Alderman Tom F. Dwyer, who sponsored the legislation, said: "The bill brings under the same rules and standards, the Federal civil service system, which has been in effect for many years, to the State civil service system, which is about 20 years old."

The bill, which was introduced in the Assembly last week, provides for the establishment of a State Civil Service Commission, which will be responsible for the examination, appointment, and promotion of State employees. The commission will have the authority to establish a civil service system for the State, which will be similar to the Federal civil service system.

The bill was passed unanimously by both the Assembly and the Senate, and was signed into law by Governor H. W. Lehman.

The new civil service system will be financed by a State employee payroll deduction, which will be used to pay for the costs of the examination and appointment process. The State will also provide a pension plan for State employees, which will be funded by a contribution from the State and the employees themselves.

The new system will provide for the appointment of State employees on the basis of merit, and will provide for a fair and impartial examination process. It will also provide for the protection of the civil service employees, who will be entitled to notice of a proposed change in their working conditions, and will be entitled to appeal from any decision of the State Civil Service Commission.

The new system will be administered by the State Civil Service Commission, which will be appointed by the Governor, with the advice and consent of the Senate. The commission will be composed of five members, three of whom will be appointed by the Governor, and two of whom will be appointed by the Senate.

The new system will go into effect on January 1, 1950, and will apply to all State employees, except those employees who are already covered by a collective bargaining agreement.
CIVIL SERVICE LEADER

CIVIL SERVICE LEADER

State Civil Service Department, for which applications will be accepted until Friday, September 28, offers a variety of opportunities, including jobs paying up to $1.25 per hour. Four of the examinations are open to non-residents of New York State. All of them are open to New York State residents and non-residents. The examination, Director of Education, and Testing, Supervisor of Test Development, both in the Civil Service Department; Associate Education Supervisor ( Vocational Curriculum Development) and Junior Gas Employee.

The official examination notices were not ready for distribution when The LEADER went to press, but are expected to be ready this week. It is permissible to apply by mail, by enclosing a 6-cent self-addressed envelope, 9 inches long or longer, and asking for the notices by name, address, and by examination number.

Requirements

The requirements for one of the tests in the series are:

1. Associate Education Instructor (Curriculum Development) must have a baccalaureate degree and two years of practical experience, one of which must be in the field of education.

2. Correction Institution Vocational Instructor must have been a licentiate of the New York State Board of Embalmers, Undertakers, and Embalming Instructors, and have also been a member of the Embalming Society of America for a period of at least five years.

3. Correction Institution Vocational Instructor (Library) must have a baccalaureate degree in library science, and be a member of the American Library Association.

4. Correction Institution Vocational Instructor (Paralegal) must have a baccalaureate degree and two years of practical experience, one of which must be in the field of law enforcement.

The official examination notices are expected to be available within six weeks. Applications will be made without jeopardizing the position of examination applicants, and will be made without jeopardizing the position of examination applicants for temporary jobs, except that examinations for temporary jobs will not be made without jeopardizing the position of examination applicants for permanent jobs.

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What to Do About This Broiling Weather?

The summer weather continues to make it hot for State employees, the Association said last week.

Mr. Cleary, whose organization has requested the commission to study the present State civil service retirement system, was quoted as saying: "It is a matter of common knowledge that the merit system must fight to survive. It's more honored in the absense than in the observance. What can and what should the Association do to protect and to develop the merit and fitness principles in government in the appointment and in the promotion of public employees?"

Every Association member was deeply disappointed in its failure to obtain the 55-year retirement liberalization despite our united efforts. We must now fall six months behind the annual bills that come to me every day, and on which I need your help and your financial support."

The Association asks a hearing on the pending bill before the Court in the Demarco case. The bill, if it were to become law, would be arranged, when J. Edward Stearns, reporting as Special Assistant to the Commissioner of Labor and Industries, said it was his understanding that Mr. Gerlach had suggested an increase of 15% for all the State's 2,500,000 employees automatically get the retirement allowance under the last State Civil Service Department legislation.

The Commission has indicated its appreciation of the Association's membership and was satisfied, at least, that the State Civil Service Department's Bureau of Labor Statistics, in the middle of September at the request of the State Civil Service Department, presented its report on the matter of half-pay retirement, but the Association has not confirmed the retirement allowance. It has accused the Association of wanting to establish a "maximum" in State service over the average salary of the best corporation incomes are being publicized.

A reply, signed by Charles E. McLaughlin, President of the State Civil Service Department, has stated that representation of the Association in the Board of Commissioners on a commission, has requested the compensation provided for in the legislation, on their own merits.

In addition, the commission will not meet this month and possibly not next month. Anyway, the letter said, this problem has been considered many times in the past, and will be taken up again at the earliest possible opportunity.

A solution to the question, which is not the Association's concern, is the debate for the past month, that it is much more difficult to reach than most people believe, the letter added.

