WASHINGTON—Bureau of the Budget has followed up the President's request to get ready for the transition of government to its peacetime status. Harold Smith, budget director, has notified all agencies that they must clean house and find out what functions they can draw when the war ends. He has given them 30 days to provide this information.

In the face of this order, however, many agencies are asking for more employees. The huge loss of personnel changes, list, complaints, and personal changes. They will be better public services, better governmental technical, if they know what are the new things are being planned in their departments, and in others; if they know what they need and methods and methods are becoming available in transportation, sanitation, health, police, education, welfare, hospital, sewage, and fire work.

THE PUBLIC ADMINISTRATION

Important!

SOMETHING NEW! The Public has been a session dealing with Public Administration. It is a plan, in extending the scope of the LEADER coverage, to make it a better publication. We feel that the public administration and the employee of a government agency require more than a weekly resume of civil service rules, regulations, lists, complaints, and personnel changes. They will make this a better publication by better governmental technical, if they know what are the new things are being planned in their departments, and in others; if they know what they need and methods and methods are becoming available in transportation, sanitation, health, police, education, welfare, hospital, sewage, and fire work.

The Public Administration will deal with news, plans, programs of States, counties, cities, towns and villages; it will present the problems of some communities, and relate the solutions to problems by other communities; it will record new ideas by public officials and employees and by others whose work and talents are important in government.

State Assn. Submits 11-Point Program For Improvement of Retirement System

ALBANY—Charles Dubuau, chairman of the Committee on Retirement Law of the Association of State Civil Service Employees, this week submitted to State Comptroller Moore a detailed 11-point program for revision of the employees' retirement and pension system.

The report, which had the approval of the entire Executive Committee of the Association, was widely hailed by those who saw it as a masterwork. Unlimited credit was voiced to Mr. Dubuau and his associates, including John T. De Graff, counsel to the Association, for the compilation and the readability of the report.

A copy, with several supporting data, was handed to State Comptroller Frank C. Moore under whose supervision the Retirement System is administered. The report itself paid tribute to Mr. Moore's expression desire to incorporate the pension system. After the Comptroller and his aides had studied the Dubuau report, it is expected that Mr. Moore and representatives of the Association will sit down to discuss the various points and attempt to reach some agreement on proposed revisions which will have to be made largely by amendment to the law. This may take a few weeks, but meanwhile the report itself will be made available to all state and municipal workers through The LEADER.

General Statement

Among the motives influencing an employer to adopt a pension plan for employees are the following:

1. To meet the social obligations of the employer for employees who have served faithfully for many years.

2. To provide for orderly withdrawal of aged employees and to open up opportunities for promotion of younger employees.

3. To build up loyalty, secure better satisfied employees and lessen labor turnover.

The employer must weigh these motives and objectives against the cost of the plan to him. Changes and amendments in an existing plan would logically be treated in the same manner. Of course, in that connection consideration should be given to the trends in modern pension plans of employers and in governmental units and to the question as to whether particular classes of employees are being treated equitably and whether the employer is making a reasonable return for the amounts that are being contributed for employees.

(Continued on Page 16)

For More State News

Pages 6, 7, 8, 9, 15, 16
.service and women overseas are anxiously awaiting their Christmas presents and letters. To help speed the huge volume of mail to overseas military personnel, workers are needed immediately for jobs at various post offices, which are operating 24 hours a day. Women are wanted at the plant where trains are loaded, at the post office where letters are mailed, at the place where trains and transplants it to the place for delivery. Women are needed almost any time during the day or night so you will work two four-hour periods. The jobs on the Post Office Branch at 46th Street and Northern Boulevard, which is in operation 24 hours a day, some time during the day or night.

No physical examination is given; the use limit runs from 18 to 50. The only requirement is that the applicant is American citizenship and able to read and write and follow instructions. You can be put to work immediately after you apply. You may work full or part-time—by calling at the Post Office Office, at the General Post Office, 35th Street, and 83rd Street and 82nd Street, and to do the job as good a job as you can.

U.S. Civil Service asks time-and-a-half overtime pay for Federal employees

WASHINGTON—Let's give government workers the same protection as those in private business to guard against unemployment. That's what the Civil Service Commission has asked Congress to do.

Here are some of the requests: 1. Pay full overtime of time and one half for Federal employees. 2. Pay full time and one half for work on holidays. 3. Pay full time and one half for night work.

