City Workers Face Wage Cut

Some 50,000 city employees who entered the service at $1,800 or less, face another in a long series of wage-cut attempts through ending of the mandatory increment law. The latest step is a bill introduced into the City Council by Mrs. Genevieve B. Earle, minority leader, and Joseph Clark Baldwin. It would permit the city to get around the adverse Wexler and Denehy decisions by starting increments only on July 1, ending them when they reach within $60 of the grade's maximum. An identical bill was killed in committee last year. Employee groups are already striving to have the 1940 edition suffer the same fate. Story on page 3.

Are U. S. Job Lists Juggled?

One week he's number 5 on a U. S. list. The following week they tell him he's down to number 12. Why is this? Is any funny work being done? Samuel H. Ordway, Jr., former member of the U. S. and N. Y. C. Civil Service Commissions, tells all in an exclusive and authoritative article appearing on page 18.

Where Sanitation Test Will Be Held

Twenty-five city high schools have been picked by the Municipal Civil Service Commission for the 87,000 men who want to be Sanitation Men. They take qualifying written to test literacy, on Saturday, March 2. Complete story, with the names of the schools, given for the first time on page 3.

Complete State and Federal Exams

Dozens of exams, for persons in virtually all walks of life, are available through U. S. and State Civil Service Commissions. Full listings of requirements start on page 10. Follow The Leader's exam pages each week for complete details of government opportunities.

SUBWAY LABOR LISTS ARE CANCELLED

See Page 3
City Needs 600 Cops — Valentine Declares; 2,000, Says Burkard

The Police Commissioner and the head of New York City's Patrolmen disagreed this week. But it was a disagreement only in matter of numbers. Both say that the city could very easily use a lot more cops.

Commissioner Lewis J. Valentine appeared before Budget Director Kenneth Dayton Wednesday. He brought with him the 1940-41 request of his department, just as the head of every other city department is doing. He asked for 600 more men to bring the department up to its authorized quota.

"In these troublous times," commented Joseph J. Burkard, president of the Patrolmen's Benevolent Assn., "we need at least 2,000 more cops right away." Burkard, a Patrolman himself for 23 years, feels that the job of policing New York is becoming impossible.

The Patrolmen's request will be heard by the Budget Commission yesterday, the Commission said that it would be impossible to fill the 2,000-man gap this year. But it was a disagreement only in matter of numbers. Both agree this week. But it was a disagreement only in matter of numbers. Both agree this week.

"Filling the normal quota would be a great benefit to the public as well as to the eligibles," said Richard F. Sullivan, president of the Patrolmen's Eligible Assn., in his check.

Courts Can't Tie Up City Commission

The courts cannot review the action of the Municipal Civil Service Commission in holding a test or practice examination, as well as a written examination, for a position, unless there is a question of the fairness or faith on the commission's part, Justice Samuel H. Hotzfelder ruled in the Supreme Court last week in the case of Stephen vs. Kern. Just last week, the Commission declared that the courts cannot be involved in the interpretation of an examination.

Will Drop 32 Welfare Workers February 29

A move to keep 32 provisional appointments in the Department of Welfare until the end of February and then to remove them from Civil Service lists at the rate of eight each payroll period would be blocked last week by the Municipal Civil Service Commission vetoing the proposal.

The provisional Interviewers will be retained until February 29 and after that date they will all be dropped.

The Commission has declared that the Grade 5 list is appropriate for these positions. In a statement yesterday, the Commissioner said that the number of new appointments should be less than the number of new employees being dropped.

President Kern wanted 32 welfare workers in the Department of Welfare, but the proposed savings was $16,000.

The court's recent statement not only confirmed this, but also declared, "We've always been on the lookout for ways of reducing the cost of operating the welfare department."

In a prepared release the Commission said last week, "We may not be able to do so, but we are prepared to do everything in our power to make welfare work just as efficiently as possible."

Kern Wants Increased Staff and More Cash

Paul J. Kern, president of the Municipal Civil Service Commission, presented a request to the Budget Director last week asking for a total appropriation of $660,625 for the next fiscal year—an increase of $149,000 more than the Commission was allowed for the current year.

President Kern declared that the increase in the Commission's work necessitates the expansion of its financial needs. "An adequate budget is essential for the further extension and modernization of the merit system. Although the Commission has been able to substantially increase its employee list in the past, the number of new appointments still compelled to function under a decidedly unfavorable budget plan. The budget of this Commission should be increased to the level of its increasing work load.

Examples of the additional work the Commission has had since 1935 were cited by President Kern in support of his request for more funds. The number of employees has increased 250% since 1935; the number of appointments has increased 75%; the number of tests held has increased 150% since 1935.

If the commission is granted the full sum it requires, the Commission claimed that it would be able to continue its work.

The hearing on the request is scheduled for February 15. A decision will be announced at that time.

Commission Publishes Big 1938-39 Report

The 55th annual report of the Municipal Civil Service Commission is ready for publication and will be published next month. The 104-page report will be divided into eight sections containing material on the various phases of Civil Service administration, it was stated.

KF3,120 Job Exam

Of 12 candidates for Assistant Engineering (Hospital Equipment Specifications), Grade 4, qualified for appointment, seven were appointed last week, at the offices of the Mayor's Civil Service Commission.

The hearing on the request is scheduled for February 15. A decision will be announced at that time.
While examiners from the Municipal Civil Service Commission watch his every move, this candidate for Janitor Custodian shows what he'd do if a pipe were clogged. It took place Friday at Brooklyn Technical High. 5.

Mayor LaGuardia again carried his battle against the courts into the City Council this week. 50,000 city employees who entered the service at $1,800 and below are caught in the middle of the fight. The Mayor pushed introduction of a bill to restore the increment law so that the $120 raises are given only on July 1st, that raises stop at $60 below the maximum of the grade.

Last year, a bill calling for these changes was introduced by Robert K. Straus, young Republican from Brooklyn to Manhattan. He admitted he was following the Mayor's wishes. It died in the Committee on Civil Employees, held his last meeting with M. McCarthy. McCarthy authorized the original mandatory increment law.

Last Tuesday's bill was sponsored jointly by Mrs. Genevieve B. Clark and Joseph Clark Baldwin, leaders of the Fusion majorities. It has again gone to McCarthy's committee. This time, rumors are any appointments of transfer will be made subject to the approval of the Mayor, with the join of the Mayor's headquarters in the Independent Municipal Commission.

