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Salary Request

See Pages 14 & 16



JOYFUL WINNER — Receiving her trophy as Miss Highway Safety of 1964 is the happy Karen Jean Robak. Presenting the trophy is Thomas McDonough, president of the Motor Vehicle chapter, Civil Service Employees Assn., with Al Danzig, deputy commissioner of the Motor Vehicle Department, looking on. At left is the runner up this year Demetra Haizlip with last year's winner, at right Ariene Drobny. The award is made annually to employees in the Department. This year's presentation was made at the chapter's Valentine party at the Shadow Box Restaurant, Guelderland.

'Onondaga Five' Attack Pay Raise; Feily Terms Action 'Irresponsible'

ALBANY, Feb. 24 — A proposal from five Onondaga County legislators that Governor Rockefeller's salary and pension program for State employees be slashed by more than half was termed a "wholly unjustifiable and irresponsible action" by Joseph F. Feily, president of the Civil Service Employees Assn.

The "Onondaga Five," as this group of legislators has been

tagged in political circles, suggested that whatever monies were left after the cut should go only to the lower grades. In 1962, most of the members of this group voted solidly against a pay raise for State employees. This year's opposition came from Senators John H. Hughes and Lawrence M. Rullison and Assemblymen Robert Hatch, Jr., John H. Terry and Philip R. Chase. Feily called their idea for the lower grades a "sop."

Feily's View

In commenting on the legislators' proposal, Feily declared in a press statement:

"The statement of Onondaga County legislators urging a \$7 million cut in the Governor's proposed \$13 million appropriation for State employee salary increases represents, in our view, a wholly unjustified and irresponsible action.

"The Governor's program was carefully worked out over a period of several months and was based upon scientific material submitted by CSEA, the Division of Budget and the Division of Classification and Compensation. The examination of private and public jurisdictions which compete with the State disclosed a very real need

for an increase along the lines recommended by the governor and supported by CSEA.

Proposal 'Exposed'

"Now it is proposed to arbitrarily slash by more than half the appropriation needed to implement this program and to give

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Gordon Howe Made Proposal

Levitt Orders Studies On Paid Up Health Insurance For Retired Public Aides

Comptroller Arthur H. Levitt has reported to County Manager Gordon A. Howe of Monroe County that the State Retirement System has embarked on an extensive study of paid-up health insurance coverage for all retired State, local and municipal employees in the system.

Howe suggested in his annual message to the Monroe County Board of Supervisors that all retired public employees in the retirement system be given a Blue Cross-Blue Shield type health insurance policy to protect them from the impact of a major illness during their retirement years.

"You have touched on a very urgent problem, and I am pleased to learn of your interest in it," Levitt said, in a lengthy letter to Howe. "As your letter suggests, the problem is a State problem, not a County one."

Howe originally proposed paid-up health insurance for retired Monroe County employees but on February 3, wrote to Levitt suggesting that the matter be considered on a Statewide basis because, Howe said, "it seems to me that the need extends beyond the

(Continued on Page 3)

Rules Rochester Downgrading Of Seven Illegal

ROCHESTER, Feb. 24 — A State Supreme Court justice has ruled that the City of Rochester acted illegally in abolishing the jobs of its police telephone operators and creating new positions for them in lower salaries.

Judge Carrollton A. Roberts ordered seven men affected by the change reinstated to their old positions and the same pay of the old job. They will also receive back salary to July 1, 1963, when the positions were abolished.

The Civil Service Employees Assn., under its special legal program, furnished part of the financial assistance to fight the downgradings.

At the time of the downgradings, Joseph F. Feily, CSEA president, described the action as "forced demotions."

Group Life Plan Extends Special Enrollment Time

The February, month-long offer on the Group Life Insurance Plan of the Civil Service Employees Assn. has been extended to March 9 to give members and prospective members an added opportunity to take advantage of low-cost insurance coverage.

As announced in last week's Leader, new applicants under age 50 can enter or join the Group Life Plan without the usual medical examination during this open enrollment period. For information contact your chapter or CSEA headquarters at 8 Elk St., Albany, or the New York City office at 11 Park Place.

Bill Would Protect Aides From Personal Liability

ALBANY, Feb. 24—All public employees within the State would be protected from personal liability for negligence occurring in the performance of their duties under a bill submitted to the Legislature last week.

The measure, co-sponsored by Senator Norman F. Lent (R-Nassau) and Assemblyman Joseph F. Nowicki (R-Rockland), would place public employees on an equal footing with employees of private industry concerning law suits arising from job-connected negligence. It would not require the employer to provide protection where negligence was caused as a result of fraud or other intentional wrong on the part of the employee.

In reference to the bill, Senator Lent said, "Existing laws give only limited protection to firemen and policemen. Other employees have no protection. The enactment of this legislation will improve the morale of public employees and remove any impediment from the performance of official duties

caused by fear of public liability."

He said "If a municipality is to be required to indemnify an employee for a judgment, attorney fees and other costs involved in a defense, the municipality should be given the opportunity to take over and conduct the defense as provided in the bill." The Nassau legislator said it would be both unwise and dangerous to impose the duty to indemnify without assuring the municipality that the action was fully and adequately defended by competent counsel."

The bill has the support of the Civil Service Employees Association, whose state-wide membership of 117,000 consists of employees of both the State and local political subdivisions.



SEN. LENT



ASSEMB. NOWICKI

Highway Engineers Assn. Supports State Pay Program

Another organization of State employees last week professed unanimous approval for the pension-salary program worked out between the Administration and the Civil Service Employees Assn.

The Board of Directors of the New York State Association of Highway Engineers, has unanimously adopted a resolution endorsing and supporting wholeheartedly the recommendations of the Governor to the legislature for a salary increase of three per

(Continued on Page 16)

Don't Repeat This!

Weisl Support Gives U.S. Judges Hope Of Salary Adjustments

FEDERAL district judges, whose salaries and allowances are the same in New York City as they are in an inexpensive small town, are seeing some rays of hope that their compensation may become more commensurate with the economic realities of their districts.

These judges, all of whom receive far less money than they could earn in private law practice, at present are tied to the same pay bracket as Congressmen — \$22,500. However, Congressmen, if they have the time, can continue to practice law or make money in outside businesses. Judges cannot.

The solution to the problem could be a proposition offered by a recent editorial in the New

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Don't Repeat This!

(Continued from Page 1)
 York Law Journal and supported by a man very close to President Lyndon B. Johnson. The editorial suggested that the present salaries of judges serve as a base pay for all. This salary would then be increased upward to match the salary paid on the highest state court in the same area and jurisdiction. The same formula would apply to Federal attorneys, whose salaries would be matched with their local counterparts.

(At present, the U.S. Attorney General does have the authority to grant his local representatives salaries on a sliding scale.)

Close To Johnson

Extremely important support for this proposal comes from New York Attorney Edwin L. Weisl, a senior partner in the distinguished law firm of Simpson, Thacher and Bartlett, who is one of President Johnson's closest personal advisors. Weisl, along with Donald Cook, former chairman of the Securities Exchange Commission, ranks among the New York City men closest to the President. He has the further professional distinction of being a member of the New York City Board of Ethics and the Appellate Division (of the Supreme Court) Committee on Character and Fitness.

Weisl expressed his concern for the present inequities in the Federal judge salary structure in an article in the Law Journal, written after the problem was discussed editorially in that paper. He declared: "Everybody in government worth having in government makes a financial sacrifice. What is involved here is a matter of degree—how much of a financial sacrifice any governmental

servant ought to be asked to make."

Seeks Unified Approach

Weisl urged all the Bar Associations in the Metropolitan New York area to move together in the direction proposed above "or on the basis of any other corrective measure . . . that will have a chance of adoption." In essence, he asked for unified searching for a "practical" approach.

It should be noted that Weisl's intimacy with Lyndon Johnson extends beyond the relationship of a personal attorney. He was counsel to Johnson when the latter headed the Senate Preparedness Committee. He has the President's ear and can take the plight of the Federal District judges directly to Johnson.

Proposals in this area certainly would have the support of Congressman Emanuel Celler, chairman of the House Judiciary Committee, and important support would come from Thomas E. Dewey, Sen. Kenneth B. Keating, who serves on the counterpart Senate committee, and a former U.S. Attorney General William P. Rogers.

A proposal by the Queens County Bar Association that these judges be given an immediate \$10,000 a year raise is conceded to have little chance of passage in Congress. There is hope, however, that a new approach, such as the one suggested above, may provide the answer.

Employment Interviewer Finds Goya Helps Aid High School 'Drop-Out'

By JAMES T. LAWLESS

The title of the job is employment interviewer which even in the age of the euphemism is one of the finest misnomers that has been created. It is a job under the jurisdiction of the Youth Employment Service (YES), Division of Employment, Department of Labor. It would seem that the title of the position would imply that the interviewer interviews and places applicant in jobs.

Marcella Sheehan has spent the past two years proving that as she says, "Finding the job is only part of the problem." As an employment interviewer for the State office located at 214 East 2nd Street in Manhattan, she works with high school drop-outs between the ages of 16, 17 and 18. Most of them are negroes and Puerto Ricans who have had extremely limited social experiences.

The "other" part of the problem, then, is that the interviewer must resolve the most fundamental problems of the child before she or he can begin to think of trying to place them in jobs. The children of the lower East Side that she deals with have such limited lives that being afraid of going above 14th Street is not unusual. Some of them have

never even been out of the so-called "home safe" area from 14th St. to the Battery. The antithesis of this is, of course, that they have been exposed to murder, dirt, deprivation, gang warfare and dope addiction at about the same age when other children are learning to read by themselves.

Lack Of Pride Is Problem

The most serious problem that the interviewer works with is the lack of pride of these children. An example of how little these children think of themselves is that a Puerto Rican boy who was recently interviewed did not believe that there ever had been a famous Spanish artist of any sort. He could not even visualize how a person might paint.

Because of Miss Sheehan's efforts he now knows differently. He has now seen pictures painted by Goya and more importantly he got a job. Unfortunately, not all of the thousand variations of this story end this happily.

The first step in the interviewing process is the testing of the individual for basic intelligence, manipulative skills and general aptitude. This testing is done by the central office of YES at 500 8th Ave. The results of these tests are then returned for analysis by the individual staff members at each location. YES has locations in 33 areas in each borough except Staten Island and in many high schools in the City.

Training Stumbling Block

After the analysis, the child is then directed toward a specific job goal. At this point in the placement process another major headache is faced. Most of the applicants need some form of training and they cannot afford to take time to train as they must earn money some way to help support the family. For the unemployed this free training is fine, for others it is another stumbling block in the road to self-respect.

The interviewer not only tries to place applicants in jobs but also seeks jobs for the applicant. Part of the weekly routine is the contact of employers who might hire the high school drop-out.

The task of the interviewer is to teach the tenets of self-respect, change the mental set so that the child can learn to react with something other than fear or hostility. Perhaps, as Miss Sheehan says, this all sounds very poetic and romanticized. But this job must be done somewhere along the line of the child's development if he is to have a chance to live with some concept of self-respect and decency. This is about the last step.

Sen. Ogden Bush Seeks Mandatory Line-Of-Duty Measure For Policemen

Legislation introduced by Senator E. Ogden Bush, representing the counties of Delaware, Greene, Sullivan and Ulster, would mandate that the beneficiaries of policemen killed in the line of duty shall receive certain death benefits. The section of the General Municipal Law to be changed is the word "shall" to be inserted, so that the section will become mandatory. The existing section is permissive.

The comptroller has ruled that before a municipality can make payment under this Section (208-B, subdivision 1 of the General Municipal Law), it must have adopted the Section by some affirmative act. This opinion was made relative to a situation where the Municipality adopted Section 208B after the death of a police officer.

The municipality desired to utilize the Section to aid the officer's survivors. The comptroller ruled that the statute could not be adopted retroactively. Therefore, this particular policeman's family could not avail themselves of the benefits obtainable under this Section.

Mandating Necessary

Senator Bush said the present statute is good legislation, but at the same time is no good to the policemen of the municipalities failing to adopt it. Mandating the statute will give certainty to the intent of the legislature to protect the survivors of police officers killed in the line of duty.

The number of policemen killed in the line of duty is relatively small. Therefore, the corresponding burden to the municipalities is also relatively light.

Nevertheless, many municipalities in the State are reluctant to provide this benefit although the fact that it might be required is extremely remote. More than 50,000 members of the Police Conference of New York State strongly urge the support of this bill.

