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12 PERCENT, \$600 MINIMUM PAY BOOST IS CSEA DEMAND

Feily Wins Fourth Term; Wenzl and Rossiter Score Upset Wins In V.P. Races

(Special To The Leader)

KIAMESHA LAKE, Oct. 11 — Joseph F. Feily of Albany has been elected to his fourth term as president of the 135,000-member Civil Service Employees Assn., it was announced here last week. He defeated his opponent, Edward S. Croft of Rochester, by a vote of 31,887 to 8,397.

The election also produced two



JOSEPH F. FEILY

upsets in the vice presidential ranks. Ted Wenzl, who was CSEA treasurer two years ago, defeated incumbent Raymond G. Castle for the office of first vice president and William Rossiter won over fellow Rochesterite Claude E. Rowell, the incumbent, for the office of fourth vice president.

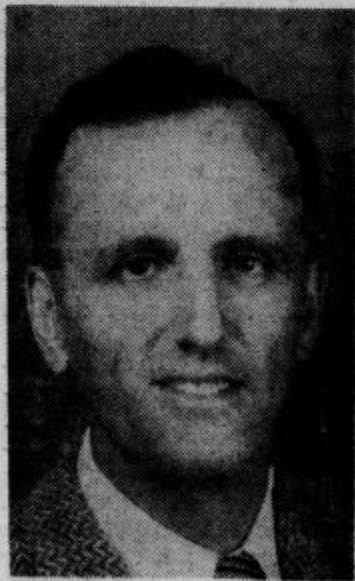
All other incumbents in the statewide office race were re-elected. These included Vernon A. Tapper, second vice president;



WILLIAM ROSSITER

Charles E. Lamb, third vice president; Fred Cave, Jr., fifth vice president; Hazel Abrams, secretary, and John Hennessey, treasurer.

Closest race in the contested departmental representative elections was that between Salvatore Butero and George Felkel, candidates for first vice president. (Continued on Page 3)



TED WENZL

CSEA Seeking To Delay Hearing On Court Salaries

KIAMESHA LAKE, Oct. 11 — The Civil Service Employees Assn. has asked the State Judicial Conference to postpone a hearing on classification and salary recommendations for judicial employees in Nassau and Suffolk Counties scheduled for Oct. 19.

In a telegram to Thomas McCoy, State Administrator of the courts, CSEA urged "that this hearing be rescheduled for a later date, sometime in November, to provide court employees who are members of our Nassau and Suffolk chapters an ample opportunity to study and comment on the recommendations of the Judicial Conference."

John Powers Has Surgery

John F. Powers, former president of the Civil Service Employees Assn. and now a field representative for CSEA in Nassau County, is recovering from major surgery in South Nassau Communities Hospital, Rockville Center, The Leader learned last week.

Last reports have it that Powers is doing well. Well-wishers may write to him in care of the hospital.

Don't
Repeat This!
Poll Continues

Public Employees Asked To Indicate Mayoralty Choice

THIS WEEK "Don't Repeat This" begins reporting a cross section of civil service voting sentiment in the forthcoming election of New York City Mayor by quoting some of the written remarks sent to us by our readers.

Some of the letters are signed and others are not. We appreciate the fact that so many participants in our informal poll are taking the trouble to write these comments rather than limiting themselves to checking off either Democrat Abraham Beame, GOP-er John V. Lindsay or Conservative William Buckley as their choice, although we want these expressions of voting sentiment too.

Calls Beame "Qualified"
Mrs. Anna Putterman of Brook-
(Continued on Page 3)

Approval of Resolution Starts Pay Hike Drive

By PAUL KYER

KIAMESHA LAKE, Oct. 11 — The Salary Committee of the Civil Service Employees Assn. proposed a resolution calling for a 12 percent across the board increase in the salaries for all grades in State employment and delegates attending the 55th Annual meeting of the Association here tacked on a \$600 minimum raise to the proposal. The salary resolution, as amended was unanimously adopted.

Solomon Bendet, committee chairman, said in making the resolution that "State employees were entitled to an eight and a half percent increase in salary for 1965-66 fiscal year" and declared further that the gains in wages and salary of private industry plus a deduction in take home pay of most State employees because of pending higher social security payments justified the 12 percent figure.

Other parts of the salary resolution called for permanent statutes for the eight percentage points legislation, two year death benefit and the so-called death gamble. Establishment of a non-contributory retirement plan with guaranteed benefits equal to 1/160th of final average salary for each year of service.

Further the salary proposal called for a paid-up death benefit equal to 1/30th of final average salary and again called for lump sum payment for accumulated sick leave credits upon retirement, death or other separation from State service.

The action on the salary resolution which tops the agenda of more than 100 resolutions which will comprise CSEA's 1966 Legislative Program was the only resolution that has been acted on at Leader press time. Therefore, final action by the nearly 1,000 delegates attending the meeting here at the Concord Hotel will be reported in next week's edition of the Leader.

Other highlights of the meeting included addresses by Comptroller Arthur Levitt and Lt. Governor Malcolm Wilson; a testimonial dinner honoring John DeGraff, Sr., counsel to the Employees Association for 30 years and the installation of a slate of statewide officers, all of whom will serve two-year terms.

Complete photo coverage also will appear in next week's issue.

Picketing Caseworker Keeps Job

SYRACUSE, Oct. 11 — An Onondaga County caseworker who was fined \$50 for civil rights picketing will keep her job.

County Welfare Commissioner John J. Lascaris made the ruling after it was learned that the caseworker, Miss Patricia N. Sandro, had signed an employment application for the Department of Social Welfare two days before her arrest last May.

Crux of the case rested on the time of the application which contains a question asking if the
(Continued on Page 3)

Albany Law Chapter Sets Securities & Investment Seminar

ALBANY, Oct. 11 — More than 65 members of the Albany Law Department chapter of the Civil Service Employees Assn. have signed up for a seminar on investments and securities which the chapter is sponsoring.

The seminar which will be conducted during off-duty hours, is part of the chapter's educational responsibilities toward its members as recommended to all local chapters by CSEA's Capital District Conference.

The chapter had anticipated
(Continued on Page 3)

File Now For School Lunch Manager Job

School lunch managers are being sought by New York City for positions which pay from \$5,750 to \$7,190 a year. Applications will be accepted

until further notice.

Employees in the title of school lunch manager have promotional opportunities to head school lunch manager when eligible.

For further information and applications contact the Applications Division of the Department of Personnel, 49 Thomas Street.

— SAVE WATER NOW —

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.

Government Recruiting

IF IT IS any comfort to our civil service recruiters, our British cousins also have the continuing public relations problem of recruiting.

IT IS INTERESTING that both American and British recruiters employ almost identical public relations techniques in filling depleted civil service ranks—with one possible exception:

THE BRITISH CIVIL service recruiters buy generous chunks of display newspaper and magazine advertising in publications of general circulation. For example, on the same page of one London daily newspaper the British GPO (General Post Office) ran two paid ads, each 8 inches long by 3 columns across. One ad asked for telephone operators (the GPO runs the nation's phone service) at about \$42 a week.

THE OTHER AD had a picture of British Pounds totalling the equivalent of about \$42 a week being offered new postmen, "plus about \$8 a week overtime."

OTHER ADVERTISEMENTS on the same page were for Scotland Yard constables, the London Fire Brigade, Post Office telephone engineers and installers, seamen for a Post Office cable ship, London Parks Department gardeners, and secretaries for the Central Electricity Generating Board.

THE BRITISH HAVE A particularly acute recruiting problem because their rate of unemployment has been at a low ebb for some time. In addition, where labor is available, men and women are reluctant to leave their home areas for jobs in other parts of England.

FOR MOST CIVIL service positions in Great Britain the recruiting agency is the Civil Service Commission, which has its headquarters on Saville Row in the heart of London's Mayfair area. The Commission and its executive officers operate much as does any commission in the United States, with one exception. All recruiting is funnelled to the Commission through the Treasury, which is the British Government's house-keeping agency for the good and sufficient reason that it controls the purse strings.

IN ADDITION TO the frequent use of paid newspaper and magazine display ads, the Commission has an excellent collection of booklets and pamphlets. One of the two we liked best was a well-written 20-page pamphlet, "A Career as a Civil Servant," which gives strong reasons for joining the government service in brief, and succinct terms.

FOR EXAMPLE, THERE is a pay chart which shows that clerical assistants begin at about \$18 a week and can go to about \$45 before being promoted to a pay reduction in the next highest grade—clerical officer at \$1,100 a year to a maximum in this grade of about \$3,000 annually.

THE OTHER BOOK, "Civil Service Posts for Graduates,"

could well be copied by our own civil service recruiters. This tells precisely what are the duties of the various civil service posts, with the typical days of typical civil servants recorded for the enlightenment of prospective applicants. This 112-page pamphlet is worth every word written in giving a picture of British civil service in action.

CIVIL SERVICE COMMISSION recruiters in Britain are imaginative and have no hesitancy in adopting gimmicks to help their recruiting. When the Commission feels it has a line on a very promising candidate, it sends him a letter on blue stationery rather than on ordinary white paper. Curiously, they find that blue stationery catches more recruits because "we create a better image."

WELL, MEN, WRITE a purchase order immediately for pink stationery for girl recruits and blue stationery for boy recruits.