The bill seeks to modify the Welfare and Deputy decisions. They hold that the men to take the written exam in a morning session on March 2, and the other half in the afternoon. The New Sanitation Test shows what he'd do if a pipe were clogged. It took place Friday at Brooklyn Technical High.

A brief but difficult written test acceptable examination given in 1884 was the first part of a process that will eventually eliminate all but three thousand from the 37,000 who applied for the positions. The top 50 per cent of 18,000 schools has been passed by the Commission for the grades.

The bill also requires authorization of the Board of Education, it is ex- iainal list eligible for promotion on March 2, and the other half in the afternoon. The entire $300,000,000, due over a period of 20 years. They feared it would halt any further city building for more than a decade, planned for passage of the Balbooz. The bill was also passed by the State Legislature. Mayor McLaughlin said this would have the effect of making Solomon's $1,008, or 60% of Solomon's final salary.

The City Council's Finance Committee—present posseseees of the bills—were in executive session since Thursday and may vote to move the bill to pass or at any time before March 1st. 50,000 city employees who entered the service at $1,800 and below are caught in the middle of the fight. The Mayor pushed introduction of a bill to restore the increment law so that the $120 raises are given only on July 1st, that raises stop at $60 below the maximum of the grade.

Pension, Pension, Where's Pension?

Ominous silence on the Police and Fire pension matters follows the announcement of public hearings at City Hall. The City Council's Finance Committee—present posseseees of the bills—have met in executive session since Thursday and may vote to move the bill to pass or at any time before March 1st. 50,000 city employees who entered the service at $1,800 and below are caught in the middle of the fight. The Mayor pushed introduction of a bill to restore the increment law so that the $120 raises are given only on July 1st, that raises stop at $60 below the maximum of the grade.

Pension Opinion Read

Chief event at the public hearings was reading of an opinion by Corpora­tion William C. Chan­non. In the Solomon vs. Wex­ler and Deskey decisions. They held that the men to take the written exam in a morning session on March 2, and the other half in the afternoon. The entire $300,000,000, due over a period of 20 years. They feared it would halt any further city building for more than a decade, planned for passage of the Balbooz. The bill was also passed by the State Legislature. Mayor McLaughlin said this would have the effect of making Solomon's $1,008, or 60% of Solomon's final salary.

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Hatching Bad Eggs

A RE Civil Service employees citizens? That sounds like an absurd question, but let's examine the context.

The American citizen holds certain rights, guaranteed by the Constitution, sanctioned by the will of the people.

They are no greater for the college professor than for the hod-carrier; nor less for the pauper than for the prince.

Americans have always looked with abhorrence upon the establishment of special classes of citizens, differing from others with respect to their rights and their privileges.

Yet precisely such a class is being born, a class of short-service citizens, and it consists of the civil servants.

One day last year, Carl Atwood Hatch delivered to the hopper of the United States Senate a bill which rendered illegal for government employees to belong to a political party. It was the first step in what has since become an effective campaign to diminish the civil rights of government workers, to establish a political class, or group of citizens.

The process is a comparatively painless one. It is served up in a porridge of fine words and reasonable-sounding bills. To the plain man, it is made to appear like protection from the citizenry of political machines.

Now the Hatch Act is hatching bad eggs.

The latest is a bill hatched by Thomas C. Desmond, of the New York State Senate, a drastic replica of the original federal act. Its provisions apply to civil servants of the State and of the cities. It was hatched before his views on political matters, and is intended to smother all the elected government workers, from among the entire central and local civil officials.

The bill's sponsors claim that it will help elected representatives of labor, government officials, every group— to form a national non-political commission to control and direct the entire Civil Service system with a fear-feeling and euphoria such is being nourished...and it consists of the taxpayers from the organized political activity of the American people.

The terrible thing that happens to people is that when they can't work, their morale is shattered and their manhood is lost. I deplore the fact that a person who is idle for years loses his morale.

For three years I have been urging all the interests of the American people to fight for the civil service act of 1910. It protects the taxpayer from the organized political activity of the American people.

The immediate practical consequences of the bill, should it pass, are devastating. It squelches school teachers and other government workers who act as leaders to the public as they fight for small town wages. It eliminates the entire Civil Service system with a fear-feeling and an unexpressed hysteria—a condition not conducive to quality production.

If it is argued that the bill is designed to protect the taxpayer from the organized political activity of civil servants, it may be argued with greater force that the bill will saddle upon the citizenry an iron, inflexible, unyielding, breathing harassment, an increasing crime in the life of the private citizen.

If it is argued that there exists a danger in the growth of government civil servants' self-control and manipulation by politicians, then the answer lies in an enlargement of the merit system—not in the suppression of civil rights. Civil Service workers must not be prevented from exercising the rights which all other citizens enjoy.

The way of the Desmond bill is the way of tyranny.

Eligibles—Nice or Men?

Eligible to what Mr. Hatch and Mr. Desmond, has it been taboo for Americans to utilize their individual or joint power to support those persons in whom they have political confidence, and oppose those whose political attitude they distrust? Is not such action, freely indulged by free men, the natural result of democracy?

Having gone so far, Desmond takes a stab directly at the whole civil service system. He claims that the bill does it so magnanimously, too. We quote from the bill:

All such persons shall retain the right to vote as they may choose and to express their opinions on all political subjects.

Who is to rule when an opinion has been publicly or privately expressed? If a Civil Service employee expresses his views to three of his fellow employees, has he then been a private or a public dem- ocrat? If private, does it become public if several people at another table overhear what has been said?

The man who deserves credit for the transfer of the employees in New York City's Welfare Department to Civil Service over a two-year period is a tall, slim, genial man of 49 who plays the violin, reads aloud to his three children, and is the best U. S. administrator of Public Welfare.

In a few weeks, with the appointment of about 500 Social Investigators from the new eligible list, 95 per cent of the 8,000 Social investigators department will be under Civil Service. "I believe in Civil Service from (one of the people's opinions. We're going to get our whole staff under Civil Service as fast as we can," says Hodson.

"When Captain Bill Hodson speaks of retet his words carry weight and make sense.