April 15 Is Deadline For Cushman Award Nominations

An April 15 deadline has been set for the final date for filing nominations for the Charles H. Cushman Award which is sponsored by the Public Personnel Association for its members. Lawrence B. McArthur, chairman of the nominating committee, announced that the award will be presented at the 36th annual meeting of the Eastern Region of the association, on June 16 in Princeton, N.J.

The Charles H. Cushman Award is presented annually by the Eastern Region of PPA in recognition of outstanding achievement by an individual in advancing the art, science, and practice of public personnel administration. Examples of acceptable fields of achievement in this area include demonstration of leadership in promoting sound personnel principles, research, development of new techniques, and authorship.

Nominees must be members of the Public Personnel Association in the Eastern Region. The candidate's record of achievement should include some recent accomplishment of recognition, or substantial evidence of continued outstanding performance. The

selection committee will make the final determination of what constitutes acceptable recency.

Lang Won In 1963

Last year in Washington, D.C., Dr. Theodore Lang, personnel director of the City of New York was honored for his outstanding contributions in the public personnel management field and for the distinction with which he has administered a highly complex public personnel program.

Nomination forms may be obtained from Lawrence B. McArthur, New York State Department of Civil Service, the State Campus, Albany 1.

Award Program Set For Personnel Group

ALBANY, Feb. 24 — John H. Blendell, chairman of the New York State Personnel Council, announced that the second annual Personnel Award Program of the Council will take place at the Gideon Putnam Hotel in Saratoga on April 14.

This award program is in recognition of significant achievements in the field of personnel work by a bureau selected from one of the State departments. The award will be presented to the department head on behalf of the personnel bureau whose achievements in recruitment, training or classification have earned themselves this distinction.

City Seeking Junior Mechanical Engineer Candidates; \$6,400

A salary of \$6,400 to \$8,200 per annum is now being offered to candidates for the position of junior mechanical engineer. The position is offered by the New York City Department of Personnel until Feb. 28.

The junior mechanical engineer performs mechanical engineering work of ordinary difficulty, under direct supervision. The position requires either a college degree or a high school degree and four years experience.

For further information and application forms concerning this position contact the Department at 96 Duane St., New York, N. Y., 10007.

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DINNER WITH THE BOSS — Eugene H. Nickerson, Nassau County executive, and Mrs. Nickerson (second and third from left) are shown at the annual meeting of the Nassau County Court House Employees Association at Carl Hoppl's recently. With Nickerson and his wife are Irving Flaumenbaum, president of the Nassau County chapter of the Civil Service Employees Assn. and Dorothy C. Murray, president of the County Court Assn.

Southern Conf. Meeting Report

The Southern Conference of the Civil Service Employees Assn. held its Winter meeting recently in the Newburgh Armory.

Rebella Eufemio, chairman of a special committee formed to make a statewide appeal for clerical employees working in institutions, reported that groups were being formed in other parts of the state to support the appeal. One issue is the fact that clerical employees in institutions work a 40-hour week while their counterparts in State service are on a 37½-hour week.

Nicholas Puzifferri, Conference president, reported the Conference adopted resolutions to submit to delegates attending the meeting of the statewide CSEA March 4 and 5 in Albany. One resolution would make it a criminal offense for any public employee who is an administrator to harass, or allow harassment through agents, employee representatives for any action concerning legal representation of employee organization membership. Another resolution would support a pending legal action of a Conference member.

Spring Workshop

The Conference also reported that it would again join the Metropolitan Conference in presenting a Spring Workshop for CSEA members at the Concord Hotel at Kiamasha Lake April 19 and 20.

Guests at the meeting included CSEA President Joseph F. Feily; Vice President Charles E. Lamb and Frederick Cave, Jr.; Treasurer John Hennessey; Stanley Mallman, CSEA regional attorney; Duncan McPherson, of the Capital District Conference; Thomas Brann, CSEA field representative, and Paul Kyer and Mary Ann Banks of The Leader staff.

Feily Hits Plan To Slash Salary Program

(Continued from Page 1)

whatever monies remain to the lower grades. Most of the monies in any salary increase already go to lower grade employees, who make up the major portion of State employment. Thus, this sop to lower grade employees exposes the proposal for what it is, invalid and inaccurate. The State employee is either entitled, on the merits, to an increase, or he is not entitled to an increase, but, certainly, there is no merit in a proposal that pretends to satisfy the matter by dividing by two an already minimum program.

More Irresponsibility

"The proposal by the Onondaga legislators to leave job vacancies unfilled is equally irresponsible and inappropriate. The State already has a continuing program of vacancy control and anything further in this area will jeopardize vital state services. In this regard, I cannot help but wonder whether these legislators have considered that if we fail to replace a mental hygiene attendant, the mentally ill might remain unattended; if we fail to replace a correction officer, our prisons could become security risks.

"We regret that we are re-

quired to so sharply criticize the legislators from Onondaga County. It would appear to us that neither of these proposals represents a logical or well thought out recommendation for legitimate savings to the taxpayer. We would also remind these representatives that our members also pay the same taxes as all other employees and workers in the State and we believe that these legislators might well reconsider whether their proposals truly represent real savings or merely fodder for political advantage on the homefront."

Caribbean Tour Now Only \$499

Because of operational economies effected by Knickerbocker Travel Service, the price of the 15-day island hopping tour of the Caribbean for members of the Civil Service Employees Assn. and their friends has been reduced from \$549 to \$499.

The \$50 reduction in no way reduces the quality of the program. The hotels, plane service and itinerary are exactly the same, a spokesman for Knickerbocker said. The \$499 price includes air fare, hotels, most meals, cocktail parties, and golfing fees.

Tour participants will depart from New York on July 19 and head first for Puerto Rico and will stay in the famous Condado Beach Hotel. From there, the group heads for Antigua, one of the most beautiful islands in the Caribbean.

Next stop will be the island of Barbados, where a miniature English community mingles with sugar cane fields, donkey carts and semi-tropical beaches and vegetation.

Last major port will be Port-of-Spain, Trinidad, the home of calypso, carnival and culture in the Caribbean. Optional one-day trips to St. Thomas in the Virgin Islands and the popular island of Tobago are available.

Brochures and reservations may be had in upstate New York by writing to Claude E. Rowell, 64 Langslow Street, Rochester, 20, New York. In the Metropolitan New York area, write or call Sylvia Kraunz, Knickerbocker Travel Service, Time & Life Bldg., New York 20, N.Y., or call Plaza 7-5400.

Feasibility of Paid-Up Health Plans Studied

(Continued from Page 1)

borders of the County of Monroe."

Levitt noted that the question of paid-up health insurance for retirees has vast implications in view of the trend in medical care costs. He said "if the cost of hospital care continues for the next generation to increase as rapidly as in the decade 1952-62, the average cost of a hospital stay in the year 2000 will be \$520 a day."

Medical care costs, moreover, are "destined to rise for an indefinite period at 2½ to 3 times the rate at which one could reasonably project salaries," Levitt stated.

"The financing of health care costs for New York State employees in 1964 is probably more precarious than was the financing of pensions in 1919 and 1920," the Comptroller said.

Area of Study

The Retirement System study will embrace such matters as:

1. What benefits are now provided for retired employees to help them cover the costs of health care and what increase there has been in benefits to retirees under the State Retirement System in recent years;

2. Cost analysis of present plans and measurement of trends in both unit cost of care and utilization of medical facilities and services;

3. Developments in Congress relative to health insurance under federal legislation now under consideration;

4. Development of a plan with flexibility to meet both present and future needs in light of rapid changes in medical practices and health insurance programs.

Wants Howe's Reaction

Levitt requested Howe to provide his own reaction to the studies, as outlined, stating: "I hope you will agree with me that this study is required to be made before proper legislation can be drawn. Your own informed reaction to the matters I have described here would be appreciated.

Howe said he will write Levitt his views on the studies and also will solicit other informed opinions in this community to assist in the guidance of the work.

Howe added that "one of the suggestions will be that the studies should be concluded as speedily as possible. The problem exists today for retired employees so if something is going to be done, it should be done promptly not two, three or five years from now. As Mr. Levitt has stated, the costs of medical care are growing very rapidly and the number of retirees is going to grow, so the longer it takes to develop a program, the larger the problem becomes. It is good to know that a study in depth is underway."

Mrs. Schomer Named

ALBANY, Feb. 24 — Mrs. Gertrude Schomer of Kingston has been named to the Board of Visitors of Wassaic State School.

Westchester Chapter Sends Ballots; Nominations Set

Ballots have been distributed to the 2,300 members of the Westchester County Civil Service Employees Association. All ballots must be returned to the election committee by March 4. Any member who has not received a ballot should contact their chapter representative or call Mrs. Marilyn Matthews, Westchester chapter executive secretary, at WH 9-1300, extension 319.

Nominated for office are: Edward Seminara, president; Michael Del Vecchio, first vice president; Emma Mazzeo, second vice president; Olive McSherry, secretary; James A. Bell, treasurer, and James Beckett, sgt.-at-arms.

Members are to choose four directors for terms to expire in 1967. The five nominees are: Gabriel J. Carabee, Ivan S. Flood, Carmine Catalogna, James W. Fegan, and

Duncan MacPhall.

Mary De Fazio is the candidate for the term of director which will expire in 1966.

All members are urged to complete their ballots and cast their vote. It is felt very strongly that a large vote will be beneficial to your new officers in their efforts to obtain the various aims of your chapter.

Nassau CSEA Announces Nominations Now Open For May 20 Election

The nominating committee of Nassau County chapter of the Civil Service Employees Assn. has begun consideration of facts and recommendations made to it by individuals and groups of members concerning candidates for office in the chapter for the coming year.

April 1 is the deadline for nominating persons to the office of president, vice president, secretary, treasurer, financial secretary, corresponding secretary, chapter representative, delegate (9) and board member (25).

Nomination By Petition

In addition to any nominations made by the committee, individuals may seek a place on the ballot by petitions signed by 10 per cent, or 822 members, of the chapter membership. These independent petitions must be submitted and certified by April 1.

All recommendations, nominations, and petitions should be sent to Mrs. Blanche Rueth, secretary, care of Nassau County chapter, Civil Service Employees Assn., Box 91, Hempstead, New York. As secre-

tary, Mrs. Rueth is required to submit a slate of candidates by April 20.

There will be two candidates for each of the 43 posts to be filled. The election will be held on May 20.

Haven Reappointed

ALBANY, Feb. 24—Judge Milton M. Haven has been reappointed to the State Mental Hygiene Council for a term ending Dec. 31, 1969. He is City Judge of Poughkeepsie and a member of the Dutchess County Mental Health Society.



OSWEGO DINNER — John Sullivan, center, retiring Civil Service employee from State University College at Oswego, receives a \$25 check from Edward Boardway, president of Oswego College chapter, Civil Service Employees Assn., at the Jan. 25 dinner meeting at Hotel Pontiac. At left is vice president, George Murray.

Where to Apply For Public Jobs

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, one block from the Personnel Department.

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

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

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

FEDERAL — Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

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

U.S. Service News Items

By MARY ANN BANKS

Owen Cites Return Of Political Wolf To Employees' Door

Federal employees have once again raised the old cry that they are under a certain amount of pressure from above to attend the \$100-a-plate political dinners.

The National Federation of Federal Employees has carried this cry to the point that they believe the merit system is in serious danger of being replaced by the spoils system.

In a recent letter to President Johnson, Federation president Vaux Owen declared, "Political pressure, however subtle, is exerting its force on an employee when he has the feeling that his position or his chance for promotion depends on the making of a political contribution or a partisan vote-getting activity."

House Acts To Repeal 70-Year Old Civil Service Pay Laws

A bill which will recodify 40 different laws dating back to

1894 has finally passed the House of Representatives. The floor fight for this bill, which will update the Federal Government's dual pay system, was led by Reps. Henderson (D-N.C.) and Broyhill (D-Va.).

The bill provides that all military retirees would be permitted to hold civil service jobs; former military men must wait 180 days before accepting civil service jobs; employees can hold more than one Federal job as long as their total work week did not exceed 40 hours; and that those retired military personnel previously required to repay civil service salary to the Government

are relieved of this obligation. Next stop for this bill is the Senate Civil Service Committee but the civil rights legislation probably take precedent over the pay reform bill.

