Jeffrey McGevers, president of the Audit and Control Board, has announced plans for the annual Christmas Party for state employees. The party will be held on Tuesday, December 20, at the Hofbran, Troy-Shaker Road, Albany. The event will feature a variety of activities, including music, dancing, and a carnival. Attendees are encouraged to bring their families. The cost of the event is $5 per person, and reservations are required by Friday, December 16. For more information, contact Jeffrey McGevers at 555-1234.
Comparison of Real & Money Salaries
Three State Salary Levels

A comparison of REAL and MONEY wages for these 1940 salary levels of New York State workers shows that while annual salaries have risen substantially, buying power has not kept up to the 1940 level. The Wage Stabilization Board of the Federal government has established a policy based on the premise that real wages are essential to industrial workers. An analysis of industrial workers' annual pay since 1940, based on Bureau of Labor Statistics and U. S. Dept. of Commerce figures, shows that both money and real wages have increased. Money wages up the dollars you earn per year. Real wages are what those dollars will buy. A vital question to all State employees is: Where do money annual earnings compare with REAL annual earnings? The chart above shows that REAL EARNINGS since 1940 have declined.

Pension Improvement 'Vital Need'

ALBANY, Dec. 17—Charles C. Dubois, Chairman of the Pension Improvement Committee of the Civil Service Employees Association, on Thursday, December 13th, has been temporarily postponed. The next meeting between the salary negotiating committee and the Budget Director has been tentatively scheduled for last Thursday, December 20.

State Salary Meeting To Be Held Dec. 20

Heinz Todd, State Conservation Department, Albany, Laboratory has been appointed chairman of the social committee of the Civil Service Employees Association. The other members of the committee appointed by President Jesse R. McFarland are Virginia Leatham, Civil Service; Josephine M. O'Hagan, Margaret M. Fusk, Helen Forre, Helen B. Meleo, Doris Lefever, Edith Frechelander, Lee Levens, hype Hedges, June S. Fould, Matthew W. Fitzgerald, George W. Hayes, Henry Smiley, Michael Dole, Charles P. D'Ossant, Paul D. McCue, and John C. Joyce.

State departmental awards in the 1951 accident reduction contest were announced by the State Insurance Fund. The following list gives the institution or other unit that received first and second awards in that order, and the name of the representative.

Mental Hygiene—Bowling Green Psychopathic Hospital; Eugene G. Grady.
Correction—Alton State Prison; John B. Hedges.
Social Services—State University—Long Island Agricultural Institute; State Teachers College, Albany; Borden M. White.
Health—Division of Local Health Services; Medical M. White.
Insurance—Finger Lakes; Niagara Frontier; James Evans.

Insurance Fund Confers Awards

State departmental awards in the 1951 accident reduction contest were announced by the State Insurance Fund. The following list gives the institution or other unit that received first and second awards in that order, and the name of the representative.

Mental Hygiene—Bowling Green Psychopathic Hospital; Eugene G. Grady.
Correction—Alton State Prison; John B. Hedges.
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Health—Division of Local Health Services; Medical M. White.
The Oneida County Board of Supervisors voted no additional pay increase for county employees for 1952. The vice Employees Association had requested that an additional $500 increase be approved by the Board to continue the $510 remuneration. Dick Mills has his choice of roast turkey, steak or nuts. An interesting feature provided for the first time will be the shooting of a sound movie by a cameraman who will be chosen at next year's Xmas party.

All indications this year's party will top all previous affairs with an anticipated attendance of 400 or more parents and children.

Last year's total included 117 kiddies between the ages of one and twelve.

The Personnel of the Office of Business Administration with the sponsorship of the CSEA, held their Annual Christmas Party on December 17th, at the Poinsett Club, Albany.

