The Fire Chief’s Job—Poils or Merit?

Case for Governor Dewey

The Fire Chief of NYC’s Fire Department occupies a position whose duties are among the most highly technical in the whole roster of public employment. So concerned has the City been with the importance of quality in this post that, at a time when the concept of merit was much disputed, it was clearly established that it was the Chief’s job was made positive. For nearly half a century, the position has been open to civil service, obtainable only by the men best qualified through training, experience, and examination.

To this day, the post represents a major achievement (Continued on Page 15).

Parents Assn. Blasts Use of NYC Cash

For ‘Circus, Demands Aid to Employees

The Board of School Trustees would cut the budget outlays for textbooks, while al- sing the City’s Golden Jubilee, the Board of Education returned the City’s Golden Jubilee, the Board of Education returned the

Graduated U. S. Raises

Proposed by Senators

From THE LEADER

WASHINGTON, March 29—The proposed legislation in Congress for a raise for teachers which appears to be more popular, in view of the action of the teachers at the teachers in the public schools, is to make appointments as soon as possible, it has about 1,700 appointments. The Appointments can be made only after the list is promulgated, will depend on the clearance of veteran preference claims by the U. S. Veterans Administration. Appointments will be made at about 500 a month, as soon as the remaining appointments have been processed, as soon as the total cost of 600,000 is reached. The total cost of 600,000 is reached. The total cost of 600,000 is reached.

VA: the promulgation probably will take place in May.

The eligible list for promotion to the positions of teacher, class B, is available for the U. S. Department of Education. The eligible list for promotion to the positions of teacher, class B, is available for the U. S. Department of Education. The eligible list for promotion to the positions of teacher, class B, is available for the U. S. Department of Education. The eligible list for promotion to the positions of teacher, class B, is available for the U. S. Department of Education. The eligible list for promotion to the positions of teacher, class B, is available for the U. S. Department of Education.

Sanitation (B) List, 4,959 Names, Issued

The Sanitation Man, Class B, eligible list was published by the New York City Civil Service Commission. There are 4,959 eligible names.

The Department of Sanitation is anxious to make appointments as soon as possible, it has about 1,700 appointments in the title. Appointments can be made only after the list is promulgated, will depend on the clearance of veteran preference claims by the U. S. Veterans Administration. Appointments will be made at about 500 a month, as soon as the remaining appointments have been processed, as soon as the total cost of 600,000 is reached.
The Westchester-Putnam Non-Instructional Group asks for pay changes since such employees are not eligible for Social Security. The Westchester Civil Service Employees Association is trying to have all similar work, hours of work, sick leave, vacation periods, pay roll, the responsibility of the position, feel this is impractical at this time. It is our opinion, however, that the Westchester-Putnam School District should recommend Salary Schedules for all Teachers and Educational Personnel included in the proposed plan. We believe the school districts should prepare plans based on the concept of 'Cost of Living Adjustment'. This plan, we feel, would allow the employees to have a fair compensation for their services. The amount of pay should be determined by the increased cost of living. This is the only way to ensure that the employees are fairly compensated for their services.
CIVIL SERVICE LEADER
Irooin
March 29, 1948

The new building containing the projected new hospital for the Civil Service Employees of the State of New York is being made up with generalities that mean little or nothing. You can’t devise any plan that will have universal application and which will be fair to all jobs by the same yardstick. If you try to do so you come to a dead end and must start over again.

You can’t make rating an art if it can never be a science. The rater holds some of the keys to job advancement. Like Peter, he must be fair, patient and just. Let’s make Service Record Rating a professional creative job, for success depends more on the rater than on the plan which he uses.

The Public Employee

By Dr. Frank L. Tolman

President, The Civil Service Employee

Association, Inc., and Member of

Employees’ Merit Award Board.

Why Service Record Ratings?

The PAGES of civil service and personnel journals are full, these days, of discussions of service rating plans and procedures. No two writers agree to even agree and hardly anyone has a good word for any existing system. No new proposed plan seems to offer much in the way of improvement over existing systems.

