

# Civil Service LEADER

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PUBLIC REL. CIVIL SERV.  
DARY J. PERRINSON, DIR.

## Health Plan News

See Page 3

## State Salary Negotiations Progressing, Bendet Says

ALBANY, Dec. 9—State employee salary negotiations are progressing "satisfactorily," the Civil Service Employees Assn. indicated last week following a full meeting of the CSEA Salary Committee, the five regional conference presidents and members of the CSEA headquarters staff.

The meeting was called by Solomon Bendet, chairman of the Salary Committee, to report on negotiations with the Division of the Budget to date. Bendet said the CSEA negotiating team had met on five occasions in the past two months and that talks, while not yet complete, were progressing.

The Employees Association is seeking, among other benefits, a 12.5 percent, across-the-board pay increase for all State employees, a fully non-contributory Retirement System with guaranteed benefits, and a non-contributory health insurance plan.

Bendet said it was not advisable at this time to comment on any details of the current talks with the Division of the Budget but told The Leader that a full report would be made as soon as possible.

## Appellate Division Upholds Lower Court Decision Against Oral Exam Used In DE Titles

ALBANY, Dec. 9—The Appellate Division has upheld a lower court decision which vacated the results of an oral examination given in 1959 for two job titles in the Division of Employment. It is the first case in recent years in which a decision concerning oral examinations has been brought to the scrutiny of the higher courts. The decision involved the case of Bucalo v. Kaplan.

The case concerned competitive, promotional examinations for the positions of Senior Unemployment Insurance Claims Examiner and Unemployment Insurance Manager, given by the Department of Civil Service and subsequently challenged by several petitioners who took the test.

### Exam Did Not Comply

In handing down the decision of the higher court, presiding Justice Francis Bergan found the examinations invalid, principally because it did not comply with the requirements of objectivity.

Justice Bergan, in his decision, observed:

"There were, in the ratings made by the examiners in the case now before us, no disclosure of the elements, the categories or the standards which went into the evaluations made by the examiners. The scope of the oral tests, essentially similar for the two positions, was laid down on the broadest lines. They were such matters as 'potential supervisory ability' or 'managerial ability' and 'skill' in interpersonal relationships."

### Further Opinion

The court stated:

"Such abilities or skills are capable of evaluations based on reasonable standards both in public civil service and in private industrial personnel recruitment; but without standards the evaluations may rest on elusive individual preference and judgments. In civil service oral examinations it becomes important to use objective standards and to separate and state the elements of judgment as far as may be reasonable and practical.

"This was not done here, and the ratings of the petitioners leave us wholly unadvised as to the standards upon which the ratings were made. We are of the opinion it would be entirely practical for the examiners to have followed guide lines in valuing the components in their testing and to

have stated the results as to each component."

### Herzstein Brought Case

The case was heard first before a special term of the supreme court in 1962. At that time, the lower court ruled that, among other reasons, the oral examinations were not competitive. The decision was appealed to the Appellate Division by the Department of Civil Service.

The case was originally brought by the late Harold Herzstein, a New York City attorney and the law firm of DeGraff, Foy, Conway and Holt-Harris of Albany. Attorneys Harry W. Albright, Jr. and John C. Rice, of counsel, brought the appeal to its conclusion on behalf of the petitioners.

## Buffalo Armory Cancels Party

BUFFALO, Dec. 9—Because of the 30-day mourning period for President Kennedy's death, the Buffalo unit of Western New York Armories chapter, Civil Service Employees Assn. has cancelled its annual Christmas party. It was to be held Dec. 13 in the Connecticut St. Armory here.

A chapter announcement noted a message from General A. C. O'Hara, commander of the New York Army National Guard, mentioning a Department of the Army message on canceling social events at military installations.

## CSEA Chapter Wins Long Fight

# Suffolk Reported Approving Pay Raise Up To 10.8 Percent And State Health Plan Program

(From Leader Correspondent)

RIVERHEAD, Dec. 9—The Suffolk County chapter, Civil Service Employees Association, will win its hard fought battle for a pay raise and a new health insurance plan, The Leader was told reliably at press time, Saturday.

A well-informed source at the Suffolk County Board of Supervisors said that the final county budget, to be adopted this week, will include the wage increase recommended by the Suffolk County Civil Service Commission and the county executive, H. Lee Dennison.

The source said the final budget also would provide funds for the county to adopt the State health plan program. It will cost about \$150,000 on a six-month basis and will go into effect July 1, 1964.

The Dennison budget, which has undergone radical revision during the past few weeks, called for \$1,724,000 for higher pay for several thousand county workers. It would result in a five to 15 percent salary adjustment for most county employees.

### State CSEA Helps

Suffolk CSEA president, Thomas Dobbs and chapter officers have been alarmed at reports that the budget hassle would result in dropping the recommended employee benefits. In their fight to

prevent this, the Suffolk chapter was aided by State CSEA. Joseph F. Feily, president of the State Assn., notified the Suffolk Board of Supervisors that his 120,000-member organization would back up the local chapter's fight for both benefits.

Dennison, in calling for higher pay, had declared "County salaries must be made more competitive." He said that the county would be paying by next January "What private industry was paying last April." The County Civil Service Commission has been attempting to make county pay scales competitive with those of other municipalities and private

(Continued on Page 16)

*Don't*  
**Repeat this!**

## Many Vying For Top State Jobs

GORDON HOWE, Monroe County Manager, still ranks as a leading contender for the vacancy on the State Civil Service Commission but the ambitions of others for some high-placed State posts may impair his chances.

Since the first reports of Howe's candidacy, pressures have been building up to get an Erie County man on the Civil Service Commission. In addition, an important post—Deputy Industrial Commissioner in the State Labor Dept.—may go to another Rochester resident, Joseph DeVitt, head of the musician's union there. It is unlikely that two top

(Continued on Page 2)

## A Chanukah Greeting

Our readers of the Jewish faith are now observing Chanukah, the Festival of Lights. May the joy of the season bring joy to them throughout the year.

JOSEPH F. FEILY, PRESIDENT,  
CIVIL SERVICE EMPLOYEES ASSOCIATION



**WINNER** — First Deputy Commissioner Ronald B. Peterson of the New York State Department of Commerce (left) presents a Merit Award and \$60 check to William Tyson, Senior Industrial Consultant of the Department's Bureau of Industrial Development. Tyson, of 1230 Sumner Ave., Schenectady, earned the award for suggesting a simplified printing and mounting process for industrial inventory reports used in large quantities, a practice which will result in an annual saving of more than \$800. The award was made by the Civil Service Commission Merit Award Board.

# Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

## Santa Claus

AT THE RISK of being called a wet blanket, we reiterate our unalterable opposition to Santa Claus—specifically the Santa Claus with ulterior motives, who passes out "goodies" to civil servants.

"JUST A GOOD will offering, No obligation, of course," coos this brand of Santa Claus.

TO WHICH WE vehemently reply, "Nuts!" We have yet to meet the person who can resist, consciously or unconsciously, stretching one's judgment "to accommodate" a Santa Claus.

IN AGAIN denouncing these "good will offerings", we do so with added vigor. Each passing year makes us the more aware that these gifts, allegedly given in the name of the holiday spirit, all have strings attached—even if the strings seemingly are invisible.

OF EQUAL seriousness is that such "good will offerings" are demeaning and degrading to civil servants, as well as the worst kind of public relations.

TO PUT IT bluntly: Civil servants who accept Christmas gifts from persons other than members of their family or the closest friends of many years standing, are in danger of being labelled "on the take."

WE CAN THINK of nothing more damaging to the good name of civil service than such labels liberally applied in large numbers.

THERE'S A MORAL issue, too. Democratic government is undermined, and anything that hurts democracy is an assist to all its enemies.

LET'S LOOK at some of the damage these labels do:
• Turns the clock back on civil service by 50 years;
• Downgrades civil service employees to the status of menials waiting with their hands out for a gratuity;
• Jeopardizes the upgrading in the status and salaries of all in the civil service.

MANY LEADERS of government agencies have already issued new regulations or reiterated old ones against the acceptance of "good will offerings." A great number of organizations in private industry have done the same.

FOR EXAMPLE, there is an inviolable rule by both "The New York Times" and "The Wall Street Journal" prohibiting editorial staff members from accepting gifts of any kind from anyone other than their family.

IN EUROPE, a civil servant is a highly respected public official, honored as a person of importance in the service of his country.

IN THE UNITED States, we have been getting closer to that public evaluation. But we never will, as long as Santa Clauses are condoned.

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# The Woman's Angle

By MARY ANN BANKS

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication in the following week's paper.

The whole stories will never be told . . . police work is like that . . . but four women in the New York City Police Department got a bit of limelight recently when the annual Excellent Police Duty Awards were handled out.

Posing as housewives and working in a telephone answering service and in a wire room, DETECTIVE EDNA MEANEY and POLICEWOMAN KATHLEEN KEANE, helped break up a large operation of bookmakers, policy and loan sharks in Manhattan and Brooklyn.

DETECTIVE VERA TINSLEY, a member of the Narcotics Squad, while working on a drug case, obtained information in connection with a fatal shooting. Her work led to the arrest of five men.

One of the most difficult investigations, involving hotel burglaries in which more than a million dollars in gems were stolen, was carried on by MARIE CIRILE and four male members of the Police Department for a seven week period. The sensational case was broken at the end of March with the arrest of five men who had involved many celebrities in a series of front page robberies.