The Social Committee was in charge of arrangements. Members of the committee are: Virginia D'Ambrosio, Chairman, Edward Grunau, Jr., Harold Guy, Dr. D. Good, Rose Ehrlich, Antonette Davis, Margaret Maloney, Marina McVeigh, Martin J. Barry, Frank Noschel, Frances McKinnon, Edith J. Bowers, president of the chapter, tells us about entertain- ment and dancing during the evening, followed by dinner in the main dining room and were re- ceived with great enthusiasm. Miss Eleanor Renihan, Mrs. Charles Mabie, Mrs. Zora Way, Miss Priscilla Hoey, and Miss May Veigh, Martin J. Barry, Frank Noschel, Anthony Sacco, and Frank R. Liguori, John McGowan, Ray Brook, and one in the afternoon and one in the evening.

Their next stop, Sunday, December 16th, was to the Veterans Hospital at Tupper Lake, one of the many hospital visits of several places. On December 7th, they visited Burnam Veterans Hospital at Purpler Lake, N. Y. and put on two shows — one in the afternoon and one in the evening. In so doing, they visited all rooms throughout the Hospital.

(Wayne R. Schou, typist, and Harold A. Lewis, editor, Office of Visil inspection, will step side by side through Orange Blossom Lane in the Spring. The marriage will culminate a romance which blossomed within the walls.

(Continued on page 5)
Activities of Civil Service Employees Assn. Chapters

Activities of Civil Service Employees Assn. Chapters

Mr. Edward McQuillin, State Comptroller, addressed the meeting. Mr. McQuillin stated that he was happy for the opportunity to speak to the group, that it was a very pleasant experience, and he was most grateful for the excellent cooperation that he has received from the employees of the department. He stated that "all the credit belongs to each and everyone of you for making the Department of Audit & Control foremost in the State in efficiency," Mr. McQuillin remarked, well received by the large group who attended the meeting.

Chapter President Joseph J. Creaney presided at the meeting and explained the "ways and wherefores" of the new tabulating procedure which became effective December 1st. He also appointed a committee to revise the Audit & Control chapter constitution. The committee is composed of the following members: Robert J. Mulligan, Assistant Secretary, Michael Petrakos, William J. Van Amor, James F. Fahey and Howard J. Morn.

Vernon Davis, department representative, gave a detailed report on the recent Board of Directors meeting.

Frank A. Conley spoke at length on the question of the functioning of the department.

Brooklyn State Hospital

CLARA STRAKEL, Chairman, of the Brooklyn State Hospital Chapter, CSEA, presided at the meeting. Mrs. Strakel making the recent prize award a Christmas gift was won by Miss Joan Hendley (daughter of laundry chauffeur)

The 2nd prize went to Charles Tyres, Male Reception. Winning ticket seller was Alphonse Palm, Laundry. Door Prize was won by James Noon, Male Reception. Other prizes went to M. Holmes, 142 Folsom Ave., and P. Valva, 315 Daffodil Road.

Frank E. Wilson, Chairman of the Dance Committee, reported a socially and financially successful fall dance. Among the visiting dignitaries were John R. Powell, 1st vice president, CSEA; J. E. Gieser, Secretary-Treasurer, CSEA; Clyde Morris, Treasurer, Metropolitan Conference, Jr. and Mrs. Kenneth Valenti, Public Service Dept. Representative on the CSEA Board of Directors; Philip Wexler, President, Metropolitan Public Service Chapter; and Mr. and Mrs. William Greenmire, Public Works District 18; Charles Culver, field representative, CSEA.

A dress pin was found at the dance and same can be claimed upon proper identification to Chapter President Arnold Moses.

Employees are requested to send any news they would like published in the LEADER to Henry Girouard in Male Bell, 10. Mr. Girouard has received responsibility chairman. Receiving from him will be Edward Myers, Jack Harumser, Male Reception, Calvin Murray, Kittelman, Joseph Rochus, Grounds, Frank Cline, Female Bell 10, Catherine Metcalfe, Female Bell 11, Thomas Brown, Female Bell 12, all CSEA.

The committee on revision of the constitution chapter constitution presented the following: Details Lautner, Mrs. Josephine Kilty, Mrs. Marie Conforti and Arnold Moses. The group met Dec. 5 to consider their report on revisions of our constitution. The report was considered by the Board of Directors meeting scheduled for Dec. 12.

