

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVI, No. 40

Tuesday, June 8, 1963

Price Ten Cents

Eligible Lists

See Page 14

\$2,000 INSURANCE BILL UP FOR VOTE



FOUR QUEENS — The four Miss Civil Service queens selected by judges at the annual Civil Service Day ceremonies held at the World's Fair last week display their trophies following their crowning in the Singer Bowl. Left to right are: Karen Jean Robak, Miss State Civil Service; Regina Malinowsky, Miss Federal Civil Service; Carol Thoresen, Miss Local Government Civil Service and JoAnn Manger, Miss City Civil Service.

At World's Fair

Girls, Gunpowder, Chills And Thrills Are Features Of 2nd Civil Service Day

NEW YORK WORLD'S FAIR, June 7—Under sunny skies and with pleasant temperatures, the second annual "Civil Service Day" sponsored by The Leader was held here last week in a 5-hour program that featured all the facets of public service from girls to gunpowder.

The girls, of course, were the 24 finalists from all over the state who were judged for the title of "Miss Civil Service." The gunpowder went off during an exciting exhibition by the State

Division of Military and Naval Affairs, who staged a mock attack on a machine gun nest using blank ammunition, traps, tanks and armored cars to wipe out the "enemy" hidden in the bleachers. (Continued on Page 9)

Wholly-Paid Pension Plan Made Permissive; C. O. Measure Moving

(Special To The Leader)

ALBANY, June 7—In an eleventh hour move to redeem its pledge to the Civil Service Employees Assn. that it would support and pass a bill to give State employees a \$2,000 insurance benefit after retirement, the leadership of the Legislature introduced the CSEA bill through the Rules Committee last week.

BULLETIN

At Leader press time it was learned that the Senate had recalled a bill sponsored by the Civil Service Employees Association to give job protection to non-competitive employees in State service with at least five years service. The bill had passed both houses of the Legislature.

The reaction from CSEA President Joseph F. Feily on learning of the bill's recall was one of "great shock." Feily said he would demand a full explanation of the reasons for the measure's recall. He also declared that he wanted all CSEA members to immediately write, wire and call their senators urging that this measure be immediately re-passed before the Legislature adjourns.

"Whatever the reasons are," Feily said, "failure to immediately get this bill passed and to the Governor's desk for signature will mean a direct blow at the very heart and the aims of the Merit System."

Levitt Explains Advantage Of Taking 55-Year Plan

(Special to The Leader)

ALBANY, June 7—At the request of The Civil Service Leader, State Comptroller Arthur Levitt today clarified for employees of New York State and its political subdivisions, the implications of the 55-year retirement plan (section 71a of the Retirement and Social Security Law) recently reopened

Obituary Notice

Due to a last minute change in the front page of The Leader, obituaries on George W. Hayes and Marc Scott Wexler were omitted. They will appear in next week's issue of The Leader.

by the New York State Legislature. He also recommended the election of this plan by all individual members.

"The reopened 55-year plan provides a pension benefit which is one-sixth greater than the benefit for the same service under the 60-year plan," the Comptroller noted.

(Continued on Page 16)

The legislation, which is expected to be approved in both houses this week, is one of four measures to which the majority leadership has pledged its all-out support. The others are:

- Legislation to permit political subdivisions to give their employees a wholly non-contributory retirement system. This measure has already passed both houses.

- A 25-year retirement plan for Correction Officers. This bill, already passed by the Senate, has now been released by the Assembly.

(Continued on Page 3)

Don't
Repeat This!

John Macy Is Now
One Of Washington's
Most Powerful Men

PUBLIC employees all over America perked up their ears a few weeks ago when President Lyndon B. Johnson announced he would seek a pay raise for Federal employees. Their ears really sharpened when they heard that a revolutionary salary proposal — automatic increases — was to be a part of the President's program to be submitted to Congress.

Since Johnson's original announcement, that very plan has already been presented to the (Continued on Page 2)

DON'T REPEAT THIS

(Continued from Page 1)

House Civil Service Committee by John Macy, chairman of the U.S. Civil Service Commission and now the President's chief talent scout for top government posts.

Bridging the pay gap between public employee salaries and those paid for similar jobs in private employment has been the major goal of civil service organizations during the post-war years. Congressional acceptance of closing this lag by authorizing the President to make automatic pay increases would set a precedent for workers in every other division of government, from States down to local school boards.

Some Resistance Seen

While rank and file employees greatly desire to have their salaries kept up to date without having to go through the yearly pleadings with government bodies, some opposition to automatic pay increases is being predicted from elected officials and some organization leaders.

Politicians, naturally enough, are loath to give up the opportunity for earning a constituent's loyalty and gratitude for getting him a pay increase whenever possible. Although some organization leaders would not admit it publicly they do ask privately "What would our job be if the employees no longer have to worry about

raises?"

Already there has been some talk in Washington against the proposal on the grounds that it usurps the right of Congress to allot the spending of Federal funds.

LBJ Will Persist

But President Johnson, as everyone now knows, is a persistent man and he has picked one of his most articulate and gifted advisors in John Macy to carry the ball for him with Congress on this issue.

LBJ recognized long ago that government could not compete with private industry for needed, top echelon men without adequate rewards. It would seem that he has handed Macy the job of getting the talent—and the rewards.

The result of this is that Macy now does all the scouting, screening and recommending to the President on the really important jobs. In so doing, he is performing a similar task to that done by Robert F. Kennedy, Ken O'Donnell and Ralph Dongan for the late President John F. Kennedy. It follows, of course, that this makes Macy one of the most powerful men in Washington. Even judges and ambassadors are first cleared by him before a Presidential appointment is made.

If Johnson pays such close attention to Macy's choices he has good

reason for so doing. Macy was a former personnel and executive officer in the Atomic Energy and Civil Service Commissions. During the Eisenhower Administration, he left government service and took a post as executive vice president of his alma mater, Wesleyan University. President Kennedy recalled him to service as chairman of the Civil Service Commission in 1961.

The Goal Is Set

In other words, Macy is a real "pro" in his field and as such has gained the highest position any professional Federal employee has ever held in relation to the White House. He has the President's ear and the respect of Congress. In addition, he is genuinely devoted to the cause of getting people to work for government because of their talent—not their "pull."

Even the President and Macy together may not be able to sell Congress the automatic pay hike and other employee proposals. But the mere knowledge that the Executive branch of the Federal government stands boldly behind the idea of regular salary increases without incessant pleading will probably be enough to set a new goal in this area for government employees everywhere.

Court Clerks File Suit Against New Judicial Conf. Rules

A lawsuit challenging the constitutionality of the rules of the Judicial Conference of New York State has been filed in Federal Court here by a group of assistant clerks employed in the State Supreme Court. Among the plaintiffs is Andrew P. Dolan.

The complaint alleges that the Judicial Conference has effected changes in work hours, vacation time, sick leave and promotional opportunities which violate the contract provisions of the U. S. Constitution and alleges further that the replacement of Civil Service Law by administrative rules and regulations violates the 14th amendment of the Constitution.

The suit seeks a permanent injunction against the application of such rules and regulations "insofar as the plaintiff assistant clerks are concerned and seeks a

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(Leader Staff Photo by Denay)

FOR DISTINGUISHED SERVICE — Angelo J. Arculeo, minority leader of the New York City Council and John Bellizzi, director of the Bureau of Narcotic Control for the State Health Department were honored recently by the Columbia Association of New York State Employees Inc. Left to right are: Mario Biaggi, president of the Grand Council of Columbia Associations in Civil Service Inc.; Bellizzi, Arculeo and Frank J. Pannizzo, president of the state-wide Columbia group.

European North Country Tour Set For September

Ireland, England, Holland, Denmark, Norway and Sweden are the countries composing the itinerary of the Northern Countries Tour now open for bookings to members of the Civil Service Employees Assn., their families and friends.

This 22-day vacation is scheduled to leave Sept. 2 from New York City and will take the travelers to Europe at its most beautiful time of the year. The big rush of the tourist season has ended, the sightseeing crowds are reduced and the weather is perfect.

Among the famous cities to be visited are Amsterdam, Copenhagen, Stockholm, Oslo, London and Dublin.

Trip Through The Fjords

Perhaps the most notable feature of this vacation offering will

be a trip through the magnificent fjord country of Norway, where majestic mountains, cascading waterfalls, glittering glaciers and beautiful forests surround the visitors on all sides.

Interesting sightseeing tours have been arranged for all cities—and the surrounding environs—in the countries to be visited.