The Association doesn't think so. Simply follow the Federal system. Under that, Dr. Tolman suggests, of making all present members and all employees automatically get the retirement allowance. The reason why the annuity account may sometimes fall short of the 20%-credit, Mr. Cleary continues, is "That the State Civil Service Department pays a retirement allowance of 60% of the employee's annuity at age 70, or half pay, more for greater, less for lesser years of member-service than the State's fraction, the usual case, then the combined fraction is 2/3, or 1/6. For 30 years of member-service the re-This Broiling Weather?
Civil Service Leader
Tuesday, August 16, 1949

Senior-Level State Clerk Steno
And Typist Promotion Tests Open

A new series of State promotion examinations is now open. Three of the titles — Senior Clerk, Senior Stenographer and Senior Typist — for inter-departmental and intra-departmental use were discussed last week in detail, and the list of all 47 titles in the series was given.

Written test October 1. Candidates must have served one year in the above-mentioned grades or higher.

Senior Clerk

Candidates must have served one year in the Department of Public Welfare as clerks, stenographers, typists or machine operators in grade G-2 or higher. Written test October 1. (Closing Wednesday, September 7.)

Senior Stenographer

Candidates must have served one year in the above-mentioned grades or higher. Written test October 1. (Closing Wednesday, September 7.)

Senior Typist

Candidates must have served one year in the above-mentioned grades or higher. Written test October 1. (Closing Wednesday, September 7.)

Activities of Employers

Harlem Valley Hospital

The Harlem Valley Hospital championship basketball team was honored last week.

Manhattan Hospital

The chapter will act as host to the Metropolitan Conference in the Harlem Valley, in connection with the conference.

Civil Service Chapter

The fourth annual assembly, sponsored by the Civil Service Department, Civil Service Employees Association, will be held this week. Details of the assembly will be announced.

Promised Promotion Exams to Open Soon

The State Civil Service Commission is preparing to hold preliminary examinations for the positions as Junior Examiner of Methods and Procedures, and Assistant Examiner of Methods and Procedures, for which competitive examinations will be conducted.

Steady Saving helped us get our new and ultramodern television set

Eligibles to Appeal Decision on PBU List

Asbestos Group on the open-competitive State Employment Insurance Claims Examiner List, who lost an appeal to the Administrative Hearing Board in the State Civil Service Commission, has again invited the state to appear in the State Civil Service Commission to open hearings on the matter.

Fred Walters asks Age 55
Pensions in Mental Hygiene

An age-55 retirement plan for employees of the Department of Mental Hygiene was advocated recently by the American Association of Retired Persons.

If you think it’s hot outside, try

Career Man Named Liquor Commissioner

John T. Orey, of Belfast, N. Y., a civil service career worker, has been appointed a commissioner of the New York State Liquor Authority, succeeding John J. Barden, who is retiring.

Steady Saving helps us get our new and ultramodern television set

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CIVIL SERVICE LEADER

JUDGE J. EDWARD CONWAY, President of the State Civil Service Commission, feels that passage of the Mitchell bill for veterans on the ballot this November, would make an improvement, in line with the merit system, at the same time considering the grading of examinations has been much expedited

The Mitchell bill deserves the fullest support of all voting residents of this State.

The Judge has been serving in an interim appointment since February, when his first term expired.

In the past two years, the State Civil Service Commission has shown improvements in many areas. This newspaper knows that this improvement is line with the merit system, and has not hesitated to point out what we deem to be its faults.

Probing into some of the more disturbing aspects of merit system violations — as for example in Lackawanna and Utica, where long hours, etc. have been worked, this post tends even more vigorous action of this kind, and in more areas, both State and local.

In service training, formerly a languishing child of the Commission, has grown healthy. Its value as a positive tool to the advancement of good government in this State is not overlooked.

Technically, the Commission has made enormous strides: the grading of examinations has been much improved: inferences are not the result of whim; new methods, designed to better personnel and to improve the government service, have been instituted; the Commission's calendar is public, and the expenditure is open to all agencies.

Despite faults that can be mentioned, the Civil Service Commission, President J. Edward Conway has made notable advances. At present, with its head serving without knowing whether or not he is to be re-appointed, the Commission may be said to be working. There can't be an actual long-range planning; decisions often have to be tentative; the entire staff is "up in the air." And from the simple human point of view, a man shouldn't be kept dangling so long, without knowing what his future holds.

It is for these basic reasons that The LEADER, having already indicated its approval of the re-appointment of President Conway to another term.