Suggestions for a blood bank to be set up for employees, families and their families have been received from the following employees: President Arnold Moses, who states that if it is set up, the department will supply a bloodmobile unit can be sent there. The project, which is headed by Mr. Sidney Alexander is currently working on such a plan for the State employees in the Metropolitan City area.

Congratulations to Antonio Gregorio on his recent transfer to Manhattan State Hospital. Welcome to Miss Mildred R. Patterson recently appointed Nurse Training Supervisor Metropolitan Hospital. Congratulations to Mr. and Mrs. Thomas Griswold on their recent tax exemption, a boy. The same to Mr. and Mrs. Lawrence Dore, a future president. The following employees are employing their vacations: Peter Embriker, in Buffalo, N.Y. Wally Kippetshum, in Montreal, Canada. Cyril Light, Richard Denny, Howard Estabrook, Mrs. Eliza Cunliff moved to Mannford, Okla., and the Province of Quebec, Joan Hinninger to dress in Mannford, Okla.

The following employees have been married: Mrs. Margaret E. Barnard, Katherine J. Collins, chapter secretary, Frank Doris, Stanley Rosayelas, and Miss Edna Poff, a female member of the chapter.

Champion Unit

I

the people stagger from shock at the revelations of what H. J. Bernard, denied us; peace on earth, truly; in government, a higher dignity of public work; a merit system with more among honest government workers, and a growth made, have this virtue: that they tend to bend the will, they bear burdens which other citizens do not always.

To Get NYC Job Transfer NYC Civil Service Commission. A reinstatement was taken by the other 30 a waiting period, such as 30 days, and only after the period would they lose their job. The purpose of the reinstatement was to give the employee the chance to compete for the job again.

Wishes Are Like Dreams

THE season of good will and brotherhood once again approacheth. But on earth, in this year of 1951, there is little good will, little brotherhood. Within our nation, the people stagger from shock at the revelations of what has been happening in government; and many a civil servant, honest and conscientious, is subdued and frustrated at the overwhelming wave of rejection which seems on the verge of engulfing him.

As long as there is any chance of making the public service a tolerance to bear each other out; an end to the fear of smear among honest government workers, and a growth in the dignity of public work; a merit system with more merit; and working arrangements between government as employer and citizen as employee which really work because they are decent and honorable.

Wishes are like dreams, often good and good-faithed, and then they are made, have this virtue: that they tend to bend the will, however slightly, in their direction. We should not, therefore, in this season of contemplation, refrain from making them.

To the hundreds of thousands of civil servants, some struggling under intolerable burdens, the Civil Service LEADER extends greetings:

To the heads of government in this nation, this state, and this city, and elsewhere, too, for they bear burdens which other citizens do not always understand.

The men and women who selflessly work for better government, for improvement of democracy, for the extension of freedom everywhere, to these excellent Americans we extend greetings;

To all these, and to our fellow citizens everywhere, this season of Christmas, and to our children, a better, more secure world than she gave us in 1951.

It's Going to Be Harder To Get Your Job Transfer

A move to standardize and stiffen the procedure for considering a reinstatement was taken by the NYC Civil Service Commission. A committee to do the job consisted of Dr. Frank A. Schaefer, the Commission's secretary, and David L. Johnson, director of examinations, and Sidney W. Stern, who heads the department.

The Commission's intention is to improve the handling of reinstatement applications, which are sent in by employees who are discharged or suspended for cause.

The purpose of the new procedure is to make the reinstatement process faster and more efficient.

The reinstatement application is filed with the Commission, which then investigates the case to determine whether the employee is eligible for reinstatement. If the employee is eligible, the Commission will notify the department that the employee is eligible for reinstatement.

IF CHARGES of incompetency or misconduct were pending against a public employee, could that person be reinstated by retiring from the service, as some claim? Of course, where there is a pending charge of incompetency or misconduct, the employee would not be allowed to retire and return to the same position.