(Continued on Page 15)

CIVIL SERVICE LEADER
America's Leading Weekly for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York, N.Y. 10007
Telephone: 212-REKMAN 3-6010
Published Each Tuesday
Entered as second-class matter and second-class postage paid, October 3, 1939 at the post office at New York, N.Y. and at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
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AFRICAN VISITOR — Paul Luzinda, left, who is deputy town clerk to the Mengo Council in the newly-formed African state of Uganda, was a recent visitor to the offices of Irving Flaumenbaum, right, president of Nassau County chapter of the Civil Service Employees Assn. Luzinda is in America to study administration and civil service techniques and to observe the operations of employee organizations such as CSEA. His visit to Flaumenbaum was spent discussing CSEA programs, membership and future goals.

Watertown CSEA Boosts Membership Goal 20%

(From Leader Correspondent)

WATERTOWN, June 7—The president of the Jefferson Chapter, Civil Service Employees Assn., proposes a new goal of 600 members be attained within the next few years now that the original goal of 500 has been passed.

CSEA Argues Appeal On Employment Suit

(Special To The Leader)

ALBANY, June 7 — An appeal of a Supreme Court decision which ordered the reclassification of State employment interviewers to the higher grade position of employment counselor was argued here last week before the State Appellate Division, Third Department.

The appeal was made by the State Civil Service Commission and the Department of Labor. It is from a decision by Supreme Court Justice John H. Pennock, who had held that the commission acted in an arbitrary and unlawful manner when it required state interviewers to qualify by promotion re-examination for the Grade 14 position of employment counselor, the essential duties of which they had qualified for by a previous competitive examination.

The successful suit had been brought by the Civil Service Employees Assn. on behalf of William Kelly and other employment interviewers. Harry W. Albright, Jr., CSEA counsel, argued for the upholding of Justice Pennock's decision.

CS Aides Praised By Erie Co. Judge

BUFFALO, June 7 — Erie County Judge Jacob Latona praised the steadfastness of civil service workers last week when he installed 1965-1966 officers of the Probation Officers unit, Erie chapter, Civil Service Employees Assn.

Joseph Maiorana was installed as unit president at the dinner in the Swiss Farms Restaurant, in suburban Clarence.

Other officers: vice president, Fred B. Keller; secretary, Patricia A. McCooney; treasurer, Gerald Powers, and sergeant-at-arms, John Mayer.

Committee Formed Supervising Nurses In Mental Hygiene Dept. Plan Appeal

(Special To The Leader)

CENTRAL ISLIP, June 7 — A reallocation appeal committee has been formed by a group of supervising nurses from four State Mental Hygiene Department institutions on Long Island.

The group, which held its organization meeting last week at Central Islip State Hospital, will submit a reallocation appeal to J. Earl Kelly, director of the State Division of Classification and Compensation, as soon as necessary supporting data has been assembled.

The supervising nurses contend that the recent statewide Mental Hygiene attendant and nurse title reallocation, which excluded supervising nurses, was unfair and discriminatory to them.

John W. Johnston of Central Islip was elected chairman of the committee. He has appealed to supervising nurses from all Mental Hygiene Institutions throughout the state to send in any material which might help in the appeal to Kelly. Material may be sent to Johnston at 1018 Wilson Blvd., Central Islip.

Institutions represented at last week's meeting included Central Islip, Kings Park, Creedmore and Pilgrim.

Also in attendance at the meeting was John Corcoran, field representative from the Civil Service Employees Assn. in the Long Island area.

Dr. Dozoretz New Binghamton Head

ALBANY, June 7—Dr. Louis Dozoretz has taken over the reigns as director of the Binghamton State Hospital.

The former associate director at Central Islip State Hospital first entered State service in 1948 as a resident psychiatrist at Buffalo State Hospital. His appointment was announced by Dr. Christopher F. Terrence, acting commissioner.

Dr. Dozoretz once held a teaching position at the University of Buffalo. For the past two years, he served as a consultant to the Brentwood clinic of the Suffolk County Mental Health Board.

Correction Officer, Insurance, Other Bills Get Action

(Continued from Page 1)

bly and will be voted on for final passage this week.

• A mandated survivor's death benefit for local government aides. This bill also has passed both houses of the Legislature.

In the meantime, it was learned that final approval had also been given to a measure that will give institution teachers a public school year working calendar.

Insurance

The "\$2,000 insurance benefit would be given to all State employees who retire after 10 years' service. They would receive this benefit no matter what age they retired at, so long as they had the required years of service.

Passage of the insurance measure will mean that the Employees Association has accomplished two major parts of its 1965 salary resolution. One point in this resolution was accomplishment of a non-contributory retirement system.

While CSEA representatives, to date, have failed to gain any pledge of support for a salary increase for State workers, Senate Majority Leader Joseph Zaretzki and Assembly Speaker Anthony Travia did pledge themselves to the four major items reported above.

Letter

In a letter to Joseph F. Feily, CSEA president, signed by both leaders, they declared:

"In giving final consideration to our legislative program and to the needs of State employees this year, we are pleased to advise you that the leadership is recommending and will bring to a vote before the end of the current legislative session five bills that will benefit both State and local employees.

"We can support three of the measures without additional amendment. The other two will be supported if the parties especially benefitted by or interested in them themselves recommend and support certain amendments that are believed necessary. The bills not requiring additional amendment as we now view them are:

1. Assembly Intro 3818, providing for survivor benefit pro-

tection for employees of political subdivisions on the same basis as for state employees.

2. Senate Intro 4274, authorizing political subdivisions and the non-contributory retiree-authorities to participate in ment plan.

3. Senate Intro 4294 (Assembly Intro 4708), providing for compulsory separation from service of members of the Correction Department. In our opinion, the companion to this measure, Senate Intro 948 (Assembly Intro 2287), providing for 25-year retirement for uniformed correction officers cannot be enacted into law in its present form and must be amended so that its retirement provisions conform to those in effect for the State Police. If amended in that way, we believe the measure stands a reasonable chance of final approval and can be supported.

"We are prepared to support one additional program bill, Senate Intro 1958, making provision for life insurance upon retirement, if it is amended to be made applicable only to State workers who have completed at least ten years of State service.

"We are pleased to indicate our support for the above measures. This action continues to affirm the wholehearted interest the New York State Democratic leadership has always had in the welfare of State and local employees."

Heads State Bd.

ALBANY, June 7—Ernest A. Dahmen Jr. of Ithaca has been appointed chairman of the State Board of Standards and Appeals in the Labor Department. His salary will be \$21,000 a year.

Dahmen succeeds H. Myron Lewis of Utica, whose term expired Jan. 1.

Since 1960, Dahmen has served as a deputy commissioner in the Labor Department. He is a graduate of Cornell University and the Cornell Law School.



ST. LAWRENCE MEETS — The annual meeting of the St. Lawrence chapter, Civil Service Employees Assn. (county division) was held at Canton recently. Officials of the chapter and guests included, seated, left to right, Malcolm Starks, second vice-president and membership chairman; Vernon Tapper, second vice-president, CSEA; Joseph Feily, president of the CSEA; Frances Williams, outgoing president of the chapter and new executive representative; Edmund Shea, regional counsel who acted as toastmaster, and Raymond Castle, first

vice-president, CSEA. Standing, Mrs. Mary Bush, chapter treasurer, Emmett Durr, president of the Central Conference; Ruth Moore, chapter secretary; Mildred Talcott, first vice-president and public relations chairman; Sheriff Ceylon E. Allen, third vice-president of the chapter; State Sen. John E. Quinn, Jr., 41st senatorial district; Claude Rowell, third vice-president, CSEA; Frances Mulholland, chapter president; Marlene Morrow, social chairman and director; Marian Murray, outgoing executive representative and 1965-66 delegate, and S. Samuel Borely, president of the central workshop.

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U.S. Service News Items

By JAMES F. O'HANLON

**Subcommittee Suggests
Retirement Benefit Rise**

Benefit increases from 1.5 percent to 15 percent for 750,000 Civil Service retirees and survivors were recommended recently by the House Subcommittee headed by Rep. Daniels (Dem., N.J.).

A two-step system would be used to increase annuities for most of the retirees and survivors. Those who retired prior to Oct. 1, 1956 when the retirement system was liberalized, would get a basic increase of 6.5 percent, plus a 3.5 percent cost-of-living, a total of 10 percent. Those who retired after that date and before 1963 would get an aggregate increase of 5 percent composed of 1.5 percent basic and 3.5 percent cost of living.

Widows or widowers whose spouses retired prior to April 1, 1948 would get an increase of 15 percent or \$10 a month, whichever amount is smaller.

In the future, survivors of em-

ployees who die in service, could get benefits amounting to 60 percent of earned annuities. This provision would not be retroactive. The maximum benefits is now 55 percent of earned annuity. It was raised from 50 percent in 1962.

