MAIL, SUPPLY CLERKS OPEN FOR OLDER PEOPLE

High School Students Also Sought by State

Civil Service Employes Asso. Pushes Legislative Program

BY MAXWELL LEMAN

JAN. 3—Higher pay, retirement, a loser job act for public employment

DON'T REPEAT THIS

Old Al Smith strategy is Urged

By W. O'Dwyer in

und with State

Of all the most astute think-
judging with State

sire's his argument.

ew York City, he says, should
k State and New York City.

lions O'Dwyer, to solve

ome to the Legislature torpedoed the

r®s Civil Service LEADER as A uthority; Urges Thorough Job Overhaul

IN ITS new dress as a political column, DON'T REPEAT

es. the Mitchell vet preference

amendment, repeal of the Con¬
evment for temporary employ­
es—those lead the legislative items on the program of the Civil Service Employees Association.

This week, working against the
deadline of the Legislature's open¬
ing, the Association was putting

the final touches on the bills it

planned to sponsor in behalf of State

the State than it receives. The

line in New York City's govern¬

perennial feud between New

away and become a separ¬

nt in the City's plight in relation

with the project would dram¬

shing great energy on higher sal¬

are not to fall behind the cost-

of the administration. The or¬

classifications, this 12 per cent is

is the battle to have pensions ex¬

is the most talked-about, most quoted new column to hit the

papers. Here's what Walter Winchell said about it

December 27:

"Newspaper people are talking about The Civil Service LEADER's new political pillar called 'Don't Repeat This.' Call it the breeziest new column in a long spell. A former Mirror man is publisher, you know...

On December 26, the New York Post, under a big

the Mayor himself that the de¬

General Raises Ruled Out

By W. O'Dwyer Budget Orders

BY W. J. BERNARD

When William O'Dwyer called the truce of all the NYC de¬

the Department of the Budget, and told them off con-

some new ideas turn up. And even by the time you read this, some

1949-50 expense budg-

ging for promotion, the Mayor put out an edict to the effect

of the lead item in last, week's DON'T REPEAT THIS.

"Civil Service Leader Turns Oracle on Mayoralty Race,"

About The Civil Service LEADER.

Yes, the District must be penetrating and
dictating Machine Operator

Dictating Machine Operator

Account Clerk

Postal Clerk

Mail and Supply Clerk

You must apply before January 23.

The details.

Here are the facts.

There are no age limits. How¬

ards as late as 15 years old at the time of appoint¬

age is 36. You can be less that 36 or over that age.

Outside of meeting the age lim¬

Don't Repeat This December 31, that former War Secre¬

tary Robert P. Patterson had been offered, and had turned down,

an appointment to the State Court of Appeals.

The jobs available are in these

2000 Appointments

Nearly 3,000 appointments will be made from the lists resulting

(Continued on Page 2)

STUDY BOOKS

Redy books for Social Investor.

Bookstore, O. D. Smith, 16 Court, North of City Hall, just west of Broadway.

..."
Legislative

Proposed

of

Assn. Pushed

(Continued from Page 1)

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- Mental Hygiene Department:

The unsatisfactory, the Association seeks such

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Tolman Seeks Wide Extension of Competitive Status to Employees

ALBANY, Jan. 3—The Civil Service Employees Association wants the State Civil Service Commission to extend the competitive status to employees in State and local service who don't have it now. 

The Association, in a resolution passed at its meetings, states that the major pending problems of civil service reform include:

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ALBANY, Jan. 3 — The State Capital Board last week held a hearing on the proposal to combine titles of Senior and Associate Compensation Examining Physicians into one title, State Compensation Examining Physician. At present, the aggregate cost to the State for $5,600 a year salary to start, and $7,000 a year, would be $15,000. If approved, the next step will be the consideration of the new designation title. The proposal affects some 55 employees in the state Fund and Workmen’s Compensation Department.

Attending the hearing were members of the interim committee. They included John E. Holt-Harris, Assistant Secretary of the Board; Dorothy Tallamy, State Superintendent of Education; Ralph A. Price, Deputy Commissioner of Labor; and E. A. Bardo, field representative of the board.

Seek New Classification

The new combination of titles would require a reclassification of the work force. Under the present classification, the employees would have a title that would reflect the “ex- ecutive or professional responsibility.”

Appearing for management were members of the Workmen’s Compensation Commission, secretary of the Board; Dorothy B. Williams, chairman, and secretary; Dorothy G. Dowling, special assistant; and W. M. Malloy, medical director.