Agencies should be able to confer on social work clients and the co-ordinator of this activity in New York City is the Youth Board. One of the mainstays of this Board is HELEN S. SHELDON, Director of Treatment Services.

MRS. SHELDON led the Workshop on "Working with the Multi-Deprived Family: The Community Team Approach," at the 56th annual State Conference on Probation held recently.

There to lend a helping hand were ISABELLE A. ANGELINA, Director of Probation, Oneida County Family Court, and MRS. MARY S. BLOOM, Probation Supervisor, Rochester City Court.



MAIL EARLY WITH CHRISTMAS STAMPS
AND ON THE BACK

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CIVIL SERVICE LEADER America's Leading Weekly for Public Employees LEADER PUBLICATIONS, INC. 97 Duane St., New York, N.Y. 10007 Telephone: 212-BEekman 3-6010 Published Each Tuesday Entered as second-class matter and second-class postage paid, October 3, 1939 at the post office at New York, N.Y. and at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations. Subscription Price \$5.00 Per Year Individual copies, 10c

# Don't Repeat This!

(Continued from Page 1) Jobs would be appointed from the same county.

But it is reported that while Erie County wants the Civil Service spot, Onondaga County is after the deputy commissionership and has a candidate for the Labor Dept. spot. He is Nicholas Valentine of Syracuse, now a bureau chief in the department. It is reported that should Valentine win, Howe would probably get the Civil Service commissionership. But nothing is completely sure here. For instance, Orin Wilcox, GOP Assemblyman from Watertown, is still "hot" in this race.

### Other Offices

The Leader has learned that there are several other top State positions for which a number of persons are vying. Despite some newspaper reports that former Dodger baseball player Jackie Robinson was out of the running for chairmanship of the State Athletic Commission, reports now have it that he is very much in the race. A recent newspaper

column by Robinson in which he endorsed Rockefeller's candidacy for the GOP Presidential nomination certainly didn't hurt his chances.

It is said that Robinson will get the post as soon as the current chairman, Melvin L. Krulewitch, can be shifted to a newly-created commissionership on the Public Service Commission.

Another important office open for appointment is that of State Superintendent of Insurance, a position recently vacated by Thomas Thacher. Leading candidate for the job is said to be Henry Root Stern, Jr., Nassau County lawyer. The salary is \$28,-875 per annum.

Undecided at this writing is a candidate for the newly-created chairmanship of the State Board of Social Welfare. No salary has been set for the post, but it will probably be as high, or even higher, than a regular commissioner's pay. It is possible that George Wyman, present State Welfare Dept., commissioner, may be asked to take the job temporarily.

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### For Health Plan Members

**D**EPENDENTS covered by family contracts in the State Health Insurance Plans are not covered by the State Health Plan when they reach their 19th birthday. Subscribers can arrange for continued coverage for dependents, who are students, who reach their 19th birthday, by arranging for the special coverage available for students under the State Health Insurance Program.

Dependents covered by family contracts, who become disabled prior to age 19, remain covered by the State Plan providing satisfactory proof of disability is furnished to insurance carriers.

Subscribers who have dependents covered under the State Health Plan will not receive a notice when the dependents reach their 19th birthday, so this article is a reminder to subscribers so they can arrange Health Insurance protection for their dependents when they reach their 19th birthday.

Information relative to your State Health Insurance Program can be obtained from the Personnel Office of your agency.

## Conference And Chapter Health Plan Committees Urged For Coordination

ALBANY, Dec. 9—The formation of committees on a conference and county chapter level to handle and coordinate health plan programs has been recommended by William G. O'Brien, manager of the government group relations for Blue-Cross, Blue-Shield.

The recommendation was made to the county chapter representatives to the Board of Directors of the Civil Service Employees Association. O'Brien, in urging what he termed an "important addition to the coordination of health plans," said that the committees could aid in the recruitment of members, would allow for simplified informational sources and would serve to coordinate all of the health plan programming in various chapters and conferences.

O'Brien mentioned that he would be available for meetings with any CSEA group at any level and also to any representatives of local political subdivisions for conferences on the State Health plan. He added that he would discuss the aspects of all health programs.

For further information, contact O'Brien at Associated Hospital Services, 135 Washington Ave., Albany.

## Newburgh CSEA Wins Pay Hike

(From Leader Correspondent)

NEWBURGH, Dec. 9—Frank J. English, president Newburgh Unit, Civil Service Employees Association, announced that the first raise since 1959 for non-uniform city employees of the City of Newburgh was granted on November 26, 1963.

A 10 per cent pay provision in the City budget terminated a long struggle of the Newburgh Unit to bring about an increase in pay, said English. Robert Devitt attorney, of Devitt, Ahean and Devitt, has represented the employee group for the last few years. Devitt stressed that "this would be a stop-gap measure until a career and salary plan for all city employees can be adopted."

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## Pay Hike For Some Onondaga Employees

(From Leader Correspondent)

SYRACUSE, Dec. 9—The Onondaga County Board of Supervisors approved special raises for some 300 employees in the county's Highway Department and the County Penitentiary.

The raises will average \$125 to \$250 annually and will total \$51,111. A total of \$42,472 will go to highway workers, principally permanent employees like mechanics and heavy equipment operators. The other \$8,639 will go to guards and other full-time employees of the county's penal institution.

### Surprise

The funds needed for the special—and to many county workers, surprise pay hikes—will come from the new county budget's "reserve fund," according to the supervisors' personnel committee. The 1964 budget itself has been approved.

The committee approved the pay increases during a pre-Thanksgiving meeting.

Last summer, the supervisors turned down a new pay package that would give all county employees increases for 1964. Some special raises were promised them.

### "Where It's Needed"

The personnel committee said the raises approved "put the money where it is most needed" next year.

It would like to give every county employee a boost in salary or wages, the group said, but the funds are not available at this time.

## Shaw Reappointed

ALBANY, Dec. 9 — Governor Rockefeller has reappointed Joseph R. Shaw, an industrial consultant to the State Air Pollution Control Board and president of Associated Industries, to the Ohio River Valley Water Sanitation Commission for a term ending June 7, 1969.

# Capital Conference Seeks To Honor John F. Kennedy

ALBANY, Dec. 9—The Capital District Conference, Civil Service Employees Association, has recommended that Executive House, a cooperative apartment house project sponsored by the State Association in Albany, be known as the John F. Kennedy Executive House in honor of the late president of the United States, A. Victor Costa, president of the Conference, announced last week.

## Civil Service Commission Names 13 For State Posts

ALBANY, Dec. 9—The State Civil Service Commission has approved 13 non-competitive promotions, affecting employees in 10 governmental agencies.

The list shows the following appointments: Jacob Landis, associate actuary, Life Insurance Department; Thomas J. Higgins, associate international trade consultant, Commerce; Alvin P. Lierheimer, chief, bureau of teacher education, Education; George Hammond, director of engineering, East Hudson Parkway Authority.

Alice Kelly, head clerk, personnel, Social Welfare; Harold J. Dyer, regional park manager, Taconic State Park Commission; Robert Hall, senior actuary, life, Insurance; Cornelius Candes, senior radiophysicist, Labor.

Ruth E. Callaghan, director of electronic data processing, A. Education; Frederick Ritter, senior laboratory animal caretaker, State University Upstate Medical Center-College; Maurice Kosstrin, business officer, State University Center at Stony Brook; Thomas M. McAllister, director of public relations, Civil Service; Grace S. Stubbs, senior file clerk, State Housing Finance Agency.

## Chenango Ups Pay

(From Leader Correspondent)

NORWICH, Dec. 9—Some 90 employees of Chenango County will share in pay raises totaling about \$60,000 next year. The raises were approved last week by the Board of Supervisors.

The largest single pay increases, of \$1,190 each, were designated for the county highway superintendent and county welfare commissioner. Each will receive \$7,190 next year.

## Casebook Written

ALBANY, Dec. 9 — Dr. Milton R. Konvitz, professor at the State School of Industrial and Labor Relations, is the author of a casebook, "First Amendment Freedoms," which has been published by Cornell University Press.

**TAKE A TIP FROM MR. ZIP . . . INCLUDE ZIP CODES IN ALL ADDRESSES**

## W. A. Clifton—50 Years An "Engineer's Engineer"

ALBANY, Dec. 9—William A. Clifton is a State career employee who never believed in retirement.

At 81, he has just decided to end his 50 years of service to the State in order to enjoy a life of leisure.

Clifton joined the State service in 1913 and rose through the ranks to become the director of engineering services for the State Mental Hygiene Department.

Nine years ago he gave up the formal title at the age of 72 but continued in service as a special

consultant to the department.

His colleagues in the department have been high in praise of his devotion to duty, particularly in the important role he played during the department's post-war construction program.

At a luncheon last week, department officials and employees paid tribute to an "engineer's engineer."



**KEYES HONORED** — Lee W. Keyes, first president of the St. Lawrence State Hospital chapter of the Civil Service Employees Assn., was recently honored by the chapter at a reception and tea. Keyes (shown left) is presented with a certificate of merit by John Graveline, chapter president, at the reception.

Costa said that the recommendation, which was approved unanimously by Conference delegates at a meeting of the group recently at the Inn Towne Motel in Albany, will be passed on to the State Association for further action.

### Parking

In other action at the session, the delegates recommended that the State Association set up a meeting with state officials to discuss the feasibility of providing free parking for state employees in the downtown section of Albany.

Sylvester Riley, chairman of the Conference's parking committee, presented a detailed report on the problem to the delegates.