No increase was provided future retirees. This could have the effect of stepping up retirements of employees who would be eligible for larger annuities if they retire before the bill becomes law.

The law that ties benefits to living costs which was intended to guarantee retirees no loss of purchasing power was amended by the Daniels group. It provides an automatic adjustment of benefits by three percent when living costs, as measured by the Bureau Labor Statistics, rises by at least that figure. But the effective date of the adjustment is April of the next year following the three percent rise.

This formula could mean up to a 15 month lag in the adjustment of benefits.

Living costs are up to 3.5 percent since Jan. 1963, when the present law became effective, but annuities can't be adjusted to meet this rise until next April 1 under present law.

The subcommittee, in effect, would speed up the increase retirees would get next April 1, by

**Kruglak Heads
Ed. Federation**

Edward T. Kruglak, of the Office of School Buildings, has been re-elected president of the Federation of Associations of Employees of the Board of Education of the City of New York.

Other officers elected are Oscar Lutz, first vice-president; Stephen Utmio, second vice-president; Frank Gronwetter, third vice-president; Robert W. Acker, secretary-treasurer, and John E. Ramsay, liaison officer.

giving it to them this year. This accounts for the 3.5 percent increase. But, in addition, the subcommittee proposes to rewrite the law to provide prompt automatic adjustments in the future if and when living costs rise another 3 percent. The Daniels bill would be effective at the beginning of the third month after its enactment into law, and would cost \$150 million annually.

Officially the Johnson Administration has opposed any changes in its retirement benefits. Its Cabinet committee on retirement makes its report next Dec. 1.

Unofficially, however, officials hint the President would accept the 3.5 percent cost of living increase. They express serious doubts whether he would accept the Daniels bill because of the larger increases it provides and also because of the provision which increases survivor protection up to 60 percent, a change that would cost \$58 million annually.

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PPA Eastern Conference Concludes 5-Day Session With Award To Maslow

Current trends in employee unionization in the public service was one of the major topics discussed at the 37th Annual Conference of the Public Personnel Association, Eastern Region, held at the New York Hilton Hotel.

Among the panel members discussing employee unions was Joseph F. Felly, President of the New York State Civil Service Employees' Association, Inc. Felly's talk covered "Independent Associations or Affiliated Unions?" He outlined the history, structure and accomplishments of the CSEA, compared to the American Federation of State, County and Municipal Employees.

"The proof of an organization's worth is in its accomplishments," Felly said. "The record will show that an independent organization, served by salary-free officers and leaders, has compiled a list of accomplishments that no union in this country can match."

The union spokesman in the debate was James Garst, research director for the American Federa-

tion of State, County and Municipal Employees.

International Gathering
The Conference was attended by 500 personnel administrators and government officials from the eastern area between Washington, D.C. and Toronto, Canada as well as from Puerto Rico and Europe. The Conference sessions covering such subjects as recent developments in the behavioral sciences, employment of people from low socio-economic backgrounds, and employee training.

One of the Conference highlights was the presentation of the 1965 Charles H. Cushman Award

to Dr. Albert P. Maslow, chief of Personnel Research for the U.S. Civil Service Commission. Dr. Maslow's contributions toward improvement of public personnel management practices were recognized by this annual presentation commemorating the distinguished services of the late Charles H. Cushman, a former president of the Public Personnel Association.

The Public Personnel Association is devoted to fostering and developing sound personnel administration in the public service. Among its members are civil service agencies, personnel officers of school systems, professors of public administration, political science, and related disciplines, and personnel practitioners.

Election

At its annual business meeting, conference delegates elected the following officers and officials to serve the Eastern Region of the Association in the coming year:

President, Ellis J. Berne, U.S. Department of Health, Education & Welfare, Washington, D.C.; vice president, Theodore H. Lang, New York City Department of Personnel; Treasurer, J. A. Bridges, Toronto Hydro-Electric System, Toronto, Ontario, Canada; secretary, Enid F. Beaumont, Port of New York Authority; members-at-large, Ervin L. Davis, Department of Water, Philadelphia, Pennsylvania; Vincent Dolye, Baltimore County Personnel Department, Baltimore, Maryland; Enrique Pinero, Commonwealth Department of Personnel, San Juan, Puerto Rico; representative to Executive Council, William E.

McCarthy, Port of New York ority.

The immediate past president of the Eastern Region is Lawrence E. McArthur, New York State Department of Civil Service, Albany, New York.

Dr. Lang, Chairman of the New York City Civil Service Commission and City Personnel Director served as chairman of the host committee. Mary Goode Krone, president of the State Civil Service Commission, Lawrence H. Baer, director, New York Region, U.S. Civil Service Commission, and Daniel L. Kurshan, director of Administration, the Port of New York Authority, were co-chairmen of the convention committee.

Principal Appraiser

ALBANY, June 7 — Wallace E. White of Monsey has been appointed principal real estate appraiser at \$11,840 a year in the State Banking Department.

Three Year Grant

ALBANY, June 7 — The National Science Foundation has awarded a State University professor of physics a \$27,300 three-year grant for research. He is Dr. Robert H. Penfield of the State University staff at Binghamton.

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Civil Service LEADER



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Published every Tuesday by
LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y.-10007 212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor Joe Deasy, Jr., City Editor
James F. O'Hanlon, Associate Editor Mike Klion, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, Federal 8-8350
10c per copy. Subscription Price \$2.55 to members of the Civil Service Employees Association, \$5.00 to non-members.

TUESDAY, JUNE 8, 1965

Trailblazers

DURING the past two decades, the Civil Service Employees Association has set many a precedent in devising and making a reality of new and truly worthwhile benefits for public employees in this State. We include all sectors of the public employment because when the Employees Association has blazed the trail for State employees, other units of government have generally followed along sooner or later.

One example of this is the non-contributory retirement system for State workers which became effective this year. (And we might add that the Legislature has now made this benefit available to local government aides. The bill now awaits action by Governor Rockefeller.)

CSEA was also the pioneer in establishing a health plan for public employees. The plan, devised by Employees Association staff and members, was used later as a model by the Federal Government for its own program.

Now, the Civil Service Employees Association is again setting the pace for the future, this time by successfully winning the support of the leaders of the Legislature for a bill that would give State employees a \$2,000 insurance benefit after retirement. This measure is expected to pass the Legislature this week. If approved by the Governor, it will set another target for all other levels of government employment.

Should anyone doubt, therefore, that the pioneering spirit is dead in America—let them read the above record.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Dean of Administration, Head of the Division of Business Administration and Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Relations in New York University's Graduate School of Public Administration.

PUBLIC RELATIONS for civil servants and their government agencies is a year-round job. And we mean year-round—every day, 365 days a year!

YEAR-ROUND public relations is almost second nature to professionals. They seldom give it a thought because it is such an integral part of their daily work.

WHAT BROUGHT the whole business of year-round public relations into sharp, bright, unmistakable focus for this professional is when we witnessed a very adroit amateur busily practicing the technique.

THE ADEPT amateur is State Senator Frederic S. Berman, who represents Manhattan's silk stocking district, a traditionally Republican stronghold. Berman is a Democrat.

WE SAW SENATOR Berman diligently shaking hands and chatting with constituents during the height of the morning rush hour at the street entrance to the busiest subway station in his district. Within five feet of the Senator stood an aide talking into a portable loudspeaker: "Step right up and meet your State Senator, Fred Berman." And step up they did and talk to him.

PLEASE BEAR in mind that

Election Day is many months away, but Berman was in there pitching—and successfully, too. As if that wasn't enough, Berman holds open community meetings once a month at a local church and lets everyone in the district know about their confabs.

THIS A CLASSIC example of year-round public relations for an elected official with savvy. Berman is a wise legislator, who is keenly aware of a simple but significant fact of political life: A vote won in April, May, or June is just as good as a vote won in October or the day before election.

THERE ARE MANY government agencies, who practice year-round public relations with great success. There are others which practice public relations on a catch-as-can basis with little or no results.

SOUND YEAR-ROUND public relations is a way of life for such government agencies as New York City's Department of Personnel,

LEADER BOX 101

Letters To The Editor

Albany Can Pass Non-Money Bills

Editor, The Leader:
Now that the majority leadership of the Legislature has decided that there are insufficient funds to provide an increase in pay this year (which is debatable in view of the increased tax revenues), perhaps they will consider some important measures, which will not cost any money, before adjourning to campaign for the legislative election to be held this year.

One of these is Mr. Lombard's bill (Assem. Intro 4214) to amend Section 75 of the Civil Service Law. This provides that in disciplinary hearings, the hearing officer be independent of the agency that issued the charges. At present the deputy of the agency that preferred the charges hears and decides the case. This is inconsistent with the requirements of a fair and impartial hearing.