Proposal Broadened To Combine M.D. Titles

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Therapists Win Raises

ALBANY, Jan. 3 — Approximately 300 employees in State institutions will receive salary increases, effective April 1, according to a decision by the State Salary Standardization Board.

The increases, all over $100 a year, were approved for four out of five occupational therapy titles.

The titles and new salary levels are:

Junior Occupational Instructor, $2,208 to $2,898.
Senior Occupational Instructor, $2,684 to $3,450.
Occupational Therapist, $3,765 to $4,450.
Occupational Therapist, $5,192 to $5,993.

In raising the salary range up to the maximum for the new occupational therapist title, the board is doing the job of the appeal committee for the new occupational therapy applicants.
Activities of Employees

The annual Christmas Party of the Civil Service Employees Association, Inc., was held in the Little Theater of the County Center at White Plains, and was a great success despite adverse weather conditions which held down attendance. The party was planned and executed by Margaret M. Smith, Ellen Dickinson, Norma Storms, Irene Waters, Anna Priester and Agnes Lefler, Ed Goldwater, Philip Heydenreich, Muriel Doose, John J. Viggiani, William H. Fogarty, Alfred O'Brien, John R. Wold, Max Lieberman, Richard A. Molen, William M. Doyle, Howard J. Johnson, Bette Reider, Sol Becket.

The chapter membership committee reported that the Niagara Chapter had asked for 160 bonus grants for the continuance of labor. The President, Howard J. Kaynor, reported 40 members and a party "aggrieved" by his determination to the contrary. The police commissioner raised the question of the employee's guilt at the trial. He concluded that there was not enough evidence to support the employee's removal, especially where no charge was preferred against you, and where the employee was entitled to the right to due process of law. The court action to review the decision of the police commissioner was called for and the employee's removal was determined.

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**Civil Service Leader**

The Ulster County Chapter of the Civil Service Employees Association (CSEA) is preparing a drive to expand its membership. The drive aims to sign up even more widely among employees of the County Government, the Public Authority, and Welfare Departments. Police Lieutenants also attended a meeting of the chapter, stating that a drive, held on December 10th with the support of County Highway Superintendent John C. Phillips and Police Chief Robert J. Brawley, had been successful.

The chapter has already lured several employees to sign up for the drive, and plans to continue its efforts throughout the year. The chapter will be working closely with the local government to ensure that all employees are aware of the benefits of membership in CSEA.

Visit our **NEW STORE**

**For the finest in FISHING TACKLE**

We manufacture our own tackle, including all rods and reels babu. We also provide a wide variety of accessories, equipment, and advice. Our knowledgeable staff is always on hand to help you choose the right equipment for your needs.

Visit us at **271 East 10th Street** in New York, New York (597-8271).
A THOUGHT FOR THE WEEK

Cheerfulness is like money well expended in charity; the more we dispense of it, the greater our possession. — Victor Hugo.

Mr. Mayor—Let the Job Study Really Do a Job!

MAJOR O'DWYER last week reiterated that he favors a reclassification of NYC employees. We are glad he is thinking seriously along these lines. The LEADER has been urging on a long period of time that a reclassification should get under way—and this hit at the very heart of New York's awful personnel mess.

Surely, as we've before, the job must not be done in a half-baked, half-hearted, unprofessional manner.

The blunt facts are these: Reclassification is a tremendous job. It can only be done by a staff with deep understanding of what reclassification involves. It will take at least a year, possibly longer, and will cost $2 to $5 per employee whose job was studied, and the Housing Authority.

The city education. They particularly wish to be reassigned to work in the thousands of other employees, spirally has not hurt State employee relations, and those employees have lived with living costs is sheer nonsense. Let someone else take care of: ...the loss of the non-profitable ones does have its effect on the kind of reclassification we need in New York City.

There are people who can honestly advise the Mayor of the nature of the reclassification job. Then, it will be determined how much time is required to make a reclassification and pay the study. The actuarial staff will be employed either by Department or by experts, and their report will include the fact that the city payroll is at least $250,000,000,000 dollars a year.

The LEADER, knowing what is involved, pleads with the Mayor to begin the real work of a reclassification job that can't be effective—and will leave the city in as bad a personnel mess as ever. On the other hand, a vigorous, intensive reclassification could be the biggest thing in Mr. O'Dwyer's career.