Nine Pass

Prom. Exams

POUGHKEEPSIE, Oct. 11 — Several Dutchess County residents are among those who passed a promotional examination for senior civil engineer in the Department of Public Works. The starting salary for the title is \$10,090 and five annual increments raise the maximum to \$12,110.

Those listed as having passed are G.A. Greenslade, Wappingers Falls; D. Mastropietro, Poughkeepsie; Everett Clark, Wappingers Falls; Patrick Moloney, Poughkeepsie; John C. Doyle, Newburgh, (Orange County); Ralph T. Ulrich, Poughkeepsie; John Lawrence, LaGrangeville, and Ronald Rudolph, Newburgh, (Orange County.)

Emil Preuss, Hopewell Junction, placed first in a promotional examination for food service manager in the Department of Correction, a post with a salary range of \$6,540 to \$7,955.

Don't forget to send your choice of Mayorality candidates to "Don't Repeat This".

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Move Made To Place Rochester Legal Aides Under CS Protection

ROCHESTER, Oct. 11—A move to give his three chief aides civil service protection has been made by Rochester Corporation Counsel John R. Garrity.

This was the significance of Garrity's announcement that Charles Capobianco, 47, Epi J. Milazzo, 47, and Samuel Prato, 34, were being given new titles and pay raises.

They were formerly deputy corporation counsels receiving \$13,239 a year. The Municipal Civil Service Commission classified their positions as "senior attorney corporation counsels," and their pay has increased to \$13,859.

Whether the three lawyers will enjoy civil service status by Jan. 1 is uncertain. Control of the City administration is at stake in the November election.

Garrity said the three will each take a different State civil service examination. The exam specifications, prepared by Garrity on the basis of State civil service specifications for senior attorneys, have been approved by the local commission.

Any one of the top three persons on a civil service list can be appointed.

Garrity said his purpose was to provide an incentive for "competent" lawyers to work for the City by offering them security.

"If the public is to have continuity in the City administration, attorneys below the policy-making level should have civil service status," he added.

Lawyers in the corporation counsel's office are barred from private practice, Garrity noted, while those in the Monroe County legal adviser's and district attorney's offices are not.

If they can't carry on outside practices, lawyers must have adequate pay and security in their City jobs, Garrity said.

He believes that his job and a deputy corporation counsel's should remain exempt. The deputy's position will be unfilled for the present, one of five deputy positions have been abolished.

Capobianco, Milazzo and Prato were in Bracket 27 (\$10,800 to \$13,239 a year). They are now in Bracket 31 (\$13,239 to \$15,564). The remaining deputy will be in Bracket 32 (\$13,859 to \$16,332). Garrity's salary of \$20,209 is the fourth step of Bracket 36 (\$17,545 to \$21,205).

Capobianco, Milazzo and Prato

Albany Chap.

(Continued from Page 1)

Limiting the seminar to 30 employees but, because of the enthusiastic response, now contemplates both advanced and elementary groups.

The aim of the chapter in sponsoring the seminar is to acquaint its members with enough background information to enable them to enter into a personal investment program with confidence and a knowledge of the basic principles and elements of investments.

The curriculum for the seminar is prepared and offered by the N.Y. Stock Exchange.

Working on the seminar with Max Benko, Law department chapter president, is Mrs. Jean Fleisher, chapter vice president.

will take civil service exams keyed to their assignments. They now have provisional appointments under civil service.

George Yuska, Jr., a junior assistant corporation counsel, is the only lawyer in Garrity's office with civil service status.

Marcy CSEA Hears Post Retirement Health Plan Talk

(From Leader Correspondent)

MARCY, Oct. 11 — Thomas McCrackin, assistant health insurance representative, discussed the structure of retirement health insurance at a meeting of the Marcy chapter, CSEA, Sept. 30 in Mayfair Park, Marcy. About 200 attended.

Robert Guild, chapter president, introduced his officers and committee members, who gave reports. Guests included Joseph Donnelly, field representative; Clara Boone, candidate for state secretary; Arthur Tennis, president of Utica State Hospital chapter; Lois Minozzi, Utica chapter delegate; and Samuel Borelly, Oneida County Workshop delegate.

Guild said the attendance of some 200 members is felt to be the result of a new image in the chapter's new organizational set-up. With more than 85 per cent employee membership at present, a move is now underway to increase this to 100 per cent.

The meeting closed with a buffet luncheon and dancing.

Caseworker

(Continued From Page 1)

applicant has ever been arrested. Miss Sandro replied "No" to this question.

Fined \$50

The issue arose after she was fined \$50 for her participation in the picketing of the home of a Niagara Mohawk Power Corp. executive by the Congress of Racial Equality. CORE sought to change the firm's hiring practices by picketing.

Lascaris noted that Miss Sandro "maintains her innocence" of the charges, and that she is appealing the conviction.

Jos. A. Mathews

Because of a mix-up in communication, there was considerable delay in reporting the death of Joseph A. Mathews, who died shortly after being re-elected president of the Oneida County chapter of the Civil Service Employees Assn. Mr. Mathews died at his home in Utica.

A principal account clerk in the County Department of Audit and Control, Mathews was long active in the Employees Assn. and was elected to his first term as president in 1963. Mr. Mathews, a widower, is survived by a sister and two grandchildren.

CSEA Statewide Election Results; One Recount Seen

(Continued from Page 1)
didates for the Metropolitan and Long Island Mental Hygiene Dept. representative. Felkel eked out an 11-vote victory margin and expectations are that this particular



VERON TAPPER



CHARLES LAMB

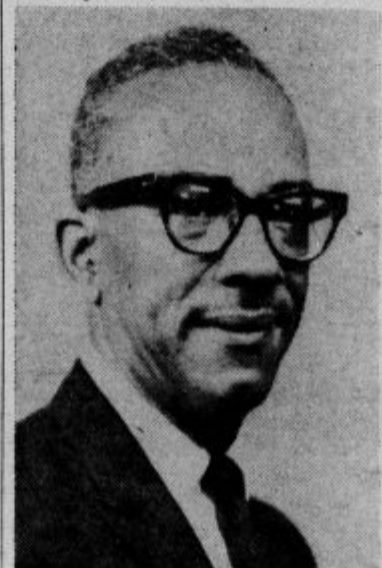
vote may be recounted.

Here are the other winners:

Agriculture & Markets, William F. Kuehn; Audit & Control, Michael Petruska; Authorities, Joseph Sykes; Civil Service, Irving Handler; Commerce, John S. Wyld; Conservation, Milton J. Benoit; Correction, Richard Corcoran; Education, Harry W. Langworthy, Jr.; Executive, Jack M. DiLisi; Health, Thomas Byrum; Insurance, Solomon Bendet; Judiciary, Robert J. Byrnes; Labor, John K. Wolff; Law, Harry W. Ginsberg; Legislative, Frances H. Normand; Mental Hygiene, Southern & Capital District, Anna Bessette; Central & Western, Lawrence Barning.

Also, Motor Vehicle, Thomas McDonough; Public Works, John Raymond; Social Welfare, John Maginn; State, John Q. Driscoll; Tax, Bernard Schmahl, and State University, Ross L. Allen.

Statewide officers were installed last Saturday night at the final



FRED CAVE

dinner of the 55th annual delegates meeting, held here at the Concord Hotel, by John D. DeGraff, Sr., counsel for 30 years to the Employees Association who was honored at the dinner.



JOHN HENNESSEY



HAZEL ABRAMS

3 Night Sessions Slated For Capital District Conf. Annual Chapter Seminar

A novel concept in Conference programming will be introduced at the annual seminar of the Capital District Conference, Civil Service Employees Assn., the evenings of October 18, 19, and 20, according to Margaret Fleming, second vice president, under whose supervision the annual institute has been arranged. Presidents, vice presidents of chapters who are Conference members, secretaries and treasurers, and the chairmen of membership and legislative committees will participate.

There will be no panelists and the various chapter officers will be requested to air chapter problems, raise questions, discuss similar experiences and offer solutions to the group. To stimulate and add dimension to the discussions, persons with expert knowledge in the fields of group leadership, parliamentary procedure, legislative contacts, membership recruitment, public relations, and other fields, have been invited to attend the sessions.

To encourage those members

On Drug Council

ALBANY Oct. 11 — Governor Rockefeller has appointed two new members to the Council on Drug Addiction. They are:

Dr. Donald B. Louria of New York City and Archibald R. Murray of Brooklyn.

Rockefeller also has reappointed Irving Lang of New York City to the Council for another term.

who ordinarily fail to participate in large group discussions. A. Victor Costa, president, has announced that a new discussion format will be employed at the institute. This new technique, called "Discussion 6-6 Plan," uses six minute conferences by groups of six persons, followed by reports from spokesmen from each group to the entire assembly and further discussion. Highlights of the discussions at the sessions will be recorded as a permanent record.

The agenda for the seminar follows:

All sessions will be held at the Ambassador Restaurant, Elk Street, Albany, and will begin promptly at 6:30 p.m. A buffet dinner will precede each session at 5:30 p.m. On Monday, October 18, the subject will be "Problems of Chapters and Their Solutions."

This meeting will be for chapter presidents and vice presidents

with Max Benko, first vice-president of the Conference as moderator. On Tuesday, October 19, with James Churan, Department of Public Works as moderator, the discussions will be on the subject of "Procedures and Systems for Secretaries and Treasurers of Chapters," and is designed for secretaries and treasurers of chapters. The final session, on October 20, will cover "Procedure and Functions of Legislative and Membership Chairmen." Mr. Benko, who is also president of Law Chapter, will moderate this final meeting. Also present will be Gerald Rodgers, senior field representative, CSEA.

