-a, Finance Law, which relates to payment of statutory increases of salaries or compensation. Referred to Ways and Means Committee. (Same as S. 150.)

**Int. 87, Print 87, Mr. Ostertag**—Amends section 168, Labor Law, by providing certain state institutional employees shall have one day a week rest in seven, eight consecutive hours shall constitute a day's work. Referred to Labor Committee.

**Int. 186, Print 186, Mr. Keenan**—Adds new section 31-b, Civil Service Law, by providing person in civil service shall for purposes of section 31, relating to removals and reinstatements, be deemed to be in service of state or city civil division if he has made contributions for or have been credited with such service under any statutory pension or retirement system for civil service employees. Referred to Civil Service Committee.

**Int. 225, Print 225, Mr. Rapp**—Amends section 1002, Education Law, removing requirement that superintendent of New York State School for Blind be in competitive civil service class. Referred to Education Committee. (Same as S. 208.)

**Int. 300, Mr. Bush**—Amends section 34, Mental Hygiene Law, permitting superintendents of institutions in Mental Hygiene Department to remove subject to provisions of Civil Service Law, any officer or employee. Referred to Health Committee.

## Highway Engineers Meet

Directors of the New York State Association of Highway Engineers met on January 4th, to outline plans for the Association's Convention in Albany in February. Plans were also made for the Association's legislative program during the present session.

E. E. Stickney of Binghamton, president of the directors, acted as chairman. Attending were: John Jahn, Albany; J. A. Robertson, Utica; F. D. McKeon, Syracuse; R. M. Howard, Buffalo; T. J. Colby, Poughkeepsie; G. W. Ryan, Rochester; E. I. Fuller, Watertown; E. W. Dayton, Babylon; C. W. Pisley, Hornell.

John T. DeGraff, Counsel to the Association of State Civil Service Employees, was present at one of their sessions and discussed the legislative program and other important matters.

## Annual Dinner—Feb. 24th

By Hazel A. Ford Chairman, Social Committee

The Annual Dinner of the Association to the Governor, Lieutenant Governor, Legislative leaders and members of the Governor's Cabinet, will take place Wednesday, February 24, at the DeWitt Clinton Hotel, 7:00 P. M.

Governor and Mrs. Lehman will attend as special guests. Practically all the leaders of the Legislature have indicated their desire to attend this year, as well as virtually all department heads.

Governor Lehman is scheduled to make the only address of the evening. There will be special interest in what he has to say to the state's army of civil service employees at this time. It is now two years since the Governor has had an opportunity to personally address the annual gathering of civil service employees, having been unable to attend the event last year.

The stunt show, the features of which are being held secret, will be arranged and staged by a committee of former newspaper men now attached to various state departments as publicity experts. This committee will be headed by Thomas C. Stowell, well known for his stage, screen and radio activities and attached to the State Health Department. Assisting Mr. Stowell will be:

Walter T. Brown, Secretary to Governor Lehman.

Clarence H. Knapp, Department of State.

Frederick Hallowell, Secretary to State Comptroller, Morris F. Tremaine.

Howard E. Silberstein, Publications Editor, Department of Taxation and Finance.

Charles H. McTigue, Secretary, State Tax Commission.

Allan Reagan, Director, State Publicity Bureau, Conservation Department.

William M. O'Reilly, Secretary to Lieutenant Governor Bray.

John F. Tremain, Secretary, State Commission of Correction.

Foster Potter, Editor of Publications, Department of Agriculture and Markets.

John L. Halpin, Secretary to Conservation Commissioner Lithgow Osborne.

Reservations are being received by

representatives of the Association and at Association Headquarters. Because already there has been an unprecedented number of requests for tickets, arrangements have been made to close the reservation list on February 10, after which it is probable no tickets will be available.

It is planned to make use of all of the public and private dining room facilities of the hotel, to accommodate a maximum number of guests. Whereas the attendance last year was 750, the dinner committee this year is arranging to take care of approximately 850 guests. In order to do this, tables will be set up even in the main lobby of the hotel, and after dinner this area will be made available for dancing.

Charles A. Brind, Jr., Director of the Law Division, State Education Department, and President of the Association, will preside and act as toastmaster.

During the entire evening, music will be furnished by Paul Kain and his band which, during the past few weeks, has become quite popular with Albanians. The orchestra will play during the dinner and afterwards, until 2:00 A. M., for dancing. Dining arrangements will be in charge of Gus, the DeWitt's maitre d-hotel, who has played such a large part in past years in bringing success to our Annual Dinners.

Employees desiring to attend this dinner are urged to make their reservations before February 10th to assure their accommodations.