The commission has made specific changes in the labor standards of the Federal government workers. The only exception to these are the last two weeks of December, and almost any time during the day or night during the last two weeks of December. The jobs open are all in the hands of clerks and clerks, and the work is all indoors. Trucks pull right into the covered platform where the mail is removed and sorted.

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New 'Trouble-Service' Set Up for Subway Men

Employees of the New York City Transit lines now have no right to any overtime.

To give the subway and its families a place to go, a group of relief workers has organized a Personal Service Bureau, said to be the answer to an agency that handles many varied problems.

For example: a woman is ill. Just then the family is swamped with medical expenses and cannot afford to pay an Army arrears administrator to obtain an Army allotment. There is a pretty complicated situation.
The City is defending the point — if an employee who elects to transfer, or other department, came back to work the next day, the family breadwinner is sent to a firehouse on Staten Island — to a firehouse on Staten Island — to a firehouse on Staten Island — to a firehouse on Staten Island.
The family is assisted to carry her along. The family is assisted to carry her along. The family is assisted to carry her along. The family is assisted to carry her along.

It's OK to Gag Firemen, NYC Attorneys Contend

The 'firemen have no case against Fire Commissioner Patrick Young. The hearing examiner, the City's attorney said in appearance in the Supreme Court, before the appeals court.

The City is defending the point — if an employee who elects to transfer, or other department, came back to work the next day, the family breadwinner is sent to a firehouse on Staten Island — to a firehouse on Staten Island — to a firehouse on Staten Island — to a firehouse on Staten Island.

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An Organization with Special Functions

The Disabled American Veterans, an organization with special functions, maximum legal benefits for disabled veterans, gives free service to disabled veterans, who is a member of the organization. Half of its members and other veterans on an eligible list, who are unemployable because of military or naval disabilities, and other groups deal with aspects of the veterans' needs.

NYC Civil Service Positions

The problem of handling disabled veterans is a case individually. But on the whole, the Commission said, it must be performed with the cooperation of the disabled veteran. It must be performed with the cooperation of the Commission. It must be performed with the cooperation of the Commission.

NYC Health Department Offers Careers

One of the most active groups among veterans is the American Legion with 7,000,000 members. The American Legion's medical appointments are divided into separate groups, each of which is responsible for a public health service. When a new Legion is formed, it is provided with the necessary medical appointments.

Girls & Women Wanted

No EXPERIENCE REQUIRED!

CANA IN A STORE WITH WALKING DISTANCE OF YOUR HOME

CAN EARN $30 through bonus plan

ALSO PART-TIME

$14 FOR 4-HOUR DAY

Rapid promotion to Manager position!

Rand Cleaners

4201 Avenue H, Brooklyn

Duty: To keep all clothes clean and pressed, to Flushing Ave., or Ave. J due to 426 St.; or Utica Ave, Broxley & Kings Highway.

Theodore Irving

220 East 42nd Street

The Disabled American Veterans, An Organization with Special Functions

One of the primary functions of the organization is to gain the maximum legal benefits for disabled veterans. The American Legion, given its cooperation, has prepared a special program for disabled veterans and their families in connection with claims against the government.

In addition to the Legion, half of its members and other disabled, on the recommendation of a commission, conducted a special program for disabled veterans in New York hospitals. There is no conflict between the Disabled American Veterans and the American Legion, veterans of Foreign Wars, or other veteran groups.

Subway Board Still Mum

On Fate of Fired 4-F

EX-subway patrolman Samuel S. Ryan, who was fired after the 4-F regimentation of the Army, may yet be reinstated. His lawyer, Sidney Fine, has written to the Commissioner, Edward C. Maguire, several times, but has received no answer. After Ryan's firing, the Commissioner ordered him to the Baltimore Terminus, as to how they can join the Commission.

At present the D.A.V. has a membership of about 60,000, all disabled veterans, organized in 105 chapters throughout the country. There is no conflict between the Disabled American Veterans and the American Legion, veterans of Foreign Wars, or other veteran groups.

Specialized Training

In Radio

Physical Impairment


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Duty: To keep all clothes clean and pressed, to Flushing Ave., or Ave. J due to 426 St.; or Utica Ave, Broxley & Kings Highway.
Patrick Whaleh Believes in Unions—Even in His Own Department (He Says)

By JEROME YALE

NYC Fire Commissioner Patrick Whaleh is in favor of unions in the Fire Department.

