SICK LEAVE AND VACATION RULES ARE LIBERALIZED

ALBANY, Aug. 4 — Governor Averell Harriman broadened application of the Attendance Rules to include certain State employees paid on a per-diem or hourly basis.

The rules governing eligibility of State employees to earn vacation and sick leave credits, and the granting of some sick leave at half pay were also liberalized.

The State Civil Service Attendance Rules deal with matters of attendance and leave and apply uniformly to both departmental and institutional employees. They went into effect January 3, 1957, after having been approved by Governor Harriman in November, '56. The amendments broadening the application of the Rules and liberalizing them were made by the State Civil Service Commission and approved by the governor.

Per-Diem and Hourly Workers Now Included

Henceforth the Attendance Rules apply only to State employees paid on an annual salary basis. An amendment to the rules includes for the first time per-diem and hourly workers if employed continuously for at least nine months and who are, on a regularly scheduled work week of at least 3 1/2 hours a day, five days a week. The amendment is expected to do away with differences that presently exist among State departments and agencies with respect to policies on paid leave for per-diem and hourly workers.

Another amendment gives to State employees the right to earn vacation and sick leave credits if they are on the payroll at least seven out of 10 work days in a biweekly (every-two-weeks) pay period. Originally the rule stipulated that an employee could earn vacation and sick leave credits only if he was in full pay status for all 10 working days in a pay period. State employees are placed on leave without pay if they have not built up enough leave credits to cover the period of absence. Until now the employee who is already hurt financially by being placed on leave without pay even for as little as half a day suffered the further hardship of not being able to earn leave credits during that pay period.

Half-Pay Sick Leave Liberalized

The rule pertaining to sick leave at half pay now permits the granting of such leave at the rate of two pay periods for each year of State service. Formerly sick leave at half pay could be granted only at the rate of one pay period for each year of service. The change is expected to be most advantageous to the older employee who otherwise might be removed from the State payroll if an illness continues after his leave credits are exhausted. Now, for example, an employee with 15 years of State service who has used all his accrued leave during an illness is eligible for sick leave at half pay for 30 bi-weekly pay periods, within the discretion of his department or agency head.

Health Plan Soon For Local Govt. Workers And Others

ALBANY, Aug. 4 — New developments in the New York State Health Insurance Program for Public Employees were disclosed today by Alexander A. Palk, President of the State Civil Service Commission and Chairman of the Temporary Health Insurance Board.

Mr. Palk said that as many as 225,000 employees of local subdivisions may soon be eligible for participation in the program that now provides protection for more than 80,000 present and retired employees of the State. Employers and employees share the cost.

Coverage of up to 2,600 employees of each college may be provided by September 1. Mr. Palk said. The Health Insurance Board has approved proposed contracts with insurance carriers and will sign them as soon as they are in final form. The contract colleges are the College of Agriculture, the College of Veterinary Medicine, the College of Home Economics, the School of Industrial and Labor Relations, and the Geneva Experiment Station, all under Cornell University, and the College of Ceramics at Alfred University.

Tentative Approval Received

Mr. Palk also said that he has received employees of local unions.

(Continued on Page 16)
Harriman Tells Of Gains Won For the Police

Addressing police chiefs from all over the State, at a dinner at the Plaza Hotel in New York City, Governor Harriman in- dicated that local law enforcement is a function of the police. He also pointed out that the police function is a service to the community in which the people of the State are organized as one community. The Governor also emphasized the importance of the police in the State's economy, and pointed out that the police are an important tool in combating organized crime and racketeering.

Editorial Note: This statement was made in connection with the newly created State Crime Commission and the criminal in- telligence unit which has been established in the Division of State Police, said the Governor. "The police are an important tool in combating organized crime and racketeering, which usually spread across city and county lines. They will work closely with the local police department in all such matters."

Tells of Gains Won

"We have established by law the 40-hour week for police officers across the State. We have made it possible for them to obtain reductive flooding coverage and to share in the benefits of the State Health Insurance program, and we have raised compensation payments and increased and improved the application of death benefits, to name only a few."

In the same period, State legis- lation has been enacted to in- crease the police officer's effective- ness, and to protect him in the performance of his duties. As my advice, the bill against eavesdropping was changed in order to give all cardholders who receive the same, the earned rating equal eligibility and opportunity for ap- pointment without preference to any candidate adopted this new procedure.

To illustrate the old rule-of- thumb problem, assume that there are five successful candidates in an examination three of whom have the same second examination rating. Assume that, after the tie is broken among the three, the list appears as follows:

A. 90
B. 88
C. 90
D. 88
E. 88

Under the old rule, if there was only one vacancy the appoint- ment had been made by the selection of A, B, 90. Children D and E could not be con- sidered despite the fact that they achieved the same examination rating and, therefore, have as much merit and fitness for the job as C.