Several other non-monetary bills of importance to employees are: Mr. Green's bill (Assembly Intro. 3619) to provide for employee representation in the State Retirement System; Senator Speno's and Assemblyman Emery's bill (Senate Intro. 2559, Assm. Intro 5265) to require the Civil Service Commission to make a finding whether or not a position can be filled by competitive examination whenever a non-competitive job becomes vacant; Senator Lentol's bill (Senate Intro. 3262) prohibiting the Budget Director from reviewing final decisions in proceedings for reallocation and/or reclassification, and Mr. Wilcox's bill (Assm. Intro 4152) to require the Civil Service Commission to publish notices of its meetings and that such be deemed a public record.

HENRY SHEMIN
Brooklyn

the U.S. Securities and Exchange Commission, the N.Y. City Housing Authority, the N.Y. State Department of Motor Vehicles, the N.Y. State Department of Agriculture, the Federal Bureau of Investigation, the N.Y. City Department of Purchase, the State University of New York, N.Y. State Civil Service Commission, the City University of New York, and many others.

THERE ARE STILL some who must learn about year-round public relations. If you look hard, you would find that the government agencies who ignore year-round public relations are headed by officials whose philosophy can be summed up this way:

"SHHHHH, SHHHH, let's be very quiet and say nothing, so that no one will know we're around. In this way, we are not a target and therefore we'll never get into trouble."

GOVERNMENT EXECUTIVES with this attitude are practicing "fools' public relations." They are bypassing an important tool such as good public relations which can be banked against the day when lightning might strike.

A GOVERNMENT OFFICIAL who fails to practice year-round public relations for his agency is not a total administrator. Such official reminds us of the ostrich—his head buried in the ground, while the rest of him is exposed for a hearty rear-end swat.

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Police Review Boards

STATE law requires that disciplinary proceedings involving Civil Service employees be presided over by the head of the department to which the employee is assigned, or by a deputy. While this fact has its obvious advantage in the presiding officer's familiarity with the problems of his department, the advantages are often outweighed by the potential denial of due process whenever a judge is too closely related to the prosecutor.

A CASE comes to mind in which the hearing officer advised me not to work so hard for my client because he had decided before the charges were heard to fire her. As in early western movies, the mustachioed villain in black instructs his sycophantic judge to give the hero a fair trial before hanging him.

A PREFERABLE alternative to the present method is suggested by the successful operation in Rochester and Philadelphia of Civilian Review Boards of citizens who are independent of the police department whose practices are reviewed.

NEW WAYS MUST be found to check the excesses of Administrative agencies in our State, and as events transpire it seems that a beginning will be made with the Police Department of the City of New York. Accordingly, consideration of current proposals for civilian review of police activities may suggest constructive amendment of the State Civil Service Law.

AT THE MOMENT, hearings on charges of police brutality are heard by a Police Board consisting of three high police officials appointed by the Commissioner. The Lindsay proposal would add four distinguished citizens and replace one of the high police officials with a patrolman. The Board would have its own office and staff, so that complaints need not be made to the Police Department. While the Board would refer complaints to the police for investigation, a complainant or a policeman who is dissatisfied with the disposition of the case may require the Board to undertake its own investigation. In this way, Congressman Lindsay would effect a balance between the present system of leaving disciplinary proceedings solely in the Commissioner's hand and the Weiss proposal for a Review Board composed entirely of civilians.

THE WEISS bill, pending before the City Council, would create a Civilian Complaint Review Board consisting of nine members appointed by the Mayor. Law enforcement officers are specifically disqualified for appointment to the Board.

THE BOARD would be concerned with complaints of brutality by police personnel of the Transit Authority and of the Housing Authority, as well as of the Police Department. A suggested improvement of the Weiss bill would extend the Board's jurisdiction over other abuses of police authority, such as excessive detention before arraignment.

COMPLAINTS may be instituted by citizens, civic groups, public officials or the Board itself. They are forwarded by the Board to the Commissioner for investigation. The Commissioner reports his findings to the Board within ten days. However, the Board has the power to undertake through its own staff any additional investigation.

UPON RECEIPT of the Commissioner's report, the Board determines whether a public hearing shall be held. If the Board decides against a hearing, either the complainant or the officer may within ten days require a public hearing.

BOTH SIDES may be represented at the hearing by Counsel and may offer testimony in person and by witnesses and shall have the right of cross examination. The hearing is conducted by any member of the Board. His finding is submitted to the entire Board.

AN ASSISTANT corporation counsel assists the Board in the conduct of its investigations and hearings. The Board or a panel of at least three members makes recommendations to the Mayor and to the Commissioner.

IF THE OFFICER is found guilty, the Board would advise loss of pay, departmental reprimands, suspension with loss of pay, or a letter of apology written by the Department or the officer to the complainant. If the charges are not sustained, the Board would find the complaint to be unjustified.

THE INSTANCES of denial of deserved promotion in civil service because of unsustained complaints and abuse of the one-of-three rule suggest improvement of the Weiss bill by exclusion of unsubstantiated charges from the officer's file. Unfortunately, the appointing officer sometimes regades un-

(Continued on Page 15)

At Civil Service Day 36 State Employees Receive Cash Awards Certificates From Suggestion Award Plan

NEW YORK WORLD'S FAIR, June 7 — Mary Goode Krone, president of the New York State Civil Service Commission, last week presented suggestion award certificates and cash prizes to 36 employees of various State departments at Civil Service Day at the World's Fair.

Those receiving awards were:
Agriculture and Markets Dept.
Vincent Cuccioli, dairy products inspector, \$25 and a certificate of merit.

Civil Service Dept.
Constance A. Hamptonie, senior stenographer, a certificate of merit.

Division of Housing and Community Renewal
Robert L. Tesoro, junior rent examiner, \$25 and a certificate of merit.

Department of Labor
Rose B. Cooper, senior industrial investigator, \$15 and a certificate of merit.

Division of Employment
Richard O. Johnson, unemployment insurance claims examiner, a certificate of merit; Sophie P. Littell, employment interviewer, a certificate of merit; Fred Ott, clerk, \$15 and a certificate of merit and Louis Slavin, Sr., unem-

tificate of merit, \$25 and a certificate of merit.

Workmen's Compensation Board
Jack Browd, compensation investigator, \$25 and a certificate of merit; Isidore Cohen, compensation claims investigator, a certificate of merit; Benjamin J. Krouse, account clerk, \$15 and a certificate of merit; Gertrude Mendelsohn, senior clerk, a certificate of merit; Vincent Zizzo, assistant workmen's compensation examiner, \$10 and a certificate of merit.

Central Islip State Hospital
Theodore T. Asher, assistant recreation instructor, \$10 and a certificate of merit.

Creedmoor State Hospital
Benn Sullivan, occupational in-

structor, \$10 and a certificate of merit.

Kings Park State Hospital
Francis X. Seidl, account clerk, a certificate of merit and Mary E. Wilson, stenographer, (two awards) a certificate of merit, \$10 and a certificate of merit.

Willowbrook State School
Hilda C. Murgillo, occupational instructor, a certificate of merit.

Department of Motor Vehicles
Arthur Baltruweit, motor vehicle license examiner, a certificate of merit and Leila Durso, typist, a certificate of merit.

Public Service Commission
Cynthia A. Doyle, senior telephone inspector, a certificate of merit.

(Continued on Page 13)