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

U.S. Service News Items

By JAMES F. O'HANLON

New Relationship Between Presidency and Federal Service Described by Macy

In past weeks this column has referred to the fresh emphasis on excellence in Federal Civil Service during the Kennedy-Johnson era. As pointed out here, the new focus on top performance and its resultant priority on opportunity has done much to aggrandize the position of the Federal civil servant as a meaningful and important operative in the workings of the government of this country.

Recent correspondence from John W. Macy, Chairman of the Civil Service Commission, relays appreciation for our past presentation of this program and suggests its further development. We, in turn, realize that there is none better qualified for this task than Macy himself. The following is a reprint of an article authored by Macy for the Civil Service Journal. It reads:

In a decade of great and varied changes in Federal personnel management, one of the most significant developments has been the evolution of a new relationship of the Presidency to the career service. The evolution, quickened in recent years, has served not only to strengthen the Chief Executive's control of the executive branch but also to clearly identify the President in the role of leader and top manager of the Federal work force.

Professional and supervisory personnel should be aware of and appreciate the importance of this new relationship between the Presidency and the career service. They should capitalize on it in the motivation of employees to accomplish their missions. And they should take pride and satisfaction in President Johnson's demonstrated desire to identify with them, his publicly expressed prejudice in favor of able career men and women, and his evident eagerness to recognize and reward excellence in their ranks.

It is more than coincidental that the period in which this new relationship has evolved has seen greater advances in civil service and personnel management than in all the earlier years since the merit system was established by the historic act of 1883. The same span of years marks the rise of the career civil service from one of its lowest points of public prestige to the enjoyment of increasingly high esteem.

Many career people continue to carry bruises from the campaign of 1952—significantly, the last national election in which the civil service was an issue of controversy. The rise of the career service from the low-water mark of that campaign was neither sudden nor dramatic. But the dedica-

tion and demonstration of professional competence of career men and women soon began to influence the opinion of new national leaders. The new executives had come to Washington expecting anything but competence and responsiveness from the questioned career corps. Early in the Eisenhower years, key Cabinet officers and agency heads began to praise their career associates for being at least as able, dedicated, and hardworking as the staffs they supervised in industry.

Meanwhile, the Civil Service Commission had begun to stir, assumed a new and more dynamic role. It developed a fresh outlook on its management of the merit system. During these days of reawakening and revitalization of the Commission, I had the privilege of serving as Executive Director under the strong leadership of Chairman Philip Young. It was a time of excitement and innovation that I recall with decided satisfaction.

Significantly, President Eisenhower designated the Commission Chairman as his adviser on personnel management matters—setting the stage for the new relationship of the Presidency and the career service that has since evolved. Up to that time, the Commission had been, by tradition and practice, regarded by many more a creature of the Congress than the strong staff arm of the Executive it was to become.

I view those years as a time of surveying and testing, of clearing and preparing fields for seed planting, of developing the groundwork for the future harvest. First fruits in landmark legislation and administrative accomplishments began to be garnered by the mid-1950s. They came in such forms as the new career-conditional appointment system, the Government-wide Incentive Awards Act, modernization and liberalization of the retirement system, contributory group life insurance and health benefits coverage, unemployment compensation, the Training Act, improved pay scales, the worldwide extension of the merit system, simplified and revitalized recruitment programs, the Government-wide merit promotion program, Federal and non-Federal programs for public recognition of outstanding achievements of



ATTICA RETIREES — Nine men who have retired from the Attica State prison during the year were honored at a dinner given by the employees at the Alexander Fireman's Hall recently. From, row, left to right, are: Peter Carnevale, Gifford George, Warden Walter H. Wilkins and Adam Volk. Rear standing are Frank Horton, Percy Blake, Carl J. Runvik, Robert Kirkpatrick, William Cortright. Elliott O. Aldrich also retired but was not present for the photo.

career men and women, and improved communication on Federal personnel management matters within Government and with key special publics.

Identification

Perhaps the pivotal point in the developing relationship—certainly a most memorable one for career men and women—was the start of President Kennedy's administration, signaled by his unprecedented remarks in the State of the Union Message addressed to the Federal work force. "Let the public service be a proud and lively career," he declared. "And let every man and woman who works in any area of our National Government, in any branch, at any level, be able to say with pride and honor in future years: 'I served the United States Government in that hour of our Nation's need.'"

A seemingly small thing—a few words in a Presidential address. Yet those words—because of their timing and setting—captured the imagination of career men and women. They set the stage for future close ties and strong identification between the Presidency and the civil servant.

The next Thousand Days saw President Kennedy frequently take occasion to address, applaud, exhort, and recognize the people in the public service. (See "Legacy of Progress," Civil Service Journal, January-March 1964.) And his words were matched by deeds demonstrating the importance the President attached to the role of the career service in accomplishing important national goals.

Actions to strengthen, improve, and elevate the career service during those days included establishment of the historic employee-management cooperation program, the quest for quality, a meaningful equal opportunity program, intra-agency appeal programs and equalization of appeal rights for non-veterans, broadened and improved interagency training programs, and the Salary Reform Act of 1962 that made comparability a matter of stated national policy.

If anyone feared that the gains of the new partnership of the Presidency and the career service would pass with President Kennedy, he failed to appreciate the background, character, and capability of his successor. When President Johnson said, "Let us continue," he clearly included forging strong ties between his great office and the Federal career service.

In the first days of his administration, President Johnson disclosed his determination to extend and enhance the relationship President Kennedy had nurtured, pledging to "do my utmost to maintain the high quality and character of the career service in the Government and to advance its usefulness through improvement."

Added Emphasis, New Actions

Lyndon Baines Johnson is a career public servant in every sense of the word. He has spent his adult life in Government service. He sees himself as a product of the public service. He has progressed from the ranks to the very top position. He is proud of his background as a career public servant. He wants the world to know it. And he especially wants the Government's career men and women to be aware of it and of his intense feeling for and identification with the Federal service.

"For 33 years I have been in Government service," he declared in his Budget Message to the Congress in January 1964. "I have known its challenge, its rewards, and its opportunities. But all these will multiply in the years to come. The time is at hand to develop the Federal service into the finest instrument of public good that our will and ingenuity can forge."

President Johnson's first job after graduating from college was as a school teacher in a little Texas town, where he taught impoverished Mexican-American children. Later he served as secretary to Representative Richard Kleberg and as state director of the National Youth Administra-

tion in his home state before he successfully ran for Congress in 1937. After five terms in the House, he was elected to the Senate in 1948 and became Majority Leader in 1952.

This experience and his service as Vice President enabled him to bring to the Presidency an invaluable background providing insights and perspectives probably permitted no previous Chief Executive. He knew the workings and interrelationships of the several branches of Government. He had watched and worked with career men and women for many years. He had learned the strengths and limitations of the career service. He had a keen appreciation of its potential for even greater contributions to good Government. He has put his abilities in administration and communications to work to help raise the entire Federal service to new peaks of performance and prestige.

President Johnson's interest in and impact on Federal personnel management has been profound and pervasive.

Not only has he continued the personnel management programs started or advanced by President Kennedy—he has given them added emphasis and impetus, and he has initiated action in new areas as well.

His personal participation in achieving salary reform and advancing equal employment opportunity are two outstanding examples of how he has given continuity and added emphasis to programs of his predecessor.

President Johnson's role in pressing for passage of the Salary Reform Act of 1964 is well known to career men and women. Without his high interest and personal persuasion, I doubt that the measure would have been enacted, and the cause of comparability would have suffered a severe—if not fatal—setback.

Federal managers know the impact of his intense interest in improving and extending equal em-

(Continued on Page 14)

Guidance for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job.

According to government reports high school graduates earn on the average \$75,000 more in their lifetime (from \$25 to \$50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School booklet and free lesson today. American School, Dept. 9AP-26, 130 W. 42nd St., New York 36, N.Y. (or phone BRyant 9-2604).



COLLEGE — Dr. Murray H. Block, left, acting president of the New York City Community College of City University, and Brooklyn Borough President Abe Stark proudly affix the sign of the new owners on the New York Naval Shipyard, Jay Street Annex. The largest community college in the City and the State acquired the eight-story brick and concrete building at Jay and High Streets with the final signing of the deed by Mayor Robert F. Wagner.

Clerk-Carrier Openings Available In New York City With Post Office

The Post Office Department will hire substitute clerk-carriers as a result of an examination for which applications are now being accepted.

There are no residence requirements but preference will be given to those candidates who reside in the City of New York since the openings are in Post Offices in the City. No experience is necessary for these positions.

The examination is open to both men and women over the age of seventeen. There are no maximum age requirements. No applicants will be appointed until they have reached the age of eighteen. Starting salary for the position is \$2.48 per hour with annual increases for six years to \$2.97 per hour and additional increases every three years to \$3.38 per hour. An additional 10% is paid for night work. Also, the Postal Substitute Clerk and Carrier is allowed up to 26 days of paid vacation every year and up to 13 days of sick leave annually. Low cost group life insurance and health benefits are available to those desiring such protection.