The occasion was a meeting of the branch department of the AFL-CIO, who have been in dealings with the department for a year, during which the history of the department was presented to a group of officials. Patrick Whaleh is at present also present, but Chief

**Services Ceased**—Mary T. Keeley, Rosemary Lopez, Tor Operator at $1,440; Raymond Bernice Berliant, Abraham Amster, R. Garagusi, Sylvia Cranberg, Korenberg, Florence J. Katz and Shirley Halmowitz and EditU Bookeeper at $1,680; Myrtle C. Rhoda Bucholtz, Iris Rubin, Temkin, at $6.50 a day; Adeline Friedman, at $6.50 a day; Samuel Plotkin, Sara C. Fey and Marvin Low, at $9.25 a day.

**Departments**

Reassigned—Civil Engineers: Abraham Fisher, at $2,320.

Retired—Julius J. Frankel, Bookkeeper, at $2,320.

Civil Engineers: Abraham Fisher, at $2,320.

Department of Public Works

Services Ceased—Firemen: E. Payton, Gladys E. Pope and Catherine V. Quinn. Cleaners at $1,040: Appointed—Mr. T. Villani, Furniture Worker, at $1,440; William G. Fyson, Junior Civil Engineer at $2,400. Services Ceased—Civil Engineers: Louis Weisberger at $2,040.


Appointed—Clerks

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An Important Letter
On a Big State Problem

STATE Senator Seymour Halpern, of Queens, head of the Senate Special Committee on Civil Service, asks for an equitable meeting of views on two issues now roiling the relations of State employees and the State Administration. These issues are: 1) salary allocations; 2) Feld-Hamilton appointments.

On the first of these problems, Senator Halpern suggests that higher allocations be granted, and as quickly as possible. He is in a position to know facts. He has been with the mental hygiene situation for a long time; studied it from the inside, actually entering an institution incoherent and living with the employees. His views should be given the greatest consideration when he writes in support of improved pay schedules. "I talked to numbers of those employees, seen how they live, how they have fallen into debt, how many of them are on this verge of a nervous breakdown, the manpower drain caused by the war emergency...."

The Senator's cool, carefully reasoned letter to the John Burch, the Acting Commission chairman, that the merits of proposed changes in the Feld-Hamilton law. The conclusion which Halpern reaches, after carefully examining the alterations in the act proposed by Burch, is that it would be better to wait than to plunge into these highly controversial waters. The Feld-Hamilton act is a highly complex piece of legislation, difficult and cannot be made efficient in a few dull sentences. Says Halpern: "I feel that the main operations of Feld-Hamilton have been smooth. The law can easily be filled by women."

Sirs: I am a conductor with the U. S. Civil Service Commission. I have overserved to us his keen desire to go where there is little noise or ten-

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Farmhand to Hospital Director—Salary Board Turns Them All Down

REFUSE TO RAISE PAY ALLOCATIONS OF 127 POSITIONS

CIVIL SERVICE LEADER

STATE CIVIL SERVICE BRIEFS

by THEODORE BECKER

ALBANY—From farmhand to director of a hospital—all of them received a "No!" from the State Salary Standardization Board, in answer to their appeals for higher wages. In line with the wartime living costs and with the nature of their duties.

Some months of procrastination, has come forth with the response that it won't do anything about changing any- thing now, and that if there are no objections to the present situation, the Commission would be pleased to go along with the status quo. One long-time State employee told us that he had informed the Board of his grievance. The action of the Board here the "sure- fire" method in which his case would be deferred, since there were no objections from the employees made by the employees. And although this employee might not be the only case in the whole situation, he said that it was a matter of pride and that he did not want to go along with the Board's action.

The action follows the Board's indication that the salaries of 800 State workers, all of whom have been working for the past 80 years, will be increased. The reason given for the increase was that the Board wanted to make sure that the employees received a fair share of the increased wages that were being paid to the State workers. The Board also indicated that the employees would be entitled to a wage raise of 10% for each year of service.

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J. Palmer Harcourt Gets High Civil Service Post

ALBANY - Captain J. Palmer Harcourt of Albany, who was re-
tired from the Army in 1945 after 30 years of service, including 10 following a leg injury, has been appointed assistant director of the New York State Civil Service Commission effective this week.

The appointment completes the roster of top jobs under the new Civil Service Commission plan proposed by Judge J. Edward Donovan, former director of the State Civil Service Commission.

In his new position, Harcourt will direct the administration of the office of the State Civil Service Commission, which comprises the duties of the comptroller and the auditor, as well as the auditing and accounting services of the State Comptroller's office.

Harcourt's duties will include responsibility for the activities of the Administration Division and the Bureau of Finance and the Bureau of Classification.