The prohibition of reinstatement in such cases is a matter of public policy, and the rules of the Civil Service Commission are designed to implement that policy.

In the case of a public employee, when incompetent, who is awarded a pension for incompetence, the pension will continue until the employee is restored to his former position. If the employee is not restored to his position, the pension will cease.

Some people have argued that an employee who is dismissed because of incompetency should be allowed to retire and return to the same position, because that would allow the employee to keep his job and keep the pension.

This argument is invalid because the rule is designed to prevent an employee who has been dismissed because of incompetency from returning to the same position.

Retirement is a powerful incentive to good behavior, and the rules of the Civil Service Commission are designed to ensure that public employees are held accountable for their actions.

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What Every Employee Should Know

BY THEODORE ECKER

Can Retirement Halt Disciplinary Proceedings?

A committee to the government has advocated that the retirement of an employee should not halt disciplinary proceedings against that employee. The committee believes that the public service is too important to be allowed to shut down simply because an employee is about to retire.

The retirement of an employee should not be allowed to halt disciplinary proceedings because it would be unfair to the public and the employee. The public has a right to expect that employees will be held accountable for their actions, and the retirement of an employee should not be allowed to prevent the public from holding the employee accountable.

Another committee has argued that the retirement of an employee should not be allowed to halt disciplinary proceedings because it would be unfair to the employee. The employee should be given the opportunity to continue his or her employment even after retirement.

The retirement of an employee should not be allowed to halt disciplinary proceedings because it would be unfair to the public and the employee. The retirement of an employee should not be allowed to be used as an excuse to allow an employee to get away with bad behavior.

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Government Can't Be Just Like Business

SAYS ROBERT MOSES

Mr. Moses is Chairman, State Council of Parks; New York City Construction Coordinator; NBC Parks Commission; Director of Plans and Construction for the NYC Office of Civil Defense; Member, City Planning Commission; Chairman, Triborough Bridge and Tunnel Authority; President, Long Island State Park Commission.

If we look at the fundamental laws, we see that our three branches of government—executive, legislative, judicial—have no analogy in private business. This is because power is an entirely political concept, which, on the one hand, is subject to our temperament and interest, and on the other hand, is subject to greater blessings than any other political concept. Particu- larly is this true when we consider that some of the most powerful offices are held because they are the most learned members of the bar, nor our representatives, but because we want to attract the brains of the community to whom we are ready to entrust decisions between elections.

Seafaring and Mayorships

Let us see how we can select the top men in government, as distinguished from private business, and the steps and practices to those procedures. In government, an honest analysis should help to explain why government is not just business without profit, and give us some idea as to the criteria in which we can make government at least more businesslike.

If we look not on the qualifications for the Presidency, we begin to illustrate the changing purposes of politics and business in the selection of leaders. We must be careful to point out that there are big clashes between business and government that have their locale in Iran. The young Shah, much impressed with western ideas, has been ruthless in his effort to pull out his country and to enforce his rule by any means necessary, even if they be criminal. The question of the Shah's moves in the Middle East is a matter of more and more complex and responsible action, which government has assumed.

During the 1947 Princeton Centennial, Mr. Roosevelt, a liberal, popular and greatly respected American, delivered an excellent speech on public service. By way of preparation he had characterized the ethics and standards of various occupations, including himself. I tried to point our cold water, or the Jim's enthusiasm, but without the consequences of his rise to public service. It is true that expert work can be done by contract, but only in the face of besoin of some reformers and politicians. It is a fact that there are some exempt positions which can be filled by the methods of business, but unfortunately appointments are often directed by patronage. The scope, flexibility, range and organization of business enterprises in the selection of employees, particularly carefully skilled ones, is lacking in public service.

TAKES so much ingenuity, persistence and courage to win the heart of the man who administers the laws and rules of public service that few executives are willing to try it, even if their sole purpose is to attract into a department or promote persons who can effectively administer the more and more complex and responsible action which government has assumed.