There are liberal retirement benefits with survivor provisions and an Incentive Award Program. Any person who attained eligibility on the Substitute Clerk-Carrier registers under announcement NY-101-1(64) who are still interested in employment should apply for the new examination.

Application forms may be obtained from the Post Office Department, Civil Service Establishment Board, 380 West 33rd Street,

Room 3506, New York City, N.Y. 10001 or from the Office of the Director, New York Region, U.S. Civil Service Commission 220 East 42nd Street, New York, N. Y. (Monday to Friday—8:30 AM to 6:30 PM) or at any of the Main Post Offices in the five boroughs of New York City (Monday to Friday—8:30 AM to 5:00 PM). Applicants should mention announcement NY-101-4(65).

Abraham B. Shavelson, Senior V.L. Manager, Division of Employment, Brooklyn, expresses grateful thanks to his many friends in the division and other agencies. The N.Y. State Employee's Brotherhood Committee, Jewish State Employees Assn. & the Council of Jewish organizations in Civil Service for the kind expressions of sympathy on the loss of his wife, Rae Shavelson.

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Open Competitive Exams Announced By New York State; Will Close Nov. 6

The State of New York has announced a series of open competitive examinations for which applications will be accepted until Nov. 6.

Detailed information and applications can be obtained from the Department of Civil Service, the State Campus, Albany; Room 1100, 270 Broadway, New York City; the local offices of the New York State Employment Service.

Following are the exam number, title and salaries

- SENIOR CHEMIST, Exam number 8501, \$7,745 to \$9,375.
- ASSOCIATE CHEMIST, Exam number 8502, \$10,090 to \$12,110.
- SANITARY CHEMIST, (Tompkins County, Exam number 4119, \$6,490 to \$8,450.
- SENIOR CLERK, Exam number 4081, \$4,135 to \$5,135.
- SENIOR DRAFTSMAN, Exam numbers 4082 and 8491, \$5,200 to \$6,385.
- PRINCIPAL DRAFTSMAN, Exam number 8492, \$6,540 to \$7,955.
- DRAFTING TRACER, Exam number 4083, \$3,365 to \$4,200.

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PERRY, Oct. 11—Officials in this Western New York village are considering raising the pay for police patrolmen.

The reason: The Civil Service Commission advertised an examination and had only one applicant.

The pay is \$4,000 a year.

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Civil Service LEADER



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TUESDAY, OCTOBER 12, 1965

Pay Bill Snarl

THE Federal Pay Raise Bill which was passed by the House last week is now bottled up in Senate committee and it appears doubtful that it will get out in time for the end of this session of Congress, which is reported ready to adjourn this week.

If the bill is not brought to a vote of the Senate, many public employees will have been hurt; in the pocketbook as well as in morale.

Included in this legislation is a section granting severance pay to those workers who have been put out of jobs by automation or transfer of their activity.

This is a vital section of the bill, and according to all reports is favored by the Administration. Many employees of Defense installations which have been closed including the Brooklyn Navy Yard, are counting on the severance pay to help them get started again if they do not remain in the Federal employ.

These people will be hurt more than those on the payroll if the Pay Bill is not passed. We urge the Senate, in these closing days of the session to vote and pass the bill so as to give the Federal employee what is deservedly his.

Sidney M. Stern

THAT Sidney M. Stern, deputy personnel director of the City of New York will be sorely missed was witnessed last Friday when over 600 persons turned out to pay final tribute during Jewish funeral rites.

A like amount, the following day, attended Roman Catholic services in his memory.

Mr. Stern, 68, died last week after an illness of several weeks. He, with the late Joe Schechter former personnel director, were co-authors of the New York City Career Salary Plan.

The first to arrive at the Department of Personnel offices each morning, he was quite often the last to leave, "just catching up on some unfinished work."

He was known to all as a firm but fair man and newsmen covering the Department of Personnel and the City Civil Service Commission knew him to be a helpful friend.

A helpful friend and a loyal worker—That was Sidney Stern.



SOCIAL SECURITY Questions and Answers

This summer I will working for my father and uncle who own a grocery store in partnership. Will my work be covered by social security?

Yes. Services performed by a child under age 21 in the employ of a partnership is covered if it is not a partnership composed of both parents, or a natural parent and a step-parent. You will need a social security card when you go to work, regardless of your age.

Are domestic employers required to issue an annual statement to domestic workers?

Just as any other employer, you are required to give your domestic employees a yearly statement of he total wages paid during the year, and the total amount of social security tax deducted from those wages.

I have been a maid in a private home for the last 5 years. This is the only work I have ever done away from home. I want to put in fo. social security but my employer has never reported my wages. What can I do?
Go ahead and file your claim.

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

Answers Editorial

Editor, The Leader:

This is in answer to your editorial "Welfare Department is Creating Own Problems" which appeared in your issue of Tuesday, September 28, 1965. I certainly agree with your opening statement that the demonstration of welfare recipients on behalf of their dismissed caseworker was an unprecedented action; unprecedented because of a basic casework concept that every welfare caseworker, regardless of his professional qualifications, is expected to understand and observe — the right of the client to privacy. This is a widely observed and protected right that prevails in all the helping professions, which include medicine, law, the ministry and of course, social work.

This highly unethical use of the client by the worker and the union seems far from being "enough proof" that the worker is competent. In fact, I find your reasoning baffling. Are you suggesting that the ability to organize a mass demonstration is the criterion by which the supervisor and the administration should evaluate a caseworker's performance?

This Department, despite its continuing efforts to improve staff morale and heal the scars left by the strike, will not condone the use of clients as pawns of a caseworker. To do so would subject the "unfortunate and depressed" whom we serve to subtle intimidation, if not outright coercion.

JOSEPH H. LOUCHHEIM
Commissioner of Welfare

Disputes Navy Reply To Charges

Editor The Leader:
Dear Sir:

I was somewhat amused by the Navy's attempt to answer the charges of the Brooklyn Metal Trades Council by stating that because many yard workers failed the FSEE examination, the yard's wage board employees are not eligible for the thousands of white-collar government positions in the New York area.

The fact is that no attempt is being made to place the many employees who did pass the exam. I passed the exam in April and was rated as eligible for GS-5. In addition to my job as Sheetmetal Worker I was also rated by the yard as qualified for Clerk GS-5, Engineering Aide GS-4, and Mechanical Draftsman GS-4.

I have indicated that I am willing to accept any of these positions in the New York area. (FSEE qualifies candidates for over 200 titles. Nevertheless, I received a notice that unless I am willing to move to the Philadelphia Navy Yard I am subject to RIF. (Ed. note: Reduction in force.)

It is easier to satisfy the DOD commitment by informing workers that they have "unduly restricted" their availability than it is to place them. Unfortunately, the Navy is more concerned with satisfying commitments than with finding jobs for its people.

ROBERT E. HUMBLE
New York City

Civil Service Law & You

By WILLIAM GOFFEN



SOMETIMES, administrative agencies resort to such techniques as wire-tapping and the use of recording devices to get evidence against civil service employees. An example is the case of an employee with over thirty years of faithful service with the Department of Buildings of the City of New York. After a so-called "hearing" on charges of accepting bribes from a landlord to overlook building violations, the employee was dismissed.

WHEN THE case was first scheduled for the taking of testimony, the employee appeared with his attorney, but the matter was adjourned because the landlord had not appeared. A few days later, the employee, a man in his early sixties, sustained a heart attack undoubtedly brought on by the emotional strain induced by the charges. On the adjourned date, the employee's attorney requested an adjournment because his client was still hospitalized. The hearing officer refused the request and the attorney left the proceedings in protest.

THE HEARING was conducted in the absence of the attorney and his client. The accusing landlord testified that on each of two occasions the employee had solicited and received a check for \$20 to influence his official actions as housing inspector. Actually, if the employee had been present he would have rebutted this charge with evidence that the checks were to purchase tickets to an employee function.

THERE WAS admitted into evidence at these proceedings transcripts of tape recordings of allegedly incriminating conversations obtained by a detective of the City of New York who had "bugged" the employees office. Also a City patrolman's interception of incriminating telephone conversations was introduced.

THE REPREHENSIBLE practice of intercepting telephone conversations and taping private conversations with the aid of hidden microphones is justified by the undeniable fact that such recordings help assure proof of guilt out of the very mouth of the accused. Nevertheless, even more important than convicting the guilty is the dignity of police procedures.

SURPRISINGLY, the New York Court confirmed the employee's dismissal. This was about six years ago, and I venture that if a similar case occurred today, the Court would reverse an employee dismissal after the conduct of hearings in absentia.

AT THE SAME time, it seems that the New York State Courts will accept tape recordings of private conversations so long as one of the participants has consented to the procedure. However, such recordings should, at least, be comprehensible. The fact is they often are marred by heavy static and mechanical imperfections making it impossible to make out the words. In such event, they should clearly be barred as evidence on the general ground that they lack probative value.

TYPICAL practice was followed by the Department of Buildings in that the tape was first played and a typewritten transcript which had been made of the tape was offered in evidence. In one instance, the detective ran out of tape and took notes for the balance of the conversation. Even his notes as typed up were admitted into evidence at this "hearing". This is clear from the following questions and answers:

"Q. (By Corporation Counsel)

Is that a fair and accurate transcript of the tape we have just heard?