N. Y. Times Supports LEADER

Stand on Reclassification

(Continued from Page 1)

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CIVIL SERVICE LEADER

FEDERAL NEWS

Text of New Regulations
On Leaves for Employees

WASHINGTON, Jan. 3.—The U. S. Civil Service Commission has amended its regulations to provide that a veteran serving in the "Field" positions under the Veterans' Preference Act who has been reduced to a grade below his present grade may have his leave time increased. The new regulation, now in effect, is Part 22 and follows:

"22.41. Application of veterans' preference

(a) The Commission, in making the determination of the veteran's preference, shall be governed by the provisions of the Veterans' Preference Act of 1944 prior to the amendment of such act by the Servicemen's Readjustment Act of 1944."

WASHINGTON, Jan. 2.—Examinations for 21 kinds of positions have been announced by the U. S. Civil Service Commission, U. S. Department of Agriculture, and other agencies of the United States Government, and will be at the Agricultural Research Center in Beltsville.

The positions have a beginning annual salary of $3,779 and annual increments of $150, 100, 100 and 100 (24 months) respectively. The salary for most first- and second-class post offices throughout the country.

To Be Filled by Exam

WASHINGTON, Jan. 3.—The U. S. Civil Service Commission announced on Friday, January 3, that examinations for positions in fields of agriculture, forestry, geology, and other positions will be held in about 300 locations, primarily in the United States.

A similar examination was announced last week to fill about 1000 other positions. The examination will begin February 16, and will close February 21, 1942.

U. S. Employees Increase

BY 15,700 IN A MONTH

WASHINGTON, Jan. 5.—The Department of the Interior, the Bureau of Anthropology, and the Corps of Engineers in the Department of the Army have increased the number of employees by 15,700 in the past month.

The increase is due to the addition of personnel in the field of geology and geophysics, and to the expansion of the Corps of Engineers.

The increase brings the total number of employees in these two departments to 78,600, and the total number of employees in all government departments and agencies to 288,700.

Jobs for Map-Makers;
Exam Opens This Month

WASHINGTON, Jan. 3.—This month the U.S. Civil Service Commission has announced examinations for map-making positions in various Federal agencies, including the U. S. Geological Survey, the Bureau of Labor Statistics, and the Census Bureau.

The positions require a knowledge of map-making techniques and drafting.

Vets Given More Time
To Appeal Dismissal

WASHINGTON, Jan. 4.—The U. S. Civil Service Commission has extended the time after notice of proposed separation in which a person may appeal the decision, from 10 days to 15 days.

The new regulation is in effect, and follows:

"15.2. Appeal when employee is dismissed

(a) Any employee who, upon showing by the employee that good cause for the dismissal does not exist, requests an appeal within 10 days of the date of the adverse decision, shall be afforded an opportunity for a hearing."

The new regulation is effective immediately.
VA Registrar Exam Open; Medical Officer Test, Too; Pay Ranges to $6,253.20

Applications due on Thursday, January 11; Monday, January 15; or Thursday, January 18 for the positions of VA Registrar Exam Open, Medical Officer Test, Too; Pay Ranges to $6,253.20. For more information, visit the Civil Service Leader website or contact the NYC Department of Civil Service at 179 Washington Street, Brooklyn, NY 11201.

EXAMS FOR PUBLIC JOBS

NYC

Open-Competitive Exam: $1,500 to $2,000. Test date: February 1. Location: NYC Department of Education, 120 Broadway, New York, NY 10271.

State

Open-Competitive Exam: $2,000 to $3,000. Test date: February 1. Location: State Department of Labor, 500 Washington Blvd, New York, NY 10012.

EMPLOYMENT OPPORTUNITIES

U.S.


6. U.S. Coast Guard Examination: $5,000 to $6,500. Test date: February 1. Location: U.S. Department of the Coast Guard, 1000 Coast Guard, Washington, DC 20301.

7. U.S. Postal Service Examination: $5,000 to $6,500. Test date: February 1. Location: U.S. Department of the Postal Service, 1000 Postal, Washington, DC 20301.


Jobs Open in Gun Factory. U.S. Offers Quick Hiring

The U.S. Department of Homeland Security is currently hiring for positions in the gun manufacturing industry. The agency is offering quick hiring opportunities for qualified candidates. For more information, visit the Civil Service Leader website or contact the NYC Department of Civil Service at 179 Washington Street, Brooklyn, NY 11201.
LEADER Aids Private Schools
Seeking NYC Jobs for Students

The policy of sending recruiting representatives to schools, to stimulate response to job opportunities, which was extensively followed in The LEADER has been put into effect by the NYC Civil Service Commission.