The Conference president said that there was no discussion of the "no strike" proposal at the meeting.

### Panel Discussion

A panel discussion was held on the subject "How the Workmen's Compensation Law Affects State Employees". Members of the panel included George Syrett, Administrator of Business Management and Personnel, Workmen's Compensation Board; Jim Dermody, Assistant Director of Personnel Services, Department of Civil Service, and Marvin Cleary, Senior Compensation Claims Examiner, State Insurance Fund.

A total of 140 persons attended the meeting and the president voiced approval of the splendid turnout. Topic of the panel discussion for the January meeting will be "What CSEA Can Learn From Labor Unions."

## Curtis Bader Elected St. George President

Lieutenant Curtis L. Bader, of the Nassau County Police Dept. has been elected president of the St. George Association, a group of Protestant laymen and women employed in municipal, state, and federal civil service.

New York City Fire Commissioner Edward Thompson, the Association's first president, charged Lt. Bader with the duties of the office and administered the oath.

Lt. Bader was responsible for the organization of the Police Crime Laboratory of Nassau County. He is presently completing 27 years of service with the Police Force.

Lt. Bader is a Charter Member of the St. George Association, Chapter 3, Nassau County Police and has served on the Executive Board of the National Association for many years.

## Study Completed

ALBANY, Dec. 9 — Dr. Glenn G. Bartle, president of Harpur College, has completed his work as a member of the group of American educators, who studied educational institutions in South America.

# U.S. Service News Items

By MARY ANN BANKS

## President Johnson On Civil Service

President Lyndon B. Johnson, during his 35 year career as a legislator, has been a firm believer in the merits of our civil service system. The following remarks, addressed to employees of the U.S. Civil Service Commission on the 79th birthday of the Civil Service Act by the then Vice President Johnson present a portion of his beliefs.

"Certainly one of the great milestones in the development of our government was the birth and growth of the Civil Service system.

"Teddy Roosevelt was one of the earliest and most instrumental in making the system work. Maybe it was fitting that it took a 'rough rider' to do it.

### Heart of Government

"But Roosevelt knew that a civil service system was the heart of clean government. He said 'The merit system of making appointments is, in its essence, as democratic and American as the common school system itself.'

"I know that you get as annoyed as I do at those who make it a daily habit to complain about the bureaucrats. A distinguished diplomat once observed to me that a close investigation reveals it is the plutocrats who talk the most about the bureaucrats.

"During the past year, I have visited many lands. I have been in cities that were ancient even before the birth of Christ and in countries so new there has not been time to put them in a standard Atlas.

### Unity and Prosperity

"And among the many things that stood out was the inescapable fact that in the modern world, no nation—new or old—can have unity and prosperity without a trained civil service.

"To Americans, a trained and competent civil service has become a commonplace. We may grumble and grouse over reports about bureaucrats and inefficiency. We may growl over reports and rumors of allegedly 'plush-lined' government jobs.

"But in our heart of hearts, we know that our affairs are in good hands. We know that mistakes are ridiculously few in comparison to the tremendous job that is being done.

"Therefore, it comes as something of a shock to visit a country where trained civil servants are virtually non-existent.

"A nation's people cannot be safeguarded against disease without trained public health officials. A nation's homes cannot be safeguarded against crime without trained civilian police. A nation's finances cannot be safeguarded against inflation or bankruptcy without trained clerks and economists.

### Other Nations

"And yet, there are nations in this world today who cannot find enough trained people to make even a beginning in the struggle to solve these problems.

"In the past few years, many new nations have come into being. They have shaken off the shackles of the past and established their right to be treated with respect as independent countries.

"Their independence was long overdue from a moral standpoint—and moral considerations must govern. But there would be nothing moral about closing our eyes to the fact that independence—to survive—requires the services

of trained, professional administrators.

"In many instances, the birth of these new nations was attended by struggle and turmoil. Some of these struggles are continuing. No one can be positive as to where or how they will end.

### Obligation to Citizens

"But we do know that a nation cannot sustain unless it meets its obligations to its own citizens. And this is the task of the professional administrator—the man or the woman who can make decisions on the merits and carry them out.

"I am convinced that this is a factor which will have to play a larger role in our foreign aid programs. We must ship not just the

materials that will raise their living standards and the technicians who know how to use them but the professional administrators who can help the governments set up a professional civil service.

"This is not an easy matter to handle. In most of the underdeveloped nations, there is a suspicion of such actions which is understandable, however mistaken. It will take years of patient work to erase that suspicion.

"We have, of course, made many efforts to help other nations with their problems of day-to-day administration. But I believe those efforts will have to increase. And in the years that lie ahead, our trained civil service may become one of the most potent of our im-

plements of foreign policy.

"There are before us challenges and opportunities fantastic in size and complexity.

### Our Goals

"We must re-shape our trade patterns so we can continue to compete in a world which is readying itself for a new economic giant—the European Common Market.

"We must re-double our efforts to put on that extra burst of speed which will determine our standing in outer space.

"We must dedicate ourselves to maintaining—even at a sacrifice—the world organization which, however imperfect, holds forth

(Continued on Page 10)



ON APRIL 12, 1955, one of the most dramatic announcements of modern times was made to 500 physicians, scientists, and journalists at the University of Michigan. At last a vaccine had been found to prevent that dread scourge of childhood, poliomyelitis. The name of its discoverer, Dr. Jonas E. Salk, will be forever enshrined in the annals of medical history.

## Pioneers in Protection

Just as Dr. Salk was first to offer a real weapon in the fight against paralytic and bulbar polio . . . so the STATEWIDE PLAN has the first program of protection against the costs of hospital, surgical-medical and major medical care for the employees of the State of New York.

This three-part program — Blue Cross, Blue Shield, and Major Medical — offers most State employees, active or retired, the most liberal benefits at the lowest possible cost. That's why more than 480,000 State employees and employees of many local subdivisions of New York State and their dependents are now subscribers.

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# Bus Driver Questions

An analysis of the key answers as they were given for the surface line operator test in a past issue of The Leader will now be applied to the exam as it was given. 23,425 persons took the exam November 2, 11,702 in the morning period and 11,713 in the afternoon session. There were ten sabbatical observers. Protests for these tests were allowed to a be submitted until midnight, November 22 along with evidence of substantiation. The analysis of a number of questions in the morning session follow below. The questions will continue in the next issue of The Leader.

42. In the Civilian Defense air raid warning system, a three minute warbling sound of the sirens is the:

- (A) alert signal. (B) test signal.
- (C) all clear signal. (D) take cover signal.

43. If a person should ask you, while on duty in your bus, for directions on how to reach a particular location to which you do not know the answer, your best course of action is to:

- (A) tell the person you do not know. (B) give the person the best direction you can think of. (C) tell the person to buy a directory. (D) explain to the person that the rules prohibit talking to an operator while he is on duty. (Obviously if you don't know there is no sense confusing the person.)

44. The rules of the transit authority state that employees should not make any statements concerning transit accidents except to proper officials of the

transit authority upon inquiry. The probable reason for this rule is to:

- (A) conceal facts that may be damaging. (B) avoid conflicting testimony. (C) prevent lawsuits. (D) prevent unofficial statements from being accepted as official. (At a moment of confusion like this, it is best to wait before a statement is made.)

45. As a potential bus operator you should know that when you are about to back a bus it is never necessary for you to:

- (A) check that there is sufficient room behind the bus. (B) signal your intention. (C) turn on back-up light. (D) check the brake air pressure. (Lights are automatic.)

46. A flashing red traffic signal indicates that a driver:

- (A) must stop and wait until the light stops flashing. (B) must stop and then proceed when the way is clear. (C) may make a

# Begin Study Now For Fireman Test

Question number 51 is based upon the following paragraph:

"A plastic does not consist of a single substance, but is a blended combination of several. In addition to the resin, it may contain various fillers, plasticizers, lubricants and coloring material. Depending upon the type and quantity of substances added to the binder, the properties, including combustibility, may be altered considerably. The flammability of plastics depends upon the composition and, as with other materials, upon their physical size and condition. Thin sections, sharp edges, or powdered plastics will ignite and burn more readily than the same amount of identical material in heavy sections with smooth surfaces."

Questions numbered 52 through 54 are based upon the following paragraph:

"To guard against overheating of electrical conductors in buildings, an overcurrent protective device is provided for each circuit. This device is designed to open the circuit and cut off the flow of current whenever the current exceeds a predetermined limit. The fuse, which is the most common form of overcurrent protection, consists of a fusible metal element which when heated by

the current to a certain temperature melts and opens the circuit."

52. According to the above paragraph, a circuit which is not carrying an electric current is

- (A) an open circuit (B) a closed circuit (C) a circuit protected by a fuse (D) a circuit protected by an overcurrent protective device other than a fuse.

53. As used in the above paragraph, the one of the following which is the best example of a "conductor" is

- (A) a metal table which comes in contact with a source of electricity (B) a storage battery generating electricity (C) an electrical wire carrying an electrical current (D) a dynamo converting mechanical energy into electrical energy.

54. According to the above paragraph, the maximum number of circuits that can be handled by

a fuse box containing 6 fuses (A) is 3 (B) is 6 (C) is 12 (D) cannot be determined from the information given in the above paragraph.

This week's answers are: 51.A; 52.A; 53.C; 54.B.