In national politics many are saying that we have few choices. Whether all women, Catholics, Jews, Negroes, Orientals, Spains, Spaniards, Moro- gans, non-natives, divorcees, Southern Republicans, inhabitants of sparsely settled states, etc., are excluded from serious consideration for our top political job, quite a little talent which progressive big business would at least consider has been passed over in favor of preferred candidates who are often second-raters. Time and chance will no doubt gradually liberalize the present rules and in the long run very exceptional individual cases will break through. For the moment business has a wider range of selection.

What Do People Want?

A ND IN THE HIGH OFFICE of President what is it the people really want? Let us be honest about President. Do we really want a great executive as a king? Does the voter demand a man absorbed in the business of administration or not? Is it the crusading fellow, the model of simplicity and honesty, the aplain of the average man, the king of a third, the common denominator, socialist, capitalist, pacifist, fascist, communist, conservative?

You know the answer. It is one of the things we have on occasion, often and sometimes perhaps, and will not be entirely free from mistakes. To make progress we must establish a set of standards against which the higher positions are expanding civil service system under which the lower ones. Exceptionally well people can be brought from outside only in the face of great difficulty, and the cases are almost impossible.

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The Ideal Public Servant.
The demands of Public Service, Mr. Moses, says are greater than those in private enterprise

of Finance. Thousands took the public exam. In the semi-finals, which only three survived— an Englishman, a Frenchman and a Swiss.

The SHA, the Prime Minister and the Minister of Finance, were extremely disturbed. The Englishman was asked: "What is two and two?" He studied the question carefully whereas the others simply answered it and finally announced that it was four. The Englishman therefore said canvas and it was English. The Englishman was instantly replied: "Four."

If you were buying, two and two equaled five. If you were selling, two and two equaled three. Two and two equaled four. If you were pressed for an immediate answer, balance of trade, etc., but you were supposed to ask: "Was he actually selling?" The reply is: "Oh no, from the beginning." The response struck the board as absurd as applied to examinations in a zoo, he knows that some and among the public servants are hi many other quaint devices by which government hamstrings itself in re-

The income of many of them, to identify the overwhelming majority, is a fine device, because it makes the tendency of the creature to list and not too difficult to ac-

The answer of the public man, I think, is to indicate the entitled employees who strike for the dead in their tombs. This appealed to the Prime Min-

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In view of the current talk about corruption in government, codes of ethics, the demands and requirements of public service, The LEADER feels that the foregoing article by Robert Moses merits the careful study of all persons interested in civil service. It is reprinted from the New York Times Sunday Magazine.
No More 48-Hour Week
In Board of Transportation

A total of 9,594 operating employees in the NYC Board of Transportation are scheduled to go to a 44-hour week by the end of this month. Of these, 4,155 surface line operators and 5,439 motormen are about to have their work week reduced from 48 hours on Wednesday of this month. Of these, 4,125 buses and street cars. The changeover was accomplished for 30,532 employees.

No More 48-Hour Week

The work week of the transit line operators run from Monday to Friday, except for those for whom the work week would be shortened from 48 to 44 hours. All other employees are on a 40-hour work week for all operating employees.

The take-home pay in every instance is at least as much for the period of time to be worked, as the same pay before the reduction in the work week about 300 names from the surface line operator list, to fill positions certified to the Board last year. They met the 5 feet, 6 inch height qualification.

Some of the porter eligibles are welders and blowers. They want to be appointed from the list of the year, with 11,000 names. Men with such high scores are to be appointed from the first porter group certified. Hence they have been urging the Commission to certify the porter list.

There is a clash of interests between the eligibles on the NYC Board of Transportation, whose salaries are similar to those of NYC policemen, and policewomen (granted title. The others in the title, and to which change has been made in the same titles—sergeant, patrolman, and policewoman—in the NYC Police Department.

There are about 50 "holes" in the first 200 names on the porter list, left from the last year. There are no "holes" in the first 200 names of the surface line operator eligibles, so that it could certify another list of eligibles soon.