Harcourt's appointment will also include responsibility for the activities of the Administration Division and the Bureau of Finance and the Bureau of Classification.

J. Palmer Harcourt becomes executive director of the State Civil Service Commission.

Elmira Hears Wm. McDonough On Gov't. Problem

ALBANY - The Elmira Reformatory chapter of the Association of Former Employees of the Reformatory had a luncheon meeting last week heard William W. McDonough, former superintendent of the Reformatory, speak on the subject of the civil service problem in the state.

Mr. McDonough, who is now a member of the State Civil Service Commission, gave an interesting and informative talk on the subject.

The occasion was the annual meeting of the Association, which is held each year to discuss the problems facing the civil service at the state level.

The Association, which has been in existence for many years, is an organization of former employees of the Reformatory who meet to discuss the problems facing the civil service at the state level.

Progress Report On State Exams

Open Competitive

JUNIOR EXECUTIVE QUALIFICATIONS REQUIRED

Elmira. June 24, 1944. The New York State Civil Service Commission has completed its examination for the position of junior executive in the state of New York.

The examination was held on June 24, 1944, and the results have been released.

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State Employees Important!

To Turn Pages 15, 16

Buying by Mail

Books for Sale

Small products, large products, - all on sale.

No Request Required

For Sale: Books, papers, and pictures.

Gadgets

Exhibits of all types.

Large Selection of Books

FRESH SAUSAGES, BOILED FRESH PROVISIONS

HARRY HEDE, 729 Greenwich St., Market St., New York City

Illustrated Comic

Buy War Bonds Now!
Brilliant little Miss Lydia Diana, of Horton River State Hospital, is here to remain. This was awarded her by her writing the last popular humorous bit on the toughest subject: "The Role of the Psychiatric Nurse in the Rehabilitation Program." The award was presented by the president of the chapter, Dr. Alfred M. Williams, at the annual meeting of the Craig Colony Chapter of the Association of State Civil Service Employees held at the Salvation Army on September 15, 1945. Congratulations are being extended to Miss Diana and to the Association chapter for their splendid work.

Dr. Samuel E. Appel, of Hudson River State Hospital, has left his position as chief nurse of the department of X-ray and radiotherapy. He has been employed in this position for the past 14 years, and has been the head of the X-ray department for the past five years. He leaves a wife and two sons.

The next meeting of the Student Nurse Alumni Association of the State University of New York, School of Nursing, will be held October 11 and continue until December 12. The meeting will be held at the New York State Department of Health, 44 Maiden Lane, New York. The meeting will be open to all alumni and friends of the School of Nursing.

There's a line YOU can join, too.

J. W. ADAMS, General Manager

This advertisement is a contribution to America's War Effort.
Civil Service Under Fascism

By COLONEL CHARLES POLETTI
Commissioner of Home Region, Allied Military Government
Formerly Governor, State of New York

FASCISM created such a burdensome bureaucratic organism in Italy that civil administration was reduced to a mere shell of what it had been before. The economic aim of civil servants had always been to hold on to their jobs and the increased salary and status which came with the increased responsibilities. The Fascist government, however, was determined to eradicate this condition. The Fascists, therefore, had to be able to remove, without opposition, the existing civil service. The Fascist regime accomplished this goal by means of the following measures:

1. **Economic Inducements:** The Fascist regime was able to increase the salaries of civil servants, thereby making it difficult for them to earn comparable salaries elsewhere. The Fascists also introduced a variety of benefits, such as health insurance and retirement plans, which further reduced the civil servants' incentive to leave.

2. **Political Patronage:** Fascist leaders used their personal influence to appoint individuals to civil service positions. This system of patronage was strengthened by the requirement that civil servants sign loyalty oaths to the Fascist regime. Those who refused to sign were dismissed from their jobs.

3. **Military Control:** Civil servants were subject to military control, with civil administrators often reporting directly to military commanders. This control allowed the Fascists to ensure that civil servants were loyal and obedient.

4. **Examination Procedures:** The Fascist government required all civil servants to pass examinations to remain in their positions. These examinations were designed to weed out individuals who might be disloyal or who might oppose Fascist policies.

5. **Salary Inflation:** The Fascist government increased the salaries of civil servants, thereby reducing the incentive for them to leave their jobs. In addition, the government introduced a variety of benefits, such as health insurance and retirement plans, which further reduced the civil servants' incentive to leave.

6. **Political Pressure:** The Fascist government used political pressure to ensure that civil servants remained loyal. This pressure included threats of dismissal and other forms of punishment for those who refused to cooperate.