The average citizen has no more conception of what the problem is than he has of Einstein's theory," he says feelingly. "The public is apt to talk about these people on relief as though they were criminals, and have only one thing in common—to get something for nothing. There are a hell of a lot of hardworking men in the idle rich as well as among the idle poor. Most people on relief want jobs."

A Basic Frustration

He calls the public's attitude toward relief the outgrowth of a "basic frustration" of the American people. "The immediate practical consequences of the bill, should it pass, are devastating. It squelches school teachers and other government workers who act as leaders to the public as they fight for small town wages. It eliminates the entire Civil Service system with a fear-feeling and an unexpressed hysteria—a condition not conducive to quality production.

It is not for Americans."

Of the merit system in general, Hodson says—"Not until it became apparent that the problem...done to bring welfare employees under Civil Service."

Mr. Desmond would prevent any person in the civil service from exercising the rights which all other citizens enjoy.

"That's the big Civil Service problem today. We have a right to say what we think. It is essential in selecting people for administrative positions a good oral exam in addition to a written one.

"There is also a need to establish incentives for the merit system."

"I believe in security for the mass of people, but I believe that the American people are always given preference."

Of the merit system in general, Hodson says—""I'm fond of the theater. I had a great deal of fun taking my whole family to Shakespeare's plays, and Dickens. From time to time we read current fie-

But he has many interests outside his job.

"My chief hobby is reading aloud to my children."

"I thought if a man was going to be a public servant he had to have some human interest in him."

"My early ambition was to be an actor," he continues, adding that he was actually an actor before he was elected to Congress in my college days.

How to Take Criticism

"I've learned more about human nature in the last six years than I could have learned in any other job. I've also learned how to take criticism," he writes. Hodson was born in Minneapolis.

"There is no greater for the college professor than that of being a public servant."

"I think it is essential that the American people be aware of what they are doing."

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CIVIL SERVICE LEADER

Question, Please:

This department of information is conducted as a free LEADER service for Civil Service employees, for eligibles, for all who desire to enter the Service. Address your questions to the CIVIL SERVICE LEADER, 97 Duane St., New York City. If space does not allow printing your answer, you will receive a reply by mail. Therefore, state your question and address. Questions for this column received through analysis from a noted Civil Service authority

H. Eliot Kaplan

Contributing Editor

Sign Service

Many an eligibles cannot decline an appointment without his listing and his rights to another position under the rules. However, in certain cases the commission will refuse to appoint in a scientific or proper manner.

Should he not be interested in the job or is not interested in the Service Commission was actually a qualifying, or non-competitive, exam. The eligible list is not a competitive one.

Temporary Status

A person off the city or state service is possible for a fellow to hold a position as a civil service agent and still not the "classified" status. This may be accomplished either by a reduction of competition or an appointment. The employee may be given a qualifying test. In any case, the employee will have the privileges of a competitor or classified employee.

a. The New York City Police or Fire Department.

b. Any agency or department under such jurisdiction.

c. The jurisdiction of the Board of Education.

d. The jurisdiction of the Board of Health.

Bar Examining a Job

Q.1. An eligible may apply to the Civil Service Commission at any time for certification of his name for a specific period. Any appointment to a position on the list during the probationary period and under such conditions will depend on where the employee has the position and but not on the date of appointment.

Battery System

The Independent Battery Company, an all-Battery company, has been formed and operated by former employees of the Independent Battery Company. The firm specializes in the sale and operation of the city-owned battery system.

M. R. — Unfortunately the duties of the city or State departments which are non-competitive, exam. The eligible list is not a competitive one.

Salary Differentials

The varying Civil Service commissions have different standards for the same positions. There are two positions, those in the non-competitive class and those in the competitive class.

Barber Tests

Barber tests are not open to the public. They are given to those who are employed by the Board of Education.

Sick Leave

Employees in the classified service are entitled to a leave of absence for the purpose of completing his probationary period in a new position.

Monitor Jobs

G. C. — As far as I know, the various Civil Service commissions have different standards for the same positions. There are two positions, those in the non-competitive class and those in the competitive class.

Non-Civil Service

Employees in the Civil Service who are members of the same department, in the same work, the list...The final membership list is based on the examination of the probationary period of six months.

Police Eligibles attending the pension hearings of the City Council's Finance Committee are entitled to the same membership benefits as old members.

Conclusively: "Government employees in charge of restaurant with polite waiter get civil service..." Answers to the recent query on the Police Legion test: Do you think that housewatchmen should be replaced by civilian clerks? Should prove interesting... The Merit Extension Commission, seeking Civil Service status for an additional 200,000 in the State, will bring in a preliminary report to the Legislature next month...for another year of life.

Police Department employees in the Municipal Civil Service Department within the next year or so. Further, the pension bill provisions for present members are lost. But an entirely different set-up is contemplated for new members of the department—a pension plan that asks new employees to contribute at least as high as a quarter of their salary for a half-pay pension.

The police department on this pension bill is the present members of the force, who are granted permanent disability for their own benefit. The present members of the force are those on the new member provisions for themselves they would be, I am certain, almost unanimously have cast a negative vote.

Letters

Readers please send copies of any writing the efficiency of the public service in any way. This letter was the eighth of the nine letters of the CIVIL SERVICE LEADER. The two last have been about the Civil Service Department. This letter was the eighth of the nine letters of the CIVIL SERVICE LEADER. The two last have been about the Civil Service Department.
Loan Plan for Teachers Aims To End Major Cause or Worry

Mental and physical breakdowns among New York City's 40,000 teachers will be much reduced if Dr. Emil Altman, chief medical examiner of the Board of Education, has his way. A Teachers Loan and Relief Organization is the doctor's latest brain-child.

"Loan sharks" are responsible for much of the worry on the part of the teachers, he says. The doctor ought to know, as every serious case of sickness goes through his hands. May be his job will be unnecessary if the plan really works.

Financing of the loan association will be by a $2 annnnal fee from each teacher and substitote, bringing in an initial sum estimated at $500,000. The teachers, according to the plan, will sign a letter of function at Madison Square Garden. Funds realized will help get things going. After that, it should carry itself, with aid the Board of Education budget, he predicts.

The doctor ought to know, as Chief of Examiners, that the Board of Education budget has his way. A Teachers Loan and Relief Organization is the doctor's panacea, with one vote apiece. Grady secured Collins in the packed Board room following the election.

