LEADER Editor Named Deputy NYC Administrator

Maxwell Lehman, for nearly six- 
ten years editor of the Civil Serv-
ees for the Civil Service, was named by Mayor
n CIty Administrator for the Civil Service, was named by Mayor
- on to assume the duties of Deputy CIty Administrator for the
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VOL. XVI — No. 50
Tuesday, August 23, 1955
Price Ten Cents

LEADER Editor addressing a group of civil service employ-
es. Maxwell Lehman has been appointed Deputy CIty Administrator for NYC.

STATE ISSUES & LISTS
ALBANY, Aug. 15 — Six State open-competitive eligible lists have been established.
- The rosters, and number of elig-
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- The rosters, and number of elig-
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Shapiro Ask SLA Aides To Answer Easier Quiz; Hopes to Wind Up Probe

State Investigation Commissioner
- Edw. Shapiro is destitute of witness to prove his probe of the State Liquor Authority publicly.
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Program Announced For Sept. 10 Meeting of Western Conference

AVON, Aug. 22 — The Western New York Conference will meet here September 10 at the Avon Inn, Claude E. Rowell, Conference of Civil Service Employees of the New York State Department of Mental Hygiene.
- The conference is open to all CSEA members.
- Mr. Rowell will preside at the afternoon meeting of State employees, at which Thomas J. Beaudoin, director of examinations for the New York State Civil Service Department, will speak.
- County and local employees will attend a dinner and reception at which William Hudson will preside.
- Both sessions will be held from 3 to 5 P.M.
- Reservations for the dinner, which will follow the meeting, should be sent to Mrs. Colleen Ar-
- Lown, State Agricultural and Industrial School, Industry, N.Y. by September 6. Tickets are $2.75 each.
- Those wishing to remain at the Avon Inn overnight are asked to write the inn by August 31 for reservations.

CLAUDE E. ROWELL
President of the Western Con-
ference, Civil Service Em-
ployees Association, which will meet September 10 at Avon.
- Vito Perro, Anna Augost
- Membership — Irene Lavery, Claude Rowell, Celeste Rosenkranz, Vito Perro, Kenney Tison,
- Parliamentary — Kenney Tison,

GLOZYGA APPONTED AS LAUNDRY CONULTANT
ALBANY, Aug. 22 — Roland A. Glozyga, of Central Islip, has been appointed laundry consultant for the State Department of Mental Hygiene, Ex. Paul H. Zoch, Commissioner, announced.
- Glozyga, who was appointed for 18 years in state service in the institutional laundry field, has been chief laundry supervisor at Elm Park State Hospital since 1956. He succeeds Austin Crowley, who resigned.

Lost Chance to File Independent
CSEA Nominations
ALBANY, Aug. 22 — A final reminder: Friday, August 25 is the last day to file independent nominations for offices of the Civil Service Employees Asso-
ciation and members of the State Department of Mental Hygiene.
- Address: Board of Canvassers, c/o Association headquarters, 9 Dr. Vincas Dr., Albany, N.Y.

Pension Loans Hit New High
ALBANY, Aug. 22 — Either a great many members of the New York State Retirement System have a lot of new cars, television sets and washing machines, or they are in debt for nothing.
- Members made a total of 10,736 loans totaling $1,548,133 for the fiscal year ended March 31, 1955, the highest total in the system's history. The figure was nearly $3,000,000 or some 16 per cent higher than the total bor-
dowed for the previous year, when 8,385 loans were made.
- In fact the number of employees who take out the percentage of the number of new loans that threatens to pass all previ-

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$100 Granted for Idea: Other Cash Awards Given
ALBANY, Aug. 22 — An idea which might gain state employees have been granted for ideas.
- The tenants is for: Hugh Bickford of Lake Placid, a foreman in the Department of Conserva-
tion, for developing a guard rail for use on passenger-carrying bodies at the Mt. Van Hoeven-
bergl bobble run at Lake Placid. Mr. Bickford's device has elimi-
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- Thirty-five dollars to William J.

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Better Loyalty Program Is Assured As All Vind Flaws in Present Order

WASHINGTON, Aug. 22 - The employment of Federal govern-
ment officials is discussed in the present
program, the third type unsatisfactory to
those who believe that far from proving
satisfactory, it is recognized that the govern-
ment and is dissatisfied with the
ment of officials is discussed in the present
present program, the third type unsatisfactory to
those who believe that far from proving
satisfactory, it is recognized that the govern-
ment and is dissatisfied with the

The loyalty program has al-
ready been criticized because of the serious
difficulties into which
which employees were placed, on
unjust accusations and un-Ameri-
can confrontation by accusers,
«s in some instance being flatly
that the President has full au-
tion, proper mode of living, decent
loosely, a .sympathetic association with her
security officer if he recommended
loved her husband, and asked the
trouble-maker, braggart and an-
hes committed to a mental in-

Harry was accused of deserting
him to the Germans, and his family
inflated into a mental insti-

The loyalty program relates to an
employee's participation, while
and cases of persons who simply
feelings that it perpetuates. No such approach to proper recogni-
who are below that minimum, so that the newcomers are not
inequities remain uncorrected, would lift employee morale immeasur-
finally be completely and permanently discontinued.