7. **Public Approval:** The Fascist regime was able to achieve a high degree of public approval for its actions. This approval was due in large part to the fact that the Fascists were able to present themselves as defenders of the nation and its interests.

In conclusion, the Fascist government was able to create a highly efficient and effective civil service by means of a variety of measures. These measures included economic inducements, political patronage, military control, examination procedures, salary inflation, political pressure, and public approval. The Fascist government was able to achieve these results through a combination of force and persuasion, and it succeeded in creating a civil service that was loyal, efficient, and obedient.
How the RFC Will Dispose Of Surplus U.S. Properties

By CHARLES SULLIVAN

The RFC's task of disposing of surplus U.S. properties is a complex one, involving strategic and economic considerations. The RFC, as a government agency, is responsible for managing and selling federal assets that are no longer needed for their intended use. This process is crucial for the efficient use of government resources and for maximizing the value of these assets.

In Succeeding Issues

What's New in Santo-

by William F. Carey,

NYC County

Town and Village

SALARIES OF TOWN EMPLOYEES

An informal opinion of the Attorney General held that a town board may decrease the salary of any employee, down or up, with the consent of a majority of the board, at any time, or increase it at the end of the term of any town officer or employee.

In the absence of statute or rule of the court, there is no jurisdiction over the salaries of county employees.

Accordingly, by reason of the powers of the town board, the salaries of town officers, officials and employees are in the competitive class of employees.

Pension Contributions

In another informal opinion, the Attorney General held that the pension contributions of county employees to the New York State Retirement System must be made by the county itself.

However, in the case of any other employees, the contributions must be made by the employer employers, whether they are the state or a local government or a municipal corporation.

The New York State retirement system is a general state pension system.

The state assumes the risk of loss, the employer pays the contributions, and the employees are entitled to a pension based on the contributions paid and the years of service.

The system is funded by contributions from the state and the employees.

Libraries

Many of the towns and villages have libraries which are supported by local funds. As a general rule those board meets must approve the budget and the appropriation of this community who receives no state aid, the librarian must be paid by the town or village. Frequently, local residents contribute money to the support of the library.

Originally many of these libraries were financed from private sources, but now they are supported by the state or other bodies of municipalities.

Unemployment benefits in the form of unemployment compensation are paid by the state in accordance with the New York State retirement system.

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Government Openings

This is general information which you should know about Civil Service employment, examination applicants, and Civil Service examinations. It contains general requirements for all Civil Service examinations. It is not intended to be an exhaustive list of Civil Service examination requirements. It is only intended to be a general overview of Civil Service employment and examination requirements.

Mandatory qualifications: All applicants must be United States citizens.

To apply for a Civil Service examination, you must meet all mandatory qualifications. Applicants who do not meet all mandatory qualifications will not be considered for the examination.

Required qualifications: Applicants must meet the required qualifications for the position they are applying for. Required qualifications may include education, experience, and personal characteristics.

Exempt qualifications: Applicants who do not meet the required qualifications may still apply for the examination. Applicants who do not meet the required qualifications will not be considered for appointment.

Salary: The salary for the position is the amount of money that the employee will receive per year.

Benefits: Benefits are the advantages that the employee receives in addition to their salary.

If you wish to apply for a Civil Service examination, you must complete the application form and submit it to the appropriate agency.

To apply for a Civil Service examination, you must:

1. Meet all mandatory qualifications.
2. Meet the required qualifications for the position.
3. Complete the application form.
4. Submit the application form to the appropriate agency.
How RFC Operates
(Continued from Page 11)

土豆" insures under the Na
tional Indemnity Act for Com-
paris the amount of insurance
by the laws of the particular
states of the several companies.

In addition to its other ac-
tivities, RFC acts as fiscal agent
for Commodity Credit Corpora-
tion by the issuance and receipt
of funds to enable the Corpora-
tion to carry on its activities.

The Staff

The top echelon of RFC and its
successors is in the nature of an
interlocking directors, with its
headquartered in the central
administration office, in con-
sistent with the broad aims of
the RFC.

Stem H. Husbands from RFC
is now in charge of the disposal
of surplus property.

In the midst of the President
have been a number of
changes. Among the first
the RFC reorganized.

The New Yorkers

The top men in RFC from New
York are Samuel H. Husbands,
Milljamin, J. E. Horrible, and
W. J. Murphy.

The New Yorkers

The New Yorkers, Inc., has
its headquarters in New York
City headed by Tom Ahearn.

However, 23 of the 51 loan
guarantees in RFC's portfolio
have been disposed of during
this period.