Under the new procedure the names of eligibles will be entered on the list in the same manner as before, where they are certified for appointment the ap- pointment officer may make his selection from among all eligibles whose final examination ratings are equal to or higher than that of the third highest ranking eligibles. If the list is as follows:

A. 92%
B. 90
C. 90
D. 92
E. 88

Appointment under the new rule would be made by the selection of one of the first three eligibles.

In the same period, the State Civil Service to break ties among candidates to receive a preference for appointment under the new rule it often meant that one can- didate to receive a prefer- ence over the other.

The amendment provides that where eligibles have tied final examination rating, appointment or promotion may be made by the selection of any eligible whose final examination rating is equal to or higher than the final examina- tion rating of the third highest- ranking eligibles, except where rating is not feasible. If the list is as follows:

A. 92%
B. 90
C. 90
D. 92
E. 88

Appointment under the new rule would be made by the selection of one of the first four eligibles.

The list above is presented to illustrate the advantages of the new rule. As before, where there are only one or two vacancies, no change would be made in the present practice of the Department of Civil Service to break ties among candidates to receive a preference for appointment.

Civil Service Examinations so that opportunity for appointment or promotion, under the previous rule it was possible for one of the first three eligibles to receive a prefer- ence over the other.

Before another court goes by, get in touch with one of these experienced counselors in the Civil Service Department.

John M. Devlin
President

Harrison S. Henry
Vice President

Robert N. Bump
General Sales Manager

Frank E. K. McCullough
Executive Assistant

Charles H. N. Mather
Executive Assistant

John B. Smith
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Civil Service Leader

CIVIL SERVICE LEADER

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(Continued on Page 9)

October 5, 1958

STATE TESTS NOW OPEN

Requirements for the new series of State jobs which opened for ap- plication recently and which stay open continuously.

OPEN-COMPETITIVE

8032, Associate Librarian- Re- source and Technology, $7,560 to $9,050, one vacancy in Albany. Re- quirements include possession of or eligibility for a librarian's pro- fessional certificate, a Master's degree plus one year of library ex- perience, including two years in a supervisory, or administrative position involving responsibility for a scientific or technological collection, and either 60 semester hours of science or two more years of experience. Pay $5.

8030, Assistant Librarian- Supervisory, $4,770 to $5,860, one vac-ancy at Albany. Requirements are possession of or eligibility for a librarian's certificate, and completion of public librarian's exam- ination. A Bachelor's degree plus one year of library school, and one year of experience involving contact with and service to the public. Pay $3.

8019, Film Production 

$3,350 to $4,150, two vacancies in Albany. Requirements include high school diploma or equiva- lency and either two years of ex- perience or one year of training in film photography or film making.

8023, Associate Librarian- Library Administration, $7,920 to $9,150, one vacancy at Albany. Requirements are for a Bachelor's degree plus one year of professional experience in a public library. Application deadline is October 1, 1958.

(Continued on Page 9)
Activites of Employees throughout New York State

Southwestern
Twenty-five members and guests of the Southwestern Chapter, Civil Service Employees Association, attended a breakfast meeting held at Dally’s Restaurant in the Allegheny State Park Administration of CSEA.

A resolution proposed by Noel P. Martin for the Southwestern chapter to go back on record advocating the full cost of the employee health benefits be equally and immediately adopted.

Mr. Robert Reesy, former employee in North Tonawanda, was accompanied by his family for a return visit to Batavia and East Randolph.

Napanoch
More than a hundred employees and adult members of their families attended an anniversary celebration held by the Napanoch chapter of the Auxiliary to the American Red Cross. The event of the summer season sponsored by the chapter was a clambake held by the Napanoch Volunteer Fire Department.

The affair proved a great success. Chef de cuisine was Mr. John Butler, with Robert Woodhouse, Harold Butler, Kevin Rogan and Arthur Roberts.

Dannemora
After recent hospitalization, Evin Guddeus and Cyril Gadowy have returned to their jobs at the New York State penitentiary in Dannemora. Gadowy still on the recuperating ward at the hospital and Mr. Ordut wrote to express his gratitude for her service in a fine profession.

Dottin, special teacher at Dannemora High School, got married last week. The happy couple is now residing in the area with their three children.

The Merit Award Board, as it is sometimes called, the employees’ own board, has paid dividends wherever tried. Industry constantly uses it, and in the public service it is making headway.