Appeals from Work Ratings Made Easier

WASHINGTON, Aug. 22 - Federal
appeals procedures have been
broadened, but employees will have to
struggle through the system
and be able to capitalize on the benefi-

Each agency has a statutory per-
formance rating board of review. Each
employee is entitled to appeal to that
dire action, from an unsatisfactory rating,
the employee cannot appeal to
the appeals board Is now authorized, the em-

The 30- and 16-Rate
Within 30 days after setting the
notice of rating, an employee may
appeal to the board, or within 30
days after the statutory board has
rendered a decision on the finding of the
levels of pay for the larger number of employees.

The Appeals Board

The Appeals Board has a
statutory performance rating board of review.
Each employee is entitled to appeal
to that board, from an unsatisfactory rating,
the employee cannot appeal to
the appeals board is now authorized, the em-

President to appoint a committee
He is not limited to those agencies
and the right to cross-examine all
accusers.

made Easier

To Postal Supervisors

John W. Burris, director of em-
erals, told the group's national
employment, Disabled American Vet-
erns, told the group's national

In New York State, the employees of the State do have such
cnoxious equal treatment in the competitive
the competitive Job market, and that it must offer
unemployment insurance, unemployment insurance, regardless of race or creed, is
more than the others. Some jurisdictions, like New York State,
may be found in the NYC Voter and Salary Plan, despite the in-

Disabled Vets Fear Bill Hurts Their Job Chances

The Ford Foundation endowed

To Postal Supervisors

General Recognition Needed

What is needed, more than occasional recognition of the need
of rising pay, is general recognition. A fair approach to the
recommendations for the rise of other employees.

Universal Job Insurance And Higher Benefits Needed

The TREND toward higher weekly benefits under unemployment
insurance is one of the most important of the past decade.
Administration does not mind the fact that the cost to the
employee is at stake — and cases of persons who simply
hold unpopular or radical ideas

Outstanding Project

The Hoover Commission's outstanding project is the
practice of making employees feel that they are treated
fairly. This is to be achieved by the

Universal Job Insurance

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employee is at stake — and cases of persons who simply
hold unpopular or radical ideas

Labor Relations Taught To Postal Supervisors

A course in postal union relations, completed as part of the training
program for which York is responsible,
the second step was taken last week, when 24 supervisors be-

In our own name: "I would rather be a second-class citizen in
Mississippi or a second-class citizen in a first-class state."

"It would be a lie," the

That employee was also cleared

Another employee was accused of using
left-wing language. He

The security officer, asked to ex-
plain his reason for firing the three employees, used the
phrase "second-class citizen." He added to the employee one
own remark: "I would rather be a second-class citizen in
Mississippi or a second-class citizen in a first-class state."

That employee was also cleared

The supervisors did not reveal
names, and, in most instances, not
make commitments, but some could

Taylor Resigns So He May Now 'Enjoy Life'

ALBANY, Aug. 22 - Oscar C. Taylor has submitted his resigna-
tion as a member of the State Education Service Commission to
Governor Harriman. It takes effect Aug. 31.

In a simple statement, Mr. Tay-
lor said, "There is nothing sig-
ificant about my resignation, but
came here to do a job for Gov-
er Dewey and stayed on later to\nhelp where I could. I feel I have
served my usefulness to the board
and can now look forward to being
relieved of active service and
enjoy life."

Mr. Taylor was an
appointed presi-
dent of the commission by
Governor Dewey on Feb. 1, 1954.
Governor Harriman, when he
asked Alexander A. Falk, then a
Commission member, to

Mr. Taylor's term was to run
through February 1, 1957. It is ex-
pected Governor Harriman will ap-
point a Democrat to fill the
remaining Republican's place for the

President Eisenhower will eventually
extend his "special executive order," the

-growing wage and hour laws, the
... and the like. The

Congress passed a law, just be-

John W. Burris, referring to the
proposed bill, said: "I am happy to
make it easy to pass
qualified, eligible disabled veterans.

Civil Service Leadership America's Leading Newsman-
CIVIL SERVICE LEADER, Inc.

Civil Service Leader

Looking inside

Government Too Slow In Recognizing Pay Needs

G
government is slow but certainly realizing that it is deep in the
competitive job market, and that it must offer
higher pay to qualified, eligible disabled veterans.

Disabled veterans who pass a
final exam have had 10 points added to their earned score.

Disabled vets fear that a

Instead of simply offering
insurance and Salary Plan, despite the in-

Disabled veterans who pass a
final exam have had 10 points added to their earned score.

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Disabled veterans who pass a
final exam have had 10 points added to their earned score.
Move Renewed to Shift More State Jobs to Competitive Class

By JOHN F. POWERS
President
Civil Service Employees Association

The public employee is doing this efficiently and well and is attended to by recent statistics reflecting our national well being.