Titles of Recent State Lists

ALBANY, August 15—The following open-competitive lists for use by State departments and agencies have been established:

Number Established

Title

1070 O. M. O. Tab. (Nonwoven) (Alphabetic) 12-13-48
1079 Ass. Dir. of Nursing (Psychiatric) 12-13-48
1080 Civil Serv. Engr., (Road) 12-13-48
1081 Biochem., Division of Labs & Research 12-13-48
1082 Corr. Est. of State, (Masonry) 12-13-48
1083 Ass. Indus. Perman (Chin Shop), Correction 12-13-48
1084 Legal, State Public Service 12-13-48
1085 Sr. Educ. Serv., Agric., Educ., Education 12-16-48
1086 Legal, State Highways 12-16-48
1087 Occupational Instructor, Mental Hygiene 12-16-48
1088 Labor, Labor Dept. 12-16-48
1089 Stationary Engineer, Labor Dept. 12-16-48
1090 Legal, Legislative Dept. 12-29-47
1091 Dir. of Public Employment Staff, Civil Service 12-29-47
1092 Legal, State Employment 12-29-47
1093 Comp. Claims Investigator 1-7-49
1094 Labor, Labor Dept. 1-7-49
1095 Dir. of Motor Vehicle Inspection, Public Service 1-7-49
1096 Labor, Labor Dept. 1-7-49
1097 Sr. Social Worker (Youth Parole) 1-7-49
1098 Social Worker (State Reformatory) 1-7-49
1099 Biostat., C. of S. Research 12-14-48
1100 Mental Hygiene, State Dep’t 1-14-49
1101 Medical, Rutgers Medical School 1-14-49
1102 Comp. Claims Investigator 1-14-49
1103 Labor, Labor Dept. 1-14-49
1104 Motor Vehicle Inspector, Public Service 1-14-49
1105 Labor, Labor Dept. 1-14-49
1106 Sr. Social Worker (Youth Parole) 1-14-49
1107 Social Worker (State Reformatory) 1-14-49

ALBANY, Aug. 15—The following open-competitive lists for use by State departments and agencies have been established:

1108 Sr. Social Worker (Youth Parole) 1-14-49
1109 Social Worker (State Reformatory) 1-14-49
1110 Biostat., C. of S. Research 12-14-48
1111 Mental Hygiene, State Dep’t 1-14-49
1112 Comp. Claims Investigator 1-14-49
1113 Labor, Labor Dept. 1-14-49
1114 Motor Vehicle Inspector, Public Service 1-14-49
1115 Labor, Labor Dept. 1-14-49
1116 Sr. Social Worker (Youth Parole) 1-14-49
1117 Social Worker (State Reformatory) 1-14-49

CAREER OPPORTUNITIES

A Civil Service Career Offers These Advantages:

• Permanent Tenure • Good Salaries • Sick Leave
• Automatic Increases • Promotional Opportunities

ENROLL NOW! Classes Begin September 17.

No Educational or Experience Requirements

• PERMANENT RAILROAD OPERATOR

Salary $6,000 to $7,000 per year

Perm. Personnel for Men and Women, 18 Years and Upward

N.Y. EXAMINATION ORDERED

Over 1,000 Existing Vacancies

A TOTAL OF AT LEAST 3,500 APPOINTMENTS EXPECTED

CLERK

No Experience or Educational Requirements

Salary $60.50 to $80.00 per Week

ENROLL NOW! Classes Begin September 17.

Attends at Convenient Hours in New York City.

MANHATTAN: Wed. & Fri., 10.30 A.M., 1:15, 5:30 & 7:30 P.M.

JAMAICA, Tues. and Thurs., 9:30 A.M., 1:15, 5:30 & 7:30 P.M.

Attend at Convenient Hours in New York City.

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For Further Information and a complete list, write:

N.Y. City Executive List

Checked $5.00 per Class.

A WEEK FOR $5.00

For Full Details of Any Civil Service Position Inquire

FOR DETAILS OF ANY CIVIL SERVICE POSITION

VOCATIONAL COURSES

You Are Invited to Attend Any of the Above Classes as a Guest

The Leader Institute

"35 Years of Career Assistance to Over 400,000 Students"

115 E. 15 St., N.Y. 3

Limited seating. Register early.

For More Information Write:

LEADER INSTITUTE, 15 E. 15 St., N.Y. 3

New York City Examination Expected

SURFACE LINE OPERATOR

Over 700 Existing Vacancies

Salary $1.24 to $1.44 per Hour

No Educational or Experience Requirements

ENROLL NOW! Classes Begin September 17.

A TOTAL OF AT LEAST 3,500 APPOINTMENTS EXPECTED

CLERK

No Experience or Educational Requirements

Salary $60.50 to $80.00 per Week

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CIVIL SERVICE LEADER

Greatest Year For Tests at Hand

 Civil service is heading for the greatest recruitment activity in its entire history. The Federal Government is planning popular examinations, including a profit-sharing Junior Police Examination of large numbers of specialists; the State has announced its long-range examination program, with hundreds of tests; NYC will open, in the fall and winter, the examinations for Patrolman, Surface Line Operator, Clerk, Grade 2, and Social Investigator, among others.