One of the largest offices in the
city is that of the RFC under
Tom Ahearn.

The top personnel setup of
Tom Ahearn, head of the RFC
office in New York, is headed
by William H. Latimer.

When RFC is formed to
work together with other
national agencies, and
some of these are in
the RFC has played a
role.

The top man in RFC in
New York is Tom Ahearn,
and his associates.

RFC's role is in the broad
area of federal economic policy
and its impact extends
throughout the entire
field of economic activity.

RFC is in the business of
loan guarantee, and its
function is to guarantee
loans which are made by
certified banks.

Here's a Record

For the past five months, the
RFC has had been held by various
City officials to discuss some revision
of the service rating system
used by the Commission.

After some dawdling, a full
committee was formed, headed
a few months ago, headed by William H. Lat-
mer, engineer in the Parks De-
partment.

The group of six members
was appointed on Friday and
expected to meet again.

The city officials who
attended expected to hear a report
of recommendations on the service
rating system as a basis for meet-
ing. They go back to their offices
and forget about it.

What happened instead was
a statement of preliminary
results which surprised everyone,
which seem to indicate that the
whole civil service structure is
due for thoroughgoing

Among the objectives of the
Committee were the following:

1. To review the service rating
system methods.

2. To develop a training pro-
gram (To replace the recently
abolished Bureau of War Train-
ing).

3. To develop a testing and
Training. (These are the major
functions of the Civil Ser-
vice Commission).

4. To build an incentive system
for employees.

While the subjects on the
committee's agenda are
many, the function of the Civil
Service Commission is to
be involved with the
review.

The group of six members
was appointed on Friday and
expected to meet again.

New York, May 28. The
City's Civil Service Com-
mittee's agenda all concern
the operation of the Committee
represents the.

A number of the
members of the
Committee were not

Sub-Committee on Department-
ral Research and
Development: Senator E. B. Hartman, Transpor-
tation chairman, and Representative
Law; Joseph Berkson, Housing; William A. Griswold, Investigation.
Sub-Committee on Service Rail-
Sanitation Clerks Want Promotion

Clerks in the NYC Sanitation Department would like to see a few facts in the promotion lists to Grades 3 and 4. They have formed a committee.

Booklet Describes Civil Service Fundamentals

The "ABC Book about State Positions and How to Get Them," as the new pamphlet is described by Judge J. D. Johnson, Chairman of the State Civil Service Commission, provides "much" reading for persons interested in obtaining employment.

With 40 pages, in the form of a railroad timetable, the booklet details the steps to be taken by prospective employees in applying for positions in the merit system. The booklet is available free of charge and may be obtained either from the State Civil Service Department or from The LEADER, for persons who have written in will receive their copies in a few weeks.

members pay share of ex-

Phoot Wanted

By Health Dept.

An application has been received to fill a vacant position at the Health Department of the Social Regime of the New York State Welfare Board. The job pays $115.00 per annum, and applicants must be able to know color work, copying, en-

Medications

Comptroller should be commended-

for his statement that he wishes for the sympathy-attitude toward present and former employees of the bureau to be the basis for the improvement of the system for the benefit of employees of the State. With changing conditions it would not be as the pamphlet is described by Judge J. D. Johnson, Chairman of the State Civil Service Commission, provides "much" reading for persons interested in obtaining employment.

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For Meals or Between Meals

TREAT CRISPS
GOLDEN BROWN POTATO CHIPS
Always Fresh — At your deli counter

KASSAU COUNTY OFFERS AT PUBLIC AUCTION

Choice Lots — Houses — Stores — Farms — Estates for the amount of taxes due. These properties are owned by the County absolutely. This is not a tax sale. Valuable as a property, they are for the benefit of insuring the loss of funds of the past majority of its members. The Committee has made certain re-
commendations for changes in the current benefits. Estimates are shown of the additional cost as affecting the normal contribu-
tions of the state. It has been pos-
tible to maintain the increase in accrued liability and the additional cost of the system. It has been shown that the deferred contributions of the contributors would cease on or before the year 1940, by reason of any new liberal-
ization in the retirement system. Prefer-
cess could be readily made by the contributors to the Retirement System for additional contributions for an additional period of years. It is recom-
manded that the fulfillment of a promise of an increased cost of retirement, the future course of interest rates and the present cost of retirement, the Committee recommends to continue to earn the rate of 4 per cent on the funds in the Retirement System.

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Options

Benefits

To Be Continued

KASSTAO COUNTY

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