(To Be Continued)

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TUESDAY, DECEMBER 10, 1963

## Herbert H. Lehman— Statesman, Citizen

HERBERT H. Lehman served the citizens of New York State as both Senator and Governor, but to most civil servants he was always "Governor" Lehman. His contribution to government was so extensive that it is impossible to pay tribute to everything he accomplished in the two important offices he served.

Governor Lehman was more than a public servant, however. He was a noted philanthropist—both by himself and on behalf of all Americans as head of the United Nations Relief agencies. He was a staunch defender of freedom, American style. His gifts of talent, devotion to service and a long life in which to exercise his abilities was, indeed, a blessing to us all.

## Uniform Change Will Raise Police Image

THE proposed change of uniforms for members of the 25,000 member Police Department should not only be accepted but expedited. The aim of the move is to make the uniforms more practical, comfortable, and distinctive.

Commissioner Murphy's point that his men are being confused with policemen of other jurisdictions including some private detective agencies is well taken.

Quite often, after seeing a solvenly dressed, unkempt and unshaven private guard, a member of the voting public will be heard to say: "Look at that disgraceful policeman." This has happened regularly. New badges were ordered, quite different from those of City policemen, for all non-official policemen as a temporary stop gap but the difference is unnoticed by most people.

The present uniform is considered dangerous by many people who are acquainted with police work. The heavy, bulky overcoat slows down a policeman in a chase while the inaccessibility of the man's service revolver and other restraining weapons makes self-defense tactics hazardous.

We strongly urge that the change in uniforms be expedited so that the members of the New York City Police Department may carry out their duties in safety and prestige.

## Questions Answered On Social Security

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

"Why is it necessary to call at social security office promptly when a person is so disabled he can't work if there's no possibility of receiving a benefit check until six months have passed?"

Your social security office will use this time to review your work history to see if you have worked long enough to be insured; to explain the necessary medical evidence you must submit when you

file a claim; to find out if you may have family benefits due you; and to tell you how to file for these family benefits—all of which will help insure that you get your first check on time.

"Will I lose my disability money if I don't report to the social security office promptly when I am disabled?"

If you delay too long, some benefits may be lost as the social security law permits payment of retroactive benefits for 12 months only. More dangerous than that—if you delay more than 18 months you may even lose your entitlement to any benefits at all. A prompt call at your social security office is always your best protection.

## LEADER BOX 101

Letters To The Editor

### Exam Reviews

Box 101:

May I call to the attention of all members of the State Civil Service System the new examination review procedure, which we believe to be arbitrary, capricious and unreasonable.

We contend that it does not give the "examinee" an adequate opportunity to "review his examination papers," as required by Regulation I of the State Civil Service Commission Regulations and, further, that it is contrary to the requirements of Regulation IV of the President's Regulations.

On request, the "examinee" is permitted to see the examination questions and the tentative key answers. He is, subsequently, and only on request, furnished with a photostatic copy of his answers and the key answers. However, he is never given the chance to see both of these together. He is thus prevented from reviewing his "examination papers."

We have been advised that the CSEA has, by resolution, submitted a complaint to the Civil Service Commission and that it will be pursued.

At this point, we wish to advise all who are involved and interested to keep posted.

MARTIN J. ROSS  
Valley Stream.

## This Week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

Tuesday, Dec. 10

9:30 p.m.—Career, Development—Police Dept. promotional course. "The Law on Eavesdropping."

4:00 p.m.—Around the Clock—Police Dept. training course. "Auto Larceny."

\*4:30 p.m.—The Big Picture—U.S. Army film series.

\*5:00 p.m.—Nutrition and You—Nutrition Bureau series, with Iva Bennett and guest.

8:00 p.m.—Nutrition and You—Nutrition Bureau series, with Iva Bennett and guest.

8:30 p.m.—Army Special—U.S. Army film series.

10:30 p.m.—Operation Alphabet—Labor Dept series promoting literacy.

Wednesday, Dec. 11

2:30 p.m.—Film Feature—Progress Report on the World's Fair.

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."

\*5:00 p.m.—Nutrition and You—Nutrition Bureau series with Iva Bennett and guest.

6:30 p.m.—Air Force Story—U.S. Air Force film series.

7:30 p.m.—On the Job—Fire Dept. training course. "Forcible Entry."

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Thursday, Dec. 12

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."

6:30 p.m.—Air Force Story—U.S. Air Force film series.

7:30 p.m.—On the Job—Fire



## Civil Service LAW & YOU

By Stanley Mailman

Mr. Mailman is a member of the New York State bar. (The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization.)

IN MY LAST column, I introduced the subject of oral examinations and pointed out the conflict presented by *Fink v. Finegan*, 270 N.Y. (1936). It now seems that the subject as well as the case could not have been more topical.

IN LATE NOVEMBER, The Appellate Division, Third Department, handed down a still unpublished decision on oral examinations (*Bucalo v. Kaplan*) which is one of the most important in recent years. Before discussing this case, we should first return to *Fink v. Finegan* on which it relies on for basic principles.

THERE, THE petitioner had passed a technical written examination for the list of medical officers used by the New York City Police, Fire and Sanitation Departments. He was failed, however, on the oral examination despite the fact that he had answered all of the questions correctly. The reason given for failure was that while he had a pleasant personality he lacked the qualities of force and executive ability.

THE COURT of Appeals unanimously struck down the examination. It noted that no standards were employed in testing these subjective qualities of force and executive ability; that no finding was made that these qualities were necessary to the position nor even that they could not be tested objectively; and that no notice was given that these qualities would be tested.

IN THIS opinion which set the basic guidelines for examinations in the competitive service, the Court of Appeals ruled that the New York Constitution requires that examinations be competitive, as far as practicable—and "competitive" means using measures or standards sufficiently objective as to be capable of challenge and review by other examinations. To justify a non-competitive test, it must be shown that the subjective qualities involved are necessary to the position and impossible to evaluate objectively. Notice must then be given in the announcement that the examination will test for these specific qualities.

SOME CIVIL service employees believed that the *Fink* case spelled the end of orals. Their guess was wrong.

ONE YEAR later in *Sloat v. Board of Examiners*, 274 N.Y. 367 (1937), the Court of Appeals found that the requirements of the *Fink* case were met in oral teaching and interview tests where the standards were less than perfectly objective. The Court stated: "The law does not require the impossible or forbid the reasonable."

HAD THE pendulum swung away from the principles of the *Fink* case? Not according to certain recent cases closely watched by many Civil Service employees.

THESE PRESENTED the interesting question: Are oral qualifying examinations exempt from the competitive requirement of objective standards? "No" was the answer given by judges in Albany Special Term, in each of these cases between 1961 and 1963 (*Weissbard v. Kaplan*, *Bucalo v. Kaplan*, and *Meyer v. Kaplan*). The New York State Civil Service Commission's appeal from the decision in *Bucalo* has resulted in the important opinion just issued by the Appellate Division, Third Department.

IN AFFIRMING, the Court squarely held that the qualifying oral was governed by the competitive requirements stipulated by *Fink*. The scope of the oral tests in this *Bucalo* case (as well as in *Weissbard* and *Meyer*) involved "potential supervisory ability" or "managerial ability" and "skill in interpersonal relationships." The Court noted that such abilities or skills are capable of being tested according to objective standards, but were not so tested in this case. It did not, however, condemn the use of separate panels.

THE PRINCIPLE now seems well established:—the competitive system requires objective testing as far as practicable, and oral examinations (whether or not "qualifying") are subject to this requirement. Even subjective qualities can be rated objectively. While the rating standards cannot and need not be perfectly objective, the courts will insist that the essential elements of objective evaluation are present.

Dept. training course. "Rescue Breathing."

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Friday, Dec. 13

4:00 p.m.—Around the Clock—Labor Dept. series promoting literacy.

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**Civil Service In Action**

**Mrs. Jones Has A Shadow Although She Doesn't Know It**

By a U.S. Civil Service  
This is how average housewife, Mrs. Jones, spent Monday, Dec. 9. She picked up her newspaper yesterday morning and read with appreciation that a narcotics

gang had been trapped by Federal agents of the Treasury Department.

As she read, she listened on the radio to the latest market prices released by the U.S. Department of Agriculture and decided to go shopping.

At the store, she bought USDA inspected meat including a Beltsville turkey, a meaty variety developed by the USDA Research Service. She spent paper money which was engraved by the Bureau of Engraving and Printing and received change in coins produced at the U.S. Mint.

She stopped at the bank and deposited some money in her savings account which is insured by the Federal Deposit Insurance Corporation.

When she returned to her home, she found her mail which

had been delivered by Mr. Smith, the letter carrier. It contained her husband's veterans compensation check.

Her husband telephoned from out of town to say that his plane had landed safely. He did not think of, nor mention, the Air Traffic Controllers of the Federal Aviation Agency who had controlled and guided the plane's takeoff and landing. He did mention that the strike at his company's out-of-town plant had been settled and the chap from the Federal Mediation and Conciliation Service was a nice guy and very helpful to both sides. The National Labor Relations Board would soon conduct an election.

In all these incidents and transactions, civil servants of the United States Government were directly, or indirectly protecting or serving Mrs. Jones, her family, or her husband's employer.

That afternoon, she was thrilled by a movie on television about the exploits of the "Smoke Jumpers" of the Forest Service as she sat on a sofa constructed partly of wood from an American forest which had been protected by these Forest Rangers.