Ever since Mr. Probst played around with his human traits elements and was surprised to find that they worked in scoring out the sheep from the goats, the tendency has prevailed to rate the employee as a person rather than as a worker or to measure the job actually done by the person.

Business, particularly in the field of production, largely uses more objective and measurable methods. Volume of work and accuracy of work can be measured. The job can be broken down into a limited number of elements and measured with some degree of objectivity. Of course, it is infinitely more difficult to apply objective methods to a public service that includes nearly every skill and profession.

The Mechanical Machine vs. the Human Machine

Nearly every manufacturer of a machine issues a manual telling how the machine operates, how its different parts work together, and how to analyze and correct any failure to function. In human affairs we have persons who agree to high efficiency and little less by friction, and others who stall and break down frequently. Have we any knowledge of the dynamics of human action that explains the variation? Put the broken down human machine in new surroundings and he may operate with surprising success.

In my opinion, a new approach to the measurement of efficiency might be useful. Obviously, you can’t measure all jobs by the same yardstick. If you try to do so you come up with generalities that mean little or nothing. You can’t devise any plan that will have universal application and which will yield accurate results. You can’t easily measure quality work.

You should measure output or products of work where such measurement is easy.

You should measure growth and improvement as well as accomplishment.

You should be sure of impartiality in any rating plan. You should have facts to work on as far as possible. Ratings should not be the responsibility of any one person.

When all is said and done, service ratings will probably remain largely subjective opinion of more or less amateur and biased rater. The immediately important thing is to make rating an art if it can never be a science. The rater holds some of the keys to job advancement. Like Peter, he should be intelligent, modest, highly responsible, open-minded, patient and just.

Let’s make Service Record Rating a professional creative job, for success depends more on the rater than on the plan which he uses.
Employees' Association Plans Action On Veteran Preference and Holidays

State Eligible Lists
On View At 'Leader' Office

The following New York State eligible lists resulting from Open Competitive Examinations were available for inspection at The Leader office, 34 North Pearl St., Albany, New York: T. V. Leader, 97 Duane St., New York, T. V. Leader, 97 Duane St., New York, T. V. Leader, 97 Duane St., New York, T. V. Leader, 97 Duane St., New York. The following New York State eligible lists resulting from Open Competitive Examinations were available for inspection at The Leader office, 34 North Pearl St., Albany, New York: T. V. Leader, 97 Duane St., New York, T. V. Leader, 97 Duane St., New York, T. V. Leader, 97 Duane St., New York, T. V. Leader, 97 Duane St., New York.

Conservation Education Assistant, Division of Conservation
Associate Conservation Publications Editor, Division of Conservation
Publications Production Supervisor, Division of Conservation
Senior Conservation Publications Editor, Division of Conservation

Committee Duties
The rejected by-law amendments would have defined verbally the duties of ten existing committees. Proponents of the changes argued that these duties ought to be sharply defined, and not left subject to change with each new administration. Opponents pointed out, however, that the amendments would make the Association a rigid, inflexible body that duties of committees ought not to be too sharply defined; that jurisdictional squabbles between committees would not be susceptible of easy settlement; that the wording of the amendments placed burdens upon the committees which would in practice be almost impossible to fulfill; that duties would devolve upon committees (such as the preparation of legislation) which should be in the hands of experts; and that the Board of Directors had it in its power at any time to alter or quell the work of committees.

The amendment finally adopted stated that the President shall prescribe the duties of Committees, subject to approval by the Board of Directors.

Election Machinery
Another proposal rejected by the Board would have an election officer on the official list of eligible names. The proposal was grouped with inadequate machinery for nominating dates.

Building Fund Drive
Dr. Brind, of the Building Fund, explained to the Association the possibilities of the successful than anyone had been to any previous campaign; that participation was not for a gala ball and related that the Board was planning to hold the gala ball on May 22. A "name" band will be presented, and there will be a charge of $5.00 admission to the gala ball, Dr. Brind said.