A. (By detective) It is.

Q. Do you want to make some comment about it?

A. Well just toward the end we ran out of tape on the recorder and they took notes for the balance of the conversation.

Q. Who took those notes?

A. I did.

Q. And are those notes a fair and accurate representation of what was said after you ran out of tape?

A. They are.

By Corporation Counsel:

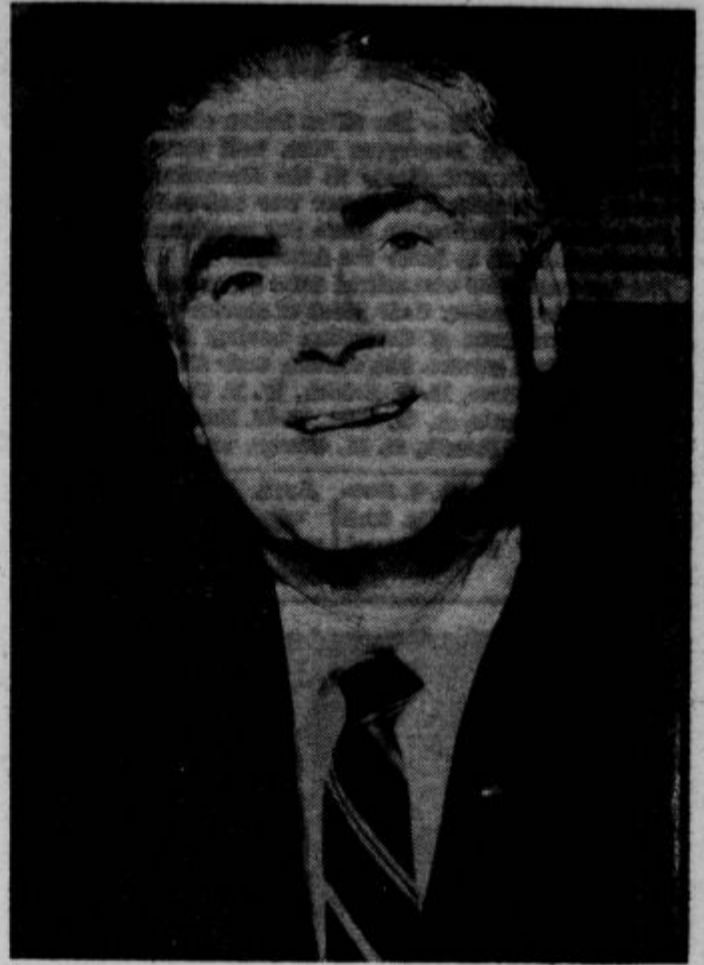
I offer this in evidence, this transcript of this conversation.

By Commissioner:

All right."

CONCEALED microphones and wire taps record the voices of innocent as well as guilty people. In a civilized society, people should be secure from such unwarranted invasion of their privacy.

A former member of the civil service himself, Abe Beame knows the needs and aspirations of city employees. That's why his Civil Service Employees Plan is so practical in its aims . . . and benefits!



Abe Beame has the know-how to do more for Civil Service

The Beame Plan for Civil Service Employees

REVIEW AND UPDATE THE ENTIRE CAREER & SALARY PLAN

It's high time to completely overhaul the now badly outdated 1954 Career and Salary Plan . . . a plan that controls the classifications and salary allocations of some 125,000 city employees! It must be brought into line with today's higher living cost conditions. MR. BEAME SAYS: "THERE'LL BE SOME DRASTIC CHANGES MADE!"

PAY AND FRINGE BENEFITS MUST BE COMPARABLE WITH THOSE FOR COMPARABLE POSITIONS IN FEDERAL & STATE SERVICE (AND PRIVATE INDUSTRY)

There must be equal pay for equal work. Anything less is unfair. And damaging to the civil service, since financial necessity can drive many top calibre people out of city employ.

CROSS-PROMOTIONS ARE A MUST

Service-wide cross promotions should be the order of the day. They should be based on competitive examinations.

COLLECTIVE BARGAINING FOR ALL CITY EMPLOYEES

This right must include everyone . . . even part-timers.

EARLIEST REPEAL OF THE CONDON-WADLIN ACT

This law has strangled sound labor-management relations between the city and its employees. CONDON-WADLIN MUST GO.

NEW MEDIATION & ARBITRATION BOARD FOR CITY CIVIL SERVICE

The M & A Board shall operate full time to resolve labor-management grievances.

THE BEAME OPEN DOOR POLICY

Grievances will be heard. All city employee organizations will always find Abe Beame's door open to them. They'll always find Abe Beame willing to listen to their legitimate demands for the betterment of salaries and working conditions.

SOME VERY SPECIFIC BEAME PROPOSALS

- Strengthen city agencies in order to provide for sounder recruitment and training.
- Create a solid merit system under which performance is recognized and rewarded.

- Establish a central office for employee transfers.
- Provide tenure for non-competitive and prevailing rate employees.
- Adopt the best of the proven employee fringe benefits . . . including fully paid health insurance and maximum vested pension rights.
- Modernize working conditions and physical plants for improved labor-management relations and better productivity.

CITY EMPLOYEES TO SIT ON THE BOARD OF THEIR \$2 BILLION PENSION FUND

Unlike most of the major New York City pension systems, the largest fund of all (ERS) has no employee representation on its board! ERS members do have a liason committee, thanks to Abe Beame's efforts as Comptroller. That's good, but not enough. THEY HAVE A RIGHT TO HAVE THEIR OWN REPRESENTATIVES ON THE BOARD THAT GOVERNS THEIR OWN \$2 BILLION PENSION SYSTEM.

AND ABE BEAME'S GOING TO SEE THAT ERS MEMBERS GET IT!

Beame, O'Connor, Procaccino together with Johnson, Humphrey, Kennedy can get more for Civil Service

Elect the new Democratic Beame Team + Column 2 + November 2nd

Sponsored by the Independent Citizens Committee for the Election of Beame, O'Connor, Procaccino; B. Bernard Greidinger, Treasurer, Hotel Summit, New York.

Attica Prison Chapter Honors Ten Retirees

ATTICA, Oct. 11 - The Attica Prison chapter of the Civil Service Employees Assn. held their ninth annual retirement dinner at the Alexander Firemens Hall recently. The dinner was followed by dancing and refreshments. Some 200 members and guests attended to honor the retiree's.

The ten employees who retired were given engraved watches denoting their years of service to the State Department of Correction totaling 334 years of combined service. The retirees were Warden Walter H. Wilkins, E. O. Aldrich, W. F. Cortright, P. A. Carnevale, A. W. Volk, F. G. Horton, P. A. Blake, C. J. Runvik, G. M. George, and R.

A. Kirkpatrick.

An additional 20 men received an emblem from the State and certificate from the employees. These were in recognition of longevity of service, a combined service totaling 605 years state service. Cited were: J. D. Huff, T. Przybyl, J. Cook, H. Beach, W. F. Cortright with 35 years of service; M. C. Tooley, L. Case, G. George, H. Hillman, E. Kime, D. Monahan, J. Spencer, L. Trick, R. A. Kirkpatrick, J. Chodacki, K. VanOstrand and Leigh Hardy with 30 years of service, B. L. Bernard and Glenn Clorliss with 25 years of service and H. Reynolds with 20 years of service.

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

Asst. Area Services Cord. The Department of Personnel of New York City called 63 applicants to a medical exam Oct. 4.

Don't forget to send your choice of Mayoralty candidates to "Don't Repeat This".

— SAVE WATER NOW —

Don't Repeat This!

(Continued from Page 1)

lyn says she will vote for Beame in the mayoralty contest because he is the "most qualified to be mayor. He was a civil servant for many years . . . he knows the school system problems, the problems of the budget and of the controller . . . and he knows our needs in every category of the city. The others may have been in government but we need a man who knows New York City government; one who can help bring our city back to a normal condition of operation and efficiency."

Also from Brooklyn, Mary A. Phillips says she is for the Beame candidacy because "the things Beame offers are very much needed."

Buckley "A Wasted Vote"

A city patrolman from Queens writes saying "I'm voting for Beame because I don't want to waste a vote that could help defeat Lindsay. Actually, I prefer Buckley but since it doesn't look like he'll win I'd rather help defeat the phony liberalism of a 'non-Republican' like Lindsay."

This same sentiment was voiced by Jack Carter, also of Queens, who said "If we can't have Buckley, let's elect Beame. A Republican mayor is too dangerous a thing for our town, especially a Republican who pretends he isn't one."

"I cast my vote for Buckley," writes Michael Meseritz of New York City.

Lindsay enthusiasts are articulate, too. "My family and I are very much in favor of the candidacy of John V. Lindsay and his entire ticket," writes Nathaniel Saperstein of New York City. "We are very hopeful," he says, "that a change in administration will bring a breath of fresh air to our beloved city of New York and that such an administration will give more than lip service to the idea of a safer, cleaner and better City of New York."

"Time for a change to John V. Lindsay," writes Henry Bramwell of Brooklyn.

"Lindsay is the only mayor that will not be burdened with loathsome political debts or philosophies," writes another New Yorker.

Poll to Continue

The above is only a brief sampling of the comments received and we will be printing more such comments in coming weeks. In the meantime, our poll continues and a coupon is again provided for our readers to facilitate their participation in our survey.

We would like the coupon signed but if you do not choose to do so please include your post office zip number so we may know whether or not correspondent is a New York City voter.



Retire . . . and relax!