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New Bill Would Allow Principal's Salary Raise

ALBANY, Feb. 24—Senator Earl W. Brydges, upstate Republican, wants a new section added to the Education Law to set standards for pay raises for school principals in New York City.

Under the bill, raises for principals would be based on salary increases granted teachers, who are at the maximum salary rate.

The measure would require the City Board to grant increases to school principals if teachers given a raise.

The formula, under the bill, calls for raises to high school principals of at least 2 times the teacher increase and at least 1.85 times such an increase for junior high school principals and at least 1.70 times the increase for elementary school principals.

Frances Perkins Is Featured In Magazine

ALBANY, Feb. 24—The Industrial Bulletin, official publication of the State Labor Department, is featuring an article this month by Frances Perkins, the nation's first woman cabinet member.

Miss Perkins, now a visiting lecturer at the State School of Industrial and Labor Relations at Cornell University, served as labor secretary in the Roosevelt cabinet. She also served at one time as State Industrial Commissioner.

She recalls in the articles her appointment as State Industrial Commissioner, commenting: "If anyone opens a door, one should always go through. Opportunity comes that way."

St. Clair Renamed

ALBANY, Feb. 24 — Mrs. Alice W. St. Clair of Batavia has been named to a new term on the Board of Visitors at Albion State Training School.

* Use postal zone numbers on your mail to insure prompt delivery.

Another New Benefit for CSEA Policyholders

\$100 A MONTH SUPPLEMENTAL INCOME

CSEA members presently insured under The Association Accident and Sickness Policy who are under age 59 and whose salary is \$3,500 a year or more may now apply for the new \$100 a month Supplemental Income Benefit Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave

benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you \$100 a month after a 30 day waiting period

- for life—if disabled from non-occupational injuries
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This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

How To Apply:

1. Fill out the coupon below.
2. Write your name, address, place of employment and employee item number in the spaces provided.
3. Mail form to: Ter Bush & Powell, Inc.

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Or, call your nearest Ter Bush & Powell representative for details.



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State's Graduate School Doing In-Service Review

ALBANY, Feb. 24—A review of in-service training programs, which are available to local governmental officials and employees, is now underway. The Local Government Studies Center in the State University's Graduate School of Public Affairs is making the study.

The Graduate School hopes, as a result of the review, to determine the ways it can be most useful in assisting development and improvement of local in-service training programs.

Dr. O. B. Conaway Jr., dean of the school, said the school plans to work with state and local government agencies and with such organizations as the Association of Towns, the Municipal Training Institute, the Conference of Mayors and the County Officers' Association.

Object: Extension of in-service training opportunities. Another function of the center is to provide a clearing-house on urban area problems.

Supported by unpaid correspondents in every major urban center in the country and in Canada, this program provides an up-to-date reference collection used daily by students at the Graduate School and government agencies.

A recent comment on the program came from John Nixon, formerly with the State Commerce Department, who said: "I believe your resources are the best in the country."

At present, the center is publishing a News and Digest of Metropolitan Area Problems six times a year.

State U. Officials Meet In Albany

ALBANY, Feb. 24—Business officers with the State University met last week at the State University College at Albany.

Morton R. Lane of the College at Buffalo is president of the group. Davis Sinclair of the Upstate Medical Center is vice-president.

Speakers at the sessions will include J. Lawrence Murray, secretary to the University; Charles H. Poster, comptroller; Miriam Taaffe, associate budgeting analyst; Dr. Harry W. Porter, provost; Arnold Spaner, management officer and Harvey Randall, associate personnel administrator.

The Woman's Angle

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.

An interesting theory has developed as a sidelight of the PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. President Johnson feels that there is a definite lack of women in high level government jobs and has decided to do something about it. The something involves appointing 50 talented women to fill some of these top-level Federal jobs by March.

Since the deadline is so near, President Johnson recently called in the Citizens Advisory Council on the Status of Women to make suggestions. Leading the discussion of the 17-member group is MARGARET HICKEY, the senior editor of Ladies' Home Journal.

Another new idea was contributed by MISS HICKEY who feels that in order to successfully place top-notch women in useful positions, a clearing-house should be established. This central control would search for the high calibre women in all fields and then try to place them in high level State and Federal government positions.

In her explanation, she stated, "But it is more important to establish procedures, policy, and criteria than to get the names right now." She feels that the policy is important because it will probably be adopted on local levels and, thus, should be applicable.

Interested parties are keeping a

Begin Study Now For Fireman Test

66. Axe handles are usually made of wood rather than steel primarily because wooden handles (A) can be manufactured at a lower cost than steel handles (B) do not become hot when used near fires as do steel handles (C) cushion the impact to the user more than steel handles (D) do not rust as do steel handles.

67. Modern fire houses have

automatic hose dryers for drying rubber-lined hose after use. The controls are usually set to provide heat no higher than 25 degrees F. above room temperature. Of the following, the most important reason for not using more heat is that the

(A) wear and tear on the dryers would become excessive (B) hose dries more thoroughly if it

dries slowly (C) hose would be too hot to handle (D) rubber lining would deteriorate too rapidly.

68. The one of the following which best explains why smoke usually rises from a fire is that

(A) cooler, heavier air displaces lighter, warm air (B) heat energy of the fire propels the smoke upward (C) suction from the upper air pulls the smoke upward (D) burning matter is chemically changed into heat energy.

Meter Maid Key Answers

The following are the final key answers, as adopted by the Civil Service Commission for examination no. 9803, parking meter attendant (women) which was held on Dec. 21, 1963.

1. C; 2. D; 3. B; 4. D; 5. A; 6. A; 7. D; 8. C; 9. C; 10. C; 11. B; 12. D; 13. C; 14. A; 15. D; 16. B; 17. B; 18. D; 19. A; 20. A; 21. D; 22. B; 23. C; 24. A; 25. A;

26. A; 27. B; 28. B; 29. C; 30. A; 31. D; 32. C; 33. B; 34. C;

close eye on this subject. Since the PRESIDENT'S COMMISSION was established, many feel that hirings and promotions in the lower grades of Federal, State, and local civil service have shown considerable far-sightedness which is attributable to the new policy started by President Kennedy and now carried by President Johnson. Some proof of this change is that the New York Courts have upheld the FELICIA SHRRITZER case involving the promotion right of women in the New York City Police Department. More than 200 policewomen are clamoring to climb the civil service ladder by taking the April promotion examination for sergeant.

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35. D; 36. B; 37. A; 38. D; 39. D; 40. B; 41. B; 42. A; 43. B; 44. A; 45. D; 46. D; 47. B; 48. A; 49. A; 50. A;

51. B; 52. A; 53. C; 54. D; 55. D; 56. C; 57. D; 58. B; 59. B; 60. B; 61. C; 62. D; 63. B; 64. C; 65. C; 66. A; 67. E; 68. A; 69. C; 70. E; 71. A; 72. B; 73. A; 74. A; 75. B;

76. C; 77. A; 78. C; 79. C; 80. B; 81. D; 82. C; 83. B; 84. D; 85. C; 86. A; 87. D; 88. A; 89. A; 90. A; 91. D; 92. A; 93. D; 94. D; 95. A; 96. A; 97. C; 98. C; 99. B; 100. A.

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TUESDAY, FEBRUARY 25, 1964

Faster Hiring

THE Department of Personnel has implemented one of the recommendations of the Bookings Institution report on City personnel practices through use of a new high speed marking machine.

The new electronic machine can scan, rate and print the results of 1,200 examinations an hour at full capacity. The use of the machine, it is expected, will shorten the period between examination and appointment for thousands of prospective civil service employees.

We are glad that the Department acted so quickly on this recommendation which will ease critical hiring problems and possibly cut unemployment.

The Onondaga Five

WE were not particularly surprised to hear that the five legislators — two senators and three assemblymen — from Onondaga County are again attacking a proposal from Governor Rockefeller to improve the salary and pension plans of State employees. They've done it before.

What surprises us this time, however, is the form of their attack. Their idea was to cut the raise by more than half — and only give it to the lower grades and titles hard to recruit. This proposal shows the "Onondaga Five" haven't done their homework. Most of the monies requested by the Governor already are for the lower grades. If his proposal is cut in half, the very grades the Onondaga group says should have raises would get less than they stand to receive now. Furthermore, there's hardly a title in State service that isn't hard to recruit for.

If these legislators are attacking the Administration proposals so haphazardly we can only feel the reason for so doing is to make a good impression back home, where the voters are considered very conservative. It is our experience that a voter is not against justifiable expenditures in government just because that voter is conservative.

Before attacking State pay raises solely on the basis that it involves government spending, these legislators should do a little checking with the voters back home and, at the same time, present all the facts of the need for such raises. We don't think for a minute they will get the kind of reaction that will make them attack the 1964 pay increase in the way that they did.

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.

"I notice that my social security tax is shown as FICA tax on my W-2 Form. What does FICA stand for?"

FICA taxes and social security taxes are the same. FICA is simply the initials for the Federal Insurance Contributions Act, which is commonly known as the social security tax.

"I think that some of the men I worked for the first part of last year didn't report me for social security. How can I check on that?"

Ask for a post card form at your social security district office. With this card, you can request a statement of wages credited to your account.

"I have been receiving social security benefits for several years. I always made less than \$1200 since I have worked only from January through June for \$200 a month. In July, I will become 72. Can I make any amount this year and still get checks?"

If you make over \$1200 this year you will be entitled to your benefits from July on. However, you may not be entitled to some or all of the benefits paid to you from January through June because you will not have been 72 during those months. The amount of benefits which you might have to pay back for those months will depend upon how much over \$1200 you

LEADER BOX 101

Letters To The Editor

Seeks Vesting Rights After 15 Years

EDITOR: Now that the State Legislature is in session you would be doing Civil Service workers a good turn to bring to their attention the fact that now is the time to write to their State Senators and Assemblymen and also their City Councilmen to urge passage of a bill for the VESTING OF PENSION RIGHTS AFTER 15 YEARS OF SERVICE for City employees.

The State employees have been granted this right since May 1960 and in not granting the same benefit to City workers an inequity is created.

I, therefore, urge you to bring this matter to the attention of City civil service employees who may not be informed.

NEW YORK CITY EMPLOYEE

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, Feb. 25

9:30 a.m.—Career Development —Police Dept. promotional course: Lt. Henry Morse. "Dangerous Weapons."

2:00 p.m.—Nursing Today — NYC Dept. of Hospitals series. "Nursing Care of the Hemiplegic Patient."

4:00 p.m.—Around the Clock—Police Dept. training program. "Lawful Use of Force."

8:30 p.m.—Parents Ask About Schools—NEA film series. "Are Our Schools Up-to-Date?"

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

Wednesday, Feb. 26

2:00 p.m.—Nursing Today — NYC Dept. of Hospitals series: "Nursing Care of the Hemiplegic Patient."

4:00 p.m.—Around the Clock—Police Dept. training course: "Lawful Use of Force."

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

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

Thursday, Feb. 27

2:00 p.m.—Nursing Today — NYC Dept. of Hospitals series: "Nursing Care of the Hemiplegic Patient."

4:00 p.m.—Around the Clock—Police Dept. training program. "Lawful Use of Force."

7:30 p.m.—On the Job — Fire Dept. training program: "Building Construction."

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

Friday, Feb. 28

4:00 p.m.—Around the Clock—Police Dept. training program. "Lawful Use of Force."

8:30 p.m.—Human Rights Forum — Discussion series produced by the NYC Commission on Human Rights.

9:30 p.m.—World's Fair Report —Bill Berns interviews key staff members, exhibitors and others

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in the New York University of Public Administration.

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

How To Slice The Apple

SO MANY READERS have asked us to explain the difference between public relations and advertising, publicity and advertising, etc., etc., that we are pleased to comply forthwith.

LET'S IMAGINE public relations as a big juicy apple. Pieces of the whole apple of public relations for a company are publicity, advertising, community relations, government relations, employee relations, supplier relations, dealer relations, etc., etc.

FOR A GOVERNMENT agency, slices of the PR apple would be publicity, community relations, legislative relations, taxpayer relations, relations with other government agencies, and, in a few rare cases, advertising (U.S. General Services Administration, N.Y.C. Dept. of Real Estate, etc.).

YOU WILL FIND a more complete explanation in "Successful Publicity" by Edward Gottlieb and Philip Klarnet (\$1.00, Grosset & Dunlap), a superb paperback book just published.