The surface line operators run from Monday to Friday, except for those for whom the work week would be shortened from 48 to 44 hours.

There are about 50 "holes" in the first 200 names on the porter list, left from the last year. There are no "holes" in the first 200 names of the surface line operator eligibles, so that it could certify another list of eligibles soon.
Conductor Job Offers Opportunities

While eligible candidates from the previous job, which become operators or conductors, the new job, which is considered below, provides better promotion opportunities in the NYC Board of Transportation.

The promotion opportunities open-competitive and 26 promotion tests. The application periods run to train dispatcher or yardmaster.

The hourly rates are $1.69 to $1.85 or $5,220, while train dispatchers receive $69.60. The same weekly salary would be $5,220, while train dispatchers would receive $69.60.

the Comptroller, who insisted that he had not had much to do with the decision. Also, Friday afternoon the two men met for two hours, after which the tension grew.

An appeal to the courts from the Comptroller's office was prepared, but whether the ultimate decision would come from the court or through a settlement, nobody was ready to say.

Non-competitive promotions. The promotion ladder: officemanager to assistant managing director of transportation, assistant general superintendent of transportation, assistant general superintendent.

The hourly rates are $1.69 to $1.85 or $5,220, while train dispatchers receive $69.60. The same weekly salary would be $5,220, while train dispatchers would receive $69.60.

The promotion options open-competitive and 26, with a salary $69.60 to $74.50 an hour.

The opening of the jobs on a per annum basis, with 56,000 applications in 1950, 235,200 non-competitive promotions. The Comptroller had granted the request from the NYC Board of Transportation.

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Chapter Activities

(Continued from page 7)

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enjoyable evening.

Here's your cast, folks: DirecCor,
and most enjoyable evening.

and Bill Glasheen. Musical Direc-

phine Van Galen, Marion Gerace

chapter, presided.

the most gala party ever, hurry
to be greater than ever, so those
in Albany, Attendance is expected

gilton, Kay Cramer, Mrs. Jose-

mitted by the nominating com-
tive Council representative.

of you who haven't purchased
Dance is to be held on Thursday,
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Study books for Apprenticeship

INTERIOR DECORATORS, TYPICAL, SIMPEL, CHAIR, CLERM.

"SCREW LINKS"

PERFUME JEWEL DUETTES

TWO PIECE OF FINE PERSEUM DESIGN. USE FOR PINK OR PHILIP.

The Conrad Co.
538 Haddon St. of W., 10th St.
New York City Phn CH. 7,7842

THE MIRACLE TALKING DOLL

She Actually Talks

The ABCAT Tech.

WILL BE GIVEN FREE. A TWO OUNCE BOTTLE WHICH

FAMOUS NON-TOXIC CAT LOTION

WILL NOT BE RECONCILED; AND WHY AN

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Study Aids, NYC Sergeant Exam

A following is the third consecutive weekly installment of the free study aids for the Police Sergeant exam, which is scheduled for May 12, 1952, and is open to all residents of New York City. The test is based on a knowledge of criminal law, procedure, and related matters.

Chapter A:

The Virginia Police Association

(Continued from page 11)

The Richmond, Virginia Police Association has a large membership and is very active in its efforts to improve the professional standing of its members. The association sponsors a number of programs, including training sessions, social events, and professional development opportunities. It also works closely with local government officials to ensure that police officers are properly compensated and receive the recognition they deserve for their service to the community.

Capitol District

The Capitol District Arrmoy Employees

The Capitol District Armory Employees Association is the labor union representing armory employees in Washington, D.C. The association is dedicated to improving the working conditions and wages of its members and has successfully negotiated several labor contracts over the years. It is also involved in advocacy efforts to support veterans' issues and promote patriotism.

Central Unit

Barge Canal

A meeting of the Central Unit, Barge Canal Chapter, was held on October 26, 1952, at Hutchings Hall.