Offers have been sent to the Board of Education, to religious school systems that have a central agency and to other such schools, to send to them a representative who will explain the value of working for NYC, as well as a phonograph or typist. Applications for jobs in these two titles are being continuously received by the Commission at its address. The LEADER office, at 69 Grand Street, Manhattan, opposite The LEADER office, will handle applications for jobs in the above two blocks north of City Hall, just west of Broadway.

Staff Makes Offer
President Joseph A. McNamara said that the Commission will send representatives to private schools, also.

Members of the Commission staff have offered to render such service in the boroughs of their residence, and the Commissioners, not to be outside, have expressed in the same manner as for the jobs in Brooklyn may look for representatives within theפרסון himself or Mrs. Esther Bromley of the Brooklyn Education Commission. Brooklyn T. F. Elevated will confer his appointment, with the help of the Manhattan office, at the latter's location. Catholic schools in Manhattan and Brooklyn have been canvassed through their central agency.

The idea stressed is that if the schools are in need of help it is helpful to know it. As the Commission．

Find a job for you.

Hiring NYC Jobs for Students

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Education Board Warmed To Preplace Provisionally

Aust. Supervising Oustal Stenographers

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Seeking NYC Jobs for Students

Only Open for Veterans. War Service

New Year’s Resolution: Resolve to Prepare Yourself for a Life-Time Career in Civil Service

Applications Open Now... Written Examinations Feb. 17th

CLERK - FILE CLERK - STATISTICAL CLERK
ACCOUNT CLERK - STENOGRAPHER - TYPIST
Men & Women, 17 to 70 Years— Thousands of Vacancies in Civil Service Positions

Applications Close TODAY—Tuesday, January 4th

For More Information

New York State Education Commissioner

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For More Information

New York State Education Commissioner
New York, Brooklyn and Vicinity: Men—Women

1949 Government Jobs!

HUNDREDs APPOINTMENTS TO BE MADE

NOW IS THE TIME TO PREPARE FOR 1949 EXAMINATIONS
IN NEW YORK BROOKLYN AND VICINITY

MEN—WOMEN

Full Particulars and 40-Page Book On
Civil Service — FREE

Veterans Get Special Preference

DON'T LOSE THIS OPPORTUNITY

Mail coupon to us at once. Although not government sponsored this may result in your getting a big paid, dependable U.S. Government job.

NEW YORK CITY NEWS

O'Neill Heads Police Post

Of American Legion

Jerome J. O'Neill, Acting

General, 94th Precinct, was elected commander of the Post 400, American Legion.

BRFLE APPOIETS STURTAL

Charles E. Scurry, Queens

Hill, was sworn in by Mayor

President Burke as Superintendent

of Sewer Maintenance at $5-

500, succeeding the late John

Doran. Scurry is a member of the
Jefferson Democratic Club.
REGULATIONS ISSUED ON LICENSES
NEEDED FOR WORK IN TRADES

License Requirements

The following official tabulation issued in accordance with the regulations of the minimum licensing requirement in license examinations:

- No fee will be assessed to candidates who fail to pass any part of the examination.

- No examination will be held for any candidate who has already been examined.

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Key Answers Protested In Investigator Exam

The protests against tentative key answers in the Investigator examination are being studied by the NYC Civil Service Commission. There were 1156 applicants, of whom about 950 took the written test on Saturday, December 17. The protests were said not to be numerous. Where the test was valid, the respective weights will be assigned to three levels of questions. One bracket had 49 questions, the second 209, and the third 204. Hence until the weights are announced, the applicants will not be able to estimate closely whether they passed.

Two Reservations

The examination paper set forth: 'Any question in a battery that has the same weight as any other question in that battery, with the exception that one battery does not necessarily have the same weight as the questions in another battery. The Commission reserves the right to assign different weights to the batteries dependent upon their nature and difficulty.' Another reservation, induced by the Court of Appeals decision in People ex rel. Conlan v. Board of Examiners, permitting the Commission to dictate questions, remains in effect. If a battery contained no multiple correct answers, the applicants could not cite any one answer that will be deemed correct. The Commission further reserves the right to cancel and annul any question, whenever upon inquiry, it deems that none of the listed answers therein can properly be considered as acceptable.'

Some Candidates Got 100 P.C.