Cliche Must Be Abandoned

If, therefore, the public employee is so successfully using his skill, it does not necessarily follow that the worker is not compensated on an equal level with the industrial worker? It is obvious that both the civil servant and the industrial worker place equal and important roles in our society. Neither is more important than the other. They must exist together. They can not exist separately.

The vote of the public employee as a tax payer must not be ignored. It is not only decreasing, it is needed to continue to think of governmental service in these terms. Rather, the same adjectives of productivity and efficiency should be applied with the same force to the worker in industry and the worker in government. Both are adding to our national wealth and both should be sharers in that wealth.

Chas. Chavin and Rachel Kantenwein, standing; Mary Dalton, Della Garvey, Helen Julisch, Josephine O'Leary, Mary Lyons, Jessie Stein, Chas. Chavin, Marie Howard, Margaret Rooney, Ethel Green, Baker, Ruth Brickwood, Irene Robertson, Katherine Woodward, Phoebe Prince, Margaret Miller, Gertrude Farrell, Mary Clark, Grace Hazar, Mary Edmans and Florence Gardner.

They attended the party for Mrs. Agnes Schutte, housekeeper at Rockland State Hospital, who retired after 34 years State service. Seated, from left: Margaret Dolan, Theresa Helder, housekeeping supervisor; Mrs. Schulte, Henry Morier, president of the hospital's CSEA chapter; Mary Franer, Grace Simpson, Alice Chandler, Basil Chavin and Rachel Kantenwein. Standing: Mary Dalton, Della Garvey, Helen Julisch, Josephine O'Leary, Mary Lyons, Jessie Stein, Chas. Chavin, Marie Howard, Margaret Rooney, Ethel Green, Baker, Ruth Brickwood, Irene Robertson, Katherine Woodward, Phoebe Prince, Margaret Miller, Gertrude Farrell, Mary Clark, Grace Hazar, Mary Edmans and Florence Gardner.

Nassau Chapter Awaiting Word On 7 P. C. Raise

MINQUELA, Aug. 22 — Nassau chapter, Civil Service Employees Association, is keeping its eyes on a pay raise for its 7,800 county workers.

The chapter previously won a pay raise, for per diems is now "under ad

Marcy Aides Play Golf on Course They Helped Build

MARCHY, Aug. 22 — A five-year project has been completed at the Marcy State Hospital's beautiful nine-hole golf course now is operational.

The course, built largely by patients and employees, was an outgrowth of a request 15 years ago as a therapeutic aid to pa-

(END OF PAGE 16)
The NYU Graduate School of Public Administration, the Bernard Baruch School of Business and Public Administration of City College, and the New York City College of Technology, and the Board of Education are co-operating with the Personnel Department, to seek more than the $5,000 a year now being considered for police.

Wages and benefits for skilled help in private industry have risen to more than $4,500, Mr. Keresman pointed out. This, he said, is causing police to seek more than the $5,000 a year now being considered for police. He cited the effectiveness of former NYC Police Commissioner Francis W. H. Adams and the increased reading speed, report writing, executive secretarial practice, conversational Spanish, statistics, speed stenography, effective writing, and taking civil service exams.

Peter Keresman, secretary of the Personnel Department, asked to do a bigger job with less staff. A plea for more men and more pay. The Board of Education are co-operating with the Personnel Department. The State Civil Service Retirement System. Only permanent employees are eligible to membership in the Civil Service Retirement System; other U.S. employees are health insured by Social Security. The President has recommended this change, said Secretary Solson, "and it will be taken up by Congress next year.

States Basic Reason
In explaining the basic reason for the recommendation, Mr. Polson said, "No Federal employee would lose, but many would gain, particularly in insurance protection for survivors."

He added that Federal employees are the largest group not covered by Social Security. The Civil Service Retirement System would be coordinated with Social Security, not discontinued.

He spoke while the twentieth anniversary of the enactment of the Social Security Law was being celebrated.

The Committee on Economic Security recommended that health insurance be made part of the Social Security Act. The committee stated that it was not trying to force employers to provide insurance on the country, as some medical groups feared.

The next ten under Mr. Komar-

Mr. Keresman said: "It is being transferred to wage board scale, whichever is higher. Nobody should be left out. A problem has arisen concerning those who are below the lower and Custodial group. That group is being transferred to wage board jurisdiction. What pay should those employees get — wage board rates, or percentage increases? An opinion has been requested of the Comptroller General. Mean- while the employers must act in good faith. A practical rule is being followed by some employers: an employee transferred from CPC grouping to wage board is to receive either the percentage increase over his former pay, or the wage board rate, whichever is higher.

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I CORRECTION CORNER

The New York State Prison Guard Versus—
CIVIL SERVICE WORKERS. Most efficient employees on the Civil Service are those who worked for any six agricultural programs financed in part or in full by the Federal government.

The rural electrification, vocational education, extension activities, farm and water protection control, control of plant pests and animal diseases, and research and experimentation stations.

In the past few years, many members of the State Legislature have publicly stated that a 25-year half-pay pension for uniformed personnel in Correction is justified, but, "Where is the money?"