When the announcer said something about the 80th Anniversary of the Civil Service Act, Mrs. Jones shrugged and mumbled something about "All those clerks down in Washington." She never did realize how much every hour of her life was affected in

(Continued on Page 12)

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No money worries,  
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\$ 1.00 Club Pays	\$ 50.00
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ALBANY NEW YORK

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

### President Lyndon B. Johnson On Civil Service

(Continued from Page 4)  
the only hope for an orderly globe.  
"We must continue our attack

upon the killing and crippling diseases with the hope that eventually we can eradicate these scourges of mankind.

"We must devise new means to handle the periodic recessions which have weakened our economy.

"And above all, we must continue our never-ending search for peace—honorable peace in which free men can be secure.

"None of these goals can be attained without you—the dedicated men and women of the civil service.

"To you, all Americans owe their unity, their strength and their ability to maintain freedom in a world where freedom is gravely challenged. On behalf of all Americans, I thank you for your daily efforts."

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The United States Air Force is now recruiting civilians for positions as mechanical quality control representatives, GS-9 at \$6,675 per annum and GS-11 at \$8,045. For further information concerning these titles contact the Board of U.S. Civil Service Examiners at 1206 S. Maple Ave., Los Angeles, Cal. 90015.

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SPLIT LEVEL - 4 BR. - LIVING ROOM - DINING ROOM - KITCHEN - BUILT-IN OVEN - RANGE - DISHWASHER - PLAYROOM - 2 BATHS - PATIO - GARAGE - OWNER - IV 9-5728 - 174 TAMPA AVE.

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If you are over 18, you can secure a High School Diploma! Accepted for Civil Service positions. Our course will prepare you in a short time—outstanding faculty—low rates—call Mr. Jerome at KI 2-5000.

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## Shoppers Service Guide

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LINEMAN, First Class, \$6,700; Village of Freeport, writes: Attn. Mr. Charles Whitty, 220 West Sunrise Highway, Freeport, L.I., N.Y.

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PART TIME SALES. Be your own boss, \$300 investment. Sell telephone answering machine. Good commission. IN 9-2000 days; HA 8-6572 even Mr. Kaye.

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Smith-\$17.50; Underwood-\$22.50; others Pearl Bros., 470 South, Bklyn, TR 5-3024

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Sales & Service recond. Refrigs, Stoves, Wash Machines, combo stoves. Guaranteed TRACY REFRIGERATION—CY. 2-5900 240 E 149 St. & 1204 Castle Hills Av. Bx TRACY SERVICING COMP.

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CSEA AUTO EMBLEM. Attractive Blue-Silver, Reflective Scotchlite, 3 inch Emblem, \$1.00. Discount To Chapters For Resale. Inkwel Printers, 1220 Hertel, Buffalo 10, New York.



Adding Machines  
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Guaranteed. Also Rentals, Repairs  
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ALL LANGUAGES  
TYPEWRITER CO.  
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119 W. 23rd ST., NEW YORK 1, N. Y.

### BIG NEWS!

TURN SPARE TIME INTO CASH  
Opportunity for sincere individual to own your own business. Leading distributor of Coin Operated equipment is seeking applicants who can devote 3 to 4 hours weekly to sensational new field. Opportunity that one should not ignore. Only \$100 cash investment required. Call ME 3-9110 — 24 hr. service or write Box 910, The Leader, 97 Duane St., N.Y. 7, N.Y.

## KELLY CLOTHES, INC.

TROY'S FAMOUS FACTORY STORE  
MEN'S & YOUNG MEN'S FINE CLOTHES  
AT A SAVING TO YOU  
621 RIVER STREET, TROY  
2 Blocks No. of Hoosick St. Tel. AS 2-2022

### HOMES TO FIT YOUR POCKETBOOK

For the thrill of a lifetime, the proud, satisfied owner of your own home. Away from the crowded city streets and into the beautiful suburbia can be yours, if you will consult List Realty. With three offices located in Long Island they are particularly suited to get that home for you. With a courteous staff of experienced salesmen, Mr. Donald List can show you the home to fit your pocketbook. Small or no cash, with many homes at the same rate as rent.

Call any of the three offices conveniently located in Queens, South Ozone Park, call JA 9-5100; Jamaica, OL 7-3838 and Hempstead IV 9-8814.

Get on the band wagon and let List start you on the road to home ownership.

### LEGAL NOTICE

of New York County, held at the Hall of Records, in the County of New York, on the 17th day of December, 1963, at 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, HON. S. SAMUEL DIFALCO, a Surrogate of our said County, at the County of New York, the 30th day of October, in the year of our Lord one thousand nine hundred and sixty-three.  
Philip A. Donahue,  
Clerk of the Surrogate's Court

SUPPLEMENTAL — CITATION — File No. P5158, 1963 — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Mrs. Patay Herring, Mrs. Carlotta Rozar and Mrs. Martha Grant, if living, and if any or all of them be dead, to her heirs at law, next of kin and distributees whose names and places of residence are unknown and if she died subsequent to the decedent herein, to her executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of Ina Sigrid Lindman, also known as Ina S. Lindman, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 27, 1963, at 10:00 A.M., why a certain writing dated August 17th, 1961, which has been offered for probate by Milo Miloradovich, residing at 235 East 73rd Street, New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of INA SIGRID LINDMAN, also known as INA S. LINDMAN, Decedent, who was at the time of her death a resident of 52 Grammercy Park North, in the County of New York, New York. Dated, Attested and Sealed, November 20th, 1963.  
HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

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; Liebeth Britz; Consul General of the German Federal Republic; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Fred Mar, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Fred Mar, 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, distributees or otherwise in the estate of Fred Mar, deceased, who at the time of his death was a resident of 391 East 92nd 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 509, 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



### NEW CORDLESS SHAVEMASTER ELECTRIC SHAVER

Built-in power supply lets you SHAVE ANYWHERE ANYTIME!



In this all new complete unit is the finest, most convenient cordless shaver available! The new Sunbeam cordless shaver will give fast, clean, close shaves anywhere, for up to two weeks of shaving, without any external power supply. Self-contained unit recharges energy cells overnight. This shaver has all the famous Sunbeam features—comfort curved head, surgical steel blades, flip-top latch, touch up trimmer—gets the beard other shavers miss!

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The luxurious Oakleigh... made for men who prefer a light, easy hat. Even the finish is new... Stetson stylists call it "Velvete"... rich in texture as the name suggests. See the Oakleigh in new Mid-tone shades... lightened versions of grey, brown, and green. A tiny Acorn graces the bow. The price—just \$13.95.

PHIL FORSTADT  
EXCLUSIVE HATTER  
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Give silver this year... the most beautiful, practical, enduring gift of all! Give a lovely correct service piece, place settings, or the gift supreme... a complete service. Four choice patterns... one is sure to please. Come in today, select your token of affection in beautiful sterling!

5-Piece "Informal" Place Setting  
(2 teaspoons, knife, fork, salad fork)  
only \$36.25

A. NEW! Belle Rose\* B. Grandeur\*  
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Thank You and Best Wishes.  
We enjoyed serving you throughout the year.  
And to all our Happy Clients and Friends  
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SO. OZONE PARK

**JA 3-3377**

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JAMAICA

**IV 9-5800**

17 South Franklin St.  
HEMPSTEAD

**IL 7-3100**

103-09 NORTHERN BLVD.  
CORONA

**MA 3-3800**

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ROOSEVELT

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**HOLLIS DETACHED**  
BRICK AND STONE mansion, 7 rooms, open porch, 4 bedrooms, eat-in kitchen, tiled bath, full party basement, garage, large garden.  
\$19,500  
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**SPRINGFIELD GARDENS**  
DETACHED, Colonial, 6 large rooms, modern kitchen, tiled bath, large party basement, garage. Many extras, garden plot.  
\$15,990  
\$590 CASH OTHERS

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**AX 1-7400**

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BRENTWOOD — Foreclosure, \$200 down, ranch, garage, \$8,500. Many others. McLaughlin Realty, 32 First Ave. (open Sundays), 516 BR 3-8415.

RIVERSIDE DRIVE, 1 1/2 & 3/4 private apartments interracial furnished. Tel. calgar 7-4118

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DEER PARK, Long Island, 3 bedroom Ranch, full basement, attached garage, lot 60 by 170, oil and hot water heat, city water, with storm screens and blinds; close to Dix Hill School, low taxes. Newly decorated. Please call TU 8-7097 after 8:00 p.m. or weekends.

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For gracious living or investment, located in a beautiful neighborhood, 3 bedrooms, 2 baths, concrete, brick and stucco, fully furnished plus additional room for extra bedroom or study. Carport you can make additional room 14x24, beautifully landscaped, awnings and sprinkler. Good transportation. Asking \$24,000. Terms. Call CO 6-9120.

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8 large rooms, 4 bedrooms, Hollywood bath, eat-in-kitchen, detached, newly decorated in and out. Walk to subway and shopping, all extras included. Full price \$15,500. Civ. \$500 down.

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**Bungalow 5 Bedrooms Full Price \$15,500**

SPRINGFIELD GARDENS, situated on spacious 40x100 plot, surrounded by beautiful garden, modern kitchen and bath, near everything

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**Legal 2-Fam. 10 Rms.**

6 ROOM apt. down with beautiful 4 room apt. upstairs for income. Finish basement with kitchen and bath, detached with garage, 30x100 plot. Live rent free with this one.

Civ. \$950 GI No Cash Dn.

Many other 1-family, 2-family, Bungalows and Ranch Homes To Choose From.