Taub Comes Out on Top

Handsome, popular head of New York's school system, has been re-elected to his $55,000-

six-year-term office.

In Again

Dr. Harold G. Campbell, the doctor, announced Friday that he will run for the Education, has his way. A Teachers Loan and Relief Organization is the doctor's panacea, with one vote apiece. Grady secured Collins in the packed Board room following the election.

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Sanitation Man 

Sample Questions

Below is a list of questions that appeared in the Sanitation Man column of the New York Leader last week:

How has this been accomplished?

What happens at the School of Instructive Trades?

How are the students selected?

What type study do they do?

What does this give them?

Last Week's Answers

Below are the answers to the Sanitation Man column questions that appeared in The Leader last week:

1. It has been considerably reduced.
2. From 17 cents to 14 8/10 cents.
3. $2,611,043.
4. From 41 16/100 cents to 17 39/100 cents.
5. $7,136,871.
6. $704,128 cubic yards.
7. What facilities are made for sanitary problems. They do not bar the employee from qualifying for benefit rights in the indicated manner.

Million 

More Questions

This Week's Answers

In order to be counted in determining whether the employer employed the required number of persons rendering the services rendered. Whether such contract is written or oral and whether it is expressed or merely implied is irrelevant.

Certain groups of persons are specifically exempt under the provisions of the New York Unemployment Insurance Law which was enacted in 1936. These exemptions include among others, employees of the United States Government, employees of the State, employees of educational institutions, employees of religious bodies, employees of the armed forces of the United States, employees of the New York City Board of Education, and employees of the New York State Department of Labor.
Budget Threatens State Pay Raises

With a rising wave of economy sentiment sweeping New York, State employees are gearing for a fight to save the salary raises provided for in the Field-Hamilton law.

These increments, amounting to a total of about $1,000,000, are provided for in the budget for the coming year as recommended by Governor Lehman. Before the legislature met, legislative leaders expressed their intention of keeping the increment item in the budget. But hard-hitting, tax-payer groups undoubtedly will single out the increments as one spot where economies can be effected. Such a move by economy leaders resulted in a suspension of the salary adjustments last year and the likelihood that the performance may be repeated is very real, reliable sources in Albany believe.

No definite word, however, on the possibility that the increments will be stricken from the budget will be forthcoming until after public hearings on Feb. 12.

As a special meeting of the legislative committee of the State Civil Service Employees, in Albany last week, a partial program for the increment was adopted. The question of increments in the future will be the subject of a program.

In Manhattan yesterday J. Earl Kelly, president of the Association's New York City chapter, declared there was no danger to the increments of tax-payer agitation. The same thing could happen in the State legislature, he said.

He appealed, however, to State employees to organize pressure methods on petition signing to try to influence legislators. "Civil Service employees have the assurance of the legislative leaders that they wish to pay the Field-Hamilton increments therefore it is urged that no Civil Service employee lend himself at this time to petition signing and other pressure tactics. Such methods might very easily sour the good intentions of the legislature."

Among the other legislation which the ASCSE will strive for at the present session are:

1) An amendment to the Field-Hamilton law to grant increments on July 1, 1946 to all employees who have entered the service between the dates January 1, 1939 and January 1, 1940;

2) A bill to give all classified employees the right to a hearing or a hearing review in dismissals and the right to be represented by counsel;

3) Amend or repeal existing statutes which give institutional employees the benefits of field-Hamilton law;

4) Provide sick leave allowance for institutional employees for the first time;

5) Extend the eight hour day and the six day week to all institutional employees.

Lotteries No Go for Gamblers---OK for Choosing Laborers

A Bill which provides for the selection of State and City employees by a lottery method, exclusively predicted in The Leader several weeks ago, was introduced in the New York State Senate by Thomas C. Desmond, blue-stocking Newburgh Democrat.

Senator Desmond described the bill, in a statement yesterday to The Leader, as a means of providing "protection from political exploitation, blackmailing and joband prevention of riots and neediness hardship to job-hungry applicants for labor positions in the New York State Civil Service Commission."

State Pay Raises

A total of 600 employees of the Department of Water Supply Training Service, who took an In-Service Training examination Saturday given simultaneously in Manhattan, Kingston and Albany, were notified by the Bureau of Training of the State Civil Service Commission that they have been selected as eligible for advancement in their jobs.

Of the total, 116 were notified at the Manhattan office, 361 at Kingston and 123 at Albany.

Eligibility ensures a job in the civil service for everyone who passed the examination. It makes sense to save money and effort by filling the vacancies now.

The Civil Service status. In its order the Commission was directed to appoint members to the New York City Civil Service Commission to select labors by its present "first-come, first-served" method, and additionally by lottery in certain cases.

"This bill," Senator Desmond explained, "is the first to be introduced in any State legislature to authorize selection of laborers by lot. Because the method is based on the principle that it is best to make its use optional rather than compulsory for both the State and New York City. The bill was prepared with the cooperation of the General Federation of Women's Clubs, Woman's Suffrage Foundation, and Mr. H. F. Wagner, executive secretary of the National Civil Service Reform League, which conmited the bill to the ASCSE"

The Workers on the transit line will be placed back into Civil Service. The ASCSE does not want to see any of its members being preferred for Civil Service status.

Mead Makes Good

Some one million passengers on the city's elevated lines flocked to the week to preserve jobs for 278 new State service men. The men work on the Second and Fourth avenue "L" lines, which the city seeks to remove, and the City Hall Saturday by the CIO members.

The last week, the Mayor to withdraw applications for admission to the Transit Commission, the New York Times reported that demolition was imminent and substitute jobs are found for the City Transit workers on the transit line will be placed back into Civil Service. Civil Service.

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Mead "Reflections on an American Way of Life" of the ASCSE by Mr. H. F. Wagner, executive secretary of the National Civil Service Reform League, which conmited the bill to the ASCSE.

The ASCSE does not want to see any of its members being preferred for Civil Service status.
GOOD GIRLS HELP THEMSELVES

New York City's Streamlined Policewoman Eligibles Band Together to Protect Their Sex From Rush-Hour Romesos; They'll Provide Themselves with Good Jobs in the Bargain

By MORTON YARMON

"HELP Police! Stop that man!" The woman's shrieking voice was lost in the roar as the crowded subway thudded into the station.

"That man; he molested me!"