A request by the Department of Purchasing for approval to change the filling of a clerk vacancy to men only was approved by the NYC Civil Service Retirement Board. The question of who benefits has arisen.

The States of Louisiana, New Hampshire, Alabama and North Carolina.

In the South, and yet we find Louisiana paying $4,480 a year salary, Washington policemen received.

The American Federation of State, County, and Municipal Employees, AFL-CIO, etc., etc.

The beneficiaries are those who have been rather freely granted. Whether because the discrimination practiced in their favor has resulted in practically exhausting the best of talent. Unless the City goes in for appointing women.

President Eisenhower signed the bill authorizing the transfer to the Federal life insurance plan.

The tentative key answers in this study provides that is since 1951 many States have realized the importance and magnitude of the prison guard service, and have raised salaries to a greater extent than New York State.

Even in the South.

A good deal has been written about poor starvation wages paid in the South, and yet we find Louisiana paying $4,480 a year salary.

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Now is the Time

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Fedders Puts PUSH-BUTTON WINTER in your home!

MAH Softball All-Stars

SLA Probe (Continued from Page 1)

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TUESDAY, AUGUST 23, 1965

More Can Be Measured Than Civil Service Tries

Civil service commissions are so hard pressed to perform the routine duties of their jobs that they do not always have as much time and opportunity as they would like, to check up on how their work fares in the final analysis. The accepted measuring rod is the validity test. That refers to proof of whether the appointees measure up to all that was expected of them. It is really the end result. But it is no secret that the result is not always perfection.

The State Civil Service Department is bravely attempting to get better results in promotion exams, by experimenting with a competitive oral test. There have been such tests used by other commissions, but the State wants to extend the experiment, perhaps statewide, whereby the written test would be a qualifying one, only the oral test the deciding factor. In promotion tests, or any other tests, that would be something startlingly new.

Why Bravery Enters

The element of bravery enters because oral tests are often looked upon asakes. They tend to lack the objectivity of written tests. There is nothing to refer to, in cases of disputed findings, except the transcript of the dialogue, and in some competitive oral tests there just weren't any transcripts. Unless full proof to candidates against a miscarriage of justice by absence of a written record is provided, the oral test experiment could be perilous.

The United States Civil Service Commission does more than any of the other commissions to improve its examinations. It not only keeps abreast of latest developments in the science, but promptly adopts such of them as it considers of possible value. It is just as quick to discard those that fail below hopes or expectations. Every commission does not do as much, but considerably more. It should conduct field surveys to determine how aptly the candidates chosen by the merit system fit the jobs to which they are appointed. When it finds the test falls short by par, by this validity test, it should try to apply the remedy in the future through broadening the scope and nature of the tests it gives. It should adopt examining methods that probe qualities that receive scant attention now. More about a candidate's inner worth can be determined by more advanced examining techniques than any civil service commission now attempts. Not only is it necessary to evaluate a candidate's intelligence, but also his ability to adapt to the job, personality and leadership qualities. Any other person, even the most experienced supervisor, will fit him for positions of high responsibility. Some tests attempt to measure a person's conscientiousness, also his sense of justice and loyalty.

Every commission should assign to one of its bureaus, or have a separate bureau, for conducting testing of its own work, otherwise civil service administration, instead of being an advancing science, may turn out by default to be a stagnant routine.

WHAT use will NYC make of the 4,500-name court attendant eligible list? When an eligible list is too small for the need, then the service, that's news, isn't it also news when the number of jobs is too small for the size of the list?

NYC EXPERIMENTED with the patrolman (P.D.) test. The physical was made qualifying only. Formerly it was consistently competitive. Now that the City knows the desirability of the one type over the other, which will it choose for the police test that will open in the fall?

DEPROLES ABSENCE OF SAFEGUARD ON PAY
Editor, The LEADER:

It might be of interest to know that a recent case, the case involving an employee was not properly discharged, was reopened without passing a bill that would have prohibited salary cuts of incumbents in cases of downgrading.

While it is true that statutory redress is not the most acceptable kind of protection, it does not seem to be working. The problem could be solved just as well administratively. The State should conduct field surveys to determine techniques. It not only keeps abreast of latest developments in the science, but promptly adopts such of them as it considers of possible value. It is just as quick to discard those that fail below hopes or expectations. Every commission does not do as much, but considerably more. It should conduct field surveys to determine how aptly the candidates chosen by the merit system fit the jobs to which they are appointed. When it finds the test falls short by par, by this validity test, it should try to apply the remedy in the future through broadening the scope and nature of the tests it gives. It should adopt examining methods that probe qualities that receive scant attention now. More about a candidate's inner worth can be determined by more advanced examining techniques than any civil service commission now attempts. Not only is it necessary to evaluate a candidate's intelligence, but also his ability to adapt to the job, personality and leadership qualities. Any other person, even the most experienced supervisor, will fit him for positions of high responsibility. Some tests attempt to measure a person's conscientiousness, also his sense of justice and loyalty.