TWO OF THE ablest and most successful PR professionals, Messrs. Gottlieb and Klarnet explain the differences in more detail:

"PUBLIC RELATIONS is the broad phrase that covers an organization's overall program to influence public attitudes and thinking about the firm or group sponsoring the program . . .

"JUST AS THE word 'construction' would include the specific acts of plastering and carpentry, so does the term public relations serve as an umbrella over the specifics of publicity, advertising, community relations, government relations, and the like.

"AN EFFECTIVE program of public relations is the sum total of all individual contributions made to it by the several parts . . ."

ADVERTISING IS A slice of the public relations apple. It is the planned purchase of specific amounts of space in printed media, or time on TV or radio. And most advertising seeks immediate results in sales of a specific product.

"PUBLICITY," explain Messrs. Gottlieb and Klarnet, "is an essential aspect of a good, sound public relations program, as is advertising. But it differs fundamentally from advertising.

"PUBLICITY CAN result either from news that is deliberately created, or from alert recognition that something which is scheduled to occur is of such nature as to be of interest to either the general public or to some segment of it."

WE THINK "SUCCESSFUL Publicity" is so good we plan to adopt it as a "must" text for our public relations classes in New York University's Graduate School of Public Administration.

THE BOOK SHOULD be a ready reference for every government executive and civil servant with the slightest interest in public relations. It's not only a how-to-do-it gem, it's also a thoughtful compendium of successful public relations thinking.

TO GOVERNMENT information officers, we have this special recommendation: You'll find "Successful Publicity" an effective refresher, which will stimulate and generate more and more ideas in your fertile minds.

on the World's Fair.

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

Saturday, Feb. 29

4:30 p.m.—World's Fair Report Bill Berns interviews exhibitors, officials, and others associated with the World's Fair.

7:30 p.m.—On the Job — Fire Dept. training course. "Building Construction."

8:00 p.m.—Citizenship Education — Film lectures on civil studies.

Don't forget Civil Service Day at the World's Fair—June 5th. For tickets at reduced price, see coupon on page 13.

Three Appointed To Kingston Board

ALBANY, Feb. 24—Three new appointees have taken their place as members of the Board of Trustees for the Senate House Association at Kingston.

Named by Governor Rockefeller were: Mrs. Elsie K. Ingram of Kingston, who succeeds Abraham Rothkopf of Ellenville, Mrs. William Heidgerd of New Paltz, who succeeds Mrs. Ruth Decker of Highland, Albert Kurdt of Kingston, who succeeds Mrs. Vincent Connelly, also of Kingston.

TO BUY, RENT OR REAL ESTATE — PAGE 11

Dr. Martin B. Dworkis Named Community College President

Dr. Martin B. Dworkis was elected recently to the position of president of the Manhattan Community College by the Board of Higher Education. Dr. Dworkis will assume his new post on March 1. He is at present a professor of Public Administration in the New York University.

Dr. Dworkis was nominated by Dr. Charles H. Tuttle, the head of the Seek A President For Borough of Manhattan Community College.



DR. MARTIN B. DWORKIS

Dr. Charles H. Tuttle, in presenting the recommendation of Dr. Dworkis to the board said, "The committee conducted its search vigorously, consulting responsible sources across the country. It unanimously concluded that Dr. Martin B. Dworkis was outstandingly qualified by academic and administrative experience, scholastic attainments and production, proven teaching ability, familiarity with the purposes and requirements of a community college, and acquaintance with a pluralistic society such as this new college will be expected to

Guild On Warwick Board Since 1943

ALBANY, Feb. 24 — Fred W. Guild of New York City who first was appointed a member of the Board of Visitors for Warwick State Training School for Boys in 1943 by then Governor Dewey, has been reappointed to a new term by Governor Rockefeller.

Guild, an assistant manager of the investment division of New York Life Insurance Company, has served as board president for 17 years.

Aldrich Reappointed

ALBANY, Feb. 24 — Dr. Thomas M. Aldrich of Rensselaer has been reappointed to the Board of Visitors of the State Rehabilitation Hospital at West Haverstraw.

On Binghamton Board

ALBANY, Feb. 24 — Elizabeth Jane Race of Oxford has been reappointed a member of the Board of Visitors at Binghamton State Hospital.

L. Rockefeller Named

ALBANY, Feb. 24 — Governor Rockefeller has reappointed his brother, Laurance, to the Palisades Interstate Park Commission for a new term ending Feb. 12, 1969.

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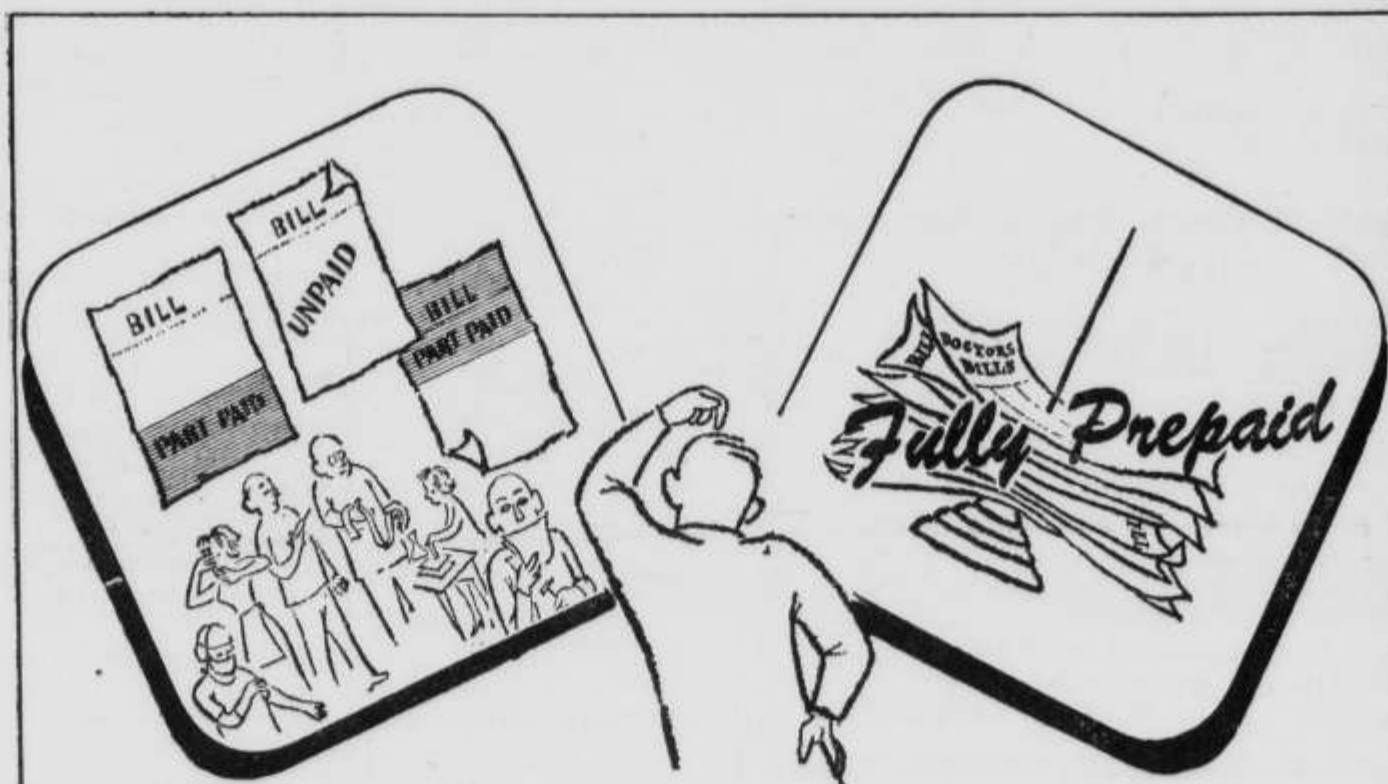
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Vincent Bibbo; 7. Arturo Baroz; 8. Robert J. Malley; 9. William H. Spuhler; 10. Raymond Cook; 11. John McMahon.

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gott; 7. Charles J. Haug; 8. John P. Durkin; 9. Edward T. Moje; 10. Louis J. Macary; 11. Walter V. Strasser; 12. John P. Lipinski; 13. Thomas J. Smith; 14. William P. Konemann; 15. Arthur Isakson; 16. Ernest F. Anhalt; 17. Joseph Klein; 18. Leonard B. Lacy; 19. Albert P. Ackerman; 20. James H. Harris; 21. Alex Slutsky; 22. Herbert Feld; 23. Paul Todaro; 24. David W. Harris; 25. Walter S. Coleman.

26. Matthew J. Coleman; 27. Arthur S. Aiss; 28. Leroy J. Moskier; 29. Walter L. Tanksley; 30. Linwood A. Harrison; 31. Harold L. Gorowitz; 32. Nicholas W. Scozzari; 33. Ralph Iglio; 34. Nicholas P. Carpentier; 35. Kenneth Jacobs; 36. William R. Scully; 37. Robert A. Wortman; 38. Emiliano G. Daniti; 39. William Pirulli; 40. William J. Dinda; 41. William H. Miller; 42. Richard J. Snedeker.

Final Answers; Gang Foreman

The New York City Civil Service Commission has released the final key answers for promotion examination no. 9702, gang foreman (track), which was given on December 21, 1963.

The answers are:

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

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BROOKLYN—2344 Flatbush Ave., Brooklyn 34
GL 9-9100
BRONX—2560 White Plains Rd., Bronx 67
KI 7-8200
JAMAICA—90-16 Sulphur Blvd., Jamaica 35
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City Offers 16 Titles

Applications are being accepted on a continuous basis for positions in 16 different titles offered by the New York City Personnel Department. The examinations, held on an open-competitive basis, are for jobs in various positions and locations.

For most of the exams, applications are available at the Applications Section, New York City Department of Personnel, 96 Duane St., New York 7.

Assistant architect \$7,800 to \$9,600 a year.

Assistant plan examiner (buildings), \$8,200 to \$10,300 a year.

Civil engineering draftsman, \$6,400 to \$8,200 a year.

Dental hygienist, \$4,550 to \$5,650 a year.

Junior civil engineer, \$6,400 to \$8,200 a year.

Occupational therapist, \$5,450 to \$5,690 (currently being appointed at \$5,690) a year.

Patrolman, \$6,355 a year.

Public health nurse, \$5,450 to \$6,890 a year.

Recreation leader, \$5,150 to \$6,650 a year.

Senior street club worker, \$5,750 to \$7,190 a year.

Social investigator trainee, \$5,150 a year.

Social case worker, \$6,050 to \$7,490, (currently being appointed at \$6,290), a year.

X-ray technician, \$4,250 to \$5,630 a year.

For the following secretarial positions apply to the Office Personnel Placement Center, 575 Lexington Ave., Manhattan. After passing the test, candidates will be given City application forms which they will then file at the application section of the Department of Personnel, 96 Duane St., New York 7.

College secretarial assistant, Group "A", \$4,050 to \$5,450 a year.

Stenographer, \$3,750 to \$4,830 a year.

Senate Approves Keating-Sparkman Bill For Disabled

Max Lupkin, chairman of the Handicapped Division of Terminal Employees Local 832 this week received a telegram from United States Senator Kenneth Keating advising him that the Sparkman-Keating amendment for additional tax exemptions and deduction for physically handicapped and disabled persons had passed the Senate.

Senator Keating said in the telegram, "Delighted to advise you that the Senate has approved the Sparkman-Keating Amendment for additional tax exemptions and deductions for physically handicapped and disabled. Immensely pleased by senate vote. Provision will be contained in bill on final

passage and will go to conference with the House. This is one we've all been working for."

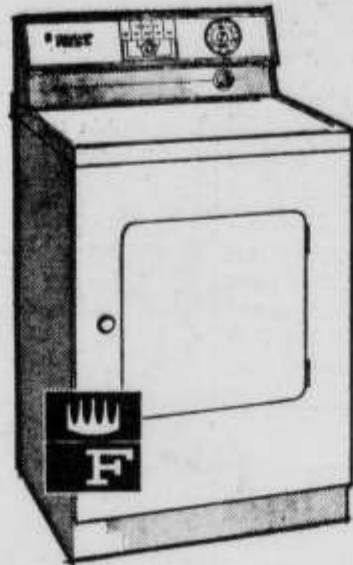
The bill now goes to the fourteen conferee members of the joint committee of the House and Senate, of which Senator Harry Byrd is chairman.