ployment insurance claims examiner, (two awards) \$50 and a cer-

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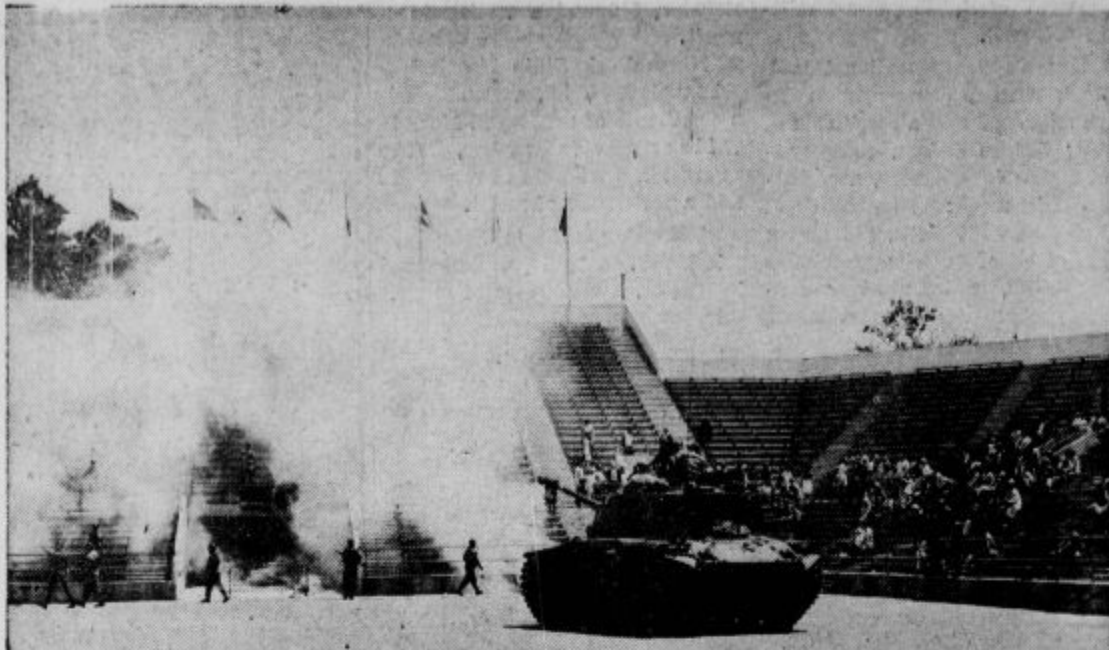
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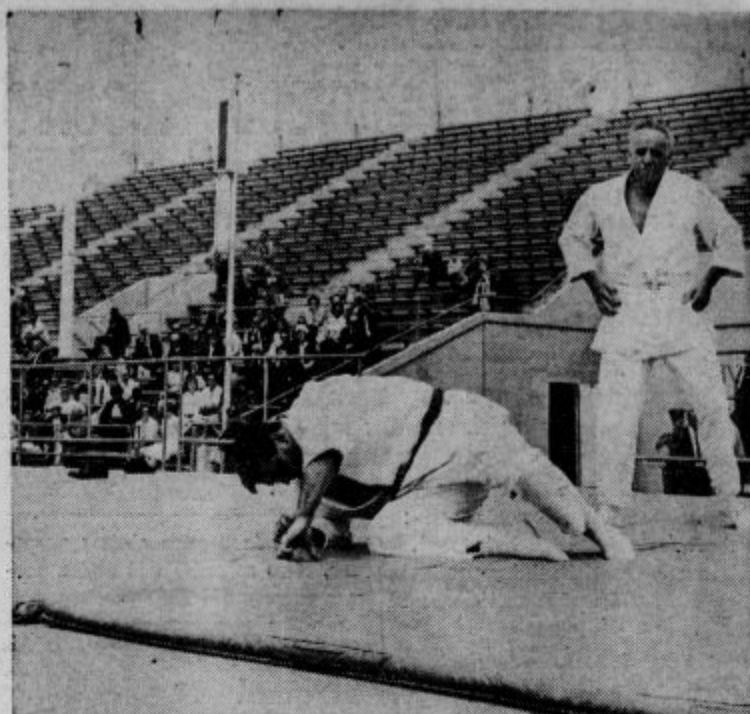
ATTACK — Members of the New York State Guard, under the direction of General A. G. O'Hara, director of Military and Naval Affairs "attack" enemy position during simulated military warfare demonstration in the Singer Bowl.



JUST RELAX — While probationary firemen from the New York City Fire Department's Division of Training hold life net under him, officer from the unit is lowered from tip of 85 foot tower ladder using Bowline-on-a-bight knot on a roof-rope. The man using the rope must tie the knot himself and is lowered in a relaxed position by firemen above.



FINALISTS — Contestants in the Miss Civil Service Contest enjoy a buffet luncheon given in their honor by Howard Bargeon's Buffet in the Canadian Beer Parlor at the World's Fair following the selection of Miss Civil Service 1965.



FOILED — Patrolman Walter Burnett, playing the part of an attacker bounces from the canvas floor of the Singer Bowl stage after he was foiled in an attempt to "mug" Sgt. Peter King. Both men are self-defense instructors at the New York City Police Academy. The demonstration "How to repel an attacker" was set up under the direction of Lt. Maughn.



CITATION — Marvin Kanter of the Greater New York Fund, right, presents proclamation honoring civil service employees of New York City to Dr. Theodore H. Lang, City Personnel Director and Chairman of the City Civil Service Commission. The presentation was made during Civil Service Day ceremonies at the World's Fair.



CONGRATULATIONS — Mary Goode Krone, president of the New York State Civil Service Commission congratulates Charles Moraldo, blind receptionist for the Commission for the Blind, who received suggestion award from Miss Krone. At right is Mrs. Moraldo.



CITY FINALISTS — Finalists in the Miss Civil Service Contest from New York City offices were, left to right: Jo Ann Manger, Janet Murphy, Esther Fla, Irene Cox, Alyce Alston and Jacqueline Sanchez. (All photos by Whitestone)



STATE FINALISTS — Miss Civil Service finalists from State offices throughout New York State were, left to right: Karen Jean Robak, Danae Spring, Martha Bellido, Sheryl Heyman, Ruby Lawrence and Martha Dalley.



FEDERAL FINALISTS — Finalists in the Miss Civil Service Contest from government offices in New York State were, left to right: Carol Wright, Joanne Cella, Mary Diane Cole, Shirley Rivera and Regina Mallinowski. Missing from the picture is Ruth Tharington.



LOCAL GOV'T FINALISTS — The six finalists from local government jurisdictions throughout New York State were, left to right: Carol Thoresen, Sherrian Kish, Bette Irene Russell, Sandra Lee Frank, Judith Vedella and Helen Coster.

2nd Civil Service Day

(Continued from Page 1)
ers of the Singer Bowl where the event was held.

The Winners

One of the most popular features of the day was the "Miss Civil Service" contest, for which winners were selected in four categories—Federal, State, City and County.

The winners were:

Federal—Regina Mallinowski, 109-39 Liverpool St., Jamaica, an employee of the Federal Aviation Agency.

State—Karen Jean Robak, 1622 Woolsey St., Schenectady, and employee of the State Motor Vehicle Dept., Albany.

New York City—Jo Ann Manger, 88-27 81st Ave., Glendale, an employee in the New York City Department of Sanitation.

County—Carol Thoresen, 451 Fulton Ave., Hempstead, an employee of the Nassau County Police Justice Court.

Chaperones, from the State Insurance Fund, were Mrs. Mary T. Warner, Virginia Warner, Evelyn Polkinghorne, Fannie F. Newton and Pearl Freeman.

The entrants were introduced by two of last year's contest win-

ners, Vilma Armione (Federal) and Mrs. Gloria Roehrich Wisniewski (City). The victors received a high-fashion Country Tweeds Coat, a silver loving cup, a bouquet of roses, perfume by Faberge and Helena Rubenstein, orchids by Orchids of Hawaii International and candy from Barton's and Schrafft's. The roses were by Trepel, Rockefeller Center Florists.

Thrills and Chills

The day opened with introductory remarks by Paul Kyer, editor of The Leader, who served as master of ceremonies. To the trooping of colors by members of the Armed Forces Police Department, First U.S. Army, and the New York City Firemen's Color Guard, the audience was led by Oscar Griffin, of the NYC Department of Real Estate, in the singing of the "Star Spangled Banner."

From then on, the morning part of the program was all thrills and chills. New York City firemen, using the Department's dramatic "fire tower" ladder truck, demonstrated an 85-foot high rescue operation of a dummy victim and later, showed how fire-

men escape and make rescues by using rope descents. A running narrative on the rescue and first aid treatments was given by Capt. Dennis Greer.

Concluding this part of the program with a few remarks was Fire Commissioner Martin Scott. On hand, too, was John O'Hagan, Chief of Department.

The action part of the program continued when the Division of Military and Naval Affairs staged the mock attack on a machine gun nest. The Singer Bowl was filled with the roar of gunfire and the smell of acrid smoke as armed GIs moved into eliminate the "enemy." In another demonstration, two paratroopers demonstrated how combat jumps are performed. One of the men, complete with parachute, simulated a jump from an airplane by leaping off the Singer Bowl stage. He did pull his chute and as the air billowed it out, he demonstrated how landings are made and the chute gotten rid of.

Other demonstrations included a NYC Police Dept. judo team who showed how police are taught the art of self-defense; the City (Continued on Page 10)



WELCOME — Paul Kyer, right, editor of The Leader and master of ceremonies at Civil Service Day at the World's Fair welcomes New York City mayoral candidate Congressman John Lindsay to the Singer Bowl where the Congressman briefly addressed the crowd.

Big Day At World's Fair

(Continued from Page 9)

Department of Parks paraded new equipment and actually showed how to prune a tree, and the City Division of Highways demonstrated some of the heavy machinery needed to keep streets in repair.