One of the great advantages of the STATEWIDE PLAN (Option I) is the provision covering payment of premiums after a public employee retires.

Upon retirement, arrangements can be made to continue payment of premiums for your hospital and medical care protection by deduction from your retirement check. No need to worry about it from month to month; no inconvenience in having to mail a check every month.

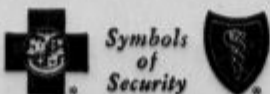
Moreover, you will be required to pay no more than active employees. The portion which is con-

tributed by your employer will continue to be paid.

What this means, in short, is automatic payment of premiums after retirement. It makes no difference where you move or where you travel. You don't have to worry about missing a payment and thus losing important protection at an age in life when you need coverage of this kind the most.

Just one more reason why protection under the STATEWIDE PLAN (Option I) is so valuable to you and your family. Get all the details from your payroll or personnel officer.

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IRS Agent Jobs Open

The Internal Revenue Service is now accepting applications for the position of Internal Revenue Agents, Grades GS-9 and GS-11. The positions are located in the areas serviced by the Directors of the Manhattan and Brooklyn District Offices of the Internal Revenue Service. The GS-9 position pays \$7,220 a year and the GS-11 salary is \$8,650 a year.

Internal Revenue Agents administer, supervise or perform professional accounting work required in determining the examination of tax returns to establish the correct liability of the taxpayer.

To qualify for the position, applicants for grade GS-9 must have five years of professional accounting and auditing experience and six years of such experience for Grade GS-11. Appropriate education and/or possession of a certificate as a Certified Public Accountant may be substituted for part of the required experience.

For applications and further information contact the United States Civil Service Commission, 220 East 42nd Street, NYC, or the Board of U.S. Civil Service Examiners, Internal Revenue Service, Room 1103, 90 Church Street,

Reutershan, Gibbons, Klute Named To Board

ALBANY, Oct. 11—Three new members are serving on the State Teachers Retirement Board.

Starting their new terms are: Donald E. Reutershan, Manhasset, who is regional director in charge of the New York City office of the Glens Falls Insurance Company.

John L. Gibbons, New York City, who is a director of the Chemical Bank, New York Trust Company of New York City.

Lloyd J. Klute, Buffalo, an assistant elementary school principal.

Reappointed to the board is Lewter B. Foreman of Pittsford. His new term will expire June 14, 1968. Mr. Foreman is district superintendent of schools in Monroe County.

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MAYORALTY POLL

Send this coupon with your choice for the three top elected positions in New York City to: "Don't Repeat This," 97 Duane St., New York, N.Y. 10007. You may include remarks if you wish and you are also asked to sign the coupon. If you desire to omit your name, please list your zip code in the space provided in order that the editors may know the reader's geographical location.

For Mayor

- Abraham D. Beame (D)
- William Buckley (C)
- John Lindsay (R)

For Council President

- Timothy Costello (R)
- Rosemary Gunning (C)
- Frank O'Connor (D)

For Comptroller

- Hugh Markey (C)
- Milton Mollen (R)
- Mario Proccacino (D)

Remarks:

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St. Rose College

ALBANY, Oct. 11—The College of Saint Rose will sponsor a series of eight concerts and lectures during the 1965-1966 school year as community service for the residents of the greater tri-city area. All events in the series will be given in the auditorium of St.

Joseph Hall, 985 Madison Avenue, Albany, and all are open to the public, free of charge.

Written Test

The Department of Personnel called 10 applicants to a written test for assistant landscape architect Oct. 4.

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 —N.Y. Daily News

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BROOKLYN	SUFFOLK	NEW JERSEY	STATEN ISLAND	
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Q. Does the plan adequately cover specialist care?

A. Only H.I.P. provides its specialist care without extra charges. When it comes to today's vitally needed specialist services, other plans limit their coverage. Compare specialist coverage carefully. Note, for instance, that **out-of-hospital specialist care** — so important and so costly today — is never a "paid-in-full" benefit in cash allowance programs.

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Concert Party Is Announced

A concert series inaugurated last year, has been announced for a second season by Ann Summers and Edgar S. Feldman. The eight concerts begin with the Berkshire Quartet on Oct. 12, and include European artists Jean - Pierre Pampal, and Robert Veyron-Lacroix from France, Nov. 5; Juan Serrano, Flamenco guitarist from Spain Dec. 1; and on Jan. 27, Die Kammermusiker (the chamber-players) of Zurich will celebrate Mozart's 210th birthday.

Other concerts will include the New York Jazz Sextet Feb. 25; American pianist Abbey Simon March 25; and The Eastman Brass Quintet on April 22. The eighth concert-party will be on May 20, the artists are to be announced.

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The New York City Department of Personnel called 161 candidates to their medical and physical examination for assistant bridge operator.

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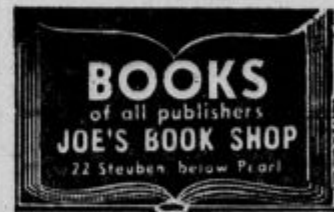
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hood adjacent to new housing; a planned riverfront park and promenade; the new Harlem Hospital; and just four blocks from the College of the City of New York.

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Sales office and model apartment on site, 138th Street and Fifth Avenue. Also: Homefinders, Ltd., 3937 Broadway, N.Y., and 192-05 Linden Blvd., St. Albans; and Charles Greenthal & Co., Inc., 18 East 48th Street.

Riverbend is being built under the Limited Profit Housing Companies Program of the City of New York. Its development, construction and sales program are supervised by New York City's Housing and Redevelopment Board, Herbert B. Evans, Chairman. A low interest, long term mortgage with 50% tax abatement from the City make the moderate equity payments and carrying charges possible.

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Honors WCB Aide At Testimonial

Mrs. Benona Bradford, assistant supervisor of 25-A Unit, at Workmen's Compensation Board, was honored with a testimonial dinner in the Bronx recently. This testimonial was given in appreciation for her outstanding work in the Bronx Community Planning Board No. 13.

Many Bronx dignitaries were at the dinner, among them Borough President Joseph F. Pericone.

Mrs. Bradford has been employed by the Workmen's Compensation Board for the past 22 years.

LEGAL NOTICE

File No. 5846, 1965 - CITATION - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent.

To TIBOR BRAUN also known as TIBERIV BRAUN, LIVIA CERBONIC, MIKLOS MOSKOVITZ, if living and if dead to his heirs at law, next of kin and distributees whose names and places of residence are unknown and if he died subsequent to the decedent herein to his executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of JULIA ROTH, the decedent herein whose names and places of residence are unknown and cannot after diligent inquiry be ascertained.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 15, 1965, at 10 A.M., why a certain writing dated May 3, 1965, which has been offered for probate by SANDOR BRAUN, residing at 102-35 84th Road, Forest Hills, New York, should not be probated as the last Will and Testament, relating to real and personal property, of JULIA ROTH, deceased, who was at the time of her death a resident of 334 West 85th Street, in the County of New York, New York. Dated, Attested and Sealed, September 29, 1965.

HON. JOSEPH A. COX, New York County Surrogate, New York County, Philip A. Donahue, Clerk.

SECOND SUPPLEMENTAL - CITATION -

THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. To AETNA INSURANCE COMPANY, Surely on official bond of Administratrix Julia St. John, if living or if dead, to her heirs at law, next of kin and distributees whose names and places of residence are unknown, and if she dies subsequent to the decedent herein to her executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and cannot after diligent inquiry be ascertained, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Harriet St. John a/k/a Hattie St. John, deceased, who at the time of her death was a resident of 601 West 139th St., New York, N.Y. Send Greeting: Upon the petition of Daisy Penny, residing at Lake Helen, Florida, Post Office Box 555, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 5th day of November, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of Daisy Penny, as Administratrix of the goods, chattels and credits of the Decedent, should not be judicially settled, and why it should not be determined that Julia St. John predeceased Harriet St. John, a/k/a Hattie St. John without leaving any descendants. Dated, Attested and Sealed, September 22, 1965.

HON. JOSEPH A. COX, Surrogate, New York County, PHILIP A. DONAHUE, Clerk. (L.S.)

WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 9th day of September, in the year of our Lord one thousand nine hundred and sixty-five. (Seal) Philip A. Donahue, Clerk of the Surrogate's Court.

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SUPPLEMENTAL - CITATION -

File No. P2318, 1964. - CITATION - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. To the heirs at law, next of kin and distributees of GEORGE L. WRIGHT, deceased, if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, N.Y., on October 27, 1965, at 10:00 A.M., why a certain writing dated August 12, 1957, which has been offered for probate by GRACE PORTING, residing at 311 Shanon Avenue, Staten Island, N.Y. 10301, should not be probated as the last Will and Testament relating to real and personal property, of GEORGE L. WRIGHT, deceased, who was at the time of his death a resident of 239 West 148th Street, in the County of New York, New York. Dated, Attested and Sealed, September 8, 1965.

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

WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 9th day of September, in the year of our Lord one thousand nine hundred and sixty-five. (Seal) Philip A. Donahue, Clerk of the Surrogate's Court.

Watertown Police, Fire Chiefs Must Take C.S. Exam

WATERTOWN, Oct. 11 — This City's Police and Fire chiefs will take non-competitive civil service examinations to qualify for permanent appointments.

City Manager Ronald G. Forbes, saying he is "still opposed" to tests for men he believes already qualified by reason of long experience and service, has reluctantly submitted his nominations to the Watertown Civil Service Commission.