She tried to point to the slinking figure but the opening door and the rush against her was too great. The woman was carried along through the crowd, still crying for a policeman in a voice that wasn't soon heard. Soon she stopped, tears burning her eyes.

The crowd was gone. A train, filled with a new load of passengers, moved up to the next station. The woman who had seen the man she had tried to chase was left behind. She looked about for a policeman, saw none.

"Can't they do anything about these subway molesters?" she said to herself.

Last week—this year—of thousands of women who ride on the city's subway system—was heard. Women in the city Policewoman eligible list heard it, and Counselman Anthony J. DiGiovanna heard it. They are now trying to do something about it.

The resolution introduced in the City Council by DiGiovanna calls upon the Transit Commission to direct privately owned transit companies to hire girls from the Policewoman list to protect women passengers.

"Privately owned transit companies" mean the Interborough Rapid Transit Co. (IRT) and the New York Rapid Transit Co., which runs the BMT lines.

In the Subway

Now for the resolution rate from the members of the Police

They saw it as an answer to three problems: that of helping women against molestation, and that of finding employment for those of their number who are not working.

Being molested is an experience almost every woman must go through at some time. Molesting women is a hard-headed way of earning a living. All the eligible put it this way. "We don't expect more of us to change matters."

The Transit Commission held hearings last year on a similar DiGiovanna resolution, learned the facts of subway life.

"Around here, they learned, were only a small part of the battle. For each ar

Despite this, 226 passengers were evicted for molesting women.

At the woman enjoyed the double problem of being the most troublesome passage.

Underground

Transit line officials didn't think that many women had been molested. The opinion was expressed that, as a general thing, passengers on rapid transit lines are safe from molestation as are pedestrians on the streets." reported Walter A. Ed

Commission's Service Bureau, to the Commission on June 18.

Yet the heads of the Transit and BMT said they had insufficient funds to enlarge their police forces. They tried to explain why records in the Eighth Ave. lines were better.

The city-owned lines are supplied directly by the Police Dept. with a Captain and three Lieutenants, who supervise a force of 163 special patrolmen. They all come from Civil Service lists.

Regular Police Dept. members are allowed on the IRT and BMT lines (pri

The Transit Commission's control over the

The sky's the limit—and this gal is on her way. It may look silly, but it all helps to make a good Policewoman.

lines amounts to a demand that they take "reasonable care" for the safety of their passengers.

For safety sake, the IRT employs 107 special patrolmen, the BMT, 81. Each has the services of 58 plainclothesmen. Some of them are stationed at regular posts, others having roving assignments.

Becoming a Policewoman

The Policewoman eligibles think that the facts and figures show a woeful lack. This is where they come in.

When the 5,254 girls took the exam on May 21, 1938, they were given great employment hopes. The original advertisement said, "This list will also be cert

ized as qualified for other positions requiring women of a high degree of physical ability and mental alertness."

They were considered members of a select group to the Patrolman, P. D. Special list.

Requirements were definite. A candidate had to be between 21 and 35; 2) five feet 2 or above; 3) weigh 120 pounds or more.

"Physical ability" was tested by competition in high jump, abdominal muscle lift, grip test, squattting test, dumbbell lift.

One hundred questions faced them in the written. The eight-page exam folder probed them on political science, mathematics, criminology, use of language; asked questions about proportional representation, TVA, the state constitution.

Lawyers, psychologists, nurses, dancers, newspaperwomen were among the candidates for the Policewoman jobs, the best-paying posts ($2,000-$3,000) that the Municipal Civil Service Commission offers exclusively to women.

Passing marks were gained by 308. All but a dozen had college degrees (Hunter led by an overwhelming majority), four were members of Phi Beta Kappa, hec

Subway cars are probably too cramped for such gymnastics, but they certainly limper up a girl. A couple of months of this, and a masher would do well to wait for the next train to try his tricks.

Jobs, Jobs, Jobs

Twenty have already been appointed to Policewoman jobs, part of a force of some 158 women who trap mashers, shoplifters, pickpockets, fortune tellers, and the like. Before joining, they took a 60-day training course at the Police Academy in Brooklyn.

Fiveteen others on the list have scattered in the Dept. of Correction and the Parole Commission. The Civil Service Commission has promised them jobs in various departments, con

iders them a fine group of "lovely, charming girls." The girls themselves have already applied for jobs in the Board of Transportation and the Board of Education.

Spearehead of this job-finding hunt is the Policewoman's Eligible Assn. Once a month 100 of those on the list gather at Germania Hall, 15th St. and Third Ave., to discuss problems. They're mainly interested right now in the DiGiovanna resolution, but committees are look

elsewhere for jobs as well.

Leaders of the group are Evelyn Marie Chambers, president; Dorotha Schmelzer, vice-president; Elia Phillips, treasurer; Stephanie Harshav, secretary. The president and secretary are already Civil Service workers, want better posts. Lawyer Rose Nussbaum is chairman of the contact committee, does some legal work for the association.

Though they're on the lookout for private industry jobs, the girls are set on Civil Service posts. If anything comes of the DiGiovanna resolution, they may get their wish through the back door. Special officers on the IRT and BMT lines will automatically get Civil Service status under unification, along with trainmen and guards.

As Policewomen to-be, they're out to help themselves to jobs. As women, they're out to help themselves also... help women from the annoyances of rush-hour Romesos.
Tests for male Stenographers and Typists are among the dozens of the U. S. Civil Service Commission, now open. Full requirements for all of these follow:

**Senior Stenographer** ($1,620)

**Junior Stenographer** ($1,440)

**Senior Typist** ($1,260)

**Junior Typist** ($1,120)

Open to New York residents.

**Weights**

Applicants must be in sound health and excellent physical condition, excluding preference credit, and competitors granted disability preferences will have attained ratings of at least 60 in speed excluding preference credit, unless further provided in this paragraph.

Applicants must have had six months of full-time paid experience as Telephone Operator in a large central office, or have had a minimum of 1,000 hours of properly substantiated work experience as Telephone Operator in the original register of 1,860; Agricultural Economist and Informational Researcher, are among new entrants.

Candidate will be rated entirely on the basis of their required experience.

**Wanted: College Grad By U.S. Government**

College seniors as well as graduates are to be wooed by the U. S. Civil Service Commission each March, April, and May. Those desiring to take the competitive examination may obtain the necessary information as indicated above.