Lupkin, who is also public relations director of the Joint Handicapped Council, urged all civil service employees to get behind this worthy bill by writing their district representative and urge him to vote on this bill when it comes up in the House.

Named To Board

ALBANY, Feb. 24 — Mrs. Harriet D. Murphy of Schenectady has been named to a new term on the Board of Visitors at Utica State Hospital.

New FRIGIDAIRE Dryer ends over-drying, under-drying!

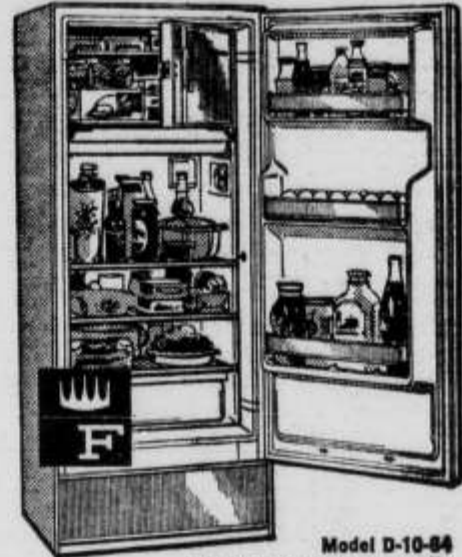


Model DIA-64
4 colors or white

- Automatic Dry shuts dryer off automatically when clothes are just-right dry. Or time drying yourself.
- Speedier Flowing Heat ends line-drying wear and tear.
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Model D-10-84
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Final Key, Sr. L'dry Worker

The following are the final key answers for the promotion examination for senior laundry worker (No. 9813) which was given on December 28, 1963.

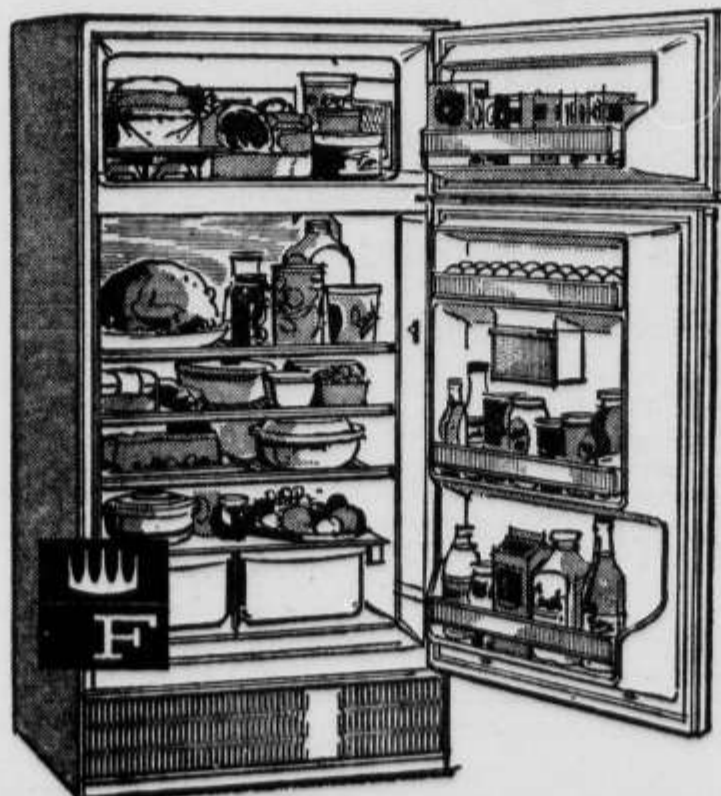
1.A; 2.B; 3.A; 4.D; 5.D; 6.D; 7.C; 8.D; 9.C; 10.C; 11.B; 12.C; 13.A; 14.B; 15.D; 16.B; 17.D; 18.A; 19.B; 20.A.

21.C; 22.B; 23.C; 24.A; 25.D; 26.B; 27.C; 28.D; 29.A; 30.B; 31.D; 32.C; 33.A; 34.D; 35.B; 36.C; 37.D; 38.A; 39.C; 40.A.

41.D; 42.C; 43.D; 44.A; 45.C; 46.B; 47.C; 48.B; 49.D; 50.B; 51.A; 52.C; 53.D; 54.A; 55.C; 56.B; 57.A; 58.D; 59.B; 60.C.

61.D; 62.A; 63.A; 64.D; 65.C; 66.C; 67.B; 68.C; 69.A; 70.B; 71.C; 72.C; 73.A; 74.D; 75.A; 76.D; 77.B; 78.D; 79.C; 80.A.

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IN GOOD HEALTH — Shown above are some of the 229 persons who came for free X-rays recently when the Harlem Tuberculosis Case Finding X-ray bus was parked at the Harlem Welfare Center, 1951 Park Avenue. This X-ray bus travels all over New York City so that free X-rays are available to anyone who wants them. The chest X-ray service is under the joint sponsorship of the New York City Health Department and the New York Tuberculosis and Health Association.



MEMORIAL — A plaque, honoring the late Charles L. Runkel, superintendent of Bland Houses, Queens was presented to the staff of the development last week. Bland Houses is a 1,630 unit state-aided public housing development of the New York City Housing Authority. Left to right are Stratton Lee, manager of Bland Houses; Mrs. Charles Runkel; Charles Runkel, Jr.; and Harold Berger, chief manager of Housing Division "D". The Runkel family lives within the development.

Investigator Titles Offer \$6,000 plus

The New York City Department of Personnel has announced that recruiting is now being conducted for the positions of investigator and senior investigators. There are several provisional openings in both

titles according to the department. Salaries for the titles range from \$5,150 to \$6,590 per annum for the investigator and \$6,050 to \$7,490 per year for the senior investigator. For further information contact the Office of Probation, 2 Lafayette Street, New York City; or call Mr. Silverberg at 566-3461.



HONORED — Mayor Robert F. Wagner was honored by presentation of the "Man of the Year" award by the Shotrim Society of the New York City Housing Authority Police last week. The plaque cited Mayor Wagner for his service and contributions to the welfare of all citizens of New York City. Presenting the plaque were Patrolmen Samuel Gross of Brooklyn, retiring president for 1963 and Lieutenant Jack M. Weisel of Brooklyn, incoming president for 1964. Also participating in the ceremony was Dr. Herman P. Mantell, Assistant Director of Finance for the City of New York, and President of the Council of Jewish Organizations in Civil Service. Left to right are Dr. Mantell, Lieutenant Weisel, and Mayor Wagner receiving the plaque from Patrolman Gross.

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Automatic Pistons.....	Yes	No
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Body-in-frame Construction.....	Yes	No
Ball-on Fenders.....	Yes	No
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15-inch Wheels.....	Yes	No
Inside Head Release.....	Yes	No

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\$20 AWARD — Mrs. Beverly Duryea, a stenographer in the Division of Professional Education, is shown receiving a merit award from Dr. Frank R. Kille, associate commissioner of the Division. Looking on at right is James J. Fitzgibbons, chief of the Bureau of Professional Licensing Services. Mrs. Duryea also received a check for \$20 and a souvenir of her choice.

Dr. MacVittie To Be Installed Apr. 23

ALBANY, Feb. 24 — Formal inaugural ceremonies for Dr. Robert W. MacVittie, the new president of the State University College at Geneseo, will be held April 23.

Dr. Robert Redden, associate dean of the college, is in charge of the ceremonies. Concluding event in the day-long program will be a presentation of Mendelssohn's "Elijah" by the Genesee Valley Choral Society, under the direction of Gordon Goewey, chairman of the Music Department.

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ST. ALBANS, vacant, 6½ rms., 3 master size bedrooms, finished basement, all heat, garage. Many valuable extras. Immediate occupancy. Call . . .

HO 4-7630

STRIDE REALTY

199-24 Hollis Ave.

HOLLIS, N. Y.

For Sale - Florida North-West Section Miami

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.

WESTBURY

\$11,490

Attractive, 1-story home in A1 location, large bedrooms, 2 immaculate kitchens, basement, oil heat, a fine buy.

BRING DEPOSIT — MOVE IN

IV 9-5800

17 South Franklin St.
HEMPSTEAD

BETTER REALTY

ALL 5 OFFICES OPEN 7 DAYS A WEEK; 9:30 A.M. TO 8:30 P.M.

WESTBURY \$11,490

G.I. BRING \$390 TOTAL CASH

Only \$390 needed for G.I. for this attractive 1-story home. No other money needed, must have discharge papers. Large landscaped plot, full basement, oil hot water heat.

ONLY \$86.92 MO. PAYS ALL

MA 3-3800

277 NASSAU ROAD
ROOSEVELT

LEGAL NOTICE

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; Mildred T. Brested; Daniel E. MacLean; Laidlaw & Co.; Michael J. Arden; Lash Flower Shop; Cohen & Powell, Inc.; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Katherine Daniels, also known as Katharine Daniels and Katherine Daniels Haring, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John 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 Katherine Daniels, also known as Katharine Daniels and Katherine Daniels Haring, 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 Katherine Daniels, also known as Katharine Daniels and Katherine Daniels Haring, deceased, who at the time of her death was a resident of Prince George Hotel, 14 East 28th Street, New York, N.Y.

Send GREETINGS:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 609, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased;

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 24th day of March, 1964, at ten o'clock in the forenoon of that day, why the account of proceedings of The

355A Monroe St., Brooklyn

BET. Thompkins & Throp Ave. 1 family, 7 rooms, 2 kitchens, 2 complete bathrooms, new gas unit, beautifully reconditioned and decorated. READY FOR YOU TO MOVE IN. Full price, \$8,750. Terms.

GEORGE L. CLARK, INC.
142 AVENUE U CO 6-3000

Commack, L. I.

1-FAMILY, 3 years old, 8 bedroom ranch, oil hot water heat, full basement, garage, beautiful landscaped, walk to shopping. Call owner, FO 6-4435.

Farms & Acreages Orange County

Beans, fireplaces and wide board, pine trees and shrubs, 10 acres and view, \$14,700.
6 rm brick with lot to brook's edge, \$9,000.
Chet Dunn, Bkr, Walden, NY 774-8054

LEGAL NOTICE

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.

(Seal) WITNESS, BON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 28th day of January in the year of our Lord one thousand nine hundred and sixty-four.

Philip A. DeCabeue
Clerk of the Surrogate's Court.



LIBRARIANS HONORED

Members of the Syracuse Public Library staff were recently honored at a party held at the Bellevue Country Club. Honored by the board of directors of the library (seated from left) were: C. Eliza-

beth Girard, Catharine E. Bloomer, Mrs. John F. Mistia, Oscar F. Soule, board president; Margaret M. Bates, Mrs. Belva E. Beak and Mrs. Ossie C. Golden. Standing behind them (from left) were: Henry J. McCormick, director of Syracuse public libraries; Torre M. Schott and James W. George.



SAFETY CONFERENCE

The State Council of Safety Administrators met recently in Albany to discuss several topics in its drive for a better exchange of information on safety and accident prevention between state agencies. In the picture seated, are: Amelia Smith of the Department of Public Works and secretary of the Council; O. Richard Judson, DPW, chairman of

the Council, and Robert Rollison of the State Insurance Fund and program consultant to the Council. Standing, from left, are Martin Lindsay, Department of Motor Vehicles; Edward Baudett, Department of Labor; Frank Crowley, Office of General Service; Leonard Horan, Department of Correction; Anthony Felice, Department of Correction; James McCarthy, State University and Joseph Goewey, Department of Mental Hygiene.



WORK BEFORE PLEASURE

Shown at a recent executive council meeting of the Workman's Compensation Board chapter of the Civil Service Employees Association at the Inn Towne Motel in Albany. The occasion was the winter-dance of the chapter. At the meeting

(seated from left) were: Shirley Ellett, vice president; and Wilma McCormick, secretary. Standing (from left) were: Joseph Conway, Grace Myers, Madeline Wolfgang, Mary Greene, Margaret Trembley, Catherine Cumings, Frank Scherer and Edward Pathen, representatives.

What's Doing In City Departments

• A Department of Highways' answer to Con. Edison has finally been suggested. The clever quip, "We Pave The Way," was created by George Falk, a laborer for the Department, as part of an intra-department slogan contest held by the Department of Highways.

Highways Commissioner John T. Carroll said that the slogan will probably join "Dig We Must" as a construction barrier slogan.