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When a Fast Dollar Discounts Speed

Frank J. Muench, acting regional director in NYC of the U.S. Department of Labor's Wages and Hours Division, encourages parents to advise their teen-agers to return to high school this fall.

"The new premises are modern."

"The Career and Salary Plan"

"The Supervisor, a public office held, kept employees from discussing anything except government business and cultural subjects in the office.

"Two women were conversing."

"The IRS does not want slang used.

"The new Commissioner said:"

"The Life went along with the idea of complete

"The worth of the one type over the other, which

"The State wants to find results below par, by this validity test, it should try

"The new Commissioner said:"

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I A News Is Not Confined

To Happy Events Only

A DIVISION OF EMPLOYMENT office manager, W. Lee Thorne of the Queens Industrial Office, took us to task this week in a letter of interesting, vitriolic comment.

"On Saturday, Dec. 12, is printed here as we re-ceived it. The Editor's reply follows immediately after.

Editor, THE LEADER:

I am pleased to note that you have seen fit to publish in this edition an article that merely reported the cases of three employees facing discipline. It would seem that these cases are not of the same magnitude as in the past. It would seem to me that these cases were not handled in a manner that would reflect credit upon the department.

I am disappointed, however, to see that you have not given the employee a chance to set the facts straight. It is my belief that the employee has a right to know the facts before being disciplined. I feel that this is a violation of the basic tenets of justice and fairness.

Mr. Thorne has obviously missed the point of the Labor Department and its role in the disposal of cases. The department is not a court of law but a place where employees can seek redress for their grievances.

It is my belief that the department has the responsibility to ensure that employees are treated fairly and that their rights are respected. I feel that the department has failed in this regard.

If the department's charges are justified, a public announcement can do it on the basis of the facts: and if these facts are not

The LEADER passed no judgment on these charges. It stated the parading of the facts. Would he prefer that we name these employees, and because disciplinary charges are always important information to public aides. Mr. Thorne himself states that this is

In the process of creating an efficient and workable department, however, a number of tangled problems have been solved in good intentions of assistance that serves more than a quarter of a million New Yorkers monthly and serves them well.

Mr. Thorne accuses The LEADER of being too anonymous, yet Mr. Thorne has obviously missed the point of both the Labor Department and its role in the disposal of cases. It is my belief that the department has the responsibility to ensure that employees are treated fairly and that their rights are respected. I feel that the department has failed in this regard.

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For the purpose of the needy, the department has developed a specialized public.

The State and City welfare departments are to make correct evaluations, they most assistant counsel to the Civil Service Employees Association.

Incidentally, the information presented was far from "gossip

Mr. Thorne argues that his supervisor and his administra-

Comment

(Continued from Page 6)
Revised List of Coming State Tests

filled from several hundred exams minimum requirements may apply. planned by the State Civil Service Institute.

Also, the appointees must do meter measurements.

receipt of applications. That age deduction from their actual age the

manner. The following tests are open-

University. Mr. Wendt serves on the committee on employment.

are 100 names on the State's telephone

lated. Of the foregoing applies also to exams

\*eompiUd this FREE list of 50 stocks that have

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50 STocks WITH 50-YEAR DIViDEND RECORDS

50 stocks with

only limited on the State's Federal

To apply for public jobs, visit the State Civil Service Commission.

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Public health nutritionist, senior, Health Department.

We have compiled this FREE list of 50 stocks that have held steady dividends for years. These

We make no claim as to the correctness of the State's list, and no guarantee that the

the NYCD

Board of Education, Teaching

Next, Address

City State
NYC Eligibles

The following eligible list was issued by NYC:

(a) bachelor's degree in mechanical engineering plus one more year of such experience and one year assisting in mechanical engineering work, or (b) master's degree in mechanical engineering plus either (2) one year's experience in operating and one more year in mechanical construction cost estimates, or (3) experience in operating and one more year in mechanical construction cost estimates.

2110. RENT INSPECTOR, $3,540 to $4,490; experience in inspecting or supervision of building maintenance, rental practices and building conditions, or in real estate investigations or inspections of buildings in New York City. (b) two years' experience as inspector in any State or Federal service.

2114. INDUSTRIAL SUPERINTENDENT, $5,460 to $6,400; (a) bachelor's degree in mechanical or electrical engineering; or (b) master's degree in mechanical or electrical engineering; or (c) four years' experience in electrical or mechanical training and supervision, as either (1) mechanical or electrical engineer, or (2) assistant mechanical or electrical engineer, or (3) mechanical or electrical engineer assistant; or (d) equivalent combination.

2115. ASSISTANT TELEPHONE ENGINEER, $2,360 to $3,360; one year's experience in telephone engineering work which includes, or is equivalent to, telephone line construction and maintenance, rental practices and preparing reports; and (2) one year's experience in telephone engineering work which includes, or is equivalent to, telephone line construction and maintenance, rental practices and preparing reports.

2123. CANAL MAINTENANCE OPERATOR, $9,000 to $10,900; one year's experience in operating and maintaining large equipment or machinery, or (b) one year's experience in operating and maintaining large equipment or machinery, and (c) one year's experience in operating large equipment or machinery in large institution such as hospital.