McFarland Reports
A report on the Assembly's legislative achievements was given by Mr. McFarland, president of the Association and an attorney with the legislative committee. The Association had had an unprecedented year with nearly 50 bills passed by the legislature, and the committee's efforts were excellent. The report was appreciated by the Association.

Vet Preference Bill
John T. DeOroff, director of the Veterans Department of the Association, presented the legislation for the benefit of veterans. The bill was introduced by the Board of Directors, and the Association favored the bill.

A report on the Board of Directors' meetings was given by Mr. McFarland, who said that the Board had had an excellent year, with many important achievements.

Tomlinson Report
Mr. Tomlinson, of the Association, presented a report on the Association's legislative achievements, stating that the Association had had an excellent year with nearly 50 bills passed by the legislature. The Association favored the bill introduced by Mr. McFarland.

The Board of Directors recommended the committee's report in its entirety.

Ernest C. Conlon, of Binghamton, reported Western Conference, explaining the importance of the Conference. The chairman, Dr. Brind, said that the Association's participation in the Conference was important, and that the Association should be represented on the board.

The Conference was approved by the Association, and a resolution was adopted in the administration of the Association's bills for preference legislation.

Can you sell tickets, please?
EXCELLENT PAY FOR SATURDAY EXTRA WORK
See Mr. Kronick
34 NORTH PEARL ST.
ALBANY, N. Y.
Prompt Reports Asked In NYC Chapter for Assn. Building Fund

Joseph T. Dugan, Executive Secretary of The Civil Service Employees Association, addressed a plea to solicitors in the NYC chapter for building fund contributions to expedite their reports.

"The Headquarters Building Fund Appeal is proceeding nicely. However, the big success we hope the drive will be will depend upon the sustained interest and enthusiasm of our Chapter officers and members in the important work of disposing of their efforts.

"The second report on the Building Fund Drive will be issued on April 2 and we feel sure that you desire the NYC Chapter to show up well as possible. The Hollister will visit New York City Headquarters on April 1 and 2. You could assist us a great deal by bringing donations to the NYC headquarters, Room 905, 100 Centre St., Manhattan, before April 1." 

The drive for the Association Headquarters building fund had been under way, with the members taking a very active interest.

WHITE PLAINS — The regular monthly meeting of the White Plains Civil Service Employees Association was held in City Hall. President George E. Muller pre- sented and discussed his activities as a delegate to the Westchester Chapter of the Civil Service Employees Association, of which the local branch is a unit. The meeting has also been named as a delegate to the Westchester Chapter. Timothy Murphy was designated as head of the Nominating Committee to recommend a slate of officers for the new year. The Association which will be held on April 16, 1948.

ALBANY CHAPTER — The final report on the Albany Chapter was translated in the immediate of the Building Fund Drive. The Treasurer and Secretary of the Association were notified at the time the last fire of the fire last year was being reviewed. We all hope that Dr. Edgar will collect the community out of such a fire. Ditto Fred Andel.

Merit Board Permanent Now

Special to The Leader

ALBANY, March 29—The bill containing the Civil Service Employees Board Amendment was passed by the Senate on the 15th instant. It was introduced as a result of the Senate, has been reported to the Senate, has been reported to the Senate, has been passed by Governor Thomas E. Dewey. It is 238 of the Senate. It was adopted on the Senate floor.

John T. D'Errico, connected to the $2.00.

"The Merit Award Board was created in a general assembly for 1946 and revised in 1947 by Governor Thomas E. Dewey. It is 238 of the Senate. The Board has been handling cases which have been referred to the Board.

Merit Award Board members.

Haydn H. Bennett, chief of the Merit Award Board, said that the Board is a permanent agency of the state. "You will recall that the Association had sponsored this idea for several years. The Senate Board Amendment was introduced at its request, and the Governor has signed it into law."

Soil Conservation

Chief Wins Medal

Haydn H. Bennett, chief of the Soil Conservation Service of the U.S. Department of Agriculture, has been named to the Soil Conservation Service of the U.S. Department of Agriculture. The announcement was made at the annual meeting of the members of the society at the Engineering Societies Building, New York City.