The idea that Highways' needed its own slogan was suggested by Monroe Spiegel, an administrative assistant in that Department. "We Pave The Way" and a few other newly suggested slogans will also appear on official Department of Highways envelopes in an attempt to "pave the way" for better public relations.

• There has been a lot of talk about over-crowded classes but the Labor Dept. has set a record with its "Operation Alphabet" course. The estimated enrollment of this giant-sized literacy course was 135,000 illiterates and arrivals from other lands.

The course was televised each night, Monday through Friday, for 30 minutes for the last 20 weeks on Channels 11, 13, and 31. Since this project was so successful, a second series began last night, February 24.

There are still 400,000 illiterates in New York City and to help these potential students, a special home study book is available to

supplement the Labor Dept. sponsored lessons. The TV Home Study Book can be obtained at neighborhood public libraries, or by mailing a dollar, with your name and address, to Operation Alphabet, Room 330, 325 Broadway, New York 10007.

Use the book for "Operation Alphabet" broadcasts on Channel 11, 10 a.m. to 10:30 a.m.; Channel 13, 6 p.m. to 6:30 p.m. and Channel 31, 10:30 p.m. to 11 p.m. daily.

LEGAL NOTICE

NOTICE TO BIDDERS

Sealed proposals covering Construction Work for Repointing 8th Floor Tunnel Ceiling, North and South Retaining Walls, and Resetting Coping Stones 9th Floor Level, New York Psychiatric Institute, 722 West 168th St., New York City, in accordance with specification No. 18088-C and accompanying drawing,

will be received by Henry A. Cohen, Director, Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany 26, N.Y., on behalf of the Department of Mental Hygiene, until 10:30 o'clock A.M., Eastern Standard Time, on Wednesday, March 18, 1964, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the New York State Department of Public Works, in the amount stipulated in the proposal as a guaranty that the bidder will enter in to the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal.

The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract.

Drawing and specifications may be examined free of charge at the following offices:

State Architect, 270 Broadway, New York City.

State Architect, Division of Architecture Building, State Campus, Albany, N.Y. Bureau of Contracts, Administration and Engineering Bldg., 1220 Washington Ave., Albany 26, N.Y.

District Supervisor of Bldr. Constr., State Office Building, 333 E. Washington St., Syracuse, N.Y.

District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester 25, N.Y.

District Engineer, 125 Main St., Buffalo 3, N.Y. New York Psychiatric Institute, 722 West 168th St., New York City.

Drawing and specifications may be obtained at the Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Ave., State Campus, Albany 26, N.Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00 or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Specifications of January 2, 1960, will be required for this project and may be purchased from the Bureau of Finance, Department of Public Works, Administration and Engineering Building, State Campus, Albany, N.Y., for the sum of \$5.00 each.

Swartwood Named

ALBANY, Feb. 24 — Governor Rockefeller has named Charles B. Swartwood of Elmira to a new term as a trustee of the Supreme Court library at Elmira.

IN RE: ESTATE OF

P 3153-1963 — SUPPLEMENTAL CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: OLIVER LATHAM, ETHEL LATHAM WALSH, DAPHNE E. MAYOU, LILLIAN E. STEWART, GERALD WALTER MURRAY, PATRICIA SKERRETT-ROGERS, CUNNINGHAM TWERDIE, CHARLES SKERRETT-ROGERS, LILLIAN DELANGE SCHULLER tot PEURSUM, GEORGIANA MACLAY BOWERS, ALFRED BARMORE MACLAY, III, an infant over the age of fourteen years, ROBERT HALDANE MACLAY, an infant under the age of fourteen years, JOHN BARMORE MACLAY, an infant under the age of fourteen years.

CHARLES FRANCIS SCOTT DEAN, if living, or if he shall have died subsequent to July 28, 1963, his executors, administrators and distributees whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained.

ELIZABETH DEAN and FREDERICK DEAN, if living, or if either shall have died subsequent to July 28, 1963, her or his executors, administrators and distributees, or if either had died prior to July 28, 1963, her or his issue living on July 28, 1963, and if any have since died, their executors, administrators and distributees, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained, and all other heirs at law, next of kin and distributees of Clara Muriel Kipling, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained.

WHEREAS, IRVING TRUST COMPANY, with its principal office and place of business at No. One Wall Street, New York, New York, has applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 8th day of May, 1953 and a Codicil thereto bearing date the 19th day of May, 1953, relating to both real and personal property, duly proved as the Last Will and Testament of Clara Muriel Kipling, deceased, who was at the time of her death a resident of 810 Park Avenue, Borough of Manhattan, City, County and State of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 25th day of March, 1964, at 10:00 o'clock in the forenoon of that day, why the said Will and Testament and the Codicil thereto should not be admitted to probate as a Will of real and personal property.

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 DE FALCO, Surrogate of our said County of New York, at said County, the 11th day of February, in the year of our Lord one thousand nine hundred and sixty-four.

Philip A. Donahue, Clerk of the Surrogate's Court

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; Orrin F. Edgar; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of George F. Lewis, also known as George Fred Lewis, 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 George F. Lewis, also known as George Fred Lewis, 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 George F. Lewis, also known as George Fred Lewis, deceased, who at the time of his death was a resident of 127 West 43rd Street, New York, N. Y.

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased;

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 31st day of March, 1964, 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, HONORABLE S. Samuel De Falco, a Surrogate of our said County, at the County of New York, the 5th day of February in the year of our Lord one thousand nine hundred and sixty-four, Philip A. Donahue, Clerk of the Surrogate's Court. (Seal)

Attendant Title Open To Women With Parks Dept.

The New York City Department of Personnel has opened filing for a promotional examination which is to be scheduled to reclassify women in the position of cleaner in the Department of Parks to the position of attendant.

The title has an annual salary range of \$3,500 to \$4,580 and is open to employees who have com-

pleted six months in the title of cleaner (women) and work in the Department of Parks.

For further information contact the Department at 96 Duane St., New York, N.Y., 10007.

Tuttle Resigns

ALBANY, Feb. 24 — Ernest H. Tuttle has resigned as director of the Health and Physical Education Division at the State College at Brockport to return to the instructional staff.

A picturesque folder filled with information regarding where to ski and stay for 1964 will be mailed free to any civil servant. Write to Mr. George Bedell, Secretary, Central Catskill Association.

Surface Line Operator Final Key Answers

The New York City Civil Service Commission has released the final key for the surface line operator examination (No. 9690) which was held on October 26, 1963. The answers are:

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

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

Use postal zone numbers on your mail to insure prompt delivery.



RETIRED — Thomas R. Whittard, second from left, who retired recently as Transit Authority Director of Payrolls, receives retirement certificate from TA Chairman Joseph E. O'Grady. The two other Authority members—Commissioners Daniel T. Scannell (left) and John J. Gilhooley participated in the presentation. Whittard's retirement came after 46 years with the TA, its predecessor, the Board of Transportation, and the former Interborough Rapid Transit Company.

The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Registered nurses are urgently needed in New York City's public home infirmary program. Mature persons, interested in geriatrics, will find available parking space and sleep-in accommodations. Arrangements can be made to work part-time—three full days one week and two days the following week, including one or two week-ends a month. The salary is \$4,850 to \$6,290 a year . . . Apply at the Nurse and Medical Placement Office, 444 Madison Ave., Manhattan.

Experienced legal stenographers are wanted in midtown and downtown Manhattan. Women with

rapid skills in stenography and use of electric typewriters will get \$90 to \$115 a week. Legal experience and good work history essential . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

A Brooklyn manufacturer has an opening for a mechanical inspector who can do lay-out work on large and medium castings. Must have recent checkable experience. The pay is \$2.40 an hour . . . plumbers with recent jobbing and alteration experience will earn \$2.50 to \$3 an hour . . . Apply at the Brooklyn Industrial Office, 590 Fulton St.

Men and women with six months' experience as hand weavers are wanted in midtown Manhattan. They will get \$60 to \$75 a week to hand weave worsted fabric samples. A foreman on dolls with one year's experience is wanted in the Bronx to supervise night shift of rotation molders to mold plastic doll parts. Must set up and do minor repairs on rotation molding machine. The job pays \$70 to \$100 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th St.

An experienced shipping foreman capable of handling men is wanted in New Rochelle. He will distribute work to shipping laborers and assist in the supervision of four men. He will also check all items shipped from plant, countersign all shipping forms and assist in the keeping of records. The pay is \$100 and more a week, plus overtime . . . Apply at the New Rochelle State Employment office, 578 Main St.

Binghamton Delcares 4.75 Percent Dividend

The Binghamton State Hospital Employees credit union has declared a dividend of 4.75 percent and a 10 percent refund on interest at its annual meeting recently.

Elected at the meeting were: Ralph M. Hutta, president; Aloysius Sweeney, vice president; William Carter, treasurer; Grace A. Lord, secretary; Bessie Easterwood, Helen E. McAndrews and Leslie Newton, board of directors.

Shoppers Service Guide

Help Wanted - Male & Female

ORGANIZER WANTED BY UNION
Are you a retired city employee who would like to work as an organizer for a fast growing union of city employees? If you think that you would like such a position, either on a full or part-time basis, age or sex no barrier. Write to Box 107, The Leader, 97 Duane Street, N.Y. 7, N.Y. Your letter will be held in strict confidence.

Chauffeurs Wanted
PART-TIME Chauffeurs, over 45 years old, unusual opportunity to earn extra money. Call PE 6-8540.

TYPEWRITER BARGAINS
Smith \$17.50; Underwood \$22.50; others. Pearl Bros., 478 Smith, Bklyn, TR 5-3024 TRACY SERVICING CORP.

Appliance Services
Sales & Service recond Refrigs. Stoves Wash Machines, combo sinks. Guaranteed TRACY REFRIGERATION—CY 3-5904 340 E 149 St. & 1204 Castle Hills Av. Bx

Help Wanted - Male & Female

HELP WANTED: ONTARIO COUNTY COURT STENOGRAPHER. Salary \$4000-\$4300. Open to eligibles of NEW YORK STATE. NOTE: CANDIDATES MUST BE ABLE TO TAKE VERBATIM DICTATION AT APPROXIMATELY 150 WORDS PER MINUTE. Last day for filing applications March 25, 1964—date of examination April 25, 1964. Announcements and applications available at the office of the ONTARIO COUNTY CIVIL SERVICE COMMISSION, COURT HOUSE, CANANDAIGUA, NEW YORK.

Lawn Signs
RUSTIC REDWOOD ENGRAVED LAWN SIGNS—Look Executive in any neighborhood. Send Name & Address. Details, AMERICAN, 3335-2nd St., East Moline, Ill.

Help Wanted ACCOUNTANTS
CPA FIRM specializing in bars and grills seeks several accountants on a part-time basis all year round. Write details, Box 1121, c/o The Leader, 97 Duane St., New York 7, N.Y.

Auto Emblems
CSEA AUTO EMBLEM. Attractive Blue-Silver, Reflective Scotchlite, 3 inch Emblem, \$1.00. Discount To Chapters For Resale. Inkwell Printers, 1220 Hertel, Buffalo 16, New York.

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 MU 3-9410 — 24 hr. service or write Box 940, The Leader, 97 Duane St., N.Y. 7, N.Y.

Don't forget Civil Service Day at the World's Fair—June 5th. For tickets at reduced price, see coupon on page 13.



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Order Blank For World's Fair Tickets

Box W.F.
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New York, N.Y. 10007

Dear Sirs:

I enclose check or money order.

Please send adult tickets at a rate of \$1.35 each.

Send children's tickets at a rate of 68 cents each.

Name

Address

Post Office State Zip Code

(Use Ball Point Pen or Pencil)

Self-Addressed Stamped Envelope Required



"funtastic"

Save 50% on your room at New York's Hotel Governor Clinton! Have 50% more to spend for a "funtastic" week-end on the town!

What a deal! 50% off on all rooms and suites every day Thursday thru Monday check-out time. 1200 rooms and suites with private bath, shower, TV, air-conditioning. Theatre Ticket Service. Sightseeing, shopping and theatres at the center of convenience! Write-phone: Victor J. Giles, Gen. Mgr. PE 6-3400. Reduction of 50% valid to March 21st.

HOTEL GOVERNOR CLINTON
7th Ave. at 31st St., New York, Opposite Penn. Station

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Address

City State

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Murin Named Member Of WCB; Senior Promotes 3 Others

Governor Rockefeller's appointment of Leo Murin of Yonkers as a member of the Workmen's Compensation Board, was confirmed by the Senate last week.