Tribute and Awards

It was a day to honor public employees, too, and both City and State workers were present to receive citations from Dr. Theodore Lang, NYC Director of Personnel, Mary Goode Krone, president of the State Civil Service Commission and Thomas Jefferson Miley, chairman of the City Suggestion Award Program. Dr. Lang and Miss Krone also read out the proclamations from Mayor Robert F. Wagner and Governor Nelson A. Rockefeller which declared May 31 to be "Civil Service Day."

All civil service employees received an extra tribute from Congressman John V. Lindsay, now a contender for the office of Mayor of New York, who appeared during the program and told the audience that "I know from my own experience that you fine people are the real backbone of government. I am happy to see that this 'Civil Service Day' at the Fair is so fine a demonstration of the wonderful services you render the people of this great State and country."

Lindsay Greet Girls

Lindsay later greeted each of the 24 "Miss Civil Service" contestants, shaking hands with each of them personally.

The event ended on a musical note. The Creedmoor State Hospital Band and Twirlers gave a lively performance, followed by a folk dance festival and pagent by the City Youth Board.

As the day-long program was being held, visitors to the Fair were also able to understand the theme of the Day, "Government is People Working For You," through 20 displays set up by various Federal, State, City and County agencies at the United States Pavilion.

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In comparing medical plans, why not do a little handicapping on your own and see what kind of odds each plan offers you. You might ask a few questions on past performance, such as:

- Q.** Would I be taking a chance on having to pay extra doctors' charges in a cash allowance program, even though it talks about "paid-in-full" benefits?
- A.** You certainly are taking that chance in a cash allowance plan. Programs of that kind can't protect you against unexpected doctor bills for many services. A major New York City union found that two-thirds of its members who had been hospitalized under a cash allowance plan had to pay the doctor more than the plan allowed. The "extra" payment averaged \$177! In 11 percent of the cases the extra payment was \$300 or more! Another union found that two-thirds of its members had to pay doctors' fees over and above the plan's allowances for care in and out of the hospital.

It was to overcome just such extra payments that H.I.P. was founded by Mayor La Guardia and selected as the best plan for City employees by later administrations. Only H.I.P., with its newer way of paying in advance for medical care provided through groups of highly qualified family doctors and specialists, can really protect you against extra charges.

- Q.** Am I willing to take a chance on maternity care?
- A.** Maternity is not a "paid-in-full" benefit in either of the two cash allowance programs offered to some city employees. In one plan, the allowance for a normal delivery is \$75 and in the other, it is \$125! Compare these allowances against today's going rate of \$250-\$300 for a delivery by obstetricians in the New York area. H.I.P. obstetricians delivered 6,700 babies last year and there was never any question of cost for the doctors' services.

H.I.P.'s high standards require that babies be delivered only by obstetrical specialists—not by general practitioners. This reduces another very important area of chance. Perhaps you remember seeing this headline in the New York Times, "Maternity Study Favors H.I.P. Care". Or this one in the Herald-Tribune, "Birth Record Found Better Under H.I.P."

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A verified statement and offering statement has been filed with the Department of State of the State of New York. The filing does not constitute approval of the sale or lease or offer for sale or lease by the Department of State or any officer thereof or that the Department of State has in any way passed upon the merits of such offering. A copy of the offering statement is available, upon request, from Birchwood Lakes.



Take George Washington Bridge and Route 46, or Lincoln Tunnel and Route 3 into Route 46, past Denville to new interstate Route 80 into Route 15 (thru Sparta) thence into Route 206 North. Just beyond Stokes State Forest, turn left at Birchwood sign. Cross the Delaware River bridge at Dingmans Ferry and follow signs to Birchwood Lake Property Office.

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Railroad Clerk Test Now Open For \$2.59 Jobs

The New York City Transit Authority has announced that filing for the railroad clerk (subway token seller) examination will be open June 2 through June 22. Several thousand appointments are expected to be made from the resultant four-year eligible list. At the present time the salary for this job is from \$2.59 to \$2.74 an hour for a forty-hour week.

There are no age requirements except that candidates must be at least 21 years of age for appointment. Men and women may apply. Presently there are vacancies open in all boroughs except Richmond.

Many benefits are enjoyed by the employees of the City's Transit Authority. These benefits include generous annual leave, sick leave, leave with pay for holidays, membership in a liberal pension system and the social security plan.

Applications are issued and received Monday through Friday, from 9 a.m. to 4 p.m. and Saturday, from 9 a.m. to 12 noon, from June 2 through June 22.

FREE BOOKLET by U.S. Government on Social Security. **MAIL ONLY.** Leader, 97 Duane St., N.Y. only. Leader, 97 Duane Street,

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; Lilsu Janovna Veikmann; Wolf Popper Rose Wolf & Jones; Consul General of Estonia; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of John Veikman, 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 John Veikman, 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 John Veikman, deceased, who at the time of his death was a resident of 170 East 143rd Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 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 18th day of July, 1965, 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 to 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 JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 2nd day of June, in the year of our Lord one thousand nine hundred and sixty-five. Philip A. Donahue, Clerk of the Surrogate's Court. (SEAL).

CITATION. — File No. P1099, 1965. — **THE PEOPLE OF THE STATE OF NEW YORK.** By the Grace of God, Free and Independent. To BLANCA FREIWIRTH, ROBERT FREIWIRTH, GRETA LERS, PAUL FREIWIRTH, JENO LANGFELDER, MARGIT MISKOLCZI, BLANKA WEISZ, MAGDA STEIN, OLGA HIRSCHENSOHN, PAUL FREIWIRTH, PAUL FREIWIRTH.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 594 in the Hall of Records in the County of New York, New York, on July 7th, 1965, at 10 A.M., why a certain writing dated August 16, 1963 which has been offered for probate by CHEMICAL BANK NEW YORK TRUST CO., with an office at 20 Pine Street, New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of JOSEPH FREIWIRTH, Deceased, who was at the time of his death a resident of 324 East 85th Street, in the County of New York, Dated, Attested and Sealed, May 25, 1965. (Seal) HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk.

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Manhattan Visitor

ALBANY, June 7 — Mrs. Edgar Mead Jr. of New York City has been named to the Board of Visitors at Manhattan State Hospital.

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AWARDS

(Continued from Page 7)

Department of Public Works
John C. Hemmie, assistant civil engineer, \$25 and a certificate of merit.

Department of Social Welfare
Charles J. Maraldo, dictating machine transcriber, \$25 and a certificate of merit.

Department of Taxation and Finance
Roslyn V. Aekinson, clerk, a certificate of merit; Milton G. Claman, tax collector, \$15 and a certificate of merit; Carol G. Esserman, dictating machine transcriber and Josephine L. Hammer, dictating machine transcriber a joint award of \$25 and individual certificates of merit; Leonard Leonard Fichtenbaum, tax collector, \$15 and a certificate of merit; Mary Giambra, tax collector and Jennie Maciejko, senior account cler, a joint award of individual certificates of merit; Paul Gutierrez, tax collector and Sadie Hertzendorf, senior tax examiner a joint award, \$25 and individual certificates of merit; Morris Heimowitz, senior income tax examiner, a certificate of merit; Daniel Levy, tax collector, a certificate of merit; Donna Marie Riley, principal file clerk, (two awards) \$25 and a certificate of merit, \$15 and a certificate of merit and Joseph P. Spero, tax examiner, a certificate of merit.

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Sanford Zinn

Sanford Zinn, a probation officer with the Supreme Court of the Second Judicial District (Brooklyn-Staten Island) died recently at the age of 36.

Mr. Zinn joined the Probation Department in April, 1961 and before that had been a probation officer in the Court of Special Sessions, New York City from 1957 to 1961. He served in the Medical Corps of the U.S. Army from 1953 to 1955.

Mr. Zinn was president of the Greater New York Probation and Parole Officers' Association and later became first president of the Supreme Court Probation Officers' Association. He was a graduate of Brooklyn College and had his Master's Degree from Indiana University.

Mr. Zinn leaves a wife, Judy and a one-year-old daughter, Beth Lisa.

Kimball Reappointed

ALBANY, June 7 — Howard H. Kimball Jr. of Elmira has a new term on the New York Job Development Authority. Reappointed by Governor Rockefeller, he will serve until January 1, 1969.

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Rochester Hospital Chapter Holds Annual Dinner-Dance & Installation Of Officers

ROCHESTER, June 7 — The 15th annual dinner-dance of the Rochester State Hospital chapter, Civil Service Employees Assn., was held recently at the Party House. State Senator Thomas Laverne of the 52nd District was principal speaker. Joseph F. Feily, president of the Statewide CSEA was the installing officer.