Some of the candidates got 100 per cent on the following batteries: Question 7 — An investigator, including non-veterans who wonder if they'll get a job. They key answer for this was to say they intended to remain in service. Question 10 — An application for maintenance men, in respect to their policy decisions, or report to his Union. It is expected that the position of Mechanical Engineer in the Department of Motor Vehicles will be advertised in the near future.

Public NOTICE

The J. L. Watts Estate, in the Borough of Manhattan, in the City of New York, will be offered for sale by public auction at the office of the Executors at 22 West 49th Street, on the 10th day of December, A.D., 1956, at 10:30 a.m., pursuant to an order of the Surrogate of the 1st Judicial District of the State of New York, praying that a like suit be granted by the Court, to be hereunto sealed.

Health Department Group Joins Jewish Council

A group of ten employees of the Department of Health joined the Jewish Council of Agencies on Wednesday afternoon. They met with Dr. Louis Goldin, President of the group, at headquarters in 149 W. 41st St., and discussed ways and means of cooperating with the Agency. Among the employees who attended were Dr. Herman P. Mantell, Ernie V. Capalbo, and Mrs. Zellman.

People's Milk

People's Milk is on sale at the following stores: 

- Smith's Market, 157 W. 32nd St., New York City
- Mallory's Market, 231 W. 57th St., New York City
- People's Market, 425 W. 11th St., New York City

Visitors to the People's Milk store can pick up a free booklet on the proper storage and use of milk. 

Take the Milk Test

Are you getting your full share of the food value from milk? See if your tests are high enough. Take the People's Milk test today.

Certificates of Guaranftee

Certificates of Guarantee are available for all People's Milk products. These certificates come with each purchase and guarantee the quality of the milk. 

People's Milk

People's Milk is the best milk for your family. 

- Low in Fats
- High in Vitamins
- No Adulterants

Take the People's Milk Test today and see if your tests are high enough.
pay, like the $250 permanent increase, the last year's home to stand, or an only additional bonus.

The raises granted in recent months to NY City employees total $1,030, of which $600 is cost-of-living bonus and $430 is permanent pay. The $750 is comprised of $200 as of July 1, 1946, and $550 as of July 1, 1945. In some tax brackets the bonus was $660.
The $120 was granted to employees beyond the increment, for those who do not come under the increment law, and so employees were in the top grade of the city and otherwise would not be entitled to much more pay by the increment route; they would get $120 as of July 1, 1946 on receipt of the last increment. These increases in permanent pay have put nearly all employees above the maximum of the civil service grades, but now exists under the Civil Service Commission resolution, and constitutes one reason why a reclassification of positions undertaken by the NYC's. The grades would have to be raised, anyway, and the Mayorglads that while this was being done, the reclassification and simplification of titles is a tremendous achievement.

Applications may be obtained from any Bureau, any One of the following offices, or by writing The Leader office.

**PAPPAS RESTAURANT**

Famous for Sroonashold

**CONCERT MUSIC NIGHTLY**

**Dancing Fri. & Sat. Nights**

**ARRANGEMENTS FOR PARTIES -- OPEN DAILY INCLUDING SUNDAYS**

**344 WEST 57th ST., N.Y.C. C7-0872**

**F. Z. Mc'NAB**

The NYC Civil Service Commission has a 500-examination goal for the present month, and examinations are expected to run from 40 to 45 per day. The Commission is utilizing a dual system, consisting of an examination plus machine card, so that on any day it will be able to say how many provisionals were on the payroll yesterday. John Curran, head of the Commission's payroll division, in charge of this work, states, "The Mayor has a reason."

As the Mayor is seeking re-nomination, he doesn't want to enter the 1948 campaign with the necessity of having to apologize for tens of thousands of provisionals on the payroll.

Samuel K. Galtman, director of examinations for the Commission, was most anxious to have the number of monthly exams increased. He was instrumental in getting 14 promotion and 11 open-competitive exams added to the January schedule. The opening date for receipt of applications is Tuesday, January 11 and the closing date Wednesday, January 26. The January total thus rose from 17 to 42.

Two Popular Exams

The most popular examination on the list, and one of the added starters, is that for Social Worker, Grade 1. Another popular one is that for Scotch Typist, Grade 1. Another, possibly one in that of Social Worker, Grade 3. Originally included. Both tests are open to the public.
Reclassification Procedure Is Set

By H. J. BUILD

The reclassification procedure will be followed in the reclassification of NYC job titles, and the adoption of uniform grading of positions, was outlined to The LEADER by the two men who comprised Mayor William O'Dwyer's committee, and is expected to be heard by the undertaking—Budgct Director Thomas E. Patterson and Presid- ent Joseph A. McNamara, of the Municipal Civil Service Commission.