BRAND NEW 1-FAMILY AND 2-FAMILY HOMES AVAILABLE

**BRITA HOMES**

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**AX 7-1440**

Rentals also available  
OPEN 9 A.M.-9 P.M.—7 DAYS

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**LAURELTON \$25 Week**

BRICK, 2-family, finished basement, 2-car garage, wall-to-wall carpet.  
\$900 CASH

**CAMBRIA HGTS. \$22 Week**

4 BEDROOMS, Hollywood kitchen and bath, garage, finished basement.

**CAMBRIA HGTS. 2-FAMILY \$17,990**  
4 down, 3 up, Stucco, oil heat, modern as tomorrow.

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Fieldstone 1-1950

192-05 LINDEN BLVD.  
ST. ALBANS

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**SPLIT LEVEL**

BEAUTIFUL builders model, 6 years old, corner property of large 75x100, deluxe recreation room, landscaped professionally, oil hot water heat, modern electric kitchen, all storms, screens and venetian blinds. A steal at \$18,500. Seen by appt. only.

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**3 CONVENIENT OFFICES AT**

**FHA SPECIAL \$250 FULL DN. PAYMENT**

**50. OZONE PARK, 1-family** shingle, garage, gas heat, 5 1/2 rooms, plus full bath. Many extras, such as stove, refrigerator, washing machine, etc. Call to-day, vacant, \$13,500.  
MOVE IN 3 WEEKS

**PRE-CHRISTMAS SPECIAL Jamaica**

1-FAMILY, 6 1/2 rooms, 2 full baths, garage, oil heat. Why Pay Rent? G.I. \$100 Down. FHA Low Down Payment.

**QUEENS & NASSAU**

**DECEMBER SPECIAL GI or FHA**

**SOUTH OZONE PARK, 1-family** detached, 50x100 plot, 8 rooms, 5 bedrooms, modern gas unit. Two blocks to shopping and transportation. \$100 down to any eligible GI, \$300 on contract to anyone else.  
CALL TODAY

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1-FAMILY, shingle, detached, 50 x 100 plot, modern gas unit, 8 rooms, 4 bedrooms, full basement, enclosed back yard, G.I. no down payment. FHA \$290 on contract.  
VAN WYCK GARDEN

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**Springfld Gdns \$15,990**

4 BEDRMS OWNER RETIRING Detached Colonial Ranch. All the rooms on one floor plus expansion attic with 2 rooms, finished, Ultra Modern Kitchen & Bath, Semi-Finished Basement, on Oversized Plot. Move Right In. No Waiting.

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OWNER LEAVING STATE 9 Year Old, all Brick Legal 2-Family, 5 & 4 Rm. Apts. Must Sell. Everything Goes. Streamlined Kitchens & Surrounded by Trees & Shrubs. Garden Grounds plus Oversize Garage. Immediate Occupancy.

**MANY 1 & 2 FAMILY HOMES AVAILABLE G.I. OR FHA \$690 DOWN QUEENS HOME SALES**

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**OL 8-7510**

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**2 FAMILY — \$12,000 WALK TO SUBWAY**

Both apartments vacant, on title, fully detached Colonial, modern throughout, new gas heat, many extras. No. 1335.

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Take 8th Ave. 'E' Train to Sutphin Blvd. Station, OPEN 7 DAYS A WEEK  
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Central Location For All Nassau  
812 FULTON AVE., HEMPSTEAD

**Farms & Acreages Columbia County**

109 ACRES FOR HUNTING, swimming, beginner's ski slope, Christmas tree planting; plus pretty country house, fully furnished with big stone fireplace, \$23,500. ARTHUR LEE OF RED ROCK, East Chatham, N.Y., CH 2-7942. If no answer, call CH 2-6261 or 2-6252.

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5 stimulating acs, 4 rms, \$9,900.  
6 rm village home, frac. \$5,500.  
Chas Dunn, Bkr, Walden, NY, FR 2-5684

ST. ALBANS — 1-family detached, finished basement; bar, 3 bedrooms, expansion attic, gas heat. Little cash. ULeiter 5-4002, even.

**Sub Lease - Loudon Arms ALBANY First Floor**

2 BR APT. - PRIVATE POOL - ELEC. STOVE - REFRIGERATOR - HEAT & HOT WATER - TRASH COLLECTION - AUTOMATIC WASHER, DRYER AVAILABLE. SHOPPING CENTER ADJACENT, \$100.00 per Mo. Dec. 1-June 1, 1964. CAN EXTEND.  
Tel. Schenectady 374-6283

### Mrs. Jones' Day

(Continued from Page 9)

some manner by the men and women of the U.S. Civil Service—scientists, doctors, technicians, plumbers, detectives, carpenters, shipfitters, letter carriers and clerks, and hundreds of other trades, professions, and occupations.

It would be impossible to pick out Federal civil servants in business clothes or overalls which many of them wear. Others wear distinctive uniforms. Would you know them as employees of Uncle Sam?

### Wescott Appointed

ALBANY, Dec. 9 — Governor Rockefeller has appointed Fred T. Wescott of Batavia as supervisor of the Fourth Ward in Batavia for a term ending Dec. 31, 1963.

#### LEGAL NOTICE

P3893-1963 — SUPPLEMENTAL — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, JOSEPHINE MCCARTHY DORIS FORBES, VIVIANNE LONG, THE PUBLIC ADMINISTRATOR OF THE CITY OF NEW YORK, THE ATTORNEY GENERAL OF THE STATE OF NEW YORK; and

All persons, other than any and all the persons specifically named and described above, who may be or claim to be heirs at law, next of kin or distributees of May Travers Yard, deceased, or who may in some wise be or claim to be interested in this proceeding or in the estate of said May Travers Yard, all of whom and whose names, places of residence, post office addresses and whereabouts are unknown and cannot with due diligence be ascertained by petitioner.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at the Hall of Records in said County, on January 6, 1964, at 10:00 A.M., why a certain writing dated March 17, 1961 and a First Codicil thereto dated October 25, 1962 and a Second Codicil thereto dated April 18, 1963, which have been offered for probate by Schroder Trust Company, with offices located at No. 57 Broadway, New York, New York, should not be probated as the Last Will and Testament, relating to real and personal property, of MAY TRAVERS YARD, deceased, who was at the time of her death a resident of No. 167 East 67th Street, the City of New York, in the County of New York, State of New York. Dated, Attested and Sealed, November 27, 1963.

(L.S.) HON. JOSEPH A. COX, Surrogate of New York County, Philip A. Donahue, Clerk

SECOND SUPPLEMENTAL — CITATION — FILE No. P2935, 1963 — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, To Olga Booth Caines, and the unknown heirs at law, next of kin of Mary A. Caines, deceased, the names of whom are unknown, and if any of them be dead, to their respective heirs at law, next of kin, surviving spouses, personal representatives, devisees, legatees, and successors in interest, all of whom and whose names are unknown and cannot be ascertained after diligent inquiry. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 30th, 1963, at 10:00 A.M., why a certain writing dated March 3rd, 1960 which has been offered for probate by John Caines, residing at 286 Convent Avenue, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Mary A. Caines, Deceased, who was at the time of her death a resident of 455 West 144th Street, in the County of New York, New York. Dated, Attested and Sealed, November 22nd, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

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### Promotion Structure Maintainer

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- ses Evans; 31. Andrew Dimaio; 32. John J. Adams; 33. Anthony Conticeno; 34. George Aninowsky; 35. Alfred J. Fulgenti; 36. James W. Eastwood; 37. Gerard G. Johnson; 38. Michael Devita; 39. Michele Contarino; 40. Patsy F. Truano; 41. James J. Lepard; 42. Lawrence E. Redding; 43. Jack Sirignano; 44. Willie E. Bentley; 45. Alfred Satili; 46. John R. Tierno; 47. James J. O'Shea; 48. John Wiselicki; 49. Erwin Kloos; 50. Edward Canale.

51. Alfonso M. Miele; 52. Raymond W. Millon; 53. Julius A. Simon; 54. Paul Cainciotto; 55. Stanley B. Heitner; 56. Erwin Schlaich; 57. Albert P. Molinari; 58. Philip G. Pardini; 59. Thomas V. Larkin; 60. Max Leischner; 61. Randolph Roberts; 62. Michael A. Vingola; 63. Frederick Trahan; 64. Louis C. Ruggiano; 65. Nor-

- man E. Punch; 66. Joseph Fitzgerald; 67. Robert V. Sharkey; 68. Daniel J. Monaghan; 69. Carmine Guerrieri; 70. Francis C. Bartkowski; 71. Carmine J. Carpentieri; 72. Orlando Roca; 73. Salvatore Vascellaro; 74. Eugene R. Morris; 75. Alex Love Jr.