**ERASE ALL DOUBT!**

**Step Bypassing for the Interior**

**WOODSTOCK**

For 3 months at a Special Student Rate of $5.00

Woodstock Typewriter Co.
Woodstock, N. Y.

**PREPARING FOR YOUR EXAMS RENT A WOODSTOCK TYPEWRITER**
How to Apply for Tests

U.S. citizens may apply to take exams during the period when applications are being received.

Applications for tests are open only to those already in service.

For further information and application blanks, write or apply in person to the following offices:

City jobs—26 Duane St., New York City.

State jobs—Room 578, 80 Centre St., corner Worth St., Federal jobs—46 Washington St., corner Christopher St. Fees are charged for City and State exams, but not for Federal exams.

Applicants for City jobs must have been residents of the City for two years at time of appointment. Those not applying to jobs in the Board of Higher Education, Board of Transportation, Board of Water Supply, Education Department, Metropolitan Transit Authority, New York City Police Authority, N. Y. C. Parkway Authority, N. Y. C. Tunel Authority, and Triborough Bridge Authority, U. S. citizens may apply provided they must become residents of the State before receiving appointment.

"SR. INSPECTOR, ORDINANCE MATERIAL ($2,600)"

*INSPECTOR, ORDINANCE MATERIAL ($2,300)

*ASSO. INSPECTOR, ORDINANCE MATERIAL ($1,500)"

*ASSISTANT INSPECTOR, ORDINANCE MATERIAL ($1,300)

*JUNIOR INSPECTOR, ORDINANCE MATERIAL ($850)

Junior and assistant grades, 20-48: other grades, 21-55 years.

[30, 1940]

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[30, 1940]
Applications under consideration for the post of Civil Service Leader have been set for Saturday, March 9, and will be open from March 10 through March 14.

CIVIL SERVICE LEADER

Established: March, 1940

Each application must be accompanied by a fee of $3.00, paid in advance, and must be filed by March 9.

For additional information, contact the State Civil Service Commission.

JUNIOR LABORATORY TECHNICIAN

Division of Laboratories and Research
Department of Health
111 Broadway
New York, N.Y.

Applications are invited from chemists, biologists, and related fields who have had at least two years of professional experience in laboratory work, including research, and who are capable of handling light work with supervision.

The starting salary is $1,200-$1,700, with an annual increment of $1,000.

Requirements:

1. At least two years of professional experience in laboratory work.
2. Knowledge of chemical principles and techniques.
3. Ability to work independently and efficiently.

Contact the Division of Laboratories and Research for further information.

Under supervision to do related technical laboratory work; to assist in the production of scientific and technical products; to assist in the maintenance and supervision of laboratory equipment; and to develop and use scientific methods and techniques.

Wage: $1,200 per year.

Please submit applications to:

Division of Laboratories and Research
Department of Health
111 Broadway
New York, N.Y.

Hurry! State Promotion Filing Ends Saturday

Filing for eight promotion exams of the State Civil Service Commission ends Saturday, it was announced today by the State Department of Labor.

Branch Manager, Group 6, Grade 4, Binghamton Office, State Insurance Dept., Dept. of Labor. ($3,500-$4,000.) Fee, $3. File by Feb. 9.

Director of Examinations and Testing, Dept. of Labor. (Usual salary range, $4,000-$4,500.) Appointment may be made at less than $4,000. File, $3. Feb. 9.

Director of Education and Library Extension, Dept. of Education. (Usual salary range, $4,500-$5,000.) Appointment may be made at less than $4,500. File, $3. Feb. 9.

Associate Medical Bacteriologist, Division of Laboratories and Research, Dept. of Health. (Usual salary range, $3,500-$4,000.) Appointment may be made at less than $3,500. File, $3. Feb. 9.

Assistant Account Clerk, Division of Fish and Game, Dept. of Conservation. (Usual salary range, $1,200-$1,700.) Appointment may be made at less than $1,200. File, $3. Feb. 9.

Assistant Clerk, Bureau of Administration, Dept. of Public Works. (Usual salary range, $1,500-$2,000.) Appointment may be made at less than $1,500. File, $3. Feb. 9.
time experience is equivalent to one year.

SENIOR TUBERCULOSIS HOSPITAL MEDICAL DIRECTOR (Surgery)

Division of Tuberculosis, Dept. of Health, $2,800-$3,300; appointment expected -at New York City Hospital for Incipient Tuberculosis, 250 E. 70 St., at 9 a.m.

Duties

Under general direction, to have responsible charge of a department of a large hospital, in a state of New York City Hospital for Incipient Tuberculosis, to staff an examination for such license. They must also have specialist training in tuberculosis work, as a member of the public health nurses in this State or elsewhere, to do related work as required.

Requirements

Candidates must be graduates of a medical school of recognized standing, with a course in tuberculosis and the scientific methods of diagnosis and treatment of such diseases. They must be familiar with work of the scientific and roentgenology; and to do related work as required.

Weights

Written, 4; training, experience and general qualifications, 6.

FOREMAN SHOE MANUFACTURING DEPARTMENT

Shoe Manufacturing Dept. Papers, Room 700, 299 Broadway—10 at 9:30 a.m.

Duties

Under general direction, to have responsible charge of a department of a large factory, in a state of New York City. They must be familiar with the work of the scientific and roentgenology; and to do related work as required.

Requirements

Candidates must have had six years of satisfactory experience in the mechanical operation and maintenance of all type of machinery and apparatus used in the manufacture of shoes; ability to lay out and do initial and periodic examinations of prints and plans; ability to keep proper records of the cost of manufacture, and to supervise the work of employees and to do related work as required.

Weights

Written, 4; training, experience and general qualifications, 6.

O'SULLIVAN NAMED MECHANICS HEAD

Robert O'Sullivan, former president of the Civil Service Mechanics' Association, has been named to fill the position of the President. E. H. Kehoe, first vice-president; Joseph Batkin, second vice-president; Harry W. Ekblom, first vice-president.

Specifications

(Continued on page 14)

Tuesday, January 30, 1940

CIVIL SERVICE LEADER

Tests to Fill Jobs After the War

(Continued from page 12)

CIM SERVICE LEADER

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she must have been in a re­

quirements of one of the follow­

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The exome is to residents of New York

mages; ability to lay out and do re-

Products

Specifications

(Continued on page 14)

Wages

Written, 4; training, experience and general qualifications, 6.