2126. SCIENTIST (ENTOMOLOGY), $6,440; (a) bachelor's degree in entomology, or (b) master's degree in entomology; or (c) four years' experience in entomology, or (d) equivalent combination.

2130. SOCIAL WORKER, $4,350 to $5,460; and (2) one year's experience in social work or personal service, or in (a) three years' experience in social work or personal service, or (b) complex requirements for social worker, or (c) equivalent combination.

2132. FLOATING PLANT SUPERVISOR, $4,980 to $5,790; one year's experience as supervisor of floating plant construction, or (b) one year's experience as supervisor of floating plant construction, and (c) one year's experience as assistant floating plant supervisor; or (d) equivalent combination.

Government Employees Insurance Company's statistics prove that you will get more than the average driver and deserve lower auto insurance rates. Our motor club qualifies you for savings on your automobile insurance of up to 30% below

under our modern plan... CIVIL SERVICE EMPLOYEES QUALIFY for SAVINGS up to 30% on Auto Insurance

Among the 325 persons at Woodbourne's 20th annual clamboke August 10 were, from left, Superintendent Horning of Hopanock; Jack Solom, of the arrangements committee; Superintendent William Cointch, Assemblyman Hyman Mintz, and Donald Buchener, president of Woodbourne chapter, CSEA

Jobs as Typist Open at $75

The New York Post of Employment needs male and female typists and offers $75 a week to applicants with a typing speed of 60 words a minute. The rate of 60 words a minute on a government-supplied typewriter. The typists must meet certain qualifications and be anxious to earn the $75 a week. The typists will be employed at the rates of $75 a week for the next six months.

The typists will be employed at the rates of $75 a week for the next six months.

Mail reply for "Rates"—No obligation!
CIVIL SERVICE LEADER

Tuesday, August 23, 1955

How to Improve Welfare Dep't.

(Continued from Page 7) Commissioner Mulligan, in his recent testimony before the Senate Finance Committee, and his Deputy Commissioner, Mrs. Crystle Potier, have said the desire for the program is offset by the fear of losing workers time from their jobs to attend institutional classes.

Workers of the department are often called upon to work full time by procedural matters. Two-thirds of the NYC Welfare Department fund needs are due to Federal and State governments, in about equal amounts. Eligibility requirements have been so rigid that these requirements must be met so that the only worker receives the funds.

Broad Scope of Activities

The department's work no longer consists of merely providing food, clothing and shelter for the needy. It offers aid to the disabled, blind, to veterans and the chronically ill who must be placed in nursing homes, to name a few forms of assistance.

A worker on any level in the department may find himself actually handling one or two kinds of assistance cases over a long period of time. He may be suddenly handed a new type of case he must determine the procedures necessary to obtain aid for the client. At present there is no one source for this information. A great deal of important time can be saved by attacking the right procedure that fits the case. The need for all procedures to be tabulated, kept up to date and immediately available at a known source is a must for better efficiency in the Department and for the relieving employees of an unnecessary burden.

If procedures are a headache to the experienced worker, they are an even greater affliction to new workers. Yet, to this date, there is no handbook of operation and procedures available to the employee to guide him on the necessary work that must be done to get action on a client's case. He must pick up this information as he goes along or seek the help of his superior.

Contact Meetings

Commissioner Mulligan, who has headed the Department since 1951, promised the administrators and the policy-making personnel at central headquarters. The purs

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Housing and Storage

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No previous training or education required.

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Evelle Biltine, 128 State St.

 Albany, N. Y. 2-2961 days, 2-3600 even.

PANTS OR SKIRTS

Readers have their say in The Leader's Comment column. Send your comments to the Editor, Th. 9-3182.

C. T. Olivo Appointed Bureau Chief

ALBANY, Aug. 22 — C. Thomas Olivo of Albany, George H. Holli- day of Troy, and Adolf Panitz of New York are among the State's new open-comptetitive roster for chief of Bureau of Vocational Cul-

OPEN-COMPETITIVE CIVIL SERVICE EXAMINATION FOR LABORATORY ASSISTANT

LABORATORY ASSISTANT, CITY OF KINGSTON, NEW YORK.

Annual salary range $3,500 to $4,500. At present, one position in the City Laboratory. APPLICATION FEE $2.00.

THIS EXAMINATION IS OPEN STATEWIDE.

APPLICATIONS MAY BE OBTAINED BY WRITING TO MARY P. KELLY, SECRETARY, KINGSTON MUNICIPAL CIVIL SERVICE COMMISSION, CITY HALL, KINGSTON, NEW YORK. APPLICATIONS MUST BE FILED WITH MIL. OCTOBER 31, 1955. AMINATION IS APPLICABLE TO THE POST SEEMBER 19, 1955. ALL APPLICANTS CANDIDATES TO BE NOTIFIED OF TIME AND PLACE OF EXAMINATION.

THE EXAMINATION FEE OF $2.00 MUST ACCOMPANY EACH APPLICATION.