Colonel S. E. Senior, chairman of the Board, expressed gratification over the merit promotion of Murin. He pointed out that Murin has been associated with the agency since 1946, as referee, supervising referee, associate counsel and general counsel, successively.

Room For Others

Senior announced the Murin's elevation makes possible merit promotions of three other employees.

Edward I. Goldberg of Manhattan will be the new General Counsel. He has been associated with the Board since 1951, as Referee, Senior Referee and Supervising Referee.

Vincent A. Sciafani of Brooklyn will be the Supervising Referee. With the Board since 1951, he has served as a Referee and Senior Referee.

Abraham Greenberg of Brooklyn will be the new Senior Referee. He has been a Referee since 1944.

"The promotion of these four career employees, who, in the aggregate, have served with distinction for 64 years, retains for the Board their accumulated skills and experience; their continued service will redound to the credit of the Board and the efficiency and quality of its operations for the benefit of the public," Senior said.

CSEA Supports Bill For Safety Officers

ALBANY, Feb. 24 — The Civil Service Employees Association has indicated its support for the so-called Full Peace Officer's Status Bill, now before the Legislature and sought by the Safety Officers' Benevolent Association.

Under the proposed legislation, the Criminal code would be amended to extend the definition of peace officer to include special policemen designated by directors of State Institutions in the Department of Mental Hygiene.

Joseph F. Feily, president of the Employees Association, informed Alfred M. Rao, president of the Safety Officers' Benevolent Association, of CSEA's support for the bill.



LICENSED NURSES — Shown above are five practical nurses who were recently awarded licenses with Dr. W. O. Semikew (standing center), assistant director at Leitchworth Village. Those who received licenses (seated, from left) were: Ruth White, Wilma Jean Cloer and Doris E. Beyer. Standing were (standing from left) John J. White, Semikew and Theodore Shuart. Absent were Carol Valura and Dorothy Theirs.

Have You Nominated Yours?

Proof Of The Lovely Civil Service Misses

Now, we have some proof! The rumors that civil service office buildings are not graced with lovely young women have been disproved. Pictures of potential "Miss Civil Services" have started to flow into the Civil Service Leader offices in response to last week's announcement of the "Miss Civil Service Contest" being sponsored by the Leader. If the pictures received are any indication, the atmosphere in civil service offices is most pleasant.

Has your office sent in its contribution, its "jolie femme"? We are looking for four radiant New York State girls to reign as "Miss Civil Service" for New York City, New York State, a New York county, and the Federal civil service. The four final selections will be made at Civil Service Day at the World's Fair on Tuesday, June 5.

Selections will be made in three stages, (semi-finals, finals, winners) by a group of judges to be announced later. One winner will be selected from each of the major civil service jurisdictions.

If you know a girl who is (1) lovely to look at (2) a civil servant living in New York State, send us her picture. If she becomes Miss Civil Service, she'll win one of the four trips for two to Puerto Rico via Trans-Caribbean Airways and a week's stay at the Condado Beach Hotel in San Juan.

A first step in the selection will be made from photographs (any size but the bigger the better) submitted by the contestants or their representatives. Photographs should be mailed to Miss Civil Service Contest, 97 Duane Street, New York, New York. Each photograph should be accompanied by the name, address, age, and department where the contestant is employed. For easy handling,

New Appointments

ALBANY, Feb. 24—Two recent appointments in the State Banking Department have been announced. They are:

Appointment of John F. X. Crowley Cr. of Brooklyn as bank examiner at \$7,350 and of Mrs. Gertrude Grossman of Brooklyn as stenographer at \$3,753 a year.

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

Rockland County Sets Pace For Saturday Holidays

The Rockland County chapter, Civil Service Employees Assn., has won liberalized attendance rules which will provide that employees will not lose any holidays that fall on Saturday. The new rules allow that employees will be credited with one additional day of annual leave whenever one of the 11 paid holidays that they are granted falls on Saturday.

The success was attributed to joint cooperation of the Rockland County chapter, the Rockland Personnel office and the Board of Supervisors.

The chapter in other activities announced that a stepped up program of recruiting is expected during the next few months and that a number of new units are expected to join the chapter.

Executive Chapter Elects May De Seve

ALBANY, Feb. 24 — May De Seve was recently elected president of the Executive chapter of the Civil Service Employees Assn. Other officers elected were: Harvey Dickson, first vice president; Lawrence Barry, second vice president; Eileen Tanner, secretary, and Louis Belinger, treasurer.

The elections were supervised by Joseph Matthews, committee chairman, and members, Dave Herbach, Warren Dobert, Dorothy MacTavish, Jean Hass and Gertrude Andrews.

Feb. 25 Last Day For World's Fair Tickets

Tickets for the World's Fair are still on sale at the Civil Service Leader, 97 Duane St., New York City, at wholesale rates. However, orders must be placed by February 25th to meet the World's Fair deadline. The reduced prices are \$1.35 for adult tickets and 68 cents for children's tickets.

The regular cost is \$2 and \$1 respectively. When ordering, please enclose a return addressed, stamped envelope and a check or money order. A convenient mailing coupon is provided for your use on page 13 of this issue.

print this information on a sheet of paper and attach to the back of the photo.

Parkway Laborers' Reclassification Is Submitted To State

Williams Hurley, president of the Long Island Inter-County Parkway chapter of the Civil Service Employees Association, has recently been assured by Vincent Leitch, administrative finance officer of the Long Island State Parkway Commission, that applications for reclassification will be sought for five laborer positions. Applications were sent, according to Hurley, to the State Division of

Classification and Compensation asking that one of the laborers be reclassified to the title of supervisor of grounds (grade 10) and that four other laborers be reclassified as maintenance men (Parks) (grade 7).

John D. Corcoran, Jr., field representative for the CSEA, announced that negotiations are being discussed for other positions in the Parkway and that further details will be released soon.

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

Grade	Rates of Compensation					
	Minimum Annual Salary	Minimum Plus One Increment	Minimum Plus Two Increments	Minimum Plus Three Increments	Minimum Plus Four Increments	Maximum Annual Salary
U 1.....	\$5,700	\$5,940	\$6,180	\$6,420	\$6,660	\$6,900
U 2.....	5,940	6,186	6,432	6,678	6,924	7,170
U 3.....	6,180	6,432	6,684	6,936	7,188	7,440
U 4.....	6,420	6,680	6,940	7,200	7,460	7,720
U 5.....	6,670	6,938	7,202	7,468	7,734	8,000
U 6.....	6,930	7,208	7,474	7,746	8,018	8,290
U 7.....	7,200	7,480	7,760	8,040	8,320	8,600
U 8.....	7,480	7,768	8,052	8,338	8,624	8,910
U 9.....	7,770	8,064	8,358	8,652	8,946	9,240
U 10.....	8,080	8,384	8,688	8,992	9,296	9,550
U 11.....	8,330	8,640	8,950	9,260	9,570	9,880
U 12.....	8,630	8,944	9,258	9,572	9,886	10,200
U 13.....	8,940	9,258	9,576	9,894	10,212	10,530
U 14.....	9,270	9,598	9,922	10,248	10,574	10,900
U 15.....	9,600	9,914	10,248	10,582	10,916	11,250
U 16.....	9,900	10,240	10,580	10,920	11,260	11,600
U 17.....	10,240	10,588	10,936	11,284	11,632	11,980
U 18.....	10,670	10,924	11,278	11,632	11,986	12,340
U 19.....	10,930	11,290	11,650	12,010	12,370	12,730
U 20.....	11,280	11,644	12,008	12,372	12,736	13,100
U 21.....	11,640	12,012	12,384	12,756	13,128	13,500
U 22.....	12,010	12,390	12,770	13,150	13,530	13,910
U 23.....	12,380	12,768	13,156	13,544	13,932	14,320
U 24.....	12,760	13,154	13,548	13,942	14,336	14,730
U 25.....	13,140	13,542	13,944	14,346	14,748	15,150
U 26.....	13,540	13,948	14,356	14,764	15,172	15,580
U 27.....	13,960	14,368	14,774	15,186	15,598	16,010
U 28.....	14,360	14,770	15,190	15,610	16,030	16,450
U 29.....	14,760	15,188	15,612	16,038	16,464	16,890
U 30.....	15,180	15,614	16,048	16,482	16,916	17,360
U 31.....	15,620	16,062	16,504	16,946	17,388	17,830
U 32.....	16,070	16,518	16,966	17,414	17,862	18,310
U 33.....	16,530	16,988	17,442	17,898	18,354	18,810
U 34.....	17,000	17,464	17,928	18,392	18,856	19,320
U 35.....	17,500	17,970	18,440	18,910	19,380	19,860
U 36.....	18,000	18,478	18,952	19,428	19,904	20,390
U 37.....	18,510	19,008	19,482	19,968	20,454	20,940
U 38.....	19,040+					

STATE UNIVERSITY SCALE — The above chart shows the pay scales for the professional employees in the State University serv-

ice, as proposed by Governor Rockefeller. These salary ranges must still be approved by the Legislature. Non-professional employees are paid on the same basis as State employees.



25-YEAR CEREMONIES — rence C. Kolb, right. Those receiving the awards Shown at recent ceremonies at the Psychiatric are: Dr. Franz J. Kallman, Howard Foote, Mar-Institute are four recipients of the 25-year service garet Osborne and Thelma Watne. The ceremonies awards and the director of the Institute Dr. Law- were held at the Institute in New York City.

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Alfred Capuana Is Named Bureau Chief In Labor Department

ALBANY, Feb. 24 — Alfred Capuana of Utica, a career State employee, has been named chief of the Bureau of Public Works in the State Labor Department, a \$9,980-a-year job. Until the promotion, Capuana was supervising investigator for the bureau.

Capuana succeeds Nicholas Valentine Jr., who recently was named deputy industrial commissioner for labor affairs.

A graduate of Utica College, Capuana is a member of the Civil Service Employees Association, the Syracuse University Alumni Association and the Disabled American Veterans. He is active in the Schenectady Chapter of the Society for the Preservation and Encouragement of Barber Shop Quartet Singing of America.

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The highly successful realty firm of Better Realty is adding one more office to the five now operating. Mr. Julius Hecht, general manager of the chain assures us that the demand for homes is so great that he is compelled, in the interest of public convenience, to open the new branch at 168-16 Hillside Ave., Jamaica. Convenient to subway riders who can take either the "E" or "F" train direct to the door.

The other five offices are 135-19 Rockaway Boulevard, South Ozone Park; 103-09 Northern Blvd., Corona; 159-12 Hillside Ave., 17 South Franklin St.; Hempstead and 277 Nassau Road, Roosevelt, all in Long Island.

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Legislative Wheels Turn To Pay Raise

If things move as predicted, the House of Representatives will be discussing the Federal pay raise by the first of March. In fact, the bill could even pass both the House and the Senate before April 1 if the legislative wheels continue to turn as fast as they seem to be.

At present, the bill is still in the House Rules Committee where Chairman Howard W. Smith (D-Va.), is opposing it. Reports are that in spite of Smith's opposition, he will yield to the majority feeling of the Rules Committee and the administration. Smith has agreed to hold a hearing on the pay raise by the end of the month.

In the meantime, the Senate Civil Service Committee is reacting to the rumors that the pay bill will be clearing the House soon. They are ready to start hearings as soon as the bill gains House approval. The chairman of the Senate committee, Olin Johnston (D-S.C.), has, in fact, set a record in civil service. He has piloted more pay bills through the Senate than any other legislator in history.

Johnston's comment on the bill was that he didn't anticipate "any trouble with the pay bill."

The money has been budgeted by the administration. Johnston's only problem is getting the bill on the Senate floor before the long civil rights debates begin, according to some sources.

Reallocation Appeals For Power Plant Titles

CENTRAL ISLIP, L.I., Feb. 24 —Preliminary proceedings have been initiated to organize an appeal for upward reallocation of titles with power plant units throughout New York State. The seven titles for which reallocation will be sought are power plant helper, steam fireman, stationary engineer, senior stationary engineer, principal stationary engineer, head stationary engineer and chief stationary engineer.

Pat Lysaght, 1040 Wilson Blvd., Central Islip, has been selected chairman of the committee which is seeking the reallocation. Lysaght asked that anyone who might be interested in this reallocation, contact him at the above address. He also mentions that Central Islip State Hospital chapter of the Civil Service Employees Assn. in cooperation with John D. Coreoran, Jr., field representative for the CSEA, has offered its support for the reallocations.