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### Promotion Power Maintainer Group B

1. Charles E. Koch; 2. Edwin A. Foderinham; 3. Andrew C. Mc-

(Continued on Page 15)



## H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. *With the exception of home calls*, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where their medical group can take care of them. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION



## HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 MADISON AVENUE, NEW YORK, N. Y. 10022

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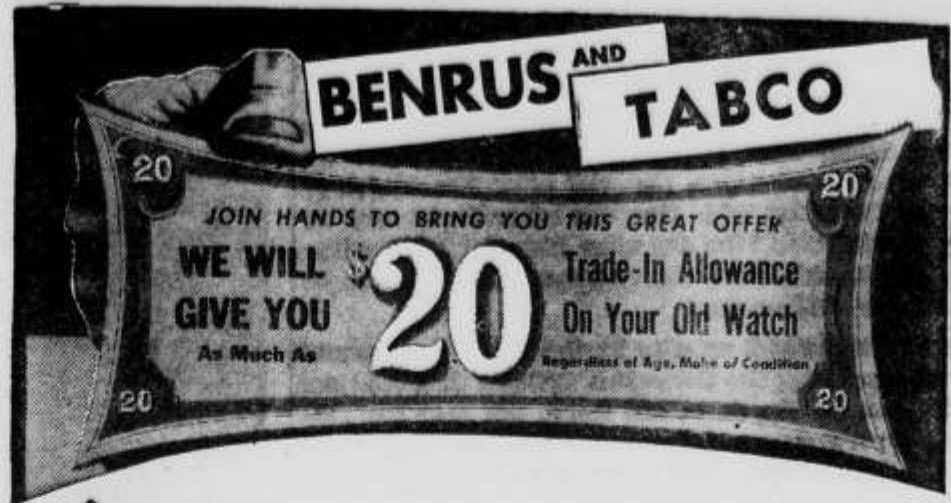
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# CORRECTION CORNER

By CHARLES LAMB

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

## State Salaries

NEW YORK CITY is granting its employees under the Career and Salary Plan Leave regulations, a day off on either Friday, November 29th (the day after Thanksgiving) or Thursday, December 26th (the day after Christmas) or Thursday, January 2nd (the day after New Year's). Equivalent time off is authorized for employees who cannot be released on one of these days.

WHEN COMPARING salaries in the State Department of Correction not only the Correction Officers' salaries have constantly been on the down hill trend, but also the salaries of its supervisory staff. Let us see how this group compares with other uniform supervisory staffs.

	Captain	Lieutenant	Sergeant
State Police .....	\$8,972	\$10,920	\$13,650
Federal Correction .....	\$9,495		
		Supervisory Correction Officer	
New York City Police .....	\$8,770	\$ 9,791	\$12,075
New York City Correction .....	\$8,903		
	Captain (first promotion from Correction Officer)		
New York State Correction .....	\$7,590	\$ 8,895	\$ 9,815

IT IS INTERESTING to note when using the maximum salaries of titles in two state wide agencies, State Police and State Correction, you find the following percentage differences. Correction Captain 28%, Correction Lieutenant 18%, Sergeant 15 1/4%, lower in salaries than their state police counterparts.

EVEN THE 12 1/4% salary increase proposed by CSEA will not bring the salaries of these employees into alignment with their brother officers in these other enforcement agencies, not only on a state level but on a federal and city level as well.

OVER A YEAR ago most maximum salaries in entrance level enforcement positions were higher than State Correction Sergeants maximum salaries today. Also note that over 85% of the Police Officers in Nassau County were receiving more than \$7400 per annum.

HOW HAS SUCH a condition developed in a department that at one time received higher salaries than most of those enumerated above? Good question. So let us look at the record these past ten years.

- 1955—No adjustment in salaries
- 1956—\$300 salary increase for all grades plus a four hour reduction in hours.
- 1957—\$100 increase in lower grades to \$1,500 in higher grades. Reduction of two hours.
- 1958—No adjustment in salaries, reduction of two hours.
- 1959—\$200 increase in salary or one salary grade.
- 1960—Reduced employees contributions to retirement.
- 1961—Salary increase of five percent effective May 1, 1961 to 17 1/2% in highest grades. Plus a longevity increment at 15 years of service.
- 1962—Five percent salary adjustment effective August 1, 1962.
- 1963—No salary adjustment.
- 1964—? ?

IN ANALYZING the above you do not have to be a mathematician to figure where your purchasing power has gone to. Especially with the constant increase each year in the cost of living. Private and other civil agencies have acknowledged this condition by increasing their employees' salaries, so they may meet and cope not only with the rising cost of living but also the increased cost of taxes under federal, state and local levels.

THE CSEA negotiating committee has worked sincerely and forcefully with the Administration in their justified request for a 12 1/2% salary increase for employees this year and will succeed if they receive the unstinted cooperation and support of every employee who must contact personally his local legislators at their homes in your community and secure their support for our salary request this year.

### Three Appointed

ALBANY, Dec. 9 — Governor Rockefeller has made three appointments to the State Advisory Council on Employment and Unemployment Insurance. Two are reappointments. They are Raymond R. Oorbett, presi-

dent of the State AFL-CIO and John A. Williams, Syracuse, a consultant to Niagara Mohawk Power Corporation. The new appointee is Dr. Foster Sargent Brown, of Canton. Dr. Brown is president of St. Lawrence University.



RETIREES — Recent retirees from the Department of Highways are shown with Commissioner of Highways John T. Carroll, center, after receiving certificates of appreciation for their years of service signed by Mayor Robert F. Wagner and Carroll.

Left to right, are: Patsy Sciaretto, asphalt worker; Arthur Coan, inspector of borough works; Saverio De Blasio, asphalt worker; Onofrio Russo, asphalt worker; Giuseppe Ruffini, asphalt worker and Kenneth White, 16, the son of Joseph B. White, ass't civil engineer.

## Eligibles on State and County Lists

PERSONNEL TECHNICIAN, DEPT. OF PERSONNEL, WEST. CO.	HEAD CLERK (PROPERTY CONTROL) — TAXATION AND FINANCE	ASSOCIATE BUDGETING ANALYST — EMPLOYMENT
1. Beathwaite, H., Larchmont ..... 812	1. Rotondi, R., Albany ..... 808	1. Rotondi, D., Troy ..... 910
2. Hynds, F., Delmar ..... 809	2. Hynds, F., Delmar ..... 809	2. Bazyl, S., Albany ..... 809
3. Miller, H., Albany ..... 809	3. Smith, H., Albany ..... 809	3. McDonald, H., Voorheesville ..... 790
4. Smith, C., Albany ..... 809	4. Madigan, M., Albany ..... 845	
5. Camfron, L., Amsterdam ..... 794	5. Leibetr, K., Albany ..... 820	
	HEAD CLERK (TARIFF) — PUBLIC SERVICE	
	1. O'Connor, E., Albany ..... 875	
	2. Hager, V., Albany ..... 860	
	3. Smith, H., Albany ..... 880	
	4. Madigan, M., Albany ..... 845	
	5. Leibetr, K., Albany ..... 820	
	SUPERINTENDENT OF THRUWAY MAINTENANCE — THRUWAY AUTHORITY	
	1. Robertson, J., Delmar ..... 905	
	2. Fisch, A., Albany ..... 909	
	3. Pendleton, J., Singerman ..... 931	
	4. Hilary, H., Albany ..... 830	
	SENIOR ADMINISTRATIVE ASSISTANT — HEALTH (INCLUDING HOSPS.)	
	1. Solomon, D., Syracuse ..... 959	
	2. Lincoln, H., Albemont ..... 870	
	3. DeForest, P., Rensselaer ..... 859	
	4. Delehanty, E., Albany ..... 815	

## Suffolk Chapter Installs Selden Non-Teaching Unit

SELDEN, L.I. Dec. 9—The newly formed unit for Middle Country Central School District No. 11 (Selden-Centerach), Suffolk County chapter, Civil Service Employees Assn., will be installed Saturday, Dec. 14 at 10 a.m. in the Newfield High School.

"The chapter welcomes the opportunity to represent the non-teaching employees in the Middle-Country school system," said Thomas Dobbs, president of the Suffolk County chapter. He continued, "Our people have been organizing for many months in this area and this formation is the culmination of much hard work."

Frank Fontanella, the newly elected president, has invited the Board of Education president, Peter Cursio and district administrators, James Hines, superintendent and Malcolm Zweibel, business manager, to officiate at the installation ceremony.

### First of Five

Dobbs commented further, "This district is the first to make application for a charter of the five we are currently organizing. I feel this will give impetus to our program and that the other districts will follow shortly." The unit's membership is presently 75

of the 125 potential. All members and non-members are invited to the installation.

## Legislative Ethics To Be Investigated By Comm.

ALBANY, Dec. 9 — Lloyd Laporte, distinguished New York City attorney, has undertaken the task of investigating legislative ethics and making recommendations for possible changes in the State Code of Ethics.

His appointment, announced recently by Senate Majority Leader Walter J. Mahoney and Assembly Speaker Joseph F. Carlino, is one of several more to follow. Mr. Laporte will serve as chairman of a citizens committee to determine whether the present state code should be strengthened.

At present, Mr. Laporte serves as chairman of the Board of Ethics of the City of New York.