PUBLIC HEALTH NURSE

Dept. of Health, $1,000-$1,500; appointment expected -at New York City Hospital for Incipient Tuberculosis, 250 E. 70 St., at 9 a.m.

Duties

Under general direction, to have responsible charge of a group of public health nurses in this State or elsewhere, to do related work as required.

Requirements

Candidates must be graduates of a college or university of at least two years' duration, in public health nursing, with a course of satisfactory office experience; or (b) a satisfactory equivalent combination of education and experience, which shall provide the necessary knowledge and ability, for the performance of such duties.

Weights

Written, 4; training, experience and general qualifications, 6.

MECHANICS HEAD

Robert O'Sullivan, former president of the Civil Service Mechanics' Association, has been named to fill the position of the President. E. H. Kehoe, first vice-president; Joseph Batkin, second vice-president; Harry W. Ekblom, first vice-president.

Specifications

(Continued on page 14)
CIVIL SERVICE LEADER

County Residents Shown Ways for Dozens of Exams

(Continued from page 13) for its own use in the examina-

PUBLIC HEALTH NURSE

Suffolk County

(See page 19 for travel expenses.) Fee, $2. File by Feb. 9. Two appointments expected.

Duties

Under general supervision, to be responsible for the promotion and conduct of the public health nursing service; to furnish service and educational information; to make visits and supervise the care of the patients in the Public Health Nursing service; to advise and assist in the efficient organization of the official public health nursing service; to be responsible for the proper care of the equipment furnished for that purpose; to be responsible for the care and conservation of the nurses assigned to this service.

Requirements

Candidates must be graduates of a four-year course in Public Health Nursing, or have been registered by the State Education Dept. and must have had at least 5 years of satisfactory experience in the field. They must have a minimum of 4 years of public health nursing experience, of which 2 years must be in public health nursing consisting of at least 90 days in a State Public Health Nursing service, or a similar recognized school of public health nursing.

In addition to the foregoing experience and educational requirements, candidates must have experience in public health nursing consisting of at least 4 years of satisfactory public health nursing service in a public health nursing service of at least 200erala or 4 years in a State Public Health Nursing service, or a similar recognized school of public health nursing.

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MEMBER

1. Certification does not necessarily mean appointment.

2. He does not have to notify the Commission that he wishes to be considered for appointment.

3. There are at least three ways of testing the eligibility of candidates for appointment.

4. It is a general rule that appointments should be made as soon as possible.

5. Any one who is a relative of a person who is appointed to a position in the Civil Service is disqualified.

6. The salary of a person appointed to a position in the Civil Service is fixed by law.

7. The Civil Service Commission has the power to establish rules and regulations for the control of the Civil Service.

8. The Civil Service Commission has the power to order a person to a position in the Civil Service.

9. The Civil Service Commission has the power to promote a person to a position in the Civil Service.

10. The Civil Service Commission has the power to remove a person from a position in the Civil Service.

11. The Civil Service Commission has the power to discipline a person who is employed in the Civil Service.

12. Any person who is employed in the Civil Service is subject to discipline.

13. Any person who is employed in the Civil Service is subject to removal.

14. Any person who is employed in the Civil Service is subject to promotion.

15. Any person who is employed in the Civil Service is subject to discipline.

16. Any person who is employed in the Civil Service is subject to removal.

17. Any person who is employed in the Civil Service is subject to promotion.

18. Any person who is employed in the Civil Service is subject to discipline.

19. Any person who is employed in the Civil Service is subject to removal.

20. Any person who is employed in the Civil Service is subject to promotion.

21. Any person who is employed in the Civil Service is subject to discipline.

22. Any person who is employed in the Civil Service is subject to removal.

23. Any person who is employed in the Civil Service is subject to promotion.

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LATEST CERTIFICATIONS

(Continued from Page 15)

Authority: Manhattan; probable permanent— 195, Groll, Sidney H., 80.53.
1-29-36; Dept. of Health, Manhattan; probable permanent— 195, Groll, Sidney H., 80.53.
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CIVIL SERVICE LEADER

CIVIL SERVICE SPORTS

Basketball

Basketball is a popular C.S. sport. Employers claim benefits.

Sixteen basketball teams are heading down the honesreset in the two-footed final game. Holiness early predictions, the Police Department are considered a Class A—and they probably battle on the Manhattan Opera House. A second feature on that gala night will be the first leading Class B teams. At this writing it appears that either Pub­

lic Works or the Borough President of Manhattan, who meet Feb. 16, play Public Works. Each of the three teams has lost a game.

Incidentally, last Saturday Child Welfare tried an iron-man stunt and dropped from a tie for the top into a second place. They met and defeated Public Works 25-26, and then attempted to come back 99 minutes later against the strong B. P. Department. The final score was 41-31. Other scores last week: Practice 18, Water Supply 31.

Track

The Police and Fire Departments will square off again in another sport. The first meet will be held February 17.

Sprint, Manhattan, Transfer to Time Square. First Specialized Exam

LADDERS, Grades 1-3. Exam: Feb. 18, 9 a.m. at Fire Dock, Central Park. Transfer to Snapper, Times Square, etc.

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The contest attracted 300 candidates. The tentative key was announced yesterday. No applications will be accepted at present.

Twenty-eight district offices of the U.S. Census Bureau will be estab­

lished throughout New York City, where applications for census enumer­

ators are being taken. An all-star bowling feature has been

nounced yesterday. No applications will be accepted at present.

CIVIL SERVICE LEADER

UNEMPLOYMENT INSURANCE

(Continued from Page 7)

case, if the strike, etc., is terminated before the ten weeks have expired, the normal three weeks period begins to run on the date the employee has complied with such registration requirements. After having thus registered, the em­

ployee must report at the office at regular intervals as directed. His failure to do so suspends his benefit rights and no work for which he would be payable is otherwise accumulated by the employer for the employee to perform.

An employee forfeits his benefit rights for the period of con­

tinuous unemployment if he refuses to accept an offer of em­

ployment which is reasonable in its terms and conditions, except that such forfeiture does not apply if the acceptance of the offered employment would require the em­

ployee to join a company union or would interfere with his join­

ing or retaining membership in any labor organization; if there is a substantial change in the nature of the employment; if he is prevented from accepting an offer of employment because of illness, injury, or a change in residence; if the travel expenses to and from the place of employment are unusual; or because he is required to work under working conditions which are less favorable than those prevailing for similar work in the locality, or are likely to result in the employee's being made unemployed or in the reduction of wages or working conditions.