The Uniform Shop

531 COLUMBUS AVENUE (between 80th and 81st Street) Monday to Friday 9:30 to 6:30 and Saturday 9:30 to 3:00

The Uniform Shop, 531 Columbus Avenue, New York City, is the place to go for your government uniform needs. We carry a wide variety of uniforms for various government agencies.

Add your personalized message to make your uniform truly your own.

Just Pick The Gov't Job You Want

Now for several tests. Just check the boxes you want, enclose $3.00 for shipping, and save money on these valuable hints and tips, previous exams and answers with which to test yourself! Thousands of men and women are saving to the State amounts to over one hundred million dollars.

Every Arco book Is a complete source of every type of Civil Service exam. Arco has been busy since the beginning and many of its tests are now for several tests. Just check the boxes you want, enclose $3.00 for shipping, and save money on these valuable hints and tips, previous exams and answers with which to test yourself! Thousands of men and women are saving to the State amounts to over one hundred million dollars.

We have a complete list of all tests. Just check the boxes you want, enclose $3.00 for shipping, and save money on these valuable hints and tips, previous exams and answers with which to test yourself! Thousands of men and women are saving to the State amounts to over one hundred million dollars.

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Wanted: Statesmanship
To Do What's Right

Thoughts on Need of Pay Raise And New NYC Budget

**Civil Service Leader**

May 30, 1948

**Comment**

Watchesman in turn carriages, on the ships of the commercial traffic was reduced from 17 passengers to 600 passengers. It is well known that the Department of Public Works, through its Division of Public Works, is responsible for the maintenance of public works, including roads, bridges, and other structures. It is also the responsibility of the Department to ensure that these structures are maintained in good condition for the safety of the public. The Department is also responsible for the maintenance of public parks and other recreational areas. It is important to note that the Department of Public Works is a key player in the provision of essential services and infrastructure for the city, and it is important to ensure that it is adequately funded to perform its duties.
Dr. Tolman Discusses Civil Service Problems

...In a doctrine which Dr. Tolman and his colleagues have worked out, the word 'poison' is ascribed to a drug. This doctrine is based on the idea that, if a substance is harmful to the organism, it must be removed from the body as quickly as possible. The body's natural defenses against poisons are the liver, the kidneys, and the lungs. Therefore, when a person is poisoned, it is important to start treatment as soon as possible.

How to Collect If Property Is Damaged

In all departments. And at high... on the one hand, the cost of treating the patient is high, on the other hand, the loss of income to the patient is high. So it was decided to establish a hospital in Government. Manhattan State Hospital employees who suffered damage as the result of a fire on March 14, 1947, are eligible to collect.

NFC Chapter Appoints Nominating Committee

At the regular monthly meeting of the NFC, the N. Civil Service Employees Association, the following Nominating Committee was approved by the Executive Board:

Mrs. Emma Cady, Public Works, 60 W. 47th St., New York City; Al Alcorn, NYSNB; B. Henry, Inspector; Food Service, N. Civil Service Employees Relations Board; John B. Woods, Taxicab, F. M. V. Y., and Bernard Nuffle, Education.

The election must be held at a general meeting on Tuesday, May 29, 1948, at 7:30 p.m., at the Headquarters, Room 905, 8th Street Center.

Vet Counseling Case Is Argued

ALBANY, March 29.—The petition of a group of Veteran Counselor eligibles to have the recent exams for that title and for Senior Veteran Counselor canceled was argued before Supreme Court Justice Innes Bookbinder by Attorney General Kenneth C. David and N. C. Assistant General Counsel on behalf of the Board. Decision was reserved.

A lawyer representing eligibles who want the exams to stand as noted to the court. The reason from the bench: "It depends on whose ox is gored."

JOB-LOSS APPEALS RISE

Pending appeal as the Second Regional office of the U. S. Civil Service Board in New York City, and N. J. increased to 102 from 70 during the current month. This had been because of reduction in force in 80.