MARTIN P. KELLY, SECRETARY

THOMAS J. FINNERTY, PRESIDENT

BERNARD A. CULLOTTON, COMMISSIONER

ROBERT R. MURRAY, COMMISSIONER

Pension Problem Is Analyzed by Dr. Studenski

The State Mental Hygiene Department is discovering it can't do a lot

The pension payment for NIC institutional employees has been an agony in the past. It requires a 30-hour week when not only private industry, but comparable governmental units, are paying comparable or higher salaries for 40 hours' work. The State Mental Hygiene Department is discovering it can't do so.

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Modern Kitchen — Modern Bath
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STEAM HEAT
LOCAETED IN BEAUTIFUL JAMAICA PARK
REDUCED FOR QUICK SALE
PRICE ONLY $10,500
G.I. 4½, 20 yrs. Mtge. AGR. FOR RENTS

$65.40 Monthly

EXCLUSIVE HOMES in NASSAU & QUEENS

SPRINGFIELD GARDENS: 4 room frame dwelling with screened-in rear porch for summer dining room; finished basement; 1½ bath; fireplace; attached 1 car garage; 45x100 plot. Owner will examine.

Price $11,500

JAMAICA: Beautiful 2 family since: spacious rooms—4 down, 2 up; 2 and 3 in attic, also finished room in basement with bay, 2 lovely, large bath; 2 kitchens (1 ULTRA MODERN); wood-burning fireplace; attached 2 car garage; 45x100 plot. Owner will take second mortgage. Price $15,000

HOLLIS: Brick bungalow—17 years old; completely finished, 4 rooms, basement, with private entrance—ready to rent. 1 car garage. Price $15,750.

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ALLEN & EDWARDS
Prompt Personal Service — Open Sundays and Evenings

Furman Street & S. 26th Ave. Jamaica, L. I.
Film Festival Is Featured At Kings Park

KINGS PARK, Aug. 31 — A program of religious and denominational films on the three major faiths has been inaugurated at Kings Park State Hospital.

The program was "premiered" on Aug. 8 when 200 Jewish patients saw "Do You Want to See Israel?," a film located by the United Jewish Appeal. Rabbi Hyman J. Watchtel, resident chaplain, conducted the session, assisted by Angelo J. Costanzo, recreation supervisor, and Arthur Workum, assistant recreation instructor. Catholic and Protestant chaplains will show films to their congregations in the near future.

The project is being conducted under the auspices of the hospital's chaplaincy, with the cooperation of the recreation department.

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Lehman Named to NYC Post

(Continued from Page 1)

The appointment, he said, was widely quoted. The appointment, he said, was widely quoted. The appointment, he said, was widely quoted.

Editor joins LEADER Staff; Other Changes

Paul Kyer has been named associate editor of The LEADER.

Mr. Kyer, a Navy veteran of World War II, was a reporter and editor six years on the Toledo Blade and Toledo Morning Times newspapers.

Prior to his appointment in the editorial staff of the LEADER, Mr. Kyer was a contributor to the Director of Scientific Information for the National Foundation for Infantile Paralysis.

Mr. Kyer was a contributing editor to The Chronicle, diocesan newspaper for Toledo.

R. J. Bernard remains executive editor. Miss Diane Weidler has been moved to the position of assistant editor, Hilbert Eison, who had been connected with the State Labor Department's "Industrial Bulletin," is covering special assignments.

"The LEADER will expand its news services in every way possible," Mr. Kyer and Mr. Bernard said in a joint statement. "Employees may expect to look forward to continuous advance in coverage and editorial support of their objectives. Our job is to give employees and others interested in civil service a consistently superior newspaper.

U.S. Opens Permanent Positions To Its Pensioners Over Age 70

WASHINGTON, Aug. 31 — The civilian may receive any type of regular appointment, including career-conditional appointment, for which they are qualified. They may not be considered for temporary renewable appointments.

Announcements over 70 who wish to return to Federal employment also may obtain any type of appointment for which they qualify. Also, they may be given temporary, renewable appointments.

The Commission has not changed the provisions that applicants be in the Federal service, and that they be over 70. It may be added to any type of regular Federal appointment, and may also be considered for temporary renewable appointments.

CIVIL SERVICE LEADER Tuesday, August 25, 1953

Other Changes

Mr. Bernard, an editor of The LEADER, was appointed to the position of assistant editor, Hilbert Eison, who had been connected with the State Labor Department's "Industrial Bulletin," is covering special assignments.

"The LEADER will expand its news services in every way possible," Mr. Kyer and Mr. Bernard said in a joint statement. "Employees may expect to look forward to continuous advance in coverage and editorial support of their objectives. Our job is to give employees and others interested in civil service a consistently superior newspaper.

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Social Investigator Test To Open In The Fall

The opening of the social investigator exam will take place in the fall, but nobody knows when. Applications will be issued and received at 96 Durch Street, two blocks north of the Hall of Broadway, opposite The Standard office. No applications will be accepted before the opening date.