The five-point plan follows:

1. A comparison of all the titles and descriptions of the job titles, by consolidation and elimination, for simplifying the entire grading.

2. A decision of grades, where practi- cable, to have them describe the nature of the duties performed, but with frank exceptions in the cases of titles not amenable to fine differentiation, such as Clerk.

3. An invitation to employe- ers to organize job councils, from which representatives of both the employees and the employers affected, said Mr. McNamara, "will be made by city officials and employ­ ees, respectively, to work with the problem, and the work plan will be through and painstaking. There will be no put on the understanding, that is, no pressure, but a genuine effort on the part of all concerned to arrive at the right answer, and, longer, or do both. The main ob- ject must be to arrive at the right job, the study will be fairly con- ducted and the recommendations will be made with an equal eye to the interests of the city and the employees affected," said Mr. McNamara.

4. A guarantee that, whatever changes are effected, none will adversely affect any present permanent city employe.

5. A plan that will result in fewer grades, with broader definitions of position function, in the five grades which might be reduced to three, and numerical grading eliminated in favor of the three grades of Junior, Senior Clerk and Senior Clerk.

Fairness Promised

"The study will be fairly con- ducted and the recommendations will be made with an equal eye to the interests of the city and the employees affected," said Mr. McNamara.

The five-point plan will result in fewer grades, with broader definitions of position function, in the five grades which might be reduced to three, and numerical grading eliminated in favor of the three grades of Junior, Senior Clerk and Senior Clerk.

Water Service and the Park Service

Proposed reclassification of the Water Service and the Park Ser- vices has been completed by Budgct Director Thomas E. Patterson and President Joseph A. McNamara of the Municipal Civil Service Commission, and is slated to be adopted by the NYSE Civil Service Commis- sion, after public hearing. The Park Foremen would be a new grade, retaining the total competitive service, but the Water Service would award Part 4.

Under the Park Service five titles would be used and General Park Foreman and Park Foreman titles would be added. Included there would be Parkman A, Parkman B, Parkman Foreman and General Park Foreman. The setup:

Part 4, THE PARK SERVICE
Parkman A: $1,660 to and includ- ing $2,250 per annum.

Parkman B: $2,701 to and includ- ing $3,000 per annum.

General Park Foreman: $3,200 to and includ- ing $4,000 per annum.

By striking from the competi- tive definitions of the five titles in Part 4, the Inspection Service: General Park Foreman.

Park Foreman.

Terms and Conditions—All per- sons now permanently occupying the following civil service titles and grades are hereby reclassified in the titles indicated.

Present Title

Parkman Foreman, Grade 3

New Title

General Park Foreman, Grade 3

The public hearing on the Water Service and the Park Service reclassification resolution will be held today (Tuesday, 2 p.m., at the Board of Estimate).

Interior Gardened would be- come Parkman A, without examin­ ation. Gardener would be- come Parkman B, in their specialty, while Foremen and Chasers would be-come in the B title, in title work and in their specialty, while Pay raise (if other then $2,950 per annum) to and including $3,500 per annum. A promotion examination would be held for Laborers only in the Com­ mittee on Parks.

Grade A: Parkman A; no basic pay raise for the titles in the B groups. General Park Foreman and Park Foreman, now in the in- spectvonal service, will be reclassi­ fied.

The Water Service set-up follow-

Part 4, THE WATER SERVICE

Roperman's Helper (Water Sup­ ply) and 2,950 to and includ- ing $3,500 per annum.

General Water Supply, $3,941 to and includ- ing $5,950 per annum.

Pawman (Water Supply), Grade 2, $3,000 to and includ- ing $3,900 per annum.

District Pawman (Water Supply), Grade 3, $3,600 to and includ- ing $4,250 per annum, and over.

Superintendent of Repairs (Water Supply), Grade 3.

Also, the grading, a civil service function, is tied in in- dividually the Mayor's own responsi- bility. Also, the grading, a civil service function, is tied in with the work and the problems,' " he added that "wholesale wholesale wage cuts," which figured in ru- pence, on which is based the system of pay raises under the same title for the same work, though in different departments.

The policy decision would be made by the Board of Estimate, which would constitute. In a mes- sage to the Board of Estimate, the Mayor, the Mayor's message would be entirely a matter of procedure, and the mayor's interpretation of the Board of Estimate, whose action is neces- sary.

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