ASSISTANT CIVIL ENGINEER (DESIGN)—PUBLIC WORKS	ASSOCIATE PERSONNEL TECHNICIAN (Classification) — CIVIL SERVICE	ASSOCIATES IN RECRUITMENT AND EXAMING, G-23 — CIVIL SERVICE
1. Brown, R., Cohoes ..... 961	1. Lawler, J., Albany ..... 827	1. Handler, I., Albany A ..... 870
2. Cole, R., Albany ..... 942	2. Smith, G., Albany ..... 792	2. Noisoux, E., Albany A ..... 809
3. Cavanaugh, D., Selkirk ..... 923	3. Chapp, L., Albany ..... 704	3. Hoyt, D., Loudonville A ..... 795
4. Jackson, H., Cohoes ..... 921		4. Keefe, J., Troy A ..... 790
5. Slade, K., Albany ..... 902		5. McKenna, J., Albany A ..... 771
6. Chesebro, J., Albany ..... 902		6. Mulhern, M., Albany A ..... 757
7. Mooers, H., Albany ..... 902		Assocs. Recruit and Exam G-23, Civ. Serv.
8. Stigerman, A., Albany ..... 902		1. Noisoux, E., Albany B ..... 819
9. Foley, J., Troy ..... 827		Assocs. Recruit and Exam G-23, Civ. Serv.
10. Foley, J., Albany ..... 882		1. Noisoux, E., Albany C ..... 823
11. Parasilli, S., Binghamton ..... 803		2. Etter, D., Albany C ..... 787
12. Offe, L., Albany ..... 861		
13. Gross, N., Commack ..... 861		
14. Fowler, M., Schenectady ..... 812		
15. Lord, G., Albany ..... 840		
16. Leon, M., Latham ..... 820		
17. Hotaling, J., Watervliet ..... 801		
	POLICE LIEUTENANT — POLICE DEPT. — TOWN OF ORCHARD PARK — ERIE CO.	
	1. Henning, R., Orchard Pa ..... 901	
	POLICE LIEUTENANT — POLICE DEPT. — VLG. OF KENMORE — ERIE CO.	
	1. Daguebury, T., Kenmore ..... 871	
	2. Arnet, E., Kenmore ..... 870	
	3. Schunk, A., Kenmore ..... 870	
	4. Kane, R., Kenmore ..... 870	
	5. Rowan, J., Kenmore ..... 870	
	6. Murphy, C., Kenmore ..... 770	





**PRESENT PAINTING** — Shown at the unveiling of a portrait of former Health Commissioner Dr. Herman E. Hilleboe are members of the Department with Dr. Hilleboe, right. The painting was presented to the Department by employees of the Health Department including employees in various institutions. Those shown in the picture are (from left) Dr. Hollis Ingraham, commissioner; Dr. Granville Larimore; Frank Litto, the artist; Emmett J. Durr, Civil Service Employees Association department representative and Dr. Hilleboe.

## Public Relations Improvement Stressed By CSEA Officials At Nassau County Dinner Meet

BALDWIN, Dec. 9—"Tell the people, there is a great deal of civil in Civil Service", Joseph D. Lochner, executive director of the Civil Service Employees Association, urged the Nassau County chapter at a dinner meeting held here at Carl Hoppl's restaurant, last week.

Lochner, one of five speakers to address this unit representatives meeting, stressed the importance of boosting the image of the public servant and stated that the only way you can accomplish this is to make the public realize that you are doing a good job, that you are happy doing it and that you have a great desire to do all you can in your work.

The meeting was held to allow unit representatives to learn, on a first hand basis, of the various activities of the CSEA and to allow a question and answer session with the people representing these activities.

Irving Flaumenbaum, president of the Nassau County chapter, in describing the concept of the meeting, emphasized that if these educational meetings proved successful that they would be held on a periodic basis in addition to the regular chapter meetings. Unit representatives were invited guests of the chapter.

### Unity of Purpose

Gary Perkinson, public relations director for the Association, discussed three aspects of public relations and their effect upon the public and the civil servants. He urged that members show unity of purpose, show enthusiasm for their organization and its activities and finally repeat their efforts over and over again to make a lasting impression.

Jerry Rogers, supervisor for the

field staff of the CSEA, who opened the meeting, mentioned the accomplishments of the Association and stressed that membership growth is only achieved on an individual basis.

Other speakers included William Bartscher, representing Blue-Cross, Blue-Shield, who described the recent change in the opportunity to transfer options among the three State health programs. George Weltmer, from Ter Bush & Powell, discussed the accident and health program offered by this company.

### Guests at Dinner

Guests at the dinner included Ralph Edsel, Long Island regional attorney for the Association, who spoke briefly; Thomas Dobbs, Suffolk County chapter president; Leon Shapiro, director of the Nassau County Children's Shelter; Thomas Johnston, dean of administration for the Nassau County Community College; Fred Busse, Ter Bush & Powell representative; George Feikel, Pauline Lockel and Mrs. Julia Duffy, representing Pilgrim State Hospital chapter; and James Lawless, of the Civil Service Leader.

Flaumenbaum served as master of ceremonies for the dinner and announced that the legislative luncheon of the chapter would be held at the Huntington Town House Jan. 4. The chapter's glee club, under the direction of Patrick Killikelly, entertained the meeting briefly.

## 7 Are Appointed To Bronx State Hospital Board Of Visitors

ALBANY, Dec. 9—Seven Bronx residents now are serving on the Board of Visitors for the new Bronx State Hospital, an institution under the State Department of Mental Hygiene

Appointed by Governor Rockefeller, subject to Senate confirmation next year, are: Dr. Harry Weaver, a director of radiology at Union Hospital in New York City; Vincent Ingriselli, a real estate and insurance broker for more than 30 years; Elizabeth M. Pyne, supervisor of the electronic data processing center for American Telegraph Company in New York City, and Joseph J. Scorese, a certified public account and graduate of New York University.

Also appointed were: George Salatore, a New York City attorney and former justice of City Court; Mrs. Evelyn Schwalg, a teacher in the New York City public schools, and Douglas C. Greene, plant superintendent for several food production firms.

## Ulster CSEA Urges 10% Raise For County And Kingston Employees

(From Leader Correspondent)

POUGHKEEPSIE, Dec. 9—A 10 per cent salary increase for all City of Kingston and Ulster County public employees has been urged by the Ulster County chapter, Civil Service Employees Assn.

## Washington Aide Joins State Staff

ALBANY, Dec. 9 — Dr. Richard Mayer, formerly with the National Science Foundation in Washington, D.C., has joined the State University staff as an associate professor and assistant director of the New York Atmospheric Science Research Center. His salary is \$13,500 a year.

Dr. Mayer, a graduate of Union College and Columbia University, will play an active role in all field research activities. He has had wide administrative as well as research experience.

The chapter's stand was presented to the Kingston Board of Commissioners in a letter from James Martin, chapter president. This action, and others, was reported on at a recent meeting of the CSEA unit.

### Grievances

Other discussion at the meeting centered on the fact that any member of the group can present a complaint or grievance to the Grievance Committee, made up of Leon Studt, Daniel MacMonagle, Joseph Schrowang, Harold DeGraff, Grace Wojciechowski and John Doran.

Officers attending the meeting were Martin, president; Albert Ochner, first vice president; Margaret Fennelly, recording secretary; Martin Kelly, financial secretary; Fred Paulas, treasurer; Studt and Dorothy Lacey, directors; Charles Kohl, Harold Fitzgerald, Archie Heutis and Stephen Wisneski.

Recommendations and requests made by the salary committee will be brought before the Budget Committee of the Ulster County Board of Supervisors. Plans were made for contacting Dr. Wendell Hoover, superintendent of Kingston Consolidated School System, asking for a reply of a letter written in September concerning payroll deductions. The next meeting of the group will be Dec. 16 at 8 p.m. at the Board of Public Works Building, Kingston.

## A&M Cancels Party

ALBANY, Dec. 9 — The State Department of Agriculture and Markets has joined the growing list of state agencies to cancel annual Christmas parties because of the period of national mourning for the late President Kennedy.

## Savings Bond Drive Best Ever—Murphy

ALBANY, Dec. 9—One of the most successful U.S. savings bond drives ever conducted in State service has been completed, a report by State Tax Commissioner Joseph H. Murphy, general chairman, shows.

Murphy, in a letter to Governor Rockefeller, reported that the 1963 U.S. Freedom Bond Drive campaign had gone over its goal.

The letter, in part stated:

### Murphy's Report

"All results are now in and tabulated. We can report that efforts put forth during the Savings Bonds Drive have resulted in the enrollment of 32.3% or, in other words, nearly one of every three State employees is a savings bonds buyer. Before the drive, 25.14% were buying U.S. Savings Bonds through payroll savings.

"Numerically, 7,101 new buyers were enrolled, bringing to 33,721 the number of State employees participating in this patriotic and systematic savings program. In addition 1,762 employees already purchasing savings bonds increased their purchases.

"The U.S. Treasury's Savings Bonds Division is now preparing certificates of merit to be awarded those units of State government which met or exceeded the Drive's goal: The enrollment of 25% of non-participants in the savings bonds program."



**25-YEAR AWARDS** — Four women from the Newark State School are shown at the presentation which was made to them for 25 years of State service. The women are (l.) Julia Cordon, senior stenographer; Mrs. Eva B. Herman, senior institution teacher, and Mrs. Hilda Eschenmann,

attendant. At the ceremonies were (l.): Dr. Frank R. Henne, director of the school; Dutton S. Peterson, State Senator and speaker; and William F. Falvey, president of the Board of Visitors who made the presentation. Duane G. Kelley, senior account clerk, also received a similar award but was not present.

## Suffolk Pay Boost

(Continued from Page 1)  
industry, especially in titles which are hard to fill.

### Some Total 15 Percent

The pay raise which the CSEA originally sought calls for a two grade increase plus the normal increment. This would have amounted to a 15-percent across-the-board pay raise. The Commission's plan grants raises from 5.9 to 10.8 percent depending on the job involved. When the normal increment is added some of the increases total 15 percent.

## West Seneca State Board of Visitors

ALBANY, Dec. 9 — Governor Rockefeller has named seven members to the Board of Visitors of the West Seneca State School in Erie County. They are:

Fred J. Schreiber of Attica; Inez V. Reynolds of Medina; Mrs. Estelle C. Herdeg of Gowanda; Homer J. Myer of North Tonawanda; John R. Foster of Dunkirk; Peter C. Kelschgens of Derby, and Mrs. Ruth Hibbard of Kenmore.