It is expected the exam will remain open quite a while. The City needs social investigators, and has had difficulty recruiting them. Now that the starting pay is higher than ever, the City hopes to attract a larger percentage of experienced candidates.

If one has a college degree, the number of experienced candidates in the pay has been rather small.

Former starting pay was $4,450. Top Pay of Grade 10. $990.

The position carries $850 annual increment, so that pay really rises to $8,000 for the grade, the last increment being one for senior-provisionals.

Five years ago, the City paid more for a satisfactory service record, earns that fifth-year advance in pay. Job opportunities are excellent, because of the large number of experienced candidates who did not pass any exam to get their jobs. Practically all of the provisions have to do with the examination.

The provisions are sure to take the exam in large numbers, as no attempt to gain permanency.

The official notice of examination gives the following minimum requirements:

- "Candidates must have graduated from an approved high school and in addition must have: (a) at least two years of college training, or (b) four years of full-time, satisfactory equivalent combination of college teaching and experience in the field above (c) a satisfactory equivalent combination of college training and experience in the field above."

TWO BE PROMOTED TO FERRY CAPTAIN

Two promotions to ferry captain have been made by the NYC Department of Marine and Aviation. Five names were certified. The two are those of Michael J. Wrubelkis and James Roden.

NEW YORK CITY POLICE DEPARTMENT
MENTAL AND PHYSICAL CLASSES

For those who want to get into Civil Service

If you have a relative or a friend who would like to work for the city, the Federal government, or some local unit of government, why not enter a subscription to the Civil Service Leader for him? He will find full job listings, and learn a lot about civil service.

The price is $3 — That brings him 8 issues of the Civil Service Leader, and a blank application for the government job he wants. You can subscribe on the coupon below:

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New York City Police Department

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Bronx Union YMCA

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January 1, 1950

New York City Police Department

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**DAY AND EVENING SESSIONS**

**SMALL GROUPS**

**INDIVIDUAL INSTRUCTION**

**FREE MEDICAL EXAMINATION**

**FULL MEMBERSHIP PRIVILEGES**

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**NEW YORK UNIVERSITY**

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Vacation Addenda

KINGS PARK, Aug. 22 — The following is the latest Kings Park State Hospital news:

From Buildings A and B: Anna McFerlin, who is assigned to A Service, has returned from vacations. Those now on vacation are Lilian Moore and Aaron McDonald who is spending some time in Vermont. Welcome to new employee Harry V. Melvin, who is assigned to A Service.

Congratulations to Roland Glosly who recently received a positional appointment as laundry consultant in Albany.

Deepest sympathy is extended to Mrs. Jacob Huber on the loss of his brother. Get well wishes to Salvatore Piazzu who is confined to Ward 80, and to Mrs. Conklin of the dental office.

TRAVEL ALLOWANCE IN POST OFFICE RAISED

WASHINGTON, Aug. 22 — The increase in travel allowance for postal employees, to $9 from $6, is now in effect.
NYC Eligibles Within Reach of Appointment

Names on the following NYC eligible lists have been sent to personnel officers in the department mentioned. The availability of positions is high above ground, on the surface or under water.

KEY ANSWERS

1. January
2. heroin
3. 300 per cent
4. The possession of a certain quantity of a presumptive poison to a
5. New York City Police Department
6. MSG.

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Page Fifteen

Study Material

Following is study material for the coming NYC Police lieutenant written test. The items, from previous exams, will give you an idea of the type of questions you will have to answer. Key answers are given at the end.

1. According to statistics of the Police Department, there was a most frequent occurrence of arrests in the following competitive examinations for the years 1951 to 1954:

- 3rd Grade Police
- 2nd Grade Police
- 1st Grade Police
- 4th Grade Police

2. According to figures released by the New York County District Attorney’s Office, what was the

HERE IS A LISTING OF ARCO COURSES FOR PENDING EXAMINATIONS INQUIRE ABOUT OTHER COURSES

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- Fireman $2.50
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- Geologist $2.50
- Laboratory Technician $2.50
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Human Side Of the Tax Dept.

State Recoups Nearly $200,000,000

How Tax Delinquents Are Made to Pay

WILLIAM C. WALSH, assistant director of the State Income Tax Department, recently appeared before the New York State Senate Labor Committee in those columns on Aug. 8. A LEADER editorial had advised civil servants to file their income tax returns. Mr. Burkhardt then told THE LEADER of some experiences alleged to have occurred in transactions with the Tax Department. We printed the letter without comment. Here is Mr. Walsh's rebuttal:

The State has been called to the witness stand by the Tax Department. We printed the letter without comment. Here is Mr. Walsh's rebuttal:

The State's most important financial return is income tax. In this connection, a task accomplished. But he

In the fall, the Association has taken into the competitive class. There

Whether this is due to his own carelessness or that of his employer-

The reclassification referred to is that he has received questionnaires concerning his State income tax returns because he and his employer can't agree on a consistent basis. This is not to say that the information was not furnished, but that it was not typed and so had to be transcribed into the competitive class.

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Prejudgment of Delinquency

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