Mrs. Frances Williams To St. Lawrence CSEA Bequeaths Fine Record

CANTON, June 7—The St. Lawrence County chapter, of the Civil Service Employees Assn. made substantial gains for its members during the past year under the able direction of its retiring president, Mrs. Frances Williams.

The board of supervisors approved the additional three percent decrease in employee retirement contributions and authorized an extra holiday for employees when holidays fall on Saturday.

"The new retirement benefits are in addition to the five percent reduction in contributions which the board previously granted to County employees," Mrs. Williams says in a report on chapter activities.

"The additional benefit actually is equivalent to a four percent increase in gross pay for most employees because of the tax savings."

Other Gains

There was approval of a five-day, 45-hour work week for county highway employees, Mrs. Williams said.

"The minimum rate for laborer after two construction seasons (six months) will be \$1.70 an hour and hourly employees shall be allowed two hours show up time."

A vacation preference resolution was rescinded and a new vacation resolution adopted to permit "the designation of the time an employee's vacation leave may be taken shall be at the discretion of the department head or appointing authority according to seniority within the department."

Mrs. Williams said that Mrs. Mildred Talcott, chairman of the public relations committee, has been informed that the board of supervisors has had the question of unemployment insurance under study for several years.

She said that a proposed vacation schedule would not be adopted to provide increased vacation benefits "at this time."

Mrs. Williams said that previously the Board of Supervisors had granted payroll deductions of dues, life sick and accident insurance for County employees. She said that appeals for longevity and grievance machinery had been approved by the board.

Annual Dinner Set

Malcolm Starks chairman of the chapter's membership committee has been "very active," Mrs. Williams said in her report. She said Miss Marlene Morrow, social chairman, has been "very helpful, especially at last fall's membership rally dinner and in charge of refreshments at numerous committee and board meetings."

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

The following officers were installed: Ellen K. Stillhard, president; Helen Heagney, first vice-president; Bruce MacLaren, second vice-president; Pearl Miles, recording secretary; Madeline Putney, corresponding secretary; Edward Chamberlain, treasurer; delegates, Claude E. Rowell and William J. Rossiter. The following were elected to the executive committee: Helen Hall, Donald Sager, Helen MacLaren, Beatrice Lagenor, J.M. Falls, Francis Uschold, Gardner Mildfeldt and Gerald Hickey.

Clement Uschold the psychiatric award winner was honored for his achievement.

Guests included State officers Joseph F. Feily, president; Vernon A. Tapper, second vice-president and Mrs. Tapper; Charles E. Lamb, third vice-president and Mrs. Lamb; Claude E. Rowell, fourth vice-president and Mrs. Rowell; Frederick Cave, fifth vice-president; and Hazel G. Abrams, secretary.

Also William Rossiter, president of Western Conference and Mrs. Rossiter; James Powers, field representative and Mrs. Powers; Thomas Canty, Ter Bush & Powell representative.

The following newly elected officers of Western Conference were present: Melba Binn, president Pauline Pitchpatfick, first vice-president; Virginia Halbert, third vice-president; Ethel Colby, corresponding secretary.

Others attending were: Frank Costello, president of the Mental Hygiene Employees Association; Marie Donaldson, first vice-president of MHEA; Clarence Laufer Jr., second vice-president MHEA; Charles Ecker, MHEA representative board of directors and Mrs. Ecker; Vincent Alessi, president of Monroe County chapter and Mrs. Alessi; Arthur Kasson, president of Onondaga County chapter and Mrs. Kasson. Claude E. Rowell was toastmaster. Dancing followed the dinner.

Executive Chapter Holds Fourth Annual Dinner And Dance

ALBANY, June 7 — The Executive Chapter of the Civil Service Employees Assn. held its fourth annual dinner-dance recently at the Thruway Motor Inn, here. Louis Balanger, Civil Defense Commissioner and treasurer of the chapter, acted as master of ceremonies. Guest speaker was Raymond J. Barbuti, Deputy Director of the Civil Defense Commission.

Brief talks were also given by Joseph F. Feily, president of CSEA, and by Mrs. Dorothy MacTavich, newly-elected president of the chapter. Other guests included: Anne Balko, executive secretary to Lt. Gov. Malcolm Wilson; Vernon A. Tapper, second vice-president of CSEA; Mrs. May DeSeve, past-president of the Executive chapter, and Thomas DeSeve; Harry Kolothros, vice-president of the Capital District Conference of CSEA; and Joseph Roulier, field representative of CSEA.

Music for dancing was furnished by the Pete Margiotta Trio. Social Chairman was Mrs. Eileen Tanner, and social committee members were: Jean Hais, Mrs. Patricia Kudlack, Mrs. Lillian Clarke, William Morris and James Czwakiel.

Tentative plans are being made for a summer picnic of the chapter, with William Morris and James Czwakiel heading the picnic committee. A membership rally is also being planned by Mrs. Rose Frambach, membership chairman.

Erie CSEA Wins Another Pay Hike

BUFFALO, June 7—Urged on by Erie chapter, Civil Service Employees Assn., the Buffalo Sewer Authority has promised pay raises, possibly effective July 1, to the Authority's 250 employees.

After some adjustments, the raises will follow generally along lines proposed in a salary survey. The Authority told Alexander T. Burke, Erie Chapter president, to specify how the raises should be apportioned.

Burke and committees of Erie Chapters have been meeting with Chairman Anthony J. Naples and other Authority members on the pay raise issue.



WCB UNIT INSTALLS — Seen speaking after his installation the Workmen's Compensation Board Albany chapter, CSEA, president is Sylvester J. Riley. Installing officer was Joseph F. Feily, president of the State CSEA, left, and the toastmaster for the installation dinner was Grant A. Daniels, Albany WCB District Administrator.

Workmen's Comp. Board Chapter Installs Officers

Albany, June 7—The biennial Installation Dinner of the Workmen's Compensation Board chapter, Civil Service Employees Assn., was held recently at the Shaker Ridge Country Club in Colonie. Joseph F. Feily, president of the CSEA administered the oath of office to the following officers who were elected to serve a two-year term: Sylvester J. Riley of Loudonville, president; Shirley Elliott of Latham, vice-president; Wilma McCormack of Albany, secretary; Madeline Wolfgang of Loudonville, treasurer.

Installed as representatives were: Elizabeth Cron, Edward Panthen, Margaret Trembley, Mary Walsh, Richard Haines, Clara Israel, Patricia Lorman, Janice Tanner, Ann Turton, Joseph Conway, Bernice Gardner, Edward Ornsby, and Katherine Wenz.

Grant Daniels, Albany district administrator, was toastmaster and Frank G. Cummiskey, a member of the Workmen's Compensation Board, was the principal speaker. Among the guests present were A. Victor Costa and Harry Kolothros, president and vice-president, respectively, of the CSEA Capital District Conference; Joseph Roulier, CSEA field representative, Mrs. Frank Cummiskey and Mrs. Sylvester Riley.

Dancing followed the dinner. Joseph Conway, chairman of the Program Committee was in charge of the arrangements.

Monroe Chapter Dinner June 26

ROCHESTER, June 7—The Monroe Chapter of the Civil Service Employees Assn. will hold its annual dinner June 23 at the Party House, 677 Beahan Road, Chili.

A Dutch treat cocktail hour will begin at 6 p.m. and the buffet dinner will start at 7:15. There will be music, dancing, entertainment and NO SPEAKERS.

World's Fair Trip Prize

Door prizes will include a tour of New York City or of the New York World's Fair, with three days and two nights at a leading hotel and round-trip flight on American Airlines.

Phone reservations are being taken by Francis Flagg at ID 6-1183 and by Jean Arnold at GR 3-4080, Ext. 288. Mrs. Harriette G. Kaplan is accepting mail reservations at 430 Winton Road S., Rochester 14610. Deadline is June 18.

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12 Blakely, E., Brooklyn832
13 Glazier, M., Syracuse818
14 Page, R., Latham815
15 O'Dare, M., Yonkers804
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17 Thomas, L., NYC791
18 Vanschalk, A., Syracuse790
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(Continued from Page 2)

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Civil Service Law & You

(Continued from Page 6)

proven accusations as though they had been established.

IT HAS BEEN suggested that innocent officers may suffer in their reputations through the Weiss proposal of public hearings.

THIS COLUMN'S review of certain proposals relating to civilian review of police action and their possible future influence on disciplinary proceedings involving administrative agencies other than the police department, indicates the complexity of the problem. Much can be said in favor of and against the numerous propositions under consideration. It is hoped this presentation may help clarify the issues.

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Law Department Honors 43 Aides For Longevity At Albany Luncheon

ALBANY, June 7—Attorney General Louis J. Lefkowitz presented awards to 43 employees of the New York State Department of Law, all of them with at least 25 years of service in State Government at a luncheon recently.