LIST OF REFERENCES


Unemployment Insurance Service, Commerce Clearing House, New York City.

Unemployment Insurance Service, Pretzke-Hall, Inc. (Lease Leaf.)

Is Your Exam Here?

Below is the latest news from the Municipal Civil Service Commission on the status of exams which attracted 300 or more candidates. The Leader will publish changes as soon as they are made known.

OPEN COMPETITIVE

Administrative Assistant (Westerly, R.I.). Part 1 of the written exama­

nation has been completed. The tentative key will be held Feb. 26.

Office Operator: The rating of the written examination will be com­

pleted. Notice will be given soon.

Playground Director (Female and Male). Advanced Standing will be accepted.

City Engineer (City Planner). Qualifying experience is being rated.

Sanitation Man, Class A: The written test has been completed. The examina­tion will be held as soon as possible.

Sanitation Employee. The written test results were received for this examina­tion and will be held as soon as practical.

Social Investigator: 2,241 candidates passed the written examination. No final experience is now being completed.

Stevedore: The examination will probably be given in February.

Telephone Operator, Grade 1 (Male): Qualifying experience has been rated. The written test will be held February 26.

Climber and Frame: The written examination was given to 500 qualified candidates on Saturday. Practical tests will be given during the latter part of February.

Photographers to Take First Specialized Exam

A test for photographers who survive the Office Appliance Operator, Grade 2 test, now being marked by the Municipal Civil Serv­

ice Commission, will be for Photographers. The test will be given at the weekly meeting last Thursday, February 15. The last report was willing to accept the salary set by the Board of Education.

Certifications

(Continued from Page 8)

No! Says Orsay

Because of the widespread interest in the problem of publishing federal eligible lists, The Leader asked Samuel H. Orsay, Director of Examinations for the Commission and the New York City Civil Service Commission, to write an article. The following is a part of his letter:

Attitude for publication of federal eligible registers comes largely from residents of the State of New York who have long lobbied the federal government for publication of such lists.

Publication is the best assurance for "manipulation" of registers that is improper certification of names or "bogging" of order of admission.

The federal government has been steadily declining to publish those registers in a form that could be read. As it is regulated by a rule that any citizen who requests the City Comptroller, the results of this survey are set forth in the following survey.

Agitation for publication of federal eligible registers comes largely from residents of the State of New York who have long lobbied the federal government for publication of such lists.

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The efforts of the Association of State Civil Service Employees to force the Commissioner of Internal Revenue to withdraw a demand that many of the 4,000 employees of the Division of Placement and Unemployment Insurance pay federal income taxes for 1936, 37 and '38 continued last week.

The Commissioner of Internal Revenue outlines the workers pay the taxes, despite the fact that they paid them for the State the previous year, because part of the funds with which they are paid.

In addition to the taxes, the Commissioner deems the present action a failure to report and pay the taxes when due.

"In Michigan last week, Carl W. Kitter, chairman of the DPUI committee, stated that there has been no confirmed reports of any actual movement in the case, but I have heard those that two or three members have had some to offer." He added that several Deputy Commissions of Internal Revenue were written, but that the New York City chapter of the General Committee of the DPUI for committees last week.

Early, Alfred Slavin, Carrie Committee State Group Still at It 1, 1938.

State fought Manual workers of Internal Revenue with State Relevies before January 1936

25,000 Jam Garden For Gay BPA Dance

Pensions vied with entertainment a highlight at Madison Square Garden, came out second best.

Occasion was the 50th anniversary entertainment of the New England Assn., held under the leadership of Joseph J. Burckard. Twenty-five thousand persons jammed the two-block building, forgot the two-block building, forgot the M BOX ads.

City Nurses Meet Tomorrow Night

In Review

"Two On An Island," at the Broad- way Theatre, will do her original role on the screen for Sol and Dora Lewis. Miss Weitz' next starring role was singing in "The Shrew" for the Finnish Relief Committee, is leading a three-speaker program awaiting them tomorrow night at Madison Square Garden, came out second best.

"Take Me Back to the Good Old Days" and "Pins and Needles." Miss Weitz, who appeared in "Our Town," on the stage, will do her part in the "Gay Gfor the Commissioner of Internal Revenue. He added that several Deputy Committees of Internal Revenue were written, but that the New York City chapter of the General Committee of the DPUI for committees last week.

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In addition to College Clerk, the new series includes competitive tests for Accompanist, Administrative Assistant (Welfare); Court Stenographer, District Health Officer; Jr. Admin. Assistant (Welfare); Marine Stoker (Fire Department); Radio Dramatic Assistant; Senior Accountant (Auditing and Housing Construction); Stenographer (Law), Civil Service (Corrections Dept., Stationary Engineer; Simulants and Supervisor, Grade 3 (Welfare Dept.).

The application period for these tests will open late next week. Full official requirements, salary ranges, and other information on all these examinations will be published in Lena next week.

College Clerk Popular
The test for College Clerk is expected to be the most popular. Anyone with a college degree will be eligible to take the examination.

The College Clerk eligible list will be the largest of the new series, with 600 or more positions available in the city colleges. The job will pay $2,000 a year and give many promotional opportunities. The Municipal Civil Service Commission has estimated that a total of $250,000 will be needed to fill all the vacancies.

Though the commission originally intended to hold separate qualifying tests to establish eligibility in special subjects, this idea has been abandoned because of the overwhelming number of candidates that will be given as typing and stenography.

Past examinations which the commission has held for some of the positions in the new series, partial requirements can be predicted.

Three Years Experience
College graduates who take the test will probably have to have at least three years' experience as a stenographer or typist. They will have to be high school graduates and be able to type at a speed of 120 words a minute. The position has a salary range of $1,800 to $2,000.

The examination for Administrative Assistant and Junior Administrative Assistant (Welfare) are being announced from a previous series.

The salary range for Junior Administrative Assistant is $2,000 to $3,000. The duties of the position include administrative detail work—assisting in the development of policies and procedures.

Candidates must be college graduates or have equivalent training and experience.

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