For completion of the course on fundamentals of engineering, Part II from left, Salvatore Butera, who gave the course and presented with an instructor’s certificate; David Scott; Dr. Lawrence Tallman; the certicate recipients, Walter Lackner, Peter Lynch, and Thomas Garde. John Grimila and James O’Brien, who also completed the course, were absent when the picture was taken.

Certificates Issued at Psychiatric

Congratulations to all.

At the last session the State Legislature passed a law, signed by Governor Harriman, which affects the governmental subdivisions of the State. Chapter 51 of the Laws of 1958, amending section 88-2 of the General Municipal Law, authorizes the setting up in each city, county, or village in the state, a "merit award board for rewarding employees for suggestions resulting in more efficient and economical operation of government."

Completion of Local Board
The legislation provided that in the cities, the Merit Award Board will consist of the Mayor, the Corporation Counsel or such Councilman as may be designated; in the counties the Chairman of the Board of Supervisors and other such designated supervisors will comprise the board. The New York State Civil Service Employees Association, through the Regional Superintendents of DFS, will prepare this ordinance for dissemination in all of its county chapters. These rules are new, but expected to prove rewarding to employees as they are designed on similar boards in our state municipalities.

The Merit Award Board must have ideas. It has had ideas whenever tried. Industry constantly uses it, and in the public service it is making headway.

Opportunity for All
New York State has had a board for some years and the reports are full not only of the awards but of the savings and benefits which have accrued to the state administration from its use. In one four-county area, in 1957, there were 6,250 reports, of which 24 per cent were from state or local—have shown themselves to be efficient, intensive, and rewarding. Often it is the "little man." but he is the "little man." but not always. Usually, they merely make the headlines, another positive contribution that is not considered as newsworthy as their occasional occurrences. Columns were written...
State Investigates Rating Of Schenectady Exams

SCHENECTADY, Aug. 4 — The State Department of Education has been investigating the marking of Civil Service examinations papers for the Schenectady County Civil Service Commission. County commission members confirmed with State officials recently. Involved are examinations given in 1951 and 1952.

No disclosure of State findings has been made, but reports indicate the results may be made public in a few weeks.

Charles T. Male, county civil service commissioner, a Republican and Harry G. Smith, a Democrat, member of the Commission revealed last week that a State investigation is under way.

It is expected that State officials will recommend a revision of county practices and procedures. Both commissioners, who said they were not members of the county board during the period under investigation, added that the marking of examination papers is a function of County Commissioners' appointments and not of the commission itself.

Mr. Smith was named to the Commission on March 6, 1964, to fill Mr. Male's post in 1954. The post became vacant when the incumbent resigned.

Workmen’s Compensation Forum Set for October

A two-day institute on workmen’s compensation will be held at the Statler Hilton Hotel, New York City, on October 20 and 21. Anetria B. Forst, chairman of the Workmen’s Compensation Board, announced.

“The broadening and complexity of the Workmen’s Compensation Law, with changing industrial and economic practices, have made it essential that we hold periodic meetings with those who work with this law,” Miss Forst said.

The institute will be designed primarily to provide discussion of workmen’s compensation problems for representatives of labor, management, the insurance industry and the legal and medical professions.

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State and County Eligibles

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The next step will be to hold periodic meetings with those who work with the metropolitan area, will be of similar value.”

FREE BOOKLET by U. S. Government on Social Security, Mail Order, 873 Dune Street, New York 1, N. Y.

Jobs U.S. Finds Hard to Fill

In Metropolitan Area

New York City, Sept. 3 — The U. S. Civil Service Commission is now offering a number of jobs in the Metropolitan area. Apply to the fill in the following jobs in the U. S. Civil Service Commission.

647 Washington Street, New York 1, N. Y.

In Metropolitan Area

Castle Point, N. Y.

Montrose, N. Y.

West Point, N. Y.

West Point, N. Y.

Tabulating machine operator, Dental assistant, VA Hospital, State Investigates Rating Of Schenectady Exams

Food service worker, VA Hospital, Of Schenectady Exams papers by the Schenectady County Commission, it was revealed last week that a State investigation is under way.

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Tabulating machine operator, Dental assistant, VA Hospital,
What of Police Unions?

The question whether the police should be permitted to join a labor union is gaining nationwide attention. Local 237, Teamsters, is attempting to organize the New York City police, against the opposition of Police Commissioner Stephen P. Kennedy, and has initiated efforts to organize police in local governments in Florida. The police commissioners in the Florida localities take the same stand as Commissioner Kennedy, although for a somewhat different reason. Commissioner Kennedy at least can point to a departmental rule prohibiting the New York City police from joining a union. Public-safety officers, including firemen, in the United States are members of organized labor. None of the dire consequences theorized by Mr. Kennedy have followed. There have been no strikes, though in fairness to Mr. Kennedy it should be said that he did not specifically predict any, but darkly hinted. He did make plain that he regarded unions as debasing societies, and did not intend to let administrative commands become a subject for debate.