"The service of these devoted employees, which totals 1,420 years cannot be measured in the recognition which is being given to them at this luncheon. Their efforts on behalf of the State of New York have been recorded in the annals of service to the public," Attorney General Lefkowitz said.

All of the employees received certificates of service and an award by the Attorney General.

Attorney General Lefkowitz said that many of the recipients of the awards have been more than 40 years of service to the State and one of them, John Hartigan, Finance Officer of the Department of Law, has been a State employee for more than 50 years.

Those honored at the luncheon were:

John A. Hartigan, Sr., Albany; Joseph L. Fitzgerald, Averill Park; Edward J. Grogan, Albany; William A. Hughes, Albany; Nora C. Cook, Albany; Anne V. Jones, Albany; M. Frances McNamara, Albany; Estelle J. Rogers, Albany; Percy Leiberman, Albany; Helen A. Grace, Albany; Mary E. Nicholson, Albany; Margaret E. Ruane, Albany; Ursula E. Wriker, Albany; Margaret Nelligan, Troy; Marion Powers, Albany; Mary Stack, Cohoes; Thomas Burke, Oneida; Nicholas J. Barry, Sr., Albany; Walton H. Ladd, Rochester; Leo M. Sennott, Williams-



HONORED —Attorney General Louis J. Lefkowitz congratulates John A. Hartigan, Sr., at ceremonies in Albany honoring Department of Law employees who have served the State for 25 years or more. Hartigan, Finance Officer of the Department of Law, is in his 52nd year of service to the State.

ville; William Simon, Albany; and Keleher, Albany; Rose Kriger, Amsterdam; Mary B. Lafferty, Albany; Marian McVeigh, Albany; Adeline M. Melesky, Albany; Catherine F. O'Hara, Albany; Anne G. Pally, Albany; Eleanor G. Wilkie, Albany; Susanne H. Eutler, Albany; Alice Campbell, Albany; Frances Falkow, Albany, and Phyllis White, Albany.

State Promotion Exams In Various Departments Closing June 14, Aug. 9

A new series of promotion examinations have been announced by the State of New York. The examinations are open only to those qualified employees of the department or agency for which the tests are announced.

File By June 14

Dept. of Audit & Control
ASSISTANT DIRECTOR OF FIELD AUDIT. Exam number 1755. Salary is \$13,880 to \$16,425.

Executive Dept.

ASSISTANT DIRECTOR OF HOUSING PROJECT DEVELOPMENT. Exam number 1742. Salary is \$13,880 to \$16,425.

Public Works Dept.

CHIEF BUILDING CONSTRUCTION ENGINEER. Exam number 1745. Salary is \$17,160 to \$20,060.

File By August 9

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For further information and applications contact the State Civil Service Commission, the State Campus, Albany; the State Office Buildings, Syracuse, Buffalo and New York City; or any local office of the State Employment Service.

Hudson River Hosp. Aides Receive CS Commission Awards

(From Leader Correspondent)
POUGHKEEPSIE, June 7 — Arthur J. Passando, an attendant at Hudson River State Hospital here, has been named the recipient of a \$25 award and certificate of merit from the New York State Civil Service Commission for his "interest in his position as demonstrated by his work and a time saving suggestion."

Another \$25 award and certificate also has been presented to Mrs. Lillie Zeh, instructor of nursing, for a new training aid to demonstrate tracheotomy to senior nursing students. According to Dr. Herman B. Snow, hospital director, this is the second such award for Mrs. Zeh.

Promoted

ALBANY, June 7—Miss Rita D. Clarke has been named director of health services nursing in the State Civil Service Department. A native of Leonia, New Jersey, Miss Clarke received her training at S. Luke's Hospital School of Nursing in Newsburgh.

Ray Brook CSEA Elects Officers

The election of officers of the Ray Brook chapter of the Civil Service Employees Assn. was held recently and the following were elected:

Ralph Plumley, president; Winchester MacDowell, vice president; Donald Gay, secretary, and Stanley Tokarski, treasurer.

They will be installed at the annual dinner dance which will be held at the Elk's Club in Saranac Lake on June 12, 1965.

Principal speaker will be James E. LaPan, State Assemblyman from Franklin County. Guests of honor will be the employees of the hospital whose employment has been terminated due to the cut-back effective July 1, 1965.

It would be impossible to list here all the people who have retired or accepted transfers to other state units or private industry, but the chapter wishes to take this opportunity to wish them success in their new venture.

1965 Grand Tour To Italy, Switzerland, France And England Open For Bookings

A grand tour of Europe, available to members of the Civil Service Employees Assn. and their families and friends, has been planned for 22 days

Departing from New York via KLM Royal Dutch Airlines jet, the group will head for Amsterdam for a short visit and then depart by plane for Zurich and Bern in Switzerland. Side trips through the Alps and to Lucerne will be features of the Swiss portion of the tour.

Italy's three most popular and colorful cities—Venice, Florence and Rome—comprise the Italian portion of the tour and will offer the visitors some of the most attractive museums, landscapes and historical sites in Europe.

France and England

A visit to the French Riviera follows, with Nice as the base for side trips to Monte Carlo and the surrounding resort area. From here, the group will depart for Paris, where a visit to Versailles is included in the program.

The journey will end with a three-day stay in London. Arrangements have also been made to stop at the Shannon, Ireland, airport so that the tour members may take advantage of the duty-free shops there before returning to New York August 9.

The price of the tour is \$917

Metro Conf. Jones Beach Outing Set

The annual Jones Beach outing of the Metropolitan Conference of the Civil Service Employees Assn. will be held June 26, Salvatore Butero, Conference president, announced last week.

Registration of guests and members will take place between 10 a.m. and 12:30 p.m. at the west terrace of the west bath house. Deadline for obtaining toll passes, which are limited, is June 18 and will be distributed through chapter presidents. The passes may be had by chapter heads by writing to Mrs. Bertha Buonocore, 722 West 168th St., New York 32, N.Y.

Because the Boardwalk Restaurant was destroyed by fire, the affair will be strictly an outing, Butero said.

Parking lots No. 3 and 4 should be used.

Lundy Reappointed

ALBANY, June 7—Governor Rockefeller has reappointed James A. Lundy of Queens as chairman of the State Public Service Commission for a new ten-year term. The post pays \$28,875 a year.

Lundy is a former GOP candidate for state comptroller and served for seven years as president of the Borough of Queens.

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

and includes all transportation, hotel rooms, most meals, sight-seeing tours, guides, etc. A descriptive brochure of the trip and application blanks may be had by writing to Claude E. Rowell, 64 Langslow St., Rochester, N. Y. Space again will be limited to a small group, so early application is advised.

On Park Commission

ALBANY, June 7—Paul A. Schoellkopf Jr. of Lewiston has been renamed a member of the Niagara Frontier State Park Commission.

McMullen Renamed

ALBANY, June 7—Governor Rockefeller has reappointed Frank J. McMullen of Brooklyn to the State Public Service Commission at \$25,000 a year.

McMullen has served on the PSC since 1961. He is a civil engineer and former member of the State Assembly.

Levitt Explains 55-Yr. Plan Advantage

(Continued from Page 1)

For state employees, "there is another immediate advantage in electing the 55-year plan," Levitt continued. "Under the new non-contributory pension plan, the State provides an additional reserve, in lieu of the member's annuity reserve, based on his normal rate of contribution. The normal rate under the 55-year plan will, in every case, be greater than under the 60-year plan. Thus, for those on the 55-year plan, the State will contribute more to their additional reserve.

Election Form Needed

The Comptroller also emphasized that those who want to elect the 55-year plan, must complete a 55-year election form obtainable from payroll clerks or personnel officers, and mail it to The New York State Employee's Retirement System, 90 South Swan St., Albany, 12201, no later than December 31, 1965.

Levitt also said that those who joined the retirement system after April 27, 1957 and had elected the 55-year plan—or who had elected it on a previous reopening since that date—already are covered under the present plan and need not file again.

He pointed out the fallacy in the belief that those who elect the 55-year plan would be compelled to make up a deficiency in their contributions. This is not true. One they elect the 55-year plan, they will receive its pension benefits in any event. The only difference is that if the deficiency has not been made up by the time of retirement, annuity benefits will be less, the Comptroller explained.

Metro Chapt. Heads Ask For A Special Delegates Meeting

Presidents of chapters in the Metropolitan Conference of the Civil Service Employees Assn. met in emergency session last week and after lengthy debate issued a resolution calling on CSEA President Joseph F. Feily to call a meeting of all CSEA delegates.

The resolution said the purpose of the special delegates session would be for the purpose of securing a salary increase. It also called for the meeting whether or not the Legislature was in session.