134 W. 29th St. 10th Ave. & 3rd Ave. B. ROBERTS

IN N.Y.C. (212) 465-6060  20% DISCOUNT FOR ALL ORDERS

WHERE HOUSES (CLEANING INDEX 90)

122 S. GILESTON, B.K. NO 3 307 2ND AVE., (212) 465-6060

B. ROBERTS

MAN-JONG Complete Sets — $19.95

Direct From Manufacturers

RESILY-REMODEL your old fur coat to the

STORAGE FREE

Frida Furs, 134 W. 29th St., Room 1089, LA. 4-3829

WHOLESALE OUTLET

55 W. 39th St., 11th Ave. & 3rd Ave.

20% Toppers for All Orders

WHERE HOUSES (CLEANING INDEX 90)

20% Toppers for All Orders

WHERE HOUSES (CLEANING INDEX 90)

OSCAR'S INC.

130 W. 39th St., New York, N. Y.

SPECIAL DISCOUNTS

We carry a complete line of all types of clothing, from casual to formal. We accept checks, credit cards, and cash. Call us today to request a quote.
Progress of State Tests

STATE

Open-competitive

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Sanitation Man (B) Eligible List Issued

The Personnel Bureau has announced the
issuance of the list of eligible personnel for
the position of Sanitation Man (B), which
was advertised in the Daily Farmer on
March 10, 1948. The list includes 185 names,
all of whom have met the minimum qualifica-
tions required for the position. The minimum
qualifications for this position are as fol-

Eligible List completed.

Writings completed.

Service record rating.

Bureau. NR

Emergency Record. NR

Operator (Tabulating), Dept. of Public

Corrective Dept. of Social Work.

Mental Hygiene.

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ALBANY, March 15—Following is the list of all civil service tests advertised for Saturday, March 16, by Governor Thomas E. Dewey up to time of printing, transfer and reinstatement through April 19, 1948. Numbers before the other signed or vetoed by Governor apply to employees in competitive class positions. Under Civil Service Law, §14 new members may be given credit for services rendered before appointment. Civil Service Law, §14, ¶16 new.

Signed


43 ERWIN—Ratifies and clarifies provisions relating to reinstatement of civil service employees (transfers). Civil Service Law, §14, repeal. (¶16 new.

75. Erwin—Repeals and clarifies provisions relating to appointment, eligibility, and period affecting civil service employees in competitive class positions. Civil Service Law, §14, repeal. (¶16 new.

174. WICH-Extends to Jan. 1, 1949 period when members of state employees' retirement system to state police division, executive retirement after 25 years of total service or at age 60, and period when new members may be given credit for service rendered before April 1, 1949, for purposes of Civil Service Law, §14.

175. McGOWAN—Provides that in maximum requirements for appointments or promotions in state service shall not be less than sufficient time of sea duty, in place of service commissioned in the armed forces of the United States, or in a recognized foreign naval force, in place of sea service commissioned in the armed forces of another nation, for purposes of Civil Service Law, §§14, 146, 147.

323. HALVER-—Makes permanent the most award law and plan for rewarding unusual and meritorious suggestions and ac-

233. LUPPTON—Continues to April 1, 1948, special provision for salaries, and allow increments of certain state employees appointed permanently in executive departments, temporarily or permanently appointed in service or occupational groups listed in §40, Civil Service Law.

234. LUPPTON—Extends to all employees in executive departments which rules of state civil service commis-
sions have been suspended, and general provision that special police shall not be transferred to or reinstated from state police examination held by civil ser-

238. LUPPTON—Provides that promenade examinations for incor-

324. LUPPTON—Provides that employees in executive departments who are trans

290. MANNING—Provides for disciplinary proceedings. Any disciplinary proceeding initiated by the head of an executive department may be reviewed and civil service commission's decision or orders may be set aside. Civil Service Law, §22.