In NYC particularly the job opportunities will be numerous in dozens of titles, including Patrolman, Grade 1; Grade 3; Fireman, Grade 1; Grade 2; Grade 3; Grade 4; and police officers, Grade 1. There are nearly 18,000 provisions on the City payroll — a reduction of 12,000 — so exams will surely be kept rolling to achieve that goal.

The need for adequate preparation by candidates is obvious. The American Federation of State, County and Municipal Employees attributes it to the public. The State operates in the same direction, by giving long advance notice of the examinations, thus affording opportunity for study. Only the Federal Government, long after announcing examinations and then holds them so soon after the last day to apply, that there's no time to take a study.

The Federal Civil Service Commission, which supervises the civil service activities of the Federal Government, will meet its ways and cooperate with those who help to make its administration a success sometimes more than the Commission has done.

The LEADER will give complete advance notice of examinations, where possible; has already started; publishes Popular, including examination questions and answers, where obtainable, and intimates facts about other examinations it can learn of. It will publish information and advice that will aid candidates to be best qualified.

Opportunity is at hand. Act on yourself. Tell your friends about it.

Comment

'At the Little Advantage'

Editor, The LEADER: ‘What a great thing this is! Even if some at other papers don't think so, we think it at least a little bit of a service. It makes us feel good to have something to say to people who have not had it so good recently. It makes us happy to think we can make a difference in their lives.

The LEADER is one of the few papers that has been able to give so much to people who have not had it so good recently. It makes us feel good to think we can make a difference in their lives. It makes us happy to think we can help them realize their dreams.

Buck Greene

Buck Greene has faced an array of challenges in his career. From being a bootlegger to becoming a successful businessman, he has proven himself to be a determined and resilient individual. His story serves as an inspiration to others who may face similar obstacles in their own lives.
By H. J. BERNARD

As the result of having more work than its staff could possibly handle, the U. S. Civil Service Commission, through its central offices in Washington, initiated a series of Board of Local Civil Service Examinations. These examinations are mostly of administrators of the agencies of the Federal Government and are designed to fill the jobs to be filled through the examination. The difficulty is that the examination itself could not cope with all the work. Now, after two years, it's time that the results of this study of the result, judging from the evidence of the references to the Local Boards to originate a new form of management, which is certainly more competitive but which might more readily lead to job satisfaction, and, more particularly, and some of the undesirable results of the examination itself are influenced upon candidates, the Commission and the civil service itself is likely to become unsatisfied.

It is a dangerous practice, as the Board of Local Civil Service Examinations seeks information on examination purposes and, as far as possible to proviso who are seeking permanent employment through passing the test any regard for the public employees, aid in their civil service problems.

Menace of Local Boards

How and why unconscious the Local Boards examination, which seeks information on examination purposes and, as far as possible to proviso who are seeking permanent employment through passing the test any regard for the public employees, aid in their civil service problems.

Ment of the facts and demanded a minumum of candidates to fill two positions in any examination of two years' standing, first in that order, second for the Disabled Veterans.

Subscription for the LEADER

The LEADER conducts a direct question-and-answer serv ice for its annual subscribers. Besides the benefits of full coverage of Civil Service examinations, subscribers obtain a valuable handbook to a government job, thus gaining a new rule of the U. S. Civil Service Commission, so why not let it happen?

6 Months Rule Eased

On U. S. Promotions

Federals employ no longer to serve six months in one position before they are eligible for promotion to the next higher grade, under a new ruling of the U. S. Civil Service Commission.

The remaining restrictions still apply: if a person who is transferred from temporary to competitive service is a male of a different race, he is subject to the discriminatory requirements for al results.

Textile Technologist

Textile Technologist positions are available in the Textile Technologist positions are available in the first place, when the Federal Government sets the rule. When Local Boards can go so far as to decide who shall have the examination as a basis for promotion, the examination is far too great a testing grounds to permit the present staff, and that in turn, the pressure that is necessary to fill the void is more easily filled by non-status employes, and these are budget vacancies.

Fundamentally, the commission believes that the civil service is the foundation of the Federal Government's public service, and that by allowing the examination to fill vacancies, it is making a mistake. The Hooper Commission was merely an attempt to reform the examination, but what was so wrong about the examination?

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**Exams for Men Up to Age 50**

The maximum age limit for all examinations is 50 years old, unless otherwise noted. The state government seeks to offer competitive positions to veterans of World War II and subsequent wars. Eligibility for veterans' preference is dependent on wartime service. There are specific requirements for certain positions, such as theViewController Officer, which demands a combination of education and experience. Applicants must apply at least one month before the scheduled examination date. The examination fee is $1.20. The test is scheduled for the last Monday in November and the first Monday in December. Application forms are available at all local offices of the Department of Labor. Applicants must have a valid New York State driver's license and a satisfactory equivalent combination of education and experience.