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**SHOPPING FOR LAND OR HOMES
LOOK AT PAGE 11 FOR LISTINGS**

Craig Colony "Sells Out"

The Valentine Ball for the Craig Colony and Hospital chapter of the Civil Service Employees Assn. was completely sold out, according to Irving Fisher, chapter held recently at Shanahan Hall had been sold out for almost two weeks in advance.

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Meeting Sought On Institution Teachers' Year

CSEA Seeks Meeting After OGS Rejects Parking Plea

ALBANY, Feb. 24—The Civil Service Employees Association has asked Governor Rockefeller's office for a meeting aimed at solving the long standing work-year problem of institution teachers in the State service.

The request, from Joseph F. Felly, CSEA president, was made to Alexander Aldrich, executive assistant to the Governor, after Aldrich informed the Association recently that the administration is continuing its consideration of the problem.

In asking for the meeting, Felly said, "I am sure we are both aware that the problem is one of great concern to the State's institution teachers. If we were afforded an opportunity to meet with the Governor's staff or other representatives . . . we believe that we might make a contribution towards equitable solution of this problem."

CSEA is asking that teachers in correction and social welfare institutions be granted a school year similar to the work year for teachers in the public school system rather than the year 'round basis as currently practiced.

Manley Reappointed

ALBANY, Feb. 24—Governor Rockefeller has reappointed Dr. Gerald B. Manley of Geneseo to the State Public Health Council.

ALBANY, Feb. 24—The Civil Service Employees Association will meet this week with the State Office of General Services to discuss the parking situation of state employees in the downtown Albany area.

The meeting date, Wednesday, was set after the Office of General Services, through its commissioner, C. V. R. Schuyler, turned down a CSEA request that O.G.S. discontinue charging a \$5.00 a month parking fee to state employees who park downtown Albany lots maintained by the state.

In his appeal for removal of the fee, CSEA president, Joseph F. Felly charged that state employees who work in downtown offices are being discriminated against in view of the free parking that is provided on the state campus and at other state agencies in the Albany area.

Space Diminishing

In refusing the CSEA request, Schuyler said, "It is not now practicable to adopt the policy you have recommended." Among his reasons, Schuyler said, "The large amount of space required for employee parking if no fee were involved is simply not permanently available in downtown Albany."

He said, "The parking situation in this area over the next few years, with South Mall construction in progress, will become increasingly precarious. Most of our present Mall parking areas will close. Hopefully a limited number of others . . . will be opened up. The net result, however, will be that . . . the space available during this period may not be en-

tirely adequate. Therefore, we would like to see employees encouraged to use other forms of transportation during this period. A free-parking policy would have just the opposite effect."

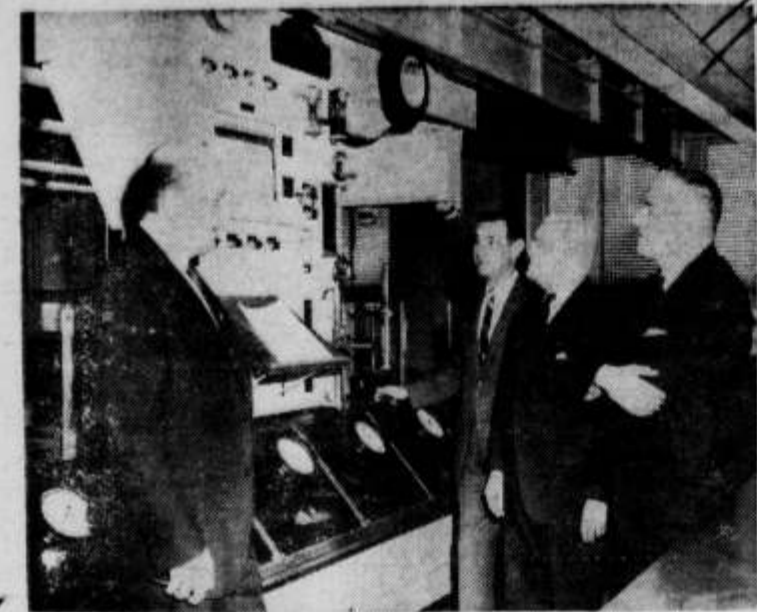
After a review of the reasons for the refusal, Felly asked for a meeting with officials of the O.G.S. He said, "Our members are very interested in this matter since apparently there are long term considerations to be involved."

Connors Named C.S. Personnel Director

BUFFALO, Feb. 24—The Board of Education, seeking to fill gaps in Civil Service ranks in the city school system, has appointed James M. Connors as director of Civil Service personnel.

The Board created the job after criticism that many employees had been working on a non-civil service status for several years.

Since 1960, Connors has been administrative director of the Buffalo Municipal Civil Service Commission. His new post will pay \$8,500 to start with increments to \$9,600.



SOILS TESTING — State Department of Public Works officials inspect a movable compression soils test machine at the Department Albany laboratories. Left to right are Robert J. Weaver, DPW senior soils engineer who designed the machine; George W. McAlpin, deputy chief engineer (Research); superintendent of Public Works J. Burch McMorran, and William P. Hofmann, director of the Bureau of Soil Mechanics.

22 Promotional Exams Are Offered By State

The New York State Department of Civil Service has announced that there are 22 competitive examinations which will be open for filing until March 9. The tentative exam date for these titles is April 11. The titles, exam numbers, relating departments and salary range are listed below:

- Senior mechanical stores clerk; Interdepartmental; exam no. 1235; \$4,220 to \$5,225.
- Senior aquatic biologist; Conservation Department (exclusive of the Division of Parks); exam no. 1241; \$7,350 to \$8,895.
- Senior aquatic biologist (Marine); Conservation Department (exclusive of the Division of Parks); exam no. 1242; \$7,350 to \$8,895.
- Senior wildlife biologist; Conservation Department (exclusive of the Division of Parks); exam no. 1245; \$7,350 to \$8,895.
- Forest pest control foreman; Conservation Department (exclusive of the Division of Parks); exam no. 1295; \$4,720 to \$5,815.
- Assistant director of accounts and finance; Labor Department State Insurance Fund; exam no. 1237; \$12,300 to \$14,590.
- Director of public relations A; Labor Department; Division of Employment; exam no. 1266; \$11,680 to \$13,890.
- Assistant gas engineer; Public Service Department; exam no. 1238; \$7,740 to \$9,355.
- Senior hydraulic engineer; Public Service Department; exam no. 1243; \$9,480 to \$11,385.
- Senior telephone engineer; Public Service Department; exam no. 1244; \$9,480 to \$11,385.
- Senior draftsman (electrical); Public Works Department; exam no. 1293; \$5,000 to \$6,140.
- Principal draftsman (electrical); Public Works Department; exam no. 1293; \$5,000 to \$6,140.
- Principal draftsman (electrical); Public Works Department; exam no. 1294; \$6,240 to \$7,590.
- Administrative officer, Social Welfare; Social Welfare Department; exam no. 1238; \$15,950 to \$18,640.
- Institution safety supervisor; State University; exam no. 1239; \$5,000 to \$6,140.
- Radio dispatcher; Thruway Authority; exam no. 1240; \$4,720 to \$5,815.
- Supervisor of offices services; Thruway Authority; exam no. 1246; \$7,350 to \$8,895.
- Senior clerk; Kings County, District Attorney's Office; exam no. 1255; \$4,250 to \$5,330.
- Senior legal secretary; Kings County, District Attorney's Office; exam no. 1263; \$4,250 to \$5,330.
- Senior stenographer; Kings County, District Attorney's Office; exam no. 1264; \$4,250 to \$5,330.
- Senior clerk; Kings County, County Clerk's Office; exam no. 1254; \$4,250 to \$5,330.
- Senior clerk; New York County, District Attorney's Office; exam no. 1256; \$4,250 to \$5,330.
- Senior typist; Queens County, County Clerk's Office; exam no. 1269; \$4,250 to \$5,330.

H'way Engineers

(Continued from Page 1)
cent to eight per cent for state employees and the assumption of an additional three per cent of contributions to the State Retirement System, which is being advocated by the Civil Service Employees Association.
It is the position of the Association's Board of Directors that the proposed adjustments are necessary to bring the state's salary schedule closer to the benefits received by employees in private industry.
The group is canvassing its membership to ask personal communication with area legislators on the local level expressing their support of the program.

Callahan Elected

ALBANY, Feb. 24—The Albany State Insurance chapter, Civil Service Employees Association, recently elected Robert Callahan, president for the coming term. Other officers elected were: Mary Jane Romeo, vice president; Sandra M. Fletcher, secretary; Beatrice Verhayden, treasurer, and Nels Berniger and Marion E. Mullahey, delegates.

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$3,080	\$3,835	\$151	\$3,080	\$3,231	\$3,382	\$3,533	\$3,684	\$3,835
2	3,200	3,995	159	3,200	3,359	3,518	3,677	3,836	3,995
3	3,365	4,200	167	3,365	3,532	3,699	3,866	4,033	4,200
4	3,530	4,405	175	3,530	3,705	3,880	4,055	4,230	4,405
5	3,700	4,615	183	3,700	3,883	4,066	4,249	4,432	4,615
6	3,915	4,870	191	3,915	4,108	4,297	4,488	4,679	4,870
7	4,135	5,135	200	4,135	4,335	4,535	4,735	4,935	5,135
8	4,375	5,420	209	4,375	4,584	4,793	5,002	5,211	5,420
9	4,630	5,720	218	4,630	4,843	5,066	5,284	5,503	5,720
10	4,905	6,040	227	4,905	5,132	5,359	5,586	5,813	6,040
11	5,200	6,385	237	5,200	5,437	5,674	5,911	6,148	6,385
12	5,500	6,740	248	5,500	5,748	5,996	6,244	6,492	6,740
13	5,835	7,130	259	5,835	6,094	6,353	6,612	6,871	7,130
14	6,180	7,535	271	6,180	6,451	6,728	6,993	7,264	7,535
15	6,540	7,955	283	6,540	6,823	7,108	7,389	7,672	7,955
16	6,920	8,400	296	6,920	7,216	7,512	7,808	8,104	8,400
17	7,320	8,875	311	7,320	7,631	7,942	8,253	8,564	8,875
18	7,745	9,375	326	7,745	8,071	8,397	8,723	9,049	9,375
19	8,175	9,890	341	8,175	8,516	8,857	9,198	9,539	9,890
20	8,600	10,385	357	8,600	8,957	9,314	9,671	10,028	10,385
21	9,070	10,935	373	9,070	9,443	9,816	10,189	10,562	10,935
22	9,570	11,510	388	9,570	9,953	10,346	10,734	11,122	11,510
23	10,090	12,110	404	10,090	10,494	10,898	11,302	11,706	12,110
24	10,640	12,745	421	10,640	11,061	11,482	11,903	12,324	12,745
25	11,240	13,430	438	11,240	11,673	12,116	12,554	12,992	13,430
26	11,840	14,185	457	11,840	12,297	12,754	13,211	13,668	14,125
27	12,500	14,960	472	12,500	12,972	13,444	13,916	14,388	14,860
28	13,170	15,625	491	13,170	13,661	14,152	14,643	15,134	15,625
29	13,880	16,425	509	13,880	14,389	14,898	15,407	15,916	16,425
30	14,620	17,255	527	14,620	15,147	15,674	16,201	16,728	17,255
31	15,420	18,140	544	15,420	15,964	16,508	17,052	17,596	18,140
32	16,260	19,070	562	16,260	16,822	17,384	17,948	18,503	19,060
33	17,160	20,060	580	17,160	17,740	18,320	18,900	19,480	20,060
34	18,100	21,090	598	18,100	18,693	19,298	19,894	20,492	21,090
35	19,060	22,130	614	19,060	19,674	20,283	20,903	21,516	22,130
36	20,040	23,195	631	20,040	20,671	21,302	21,933	22,564	23,195
37	21,110	24,360	650	21,110	21,760	22,410	23,060	23,710	24,360
38	22,290+								

STATE PAY TABLE — The above chart shows the complete table of salaries for State employees as they would be if legislation proposed by Governor Rockefeller is passed by the Legislature this session. The chart does NOT show the effect in increased take-home-pay that would result from the proposal on picking up three points of an employee's contribution to the Retirement System. The combined proposals provide for a take-home-pay increase ranging from seven to 13 percent and was worked out with the Civil Service Employees Assn.