The City Manager, backed by the City Council and a 2-1 vote of the three-member civil service commission, had asked the New York State Civil Service Commission to approve placing police and fire chiefs in the exempt classification but lost out recently when the State commission denied the request.

Police Chief John L. Touchette and Fire Chief George S. Bates were given probationary "appointments" by City Manager Forbes

after the City Manager had announced publicly he opposed civil service tests for "qualified" department heads.

As was expected, Forbes has nominated Chief Touchette and Chief Bates for the top posts in the municipal departments. The nominations came suddenly after it was disclosed that unless the City Manager met State's examination deadlines for requests for

chiefs' examinations, there would be about a year's delay.

Called

23 candidates were called for the practical examination for promotion to structure maintainer, group A, by the City Department of Personnel, Oct. 4.

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The President & The U. S. Civil Service

(Continued from Page 4)

employment opportunity for racial minorities, women, and the handicapped. Programs to open doors and assure opportunity for each of these groups have had the benefit of President Johnson's strong interest and guiding hand, and they have achieved impressive results.

He has extended the prestige of the Presidency in support of the quest for quality, employee-management relations, career development and training, Federal Executive Board activities, manpower utilization and productivity, and public recognition of Federal employees. Programs initiated in his administration have been similarly broad-ranged. They include:

- his unrelenting War on Waste,
- the newly launched War on Gobbledygook,
- Mission Safety 70—to reduce work injuries by 30 percent,
- authorization of an occupational health service program,
- testing and approval of the Combined Charity Campaign, authorizing voluntary payroll deductions of pledges,
- consolidation, clarification, and strengthening of Standards to Conduct and Ethics in a new Executive order,
- a new, stronger policy and program for employment of the handicapped, and authorization for employment of the mentally restored and mentally retarded,
- the Youth Opportunity Campaign,

This lengthy list and the many Presidential statements and actions relating to them serve to illustrate the scope of the close relationship between the Presidency and the career service. But the best proof is the regard and reliance the President places on the career ranks in making appointments to positions of great responsibility.

In recent months I have endeavored to assist the President in his search for exceptionally well-qualified people for Presidential appointments. I have been impressed by the extent to which he has picked people from the career service for these important positions. Nearly half of those appointed have been promoted from the career service or have had prior Government experience. Merit and fitness for the work—the competitive civil service criteria for selection—have been the basis for these appointments.

Judging from the rash of recent articles in newspapers and magazines, I sense a general interest in my "talent scout" and "head hunting" activity. Since I suspect this inquisitiveness is especially high among readers of the Civil Service Journal, I assume that a first-hand account of my efforts to assist the President in finding able men and women is in order.

Immediately after his election, President-elect Johnson told the Cabinet: "I am sure each of you shares my conviction that the character and effectiveness by the quality of men and women appointed to leadership positions. This means our Presidential appointees must be men and women of character, ability, and devotion. I want to conduct a continuing talent search, in all professions and in all parts of the country, to discover these people." At that meeting, the President announced that he had asked me to assist him in his talent search.

Stories about my assignment have tended to highlight the part

the computer plays in finding the right people for these positions. One article was even titled, "Careers via Computer." I want to make clear that the operation is not nearly so mechanical as such stories may make it seem. We do use a computer. Its role is important in enabling quick identification and retrieval of information concerning qualified candidates for positions with certain specific characteristics. But the human hand and mind play a much more important role both prior to computer input and after its output.

Potential

We have assembled information on more than 20,000 potential appointees. Our file has been developed from recommendations drawn from such sources as business, labor, education, government, minority groups, and various organizations and individuals. We have included men and women who are well known as leaders in their fields and those who have earned high honors such as the President's Award for Distinguished Federal Civilian Service and certain non-Federal awards. Recently I requested each department and agency head to provide me with the names and biographies of the five most promising careerists in their organization. About half of the people in our file are now in Government but have the potential for positions of greater importance than the posts they now hold.

When a recommendation is received, we screen the person's qualifications and characteristics and make certain inquiries to decide whether he is of the caliber to be considered a candidate for a Presidential appointment. If he passes muster, certain locator information relating to qualifications is cranked into the computer. When a vacancy occurs or a new position is created, we begin with a profile of the special qualifications requirements. Frequently the President specifies certain criteria, such as a special capability, background, or characteristic.

Then the computer comes into play. We feed in the essential qualifications information. The computer identifies all who meet the basic requirements. This enables us to locate the names and folders for all potential candidates. We screen these to narrow the choice to those who seem best qualified for the particular position. In reviewing the folders to refine the list, we often talk to people who are acquainted with the candidates and their abilities. Before any appointment decision is made, a full field investigation is run. Candidates beyond the capacity of the file are sought concurrently through special recruiting efforts.

When we have a satisfactory "certificate" of names for the President's consideration, I make a brief written appraisal of each candidate and usually recommend the one I consider best qualified. But the decision is made by the President.

My role is to assemble information on possible appointees to give the President as many qualified people as possible and to organize the information in form that will aid the President in reaching his decision. Sometimes the President is not satisfied with any of those offered for his consideration—and we have to start over.

President Johnson places great stock in intelligence, demonstrated

intellectual capacity, and academic achievement. He is interested in knowing if a candidate is a Phi Beta Kappa, if he graduated with high honors, how he stood in his class if he holds advanced degrees and how long it took to get his degree, whether he was a Rhodes, or Wilson, or Marshall Scholar. He usually prefers relatively young people, 35 to 50 years old, who are on the way up in their organizations—those management has identified as comers. He wants to see evidence of analytical and administrative ability and of broad-ranging curiosity—people who have varied interests and do not have a narrow, parochial point of view. And, of course, he is looking for people who feel a commitment to Administration programs.

The President is proud of the caliber of people he has appointed, and especially proud of the record of career men and women he has selected. This has been highlighted in a number of Presidential statements and in his practice of personally introducing new appointees, whenever possible in announcing their selection at his news conferences.

I had the pleasure of being present at the LBJ Ranch in March when the President presented seven new appointees—two of them from the executive career service and one from the legislative branch. They were: John G. Adams, appointed a member of the Civil Aeronautics Board after 16 years of service in career positions in several agencies and heading three operating bureaus of CAB; John L. Sweeney, promoted to Co-Chairman of the Appalachian Regional Commission after helping to draw up the program as an assistant to the Under Secretary of Commerce; and Sam Zagoria, former Washington newsman, Nieman fellow, and administrative assistant to Senator Case since 1955, named a member of the National Labor Relations Board.

At the time, the President told reporters the new appointees brought his major appointments total to 163. "Of the 135 non-judicial appointments almost exactly half, 49 percent, have been purely merit appointments from the career service of the Government or other Government background," he said. "Fourteen percent additionally have come from universities 16 percent from

Dean Orvis Retires

ALBANY Oct. 11—Dean Paul B. Orvis has retired as executive dean of the State University for two-year colleges, after an outstanding 41-year career as a teacher, college president, administrator and leader in the development of public higher education.

His successor, beginning Sept. 1, is Dr. Sebastian V. Martorana, assistant commissioner for higher education planning, State Education Department.

Dr. Orvis began his career as a teacher at Homer Academy and later joined the faculty of the State School of Agriculture at Alfred.

From 1948 to 1950, he served as director of the Food Program for the 19 Marshall Plan countries and in 1955-56 became director of the State University project in Israel.

Earlier this year, he was given the Award for Meritorious Service by the New York State Association of Junior Colleges.



BENEFICIARY — Mrs. Josephine Carbone accepts \$10,000 check from Frank Crets, president of the Sanitation Department Columbia Association, as Dominick Todaro, executive secretary, looks on. Money represented the first double-indemnity award to beneficiaries of Association members enrolled in the recently-acquired group policy with the Bankers Security Life Insurance Society. Mrs. Carbone is the widow of the late Michael Carbone, a sanitation man (District 34), who lost his life in an automobile accident while on vacation this summer.

business and labor, 19 percent from the legal profession. And I would like to add they have included both Republicans and Democrats." The latest tally shows that 54 percent of President Johnson's nonjudicial appointees have been careerists or have had prior experience in Federal, State, or local government.

A fact that has not received wide notice is that all nine of the Under Secretaries of Departments appointed by President Johnson were promoted to their present posts from within their departments and are either careerists or have had long public service. For example, the recently named Under Secretary of Health, Education and Welfare, Wilbur J. Cohen, has over 30 years of Federal service—26 years as a full-time civil servant and 5 as a consultant. He entered Government in 1934 as assistant to the executive director of the Cabinet Committee on Economic Security which drafted the original Social Security Act. From 1935 until 1952 he was technical adviser to the Commissioner for Social Security, and from 1953 until 1956 he headed the Division of Research and Statistics. He became professor of public welfare administration at the University of Michigan in 1956 and served as consultant to a number of agencies before becoming Assistant Secretary of Health, Education, and Welfare in 1961.

Recent Appointments

Similarly career men have been selected to head important independent agencies. William J. Driver, a career employee with the Veterans Administration for 16 years—the last four as Deputy Administrator—became the first careerist to head the Veterans Administration. Lawson B. Knott, who began his Federal career as a mail clerk in 1935 and held progressively responsible positions in the Departments of Army and Agriculture, Public Buildings Service, and General Services Administration recently was promoted from Deputy Administrator to Administrator of GSA. And A. Ross Eckler, who has been with the Census Bureau since 1939 and its Deputy Director since 1949, was promoted to head the agency. Driver and Eckler were recipients of the National Civil Service League's Career Service Award.