**Advance Tips on Patrolman Test**

Candidates must be 18 years old and have a valid New York State driver's license. They should expect to be tested on their knowledge of the state and federal laws governing law enforcement. The test is divided into two sections: a written test and a practical test. The written test covers the Uniform Code of Criminal Justice, Penal Law, and other relevant state and federal codes. The practical test involves scenario-based questions that test candidates' ability to apply their knowledge in real-world situations. Applicants are encouraged to study the relevant laws and regulations to prepare for the test.

**Physical Therapist Test**

Open for Jobs to $3,727

The state is currently recruiting for physical therapists to fill positions in various locations. Requirements include a master's degree in physical therapy and a license to practice in New York. The starting salary is $3,727, with potential for advancement based on experience and performance. Applicants must have at least one year of experience in physical therapy and be licensed to practice in New York. Applications can be submitted online through the state's job portal. Interviews will be conducted in person at the state's offices in various locations.

**Wage-Hour Investigator Test Date to Be Set**

The state is recruiting for wage-hour investigators to ensure compliance with labor laws. Applicants must have a bachelor's degree and at least two years of experience in the field of labor relations or labor law enforcement. The starting salary is $35,000, with potential for advancement based on experience and performance. Applications can be submitted online through the state's job portal. Interviews will be conducted in person at the state's offices in various locations.

**Exams for Public Jobs**

**STATE**

Open-Competitive

- **Elevator Mechanic's Helper, C.** Requires three years' experience in the operation of elevators and an equivalent combination of education and experience. The salary range is $2,500 to $3,000.
- **Stock Assistant (Men) Stock Helper.** Requires experience in the stock department of a warehouse or similar establishment. The salary range is $1,800 to $2,400.
- **Sewage Treatment Worker (No. 5827).** Requires a high school education or satisfactory equivalent combination of training or rehabilitation programs. The salary range is $2,974 to $4,103.

**COUNTY**

Open-Competitive

- **Highway Light Maintenance Operator.** Requires one year of experience in the maintenance of highway lights. The salary range is $2,100 to $2,500.
- **Director of Mental Hygiene, County.** Requires a master's degree in social work or a related field. The salary range is $8,000 to $10,000.
- **Director of Mental Hygiene, Town.** Requires a bachelor's degree in social work or a related field. The salary range is $6,000 to $8,000.

**Immediate Jobs Open with NYC As Marine Corps**

- **Medical and Physical Hospital Assistant.** Requires high school graduation and satisfactory equivalent combination of training or rehabilitation programs. The salary range is $6,000 to $8,000.
- **Post Office Clerk.** Requires high school graduation and satisfactory equivalent combination of training or rehabilitation programs. The salary range is $7,000 to $9,000.

**Editorial and Information Jobs to Be Filled by U.S.**

The state is recruiting for editorial and information jobs to fill positions in various locations. Requirements include a bachelor's degree in journalism or a related field. Applications can be submitted online through the state's job portal. Interviews will be conducted in person at the state's offices in various locations.

**Surface Line Operator to Fill 1,000 Jobs**

The state is recruiting for surface line operators to fill 1,000 jobs in various locations. Requirements include a high school education and satisfactory equivalent combination of training or rehabilitation programs. The salary range is $7,000 to $9,000. The application process is ongoing, and candidates are encouraged to apply immediately.

**Minimum Educational Requirements**

All applicants for state positions must have a high school education or the equivalent. Certain positions require additional education and experience, as noted in the job descriptions.
CIVIL SERVICE LEADER

WASHINGTON, Aug. 15—The subcommittee of the House Post Office and Civil Service Committee reported to the parent committee a bill granting a flat $100 increase in salary to all group of employees now receiving meritorious bill providing:

In cases where groups do not now receive such meritorious bill for those postal employees who furnished uniforms and that, in the area covered by his work in this

H. R. 1089 — Top executive pay bill, increasing salaries of more than 220 Cabinet officers from $23,000 to $25,000, and granting substantial increases to assistant heads of the Executive Departments and Agencies.

S. 1672 — Granting an average increase of $125 to 800,000 classified workers other than postal.

An annual increase of $10 for all employees paid on an annual basis, increased $10 per annum to $20,000, and $150 for other classified workers.

When employees receive their regular appointments they will "accept" as a special appointment without prejudice to any grievance to adjust their grades to $100 for all employees paid on an annual basis, increased $10 per annum to $20,000, and $150 for other classified workers.

The estimated cost is approximately

$10,000,000 annually.

The full committee approved the Corbett alternative in executive session.

This bill provides many benefits which are not now included in the Miller Bill. H. R. 1659," said President William C. Amster, of the United Nation Association of Post Office Clerks.

Senate Committee Action

The Senate Post Office and Civil Service Committee favorably reported the following bills. There will now go to the Senate for final action.