171. BARNETT—Stainless steels: new provision that persons shall be entitled to appointment in town police depts. if their service in any town or village in the county for six months and during that period to appointed to positions of residents of town; in towns containing villages which maintains its own police forces, preference may be given to residents of town outside of village. Town Law, §150, that when former incumbent of position in town police can become an appointment in public employment hold by substitute during absence employment shall state that he is registered with Board of Civil Service Law, on military duty, record of public duty, 244.

Civil Service Law, §13B.

Bills Signed or Vetoed by Governor Dewey

ALBANY, March 15—Following is the list of all civil service tests advertised for Saturday, March 16, by Governor Thomas E. Dewey up to time of printing, transfer and reinstatement through April 19, 1948. Numbers before the other signed or vetoed by Governor apply to employees in competitive class positions. Under Civil Service Law, §14 new members may be given credit for services rendered before appointment. Civil Service Law, §14, ¶16 new.

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233. LUPPTON—Continues to April 1, 1948, special provision for salaries, and allow increments of certain state employees appointed permanently in executive departments, temporarily or permanently appointed in service or occupational groups listed in §40, Civil Service Law.

234. LUPPTON—Extends to all employees in executive departments which rules of state civil service commis-
sions have been suspended, and general provision that special police shall not be transferred to or reinstated from state police examination held by civil ser-

238. LUPPTON—Provides that promenade examinations for incor-

324. LUPPTON—Provides that employees in executive departments who are trans

290. MANNING—Provides for disciplinary proceedings. Any disciplinary proceeding initiated by the head of an executive department may be reviewed and civil service commission's decision or orders may be set aside. Civil Service Law, §22.

171. BARNETT—Stainless steels: new provision that persons shall be entitled to appointment in town police depts. if their service in any town or village in the county for six months and during that period to appointed to positions of residents of town; in towns containing villages which maintains its own police forces, preference may be given to residents of town outside of village. Town Law, §150, that when former incumbent of position in town police can become an appointment in public employment hold by substitute during absence employment shall state that he is registered with Board of Civil Service Law, on military duty, record of public duty, 244.

Civil Service Law, §13B.
Army Overseas Jobs to Civilians

The Secretary of the Army has announced that the Army is opening 107 new positions overseas for American civilians.

Applicants for these positions must be able to speak English fluently and must have a high school diploma or its equivalent. Some positions may require additional qualifications.

Applications for these positions can be made by contacting the State Department or any of the State or Federal agencies involved in overseas service examinations.

Qualifications for these positions include:

- At least two years' experience in a related field.
- Knowledge of the language of the country.
- Ability to communicate effectively with the local population.

Applications must be submitted by May 11.

For more information, contact your local State Department office or the Army Overseas Service Branch, Box 164, New York, N.Y. 10001.
**FEDERAL NEWS**

**13 Changes Asked By Commission in Personnel Laws**

WASHINGTON, March 29.—Thirteen recommendations are made by the Civil Service Commission in its 64th annual report. One of them—the first, in fact—for complete revision of the Classification Act, whereby 15 grades will be supplanted by 21, as listed in last week's LEADER, President Harry S. Truman approved that recommendation.

Other recommendations which are included which will serve to further personnel laws recommend it will be taking action on the following:

1. The Classification Act as recommend—

Classification Act as recommend—

The following is the third con—

The Commission recommends that

The Commission reports the following:

**Income Tax Bureau Would Attach Checks**

WASHINGTON, March 29.—The Treasury Department, under the authority of the Revenue Act of 1942, has recom—

The Treasury Department, under the authority of the Revenue Act of 1942, has recom—

**Efficiency Rating Improvement Asked WASHINGTON**

WASHINGTON, March 29.—The House Civil Service Committee is studying the efficiency rating system. A preliminary report in—

**FEDERAL NEWS**

**New U. S. Pension Law Analyzed**

The above is the third con—

The above is the third con—

**Driving Schools!**

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The 2,608 Trackmen Eligibles

The eligible list for Trackmen, No. 1, Class A, has been released by the Municipal Civil Service Commission. It contains 2,608 names, and is open for application until 3 p.m. March 6th, 1925.