Our Social Committee having charge of all arrangements for the dinner consists of:

Beulah Bailey, Dept. of Taxation and Finance.

Grace E. Keck, Dept. of Health.

Lillian Hyatt, Dept. of Education.

Janet Macfarlane, Dept. of Mental Hygiene.

Agnes Keenan, Dept. of Conservation.

Agnes Doyle, Dept. of Taxation and Finance.

Mildred Meskill, Dept. of Agriculture and Markets.

Foster Potter, Dept. of Agriculture and Markets.

Thomas Stowell, Dept. of Health.

Stephen A. Smith, Division of Public Buildings.

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This coverage pays an additional indemnity of 50% of your monthly indemnity for a period of three months if you are necessarily and continuously confined for treatment in an incorporated hospital. The additional indemnity is only paid, if you are charged for services, room, etc., in the hospital. It does not contemplate payment if you are in a state hospital receiving free care. The additional fee is very low and the coverage is broad.

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Premiums on the Accident and Sickness Insurance policies issued under the group plan sponsored by this Association will be due February 15th, if you are paying on a quarterly basis. You are urged to remit for your insurance promptly, as well as renew your membership if you have not already done so. Do not allow your insurance or membership to lapse.

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**Do Not Forget**

That as a member of this Association you have important work to do to aid in the upbuilding of the merit system. Your Association is pledged to the extension of the competitive class and its protection to the extent provided in the State Constitution. The Constitution provides that all appointments and promotions in the civil service of the State shall be made according to merit and fitness to be ascertained, so far as practicable, by examinations, which, so far as practicable, must be competitive. This means that the opportunity to enter public service is open to all citizens regardless of race, religion or politics, and that the opportunity to advance from the lowest to the highest position should likewise rest upon merit and merit alone. Less than one-third of the positions in State service are now so filled or so open to advancement upon the basis of merit and fitness ascertained by examinations;

The merit system cannot be applied unless the Civil Service Department is manned by those sympathetic to the development of sound employment practices and unless that Department is supplied with sufficient money to do its work fully and efficiently. It has never been sufficiently financed or manned to do complete justice to civil service principles;

That without a comprehensive salary plan embracing fitting and adequate minimum and maximum salaries for the various grades of work, and mandatory yearly increments within the grades, there is not present in State service the attractiveness or the incentive to assure the highest efficiency. New York State has no such plan today and without it lags in justice to its workers and in example to private employers.

THIS ASSOCIATION HAS POINTED OUT THE ABOVE VERY OBVIOUS NEEDS OF CIVIL SERVICE TO THE GOVERNOR AND TO THE LEGISLATURE. EVERY STATE WORKER SHOULD BY MEMBERSHIP IN THE ASSOCIATION AND BY INDIVIDUAL ACTION IN CONTACTS WITH OTHERS SEEK TO SECURE PUBLIC SUPPORT OF THESE VITAL IMPROVEMENTS.

**Members of Legislature—1937**

*Continued from Page 12*

- Rep. Harry R. Marble..... **ONTARIO** Holcomb
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- 2 Rep. Rainey S. Taylor..... Middletown
- Rep. John S. Thompson..... **ORLEANS** Medina
- Rep. Ernest J. Lonis..... **OSWEGO** Hannibal
- Rep. Chester T. Backus..... **OTSEGO** Morris
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- 1 Dem. Mario J. Cariello..... **QUEENS** 25-55 32nd St., Long Island City
- 2 Dem. George F. Torsney..... 4001 50th Ave., Long Island City
- 3 Dem. John V. Downey..... 32-17 83rd St., Jackson Heights
- 4 Dem. Daniel E. Fitzpatrick..... 8209 Surrey Pl., Jamaica
- 5 Dem. Maurice A. FitzGerald..... 129-16 134th Ave., Ozone Park
- 6 Dem. Austin B. Mandel..... 108-43 Jewell St., Forest Hills
- 1 Dem. Phillip J. Casey..... **RENSELAER** 50 Ida St., Troy
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- 1 Dem. Charles Bormann ..... **RICHMOND** 117 Broad St., Stapleton, S. I.
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- 2 Rep. Warren O. Daniels..... Parishville
- Rep. William E. Morris..... **SARATOGA** 108 3rd St., Waterford
- 1 Rep. Oswald D. Heck..... **SCHENECTADY** 749 DeCamp Ave., Schenectady
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- Rep. Stanley C. Shaw..... **TOMPKINS** 114 Esty St., Ithaca
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- Rep. Herbert A. Bahtholomew..... **WASHINGTON** Whitehall
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