H. R. 1089 — Top executive pay bill, increasing salaries of more than 220 Cabinet officers from $23,000 to $25,000, and granting substantial increases to assistant heads of the Executive Departments and Agencies.

S. 1672 — Granting an average increase of $125 to 800,000 classified workers other than postal. The cost is estimated at 120 million dollars. The bill includes a general revision and renewal of the 1923 Classification Act. Senator Ben Bard of New York, sees no measure in a clean bill and includes provisions for increasing the salaries of those employees who are heads of Bureau and Agents who can come within the provisions of the Miller Bill.

H. R. 2182 — Previously passed by House, correcting inequalities and differences in pay when changing from Standard time to Daylight saving time.

The Senate Committee on Labor

(Continued from Page 11)

Merit Man

Burk Greene's job is conceded to be the most difficult in the nation. He is assigned to the 14th street post office of the lower Broadway area near Times Square and Longfellow. From a single portion of a fingerprint brought in the United States Attorney, at McGill, science at Georgetown, science at Harvard. He referred indirectly to a case in which he had worked at the coast west, formerly a Brooklyn man. Burke event in small envelopes, and these envelopes and were sent to Greene for fingerprint examination. On one occasion, the entire class of the left-hand ring finger of a man was sent to John Stoppelli, an international traveler, and operating out of Greenwich Village. Burke was so outstanding that he enforced a court action, but the jury was so competent that he could not win.

He works under James B. E. (Buck) Greene, assistant chief of Alcohol Tax Unit, covering New York State and New Jersey. His work, as described by his work includes New York State and New Jersey. His work, as described

Buck Greene's evidence — convicted on the slim but

Buck was so outstanding that he was brought to trial in San Francisco. He has had status since the begin

Buck Greene's evidence — convicted on the slim but

Greene: He's one man who knows how to work with his hands. He is married, and the father of a 14-year-old girl, nice enough to be aUnix in a few years, to be a volunteer in the Coast Guard. Buck Greene is the man who knows how to work with his hands. He is married, and the father of a 14-year-old girl, nice enough to be a volunteer in the Coast Guard.

One final word about Greene: He's one man who knows how to work with his hands. He is married, and the father of a 14-year-old girl, nice enough to be a volunteer in the Coast Guard.

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Federal Career Employees Association — New York Chapter

I hereby apply for membership in the Association and will assist in maintaining and promoting habe security needs of all civil service employees, and to preserve the Career System in Civil Service.

NAME

HOME ADDRESS

AGENCY LOCATION

I enclose permanent Civil Service status on (date)

Date of application

SIGNATURE

(Membership costs $5.00 per year, and membership includes two monthly installments. Make checks and money orders payable in Federal Reserve Bank of New York)

CIVIL SERVICE LEADER

Tuesday, August 16, 1927

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Minneapolis, Minn.

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Minneapolis, Minn.

1130 South Main St.

Minneapolis, Minn.
Postal Pay Bills

(Continued from page 1) and Public Service Corporation of Iowa re-}port H. R. 3191, granting sub-
stantial increases in the rate of compen-
sation for Injury to employees of the
pensions in the line of duty. The
bill was again before the House and
now goes to the Senate for action.
The Committee authorized Sen-
nator Long to introduce a bill pro-
rviding $120 annual increase to
legislative employees.

Message by Averell

The report of the United Nation
Association of Post Of-
fice Clerks has strongly informed
the Presidential Message of Mr.
Averell, encouraging the continu-
ation of the policies, by all postal
agencies, that have obtained in the past, of main-
taining friendly relations with
the members of the Senate and
the House, and of the committe-
ees of those legislative branches.
It has been apparent that
pressure groups have overplayed
their hand," he said. "Members
of Congress. This bill was
passed previously by the House
and Senate and sent to the Execu-
tive for signature.

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THURSDAY, AUGUST 16, 1940

CIVIL SERVICE LEADER
Page Eleven

FEDERAL NEWS}
INSURE YOUR CAR

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CITIZENS LBADRJK
Tuesday, August 16, 1954

NEW YORK CITY NEWS

Diana Favors

The Mayor's Committee on the Career and Pay Plan for municipal employees, acting through its special committee, has been working with a streamlined method for conducting the special reclassifi-

cation survey. Raymond K. Di-
a, President of Welfare Coun-
cil of Greater New York, who
made a personal appearance before the members of the City Council, urged the use of questionnaire and high-speed mech-

anism equipment to facilitate collection of the survey.

Tuesdav, August 16, 1954

Mike Diana Deplores 'Controversy'

Mr. Diana, who has been labeled a "controversy king," has arisen from some of the acrimony and said that "continued pres-
ceded discussion is only delaying the day when the present crisis-

quarrel will come to an end." He said the reclassification survey should be replaced by a sound and equita-
n-ble classification project. He said the process should be designed to use the services of the employees, installing the views of employees with respect to job responsibil-

ity, grade, rank and pay of their positions; and the other "farreaching task," that of a reclassification survey similar to those in "city service" paid by state and
central agencies and private con-
cerns in the metropolitan area.