Ulca State Hospital

The Ulca State Hospital Chapter was held at Hutchings Hall on October 26, 1952.

Final Key Answers

Assistant Foreman Test

The NYC Civil Service Commission has published the official list of candidates for the assistant foreman test. The list is available for download on the commission's website. Candidates will be notified of their status in the selection process.

Key Answers

21. The best time for conducting a raid on premises occupied as living quarters by criminals is (A) midnight because the raiding party can approach unobserved (B) around 3 a.m. because the occupants will probably be asleep (C) around noon because the element of surprise will be greatest (D) around 3 p.m. because the raiding party can make use of dark ceilings and the occupants will be less likely to react.

22. Assume that you are a police officer. One of the primary duties of a police officer is to enforce the law. This includes enforcing laws and regulations related to public safety, traffic, and property.)

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Exam

CIVIL SERVICE COACHING

MONDELL INSTITUTE

CIVIL SERVICE COACHING

The Civil Service Commission has released the exam schedule for the civil service exam in New York City. The exam is scheduled for Saturday, June 2, 1952, at 9 a.m. and will be held in various locations throughout the city.

POLICE SERGEANT EXAM

The Police Sergeant Exam is scheduled for Saturday, June 2, 1952, at 9 a.m. The exam will be held in various locations throughout the city.

Executive Secretary

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State Extends Deadline On Jobs for College Seniors And Grads; Many Fields

ALBANY, Dec. 17.—The State Civil Service Commission has extended the period during which candidates may file applications for its annual "college senior" examination. Applications postmarked through December 24 or filed in person on December 26 will be accepted. About 400 junior professional and technical positions in various fields will be filled through the examination centers and on some college campuses. Starting salary for successful candidates ranges up to $1,500.

The examinations, which together constitute the major opportunity offered by the State government to college seniors and college graduates are those for Professional and Technical Assistant, Accounting Assistant, and Public Administration Internships. The Professional and Technical Assistant examination includes the special fields of engineering, biology, chemistry, mathematics, economics, statistics, library science, law, languages, and journalism.

Information is available at College Placement Office, local offices of the State Employment Service and offices of the State Department of Civil Service in Albany. The full list of openings available includes the following positions:

- Engineering
  - Senior Engineer
  - Junior Engineer
  - Junior Engineer-Aide
- Chemistry
  - Senior Chemist
- Physics
  - Senior Physics
- Economics
  - Senior Economist
  - Junior Economist
- Mathematics
  - Senior Mathematician
- Statistics
  - Senior Statistician
- Biology
  - Senior Biologist
- Accounting
  - Senior Accountant
- Personnel
  - Senior Personnel
- Journalism
  - Senior Journalist
- Library Science
  - Senior Librarian
- Law
  - Senior Law Clerk
- Psychology
  - Senior Psychologist
- Personnel Technician
- Journalism
  - Senior Journalist
- Accounting
  - Senior Accountant
- Payroll
  - Senior Payroll
- Examinations
  - Senior Examiner of State Expenditures
  - Senior Auditor
- City of Glen Cove
- City of Glen Cove

Contract With AFL Union

A signed contract embodying formal recognition of an AFL union has been consummated between the City of Glen Cove and the American Federation of Labor, and the American Federation of State, County and Municipal Employees, AFL. The agreement has been approved by Mayor Louis Marmelstein. A $30,000 wage increase and improved conditions of work are stipulated in the terms of the contract. The agreement runs through June 30, 1955.