Recent Presidential appointments have also included promotions of career men to the No. 2 posts in their agencies: Richard

M. Helms, who has served in the Central Intelligence Agency and other intelligence agencies since World War II, became Deputy Director of CIA; Warren W. Wiggins, who had worked in the Marshall Plan and the Agency for International Development before helping to set up the Peace Corps, was named Deputy Director of the Peace Corps; and David D. Thomas, who began his career as an air traffic controller with the Civil Aeronautics Administration in 1938, was promoted from Associate Administrator to Deputy Administrator of the Federal Aviation Agency. Wiggins won the Flemming Award in 1962, Helms the Civil Service League Award in 1965, and Thomas the President's Award in 1963.

President Johnson's record of reliance on the career service in seeking top talent and in bringing their efforts to bear on programs and problems of his Administration is unparalleled in our history.

In this high-level appointment process the returns are never complete. The talent search must continue. It must find men and women to fill current vacancies and to build a ready source for future use. And the career service promises to be a prime reservoir in meeting these needs.

Moral

What is the moral in this for the career service—particularly for professionals with management responsibility? It is simply that a firm foundation has been laid for creating an enduring partnership between the Presidency and the Federal work force. Since the founding of this Nation, innovation and experimentation have been the rule in institutionalizing Government programs, agencies, and relationships. Those that have proved their value through time and testing have endured; other have been tried, found wanting, and discarded. In my opinion, the emerging new relationship of the Presidency and the career service has great promise and potential for contributing to more effective and economical government and service to the American people. And it can bring great benefit and prestige to the Federal career service. It remains only for career men and women to work as diligently as the President to perfect the partnership and assure it long life and good health in the Nation's service.

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Oneida City Unit Presents Benefit Plan

UTICA, Oct. 11—Members of the Oneida City Unit of the Civil Service Employees Assn. recently submitted to the Finance Committee of the City Council a four-point employee benefit program. Heading the list is a pay raise of \$250 per year for all paid firemen. Also included in the program are paid hospitalization under the present family plan; personal leave of five days per year for sickness of a serious nature or death in the immediate family, and five days personal leave per year equivalent to that received by State employees.

Names Mayor

ALBANY, Oct. 11—Mayor William F. Walsh of Syracuse has been named to the State Municipal Police Training Council for a term ending March 31, 1967. He succeeds Peter Barry of Rochester, whose term expired.

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Broome County Chapter Seeks \$500 Across The Board Pay Increase For All Employees

BINGHAMTON, Oct. 11—The Broome County chapter of the Civil Service Employees Assn. has launched a campaign for a \$500 pay raise for all full-time, salaried county workers.

In a report submitted to the Board of Supervisors, the chapter has also urged the county to hire a private consulting firm to make a complete study of county salaries.

Noting that 561 full-time employees have left county service since 1960, the chapter officials said a private salary study might help solve the turnover problem.

It would cost the county an extra \$536,724 to grant the desired salary increase, together with the regular increments provided by the salary schedule.

Saving In Reimbursements

"However, the actual cost to the county would be much less," the report said, "since State funds would offset much of the increases in public welfare, public health, probation and other departments."

"In addition, of course, the State reimbursement formula will increase county income generally. A more liberalized formula for Probation Department expenses will provide considerable assistance to increases here at reduced actual cost to the county. And the county sales tax department will be discontinued."

The proposal, if accepted by the Board of Supervisors, would give a \$500 pay boost to some 890 employees. The county has over 1,000 full-time workers. Nearly 600 of them belong to the statewide association.

Excluded from the increased benefits would be elected officials, extra help and faculty members at Broome Technical Community College. The college personnel received a "substantial increase" in pay, effective Sept. 1, this year, the report noted.

Cites Needs

County employees are entitled to the raise because of increased living costs, including higher Social Security premiums, the new state sales tax and the broadened county sales tax, chapter officials say.

A chapter committee headed by D. Vincent Cherrone and Joseph

Gabor has been working on the proposal for a number of months. The committee has met four times with the Employees Committee of the Board of Supervisors.

"We have been very well received by that committee," said Philip Bell, president of the Broome chapter.

A study by the Cherrone-Gabor committee came to the conclusion that because of poor salaries "Broome County has become a training ground for personnel who gain experience and then leave for better paying jobs."

"In addition," the report continued, "chronic vacancies in authorized positions have forced department heads to resort to stop-gap methods to reduce the growing backlog of work."

"This has also meant that the remaining employees are usually overburdened, inexperienced and underpaid."

The committee contends that Broome pays dearly for training new employees—\$340,000 since 1960—only to see them quit once they gain sufficient experience.

"Not Fair To Taxpayers"

"This turnover costs the taxpayer money and affects the total governmental operation, resulting in inefficiency and subsequently, poor service to the public. We do not feel that this is fair to the taxpayers of Broome County."

Research by the employee committee indicated that 223 of the people who terminated their county employment since 1960 "definitely accepted other positions because of higher salaries."

County department heads cooperated in the survey, which showed that since June, 1962, 155 persons have quit at the County Health Center. About 100 left the county infirmary during 1963 and the Welfare Department lost 65 workers.

Broome Technical Community College had a turnover of 94, while the Public Works Depart-

ment lost 33 employees.

"For too long a time the management of county finances has proceeded without question and the taxpayer is sold a bill of goods behind a facade of 'false economy' and no prospective improvement is in sight," the report stated.

"Vacancies continue to exist, especially in the following positions: welfare caseworker, probation officer, hospital aides, sheriff's department and environmental health technicians."

Committee Members

Other members of the committee which prepared the report and is engaged in discussions with county officials: Douglas Bentley, Mrs. Roberta Crouse, Mrs. Virginia DeAngelo, Joseph Martinovic and Mrs. Mariane Oistad.

The Broome chapter last year was turned down in its original request for increased pay and other benefits. The Board of Supervisors later voted to assume a larger portion of the retirement fund payments for the employees. This gave take-home pay raises of about three per cent to most employees.

Seek Public Support

The chapter had printed and was prepared to circulate petitions asking for public support when the county reconsidered its action. The petitions were never used.

Chapter members will get a chance to hear what county officials think about their proposal at the 14th annual dinner meeting of the group Saturday, Oct. 16 at 6 p.m. in the American Legion Post 89, Jenson Road, Vestal.

Speaker will be Earle D. Ridley, chairman of the key Employees Committee of the Board of Supervisors, which generally plays the major role in salary decisions.



(Leader Staff Photo by Deasey)

PRESENTATION — Blanche Reuth, secretary of the Nassau Chapter, Civil Service Employees Assn. was honored during the chapter's annual dinner at Carl Hoppl's Restaurant in Baldwin. Left to right are: Joseph F. Feily, president of the statewide association; Mrs. Reuth and Irving Flaumenbaum, president of the chapter.

Promotion Exams

Applications will be accepted by the State Department of Civil Service until Oct. 18 for nine competitive promotion examinations.

These tests are open only to qualified personnel in the departments indicated.

Interdepartmental SENIOR HISTOLOGY TECHNICIAN, Exam number 1837, Salary is \$5,200 to \$6,385.

Agriculture and Markets AUTOMOTIVE MAINTENANCE INSPECTOR, Exam number 1882, Salary is \$6,180 to \$7,535.

Labor ASSOCIATE EMPLOYMENT MANAGER, Exam number 9076, Salary is \$10,090 to \$12,110.

SENIOR EMPLOYMENT MANAGER, Exam number 9073, Salary is \$9,070 to \$10,935.

SENIOR EMPLOYMENT SECURITY MANAGER, Exam number 9074, Salary is \$9,070 to \$12,935.

ASSISTANT EMPLOYMENT SECURITY SUPERINTENDENT, Exam number 9071, Salary is \$7,320 to \$8,875.

ASSOCIATE EMPLOYMENT SECURITY REPRESENTATIVE, Exam number 9072, Salary is \$9,070 to \$10,935.

UNEMPLOYMENT INSURANCE MANAGER, SENIOR, Exam number 9075, Salary is \$9,070 to \$10,935.

Other guests expected to attend include: Henry M. Baldwin, Board of Supervisors chairman, Binghamton Mayor William P. Burns, Albert Dexhelmer, president of the Binghamton State Chapter of the Civil Service Employees Assn., John Loveless, president of the Binghamton unit, Benjamin Roberts, CSEA field representative and the wives of the officials.

East Hudson Pky GENERAL PARKWAY FOREMAN, Exam number 1838, Salary is \$5,835 to \$7,130.

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



(Leader Staff Photo by Deasey)

GUESTS — Dr. Henry Brill, left, director of Pilgrim State Hospital, and Anne Mead, Suffolk County assistant executive, were among the many guests attending the annual dinner and dance of Pilgrim State chapter, CSEA.



(Leader Staff Photo by Deasey)

AT PILGRIM DINNER — Among the guests attending the annual installation of officers and dinner dance of Pilgrim State Hospital chapter, Civil Service Employees Assn., were Assembly-

man and Mrs. Prescott Huntington, left, and Joseph F. Feily, CSEA president, seen here with their hostess and Pilgrim chapter president, Mrs. Julia Duffy.