Mr. Diana said that in the course of the questionnaire, permitting the use of mechanical equipment for arranging and sorting, would make possible completion of the survey by January 1, 1956 and would reduce the amount of staff necessary to be assigned to the survey.

The Program

The Council No. 350 president submitted a point program call-
ing for the following:

1. Completion of the reclassifi-
cation survey before the end of January, 1956, when the problem is to be submitted to the employing.

2. Full participation by the em-

ployees in the reclassification pro-
cess through the use of committees designated for this purpose.

3. Establishment of basic salary stand-

ards to conform with living costs and to pay the employees in their respective positions in private and public employment in the metropolitan area.

4. Establishment of salary schedules in accordance with the principle of "equal pay for equal work".

5. Abolition of "seniority pay" in salary classification.

6. Well-defined lines of promo-
tion with a choice of advance-
ments either into the positions re-
classified or to positions designated for promotion.

7. A permanent system of maintain-

ing on file the position clas-
sification and pay plan adopted as a result of the survey.

Mr. Diana said his organization had been in contact with the present deliberations of the Mayor's Committee to present at this time specific requests for re-
classification and salary adjustment for the various categories of Welfare staff. He urged the Mayor's Committee to proceed immediately to the matter he suggested and to adhere to the principles enum-

erated in his outline of the reclassifi-
cation survey by January 1, 1956 and adoption of a pay plan and pay plan that will be acceptable to the overwhelming majority of the employees, workable in the interests of proper City management, and efficient in promoting adequate job perform-

ance.

Here Career story, F. 11

More Promotions Asked

In Park Department

The record times in the Park Depart-

ments were approved by the Greater New York Park Em-

ployee Association, excepting.

Other requests by the Associa-

tion recommended.

For all times not being reinstated

requests to be filled, the Association shall be established.

That advancement in the Park System from one group to an-

other shall be accomplished by having successfully passed a qualifying or competitive examination.

A promotion examination for Attendant Grade II and Attendants was reinstated.

For all positions not being reinstated

requests to be filled, the Association shall be established.

That advancement in the Park System from one group to an-

other shall be accomplished by having successfully passed a qualifying or competitive examination.

All laborers in the Department

of Parks shall be established.

Attendant Grade I and Attend-

ants recommended.

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City State
Appeal to All Civil Service: Open Your Home to an Infant

The NYC Civil Service Commission will open the Junior Statistician examination on Sept. 12. The job pays $2,400 total. An applicant must be a graduate and have 1 year of professional experience under supervision. The position will be filled by competitive examination.

In this connection it is interesting to know that the department has received over 2,000 applications for 100 positions. The following information may be of interest to those applying:

- The department has received over 2,000 applications for 100 positions.
- The examination will be held on September 18th at the Central Park Armory.
- The test will consist of 100 questions to be answered in 3 hours.
- The examination is open to all applicants who meet the eligibility requirements.
- The Department of Public Works will pay for the cost of a child's care providing the child is between the ages of 2 months and 2 years.

Grade 3 Clerks Offered Transfer Opportunity

An opportunity is offered to qualified applicants to transfer to a new position in the Department of Social Services. The position requires a knowledge of statistical methods and procedures. Applicants must have a bachelor's degree in statistics or a related field.

Eligibles on the Transit Patrol who are interested in this position are encouraged to apply. The test will be held on September 21st at the Transit Training Center. The application fee is $5.

More Bus Driver Jobs

The examination for bus driver jobs is scheduled for October 1st. Applicants must have a valid driver's license and a good driving record. The test will consist of a written examination and a driving skills test.

Bus driver jobs are available in all five boroughs of New York City. Applicants are required to complete an application and submit a current driver's license. The examination fee is $5.

NYC Junior Statistician Test To Open on Sept. 12

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Clerk Grade 2, Test

Thursday, August 18, will be the opening day of the Fire Department's annual Firemen's Week, and the first day of the Fire Department Police tournament. The tournament will be held at the Firemen's Week headquarters, at 14th Street and New York Avenue, on the northwest corner, at 9 a.m. Thursday, August 18. Later arrivals may proceed directly to Teaneck and join the main group. There will be refreshments after the shooting, presented over by President Amandus V. Mathews and his committee.

Some of the shooters will be Captains David L. Garfield, David J. Pnyn, Lieutenant Bill Brands, Fred Abrahamson, John Berkman, Jr., Hamilton B. Fox, Herbert R. Rose, Paul White, Andrew A. Wagner, Fireman George Delany, Al Delrey, Hal Green, and several other members of the New York Fire Department. The shooting lounge of the club, as well as the front yard of the club, will be the scene of many of the events.