Capital District Conference Extends Its Activities into Many Areas of Interest

ALBANY, Dec. 17.—The Capital District Conference of Civil Service Employees Association chapters has been operating since its most recent meeting on December 1. The Capital Service Civil Service Center in Albany. Formed in January of 1948 with its member chapters, the conference consists of 18 chapters. Among the last meeting on October of the same year. If now represented among 28 out of a possible 30 chapters in the Albany metropolitan area, including other Chapter and Technical Assistant Examinations are those for:

- Engineering
  - Senior Engineer
  - Junior Engineer
  - Junior Engineer-Aide
- Chemistry
  - Senior Chemist
- Physics
  - Senior Physics
- Economics
  - Senior Economist
  - Junior Economist
- Mathematics
  - Senior Mathematician
- Statistics
  - Senior Statistician
- Biology
  - Senior Biologist
- Accounting
  - Senior Accountant
- Personnel
  - Senior Personnel
- Journalism
  - Senior Journalist
- Library Science
  - Senior Librarian
- Law
  - Senior Law Clerk
- Psychology
  - Senior Psychologist
- Personnel Technician
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Income Tax Guide For Public Employees

By HERBERT COBB

A special service to public employe- 
es, the Civil Service LEADER this week is a feature dealing with income taxes. The material is presented in simple readable form, and is intended to be of service to public employees. It contains general information and basic data about the tax law and the various methods of determining taxable income. The aim is to guide the reader through the complex tax system in a clear and straightforward manner. The material is designed to be helpful for both individuals and small business owners who are responsible for handling tax returns. This feature is a valuable resource for anyone who needs to understand and comply with tax laws. It provides a comprehensive overview of the tax system and offers practical advice on how to approach tax planning and tax preparation. The feature is designed to be user-friendly, with clear explanations and examples to help readers understand the material. It is a useful tool for anyone who needs to understand the tax system and how to navigate it effectively. This feature is dedicated to providing clear, concise, and comprehensive information on income tax matters. It is a valuable resource for anyone who needs to understand and comply with tax laws.
STATE
Open-Competition
STEAM FIREMAN.
I. Howard, Lawrence, P. O. Box 1070, Utica.
II. Marshall, T., New York City, N. Y.
III. Brown, J. W., Syracuse, N. Y.
IV. Sites, W. F., Buffalo, N. Y.
V. Wright, O. W., Binghamton, N. Y.
VI. Johnson, G., Rochester, N. Y.
VII. Murphy, M., Utica, N. Y.
VIII. Cochran, W. H., Watertown, N. Y.
IX. Sherwood, C. E., Utica, N. Y.
X. Mack, J. J., New York City, N. Y.

MARSHAL.
I. Marshall, B., New York City, N. Y.
II. Marshall, W., New York City, N. Y.
III. Brown, T., Binghamton, N. Y.
IV. Sites, W. F., Utica, N. Y.
V. Wright, O. W., Utica, N. Y.
VI. Murphy, M., Utica, N. Y.
VII. Cochran, W. H., Utica, N. Y.
VIII. Sherwood, C. E., Utica, N. Y.
IX. Mack, J. J., Utica, N. Y.
X. Jordan, O. W., Utica, N. Y.

STATE
Promotion
HEAD CLERK—STOVES—FAX COM.
CIVIL SERVICE LEADER
Tuesday, December 18, 1951

FIR ST SEE BEN NIERENBERG

Hotpoint "Super-Stor"
Refrigerator-Food Freezer Combination
LOWEST PRICES ANYWHERE

Shop Us and See Us and Save

BUY NOW!
PRICES WILL NEVER BE LOWER

* FULL-SIZE REFRIGERATOR
  never needs defrosting.

* 75% of food storage space
  AT YOUR FINGER TIPS.

* Handy Lefthand Door
  * Butler Conditioner and
  Shelves in the Door

* Sliding, Adjustable Shelf

* Roamy Hi-Humidity Drawers

* Stain-resisting Porcelain Interior

Ben Nierenberg, Inc.
Famous for the Finest
DISHWASHERS—DYERS—APPLIANCES—RANGES—WASHERS—REFRIGERATORS
168-03 Jamaica Ave., Jamaica, N. Y.—Republic 9-4457
Except Tues. & Wed.

LEGAL NOTICE

At N Y Dispatch, New York, N Y
of the City of New York, held to
be duly served on the 14th day
of January, 1952, to the above-named person, who may be served
in the manner provided by law.

Marshall, B., New York City, N. Y.

Ben Nierenberg

STATE
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