The list is compiled on a seniority basis, and is open to all persons who have been Gainfully employed in the City, and who have served at least six months in the same grade of work in the City.

The list is subject to investigation and preference claims, and the Municipal Civil Service Commission reserves the right to refuse any applicant on the list.

The list is available for inspection at the Municipal Civil Service Commission, 130 West 42nd Street, New York City.

High School Diploma

Boon to Candidates

Many of the better civil service men are preparing to compete in the public schools for the high school diploma, which is required for admission to a number of City positions.

The high mark of 90 was reached by a number of candidates, and the list of high marks is as follows:

1. John W. Carlson
2. John M. Berndt
3. John M. Jorgenson
4. John M. Nelson
5. John M. Petersen

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LADIES—Men who may be placed, in New York. The most

earn a high salary. "But do not be placed in positions too high not

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Transit Patrolman Test Is Postponed to April 10

Because of a printing strike, the single examination for Transit Patrolman will be postponed. Only those for the three-title examination. Those who have registered for the three-title test are advised to register for the April 13 test.

The tentative key to the past three tests is available in the April 13 issue of THE LEADER.

NYC Officials Were Tops In Sports in Their Day

By FRANK CUNNINGHAM

Dr. Harry B. Mustard, NYC Commissioner of Education, has a past with a wide variety of athletic interests. In his college days he played football at the College of Charleston and also at the Medical College of South Carolina. While at medical college he coached a prep school football team on the side. Tennis and baseball are two more of his college favorites.

Dr. Mustard has hit a homer at a New York Pony League baseball game, a bit of a shot at football, particularly against a school of wild turkeys more than 20 years ago, fishing (perhaps) in South Carolina. He has been listener rather than participant as he has not yet much time for sports as his chief ideal spot is the islands off South Carolina. He has the ability to get out on a wide stretch of beach and indulge in his favorite sport of surf fishing. South Carolina is Dr. Mustard’s home state.)

The City plans organizing a team in the M.A.A.C. races to get them in shape for the track season. To have ready for either a forward pass with either a paper or electric pass in the April 13 issue of THE LEADER.

Of the merit system, remaining one of the top competitors in the United States.

Nevertheless, there has been a constant adding, a constant taking away at this post. Frequent attempts have been made to change it, but each has passed quietly, hastily, in the final hours of the legislative session. There is talk that passage was assured as the result of an old-time political pork barrel deal with contemporaries. Many schemes have been tried, and the latest is near achieving a public hearing.

Legislation has passed in Albany authorizing the NYC Commissioner to name or to remove any one of the Deputy Chiefs of the public service, at his own discretion, and passed quietly, hastily, in the final hours of the legislative session. There is talk that passage was assured as the result of an old-time political pork barrel deal with contemporaries. Many schemes have been tried, and the latest is near achieving a public hearing.

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The Municipal Civil Service Commission is planning to hold an examination on April 23 for the position of Stenographer in the Board of Education.

Under the Helmet
An examination for the position of Stenographer in the Board of Education will be held on April 23.

The Military SERVICE Act
The Military Service Act provides for a period of four years of military training for every male citizen, aged 18 to 45, who wishes to enter the service.

At the meeting of the Board of Education on Tuesday, March 29, it was voted to authorise the hiring of a new teacher for the purposes of the school system.

The Board of Education has also decided to increase the salaries of the teachers.

The Board of Education has also voted to construct a new school building at a cost of $10,000. The construction will begin immediately.

The Board of Education has also decided to increase the number of teaching positions available.

The Board of Education has also voted to increase the budget for the school system.

The Board of Education has also decided to hire additional staff members for the school system.

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Charges that strong Communist elements among the employees of the NYC Department of Welfare caused a serious breakdown in the welfare system have been abandoned. The findings of the inquiry by the Committee on Communist Elements of the Council of Federated Organizations, released today, show that the Department's efficiency has not been seriously affected by such elements, and that the welfare system is sound.