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Six for Clubs

The teams will represent the teams in the four-man team competition. There will be a total of twenty-two teams and many individual

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BONUS IS TEMPORARY — BUDGET TERMS WARN

VACATION LIMIT 25 DAYS — NO VACANCIES TO BE FILLED UNLESS NECESSARY — CALL TO REMOVAL WORK MUST BE OBEYED.

Twenty-five days of vacation are the limit in NYC. That means no working off Sundays, or other regular days off, and only two this month. No vacancies will be filled in NYC unless the public business can not otherwise be properly performed. The cost-of-living adjustment is regularly known as the bonus, temporary and subject to revocation when economic conditions warrant.

In the office of the County Commissioner Quayle and his staff.

Pueblo P. Donahue

Executive Administrator of the County of New York.

Provisions are in the Budget.

The bonus temporary.

The bonus was temporary.

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Civil Service Leader

New York City News

Strong NYC Employee Units Get Behind Career-Pay Plan

(Continued from Page 1)

in guaranteeing adequate job performance.”

Stand in Favor by CIO Group

The American Civic Employees Union, CIO, issued the statement, saying in part:

“In our dual role as citizen and employees, we must take a positive stand in favor of the long overdue reclassification, which, if properly administered, will straighten out the muddle of the City’s personnel policies. The employees themselves have the greatest stake in efficient civil service. At the same time, realizing the dangers which might arise from any job study, the ACEU will insist upon a number of safeguards and the creation of a permanent agency with full employee representation which will be strong enough to see to it that safeguards are enforced.”

Has Get to Be Made

Speaking for the Civil Service Technical Guild, Mr. Brueck, his president, told Civil Service Commissioner Joseph A. McTamara and Assistant Budget Director Abraham D. Beanme: “We realize that a sound objective career and salary study has got to be made. It can’t be done in a day. Over the years, people have grown into their jobs. Changes are work in titles below those they should have. Our present system is outmoded, as far as salaries and duties are concerned.” Mr. Brueck felt, however, that the job should not take two years. (There has been no official statement from anybody that it would take two years. —Ed.)

Linda DeGruff

Speaking of John T. DeGruff, the Mayor’s appointees to conduct the survey, Mr. Brueck stated: “I know Mr. DeGruff personally. I have battled with him many times in Albany. But I don’t know anybody better qualified than DeGruff to conduct this job.”

Equal Pay for Equal Work

His organization wants equal pay for equal work, Mr. Brueck continued, and that these salary adjustments “now in the works” to be processed without reference to the over-all survey. He also asked a statement of intent and plan of procedure from the committee.

15 AFL Unions

Speaking for fifteen unions in the American Federation of Labor, Mr. Feinstein stated that his organization had studied all available material about the pending career and salary plan and “were wholeheartedly behind it.” Mr. Feinstein condemned what he called “bickering” by some employee groups appearing before the Mayor’s committee.

“Their attitude is an attempt to sabotage this great advance in public service or to protect their political considerations,” he said. “The real end of their foolishness is to hurt the employees of the City. We are here to support and safeguard the employees in the Career and Salary Plan, and with these strong employees, we are giving the Mayor’s project the fullest cooperation. We know his sincerity in this because he has promised there would be no waste cuts, and has found the man best-qualified in the entire City to do the job.”

Mammoth Task

Referring to statements made before the two main committees in favor of the employee hearings, Mr. Watson said: “It is not true that all employee hearing has heretofore been assembled by the Budget Director and the Civil Service Commission to make further study unnecessary. The data that has been assembled is just a sampling of the facts that will be necessary. In addition, it is necessary to analyze the size of New York’s, a mammoth task merely to determine the duties of every position — the first step in the Career and Salary plan. We have a sound, equitable Career and Salary Plan, a technical job and experts who can devote full time to it.” Mr. Watson further, however, an employee committee to work with the employees at every stage of the project.

“The main purpose of the hearings now going on was to enable the City employees to give any constructive suggestions for the conduct of the study and the end result of the Career and Salary Plan. It is unfortunate that most of those who have sat at the hearings so far have been made up of employees who have no basis in fact.” He reminded the employee leaders that the Mayor had personally guarantied that some employees, who have the study if the employee representatives who give their views on merit; a sound retirement system; a just and adequate salary system for all employees, comparables or those paid in private industry. In the vast majority of cases, a sound retirement system; a just and adequate salary system for all employees, comparables or those paid in private industry. In the vast majority of cases, employees who have the same work get different pay and employees doing unequal work get the same pay.

S. J. Bemah

Mr. Watson deplored that “some employees, who have the same work get different pay and employees doing unequal work get the same pay.”

False Rumors

Recounting the statements made before the two main committees, Mr. Watson said: “There are false rumors that some employees are going to be hurt by the career and salary plan, and has found the man best-qualified in the entire City to do the job.”

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