He vetoed a suggestion that the question of extending the City's labor-relations program to the police be discussed at a public hearing, though the City covered the firemen into the labor-relations program without any public discussion. Mr. Kennedy said that he had not heard from Henry Feinstein, president of Local 237, for an interview at which possible misunderstandings could be eradicated. The Commissioner himself didn't even answer the letter but had a deputy do so, who said that Mr. Kennedy, if he had a legal representative, would be no misunderstanding as to where the Commissioner stood.

Grievance About Grievances

One standing grievance of the police is lack of methods to enable processing of grievances, a privilege the other public employees, including firemen, enjoy. This is a subject of grave moment to the police who feel that they are often the victims of predetermination, and without right of appeal, except under special circumstances approved by Mr. Kennedy, in the face of both hierarchical administrative decisions or to substitute their judgment for that of the administrative.

The Commissioner speaks of possible conflict of interest, for instance, if an international union with which the police local is affiliated calls a strike in private industry. The idea seems to be that a policeman might obey his union leaders instead of his superior police officers. Such speculation is no tribute by the Commissioner to the mind. He is, so long as the rule is reasonable, for if it is illegal and pledges itself to stick to that rule.

Call Rule Illegal

A logical question to ask is whether a policeman is not also required to obey a departmental rule. Indeed he is, so long as the rule is reasonable, for if it is unreasonable it is illegal, and if it is illegal it is null and void, while the rule is illegal. Tickets that the obedience to the New York City rule is illegal and pledges itself to stick to that situation. The issue is bound to be a live one for many months, at least, because of the basic question of civil liberty, particularly because it concerns police, who have been complained of for years that they are habitually depraved of rights and privileges accorded to all other citizens, public employees included, among them firemen who, in New York State, are members of organized labor, e.g., the Uniformed Fireman's Association and the Uniformed Fire Officers Association.

The total number of applicants for firemen jobs in the Fire Department is 11,385. The tentative date for the written examination is November 1. All those who pass this phase of the examination, which will be weighted 100, will be summoned for the medical and physical. The first time the firemen physical will be qualifying instead of competitive.

This means that those who pass the written and medical will have to score 55 percent as a general average for all the physical tests to make the cut-off list. Formerly the physical was weighted 50, the same as the written, and the two marks were averaged to determine the candidate's final score.

The list established from this test is not likely to be promulgated until next spring. It is expected that the old list will be exhausted about that time.

U.S. Salary Study Off Until Fall

WASHINGTON, Aug 4 — Commissioner of Labor Employment tells Congress that he plans to conduct an extensive study of the salaries of public employees in 1961.

The Commissioner will have six men to do the work, and he plans to hold hearings in cities where higher salaries have been paid to public employees. He also plans to hear from representatives of labor unions, which have been unhappy with the salaries paid to public employees.

One of the problems the Commissioner is trying to solve is how to pay public employees fairly. He knows that it is difficult to determine what a fair salary is, but he is confident that he can do it with the help of the six men he has assigned to the task.

The Commissioner hopes to have the study completed by the end of the year, so that he can make recommendations to Congress on how to improve the salaries of public employees.
A THOUGHT FOR THE WEE

"Law enforcement officers abhor dictatorial power and the oppressive of government to assure maximum protection, in ordered society, methods of the police state. They are dedicated to the preservation of our liberty and the security of our homes." — EISENHOWER AND TRUMAN PENSIONS

In your July 28 issue you published an editorial on presidential pensions. In your last paragraph you do not make quite clear why Mr. Truman was permitted to receive this benefit in addition to his pension, for his John military service. Could it possibly be because Mr. Truman was Commander-in-Chief and a Democrat whereas Mr. Eisenhower was merely Supreme Commander, SHAPE, and a Republican?

No. Because General Eisenhower does not qualify under the military pension law, whereas Mr. Truman does.—Editor.

HOGEN CELEBRATES 8TH YR. AS A FORD DEALER

When Ralph Horgan started his Ford dealership on Broadway, New York, some 8 years ago, he established a minimum down payment of $250 on all transactions. How well has this policy been inherited, and has such a policy been adopted by the motor public is evident in the fact that the Brooklyn office of Horgan is today one of the largest Ford dealerships in the country.

In support of this claim, a display in the spacious showroom, 1642 Broadway at 83rd St. shows a complete line of 1958 Ford cars, including the Thunderbird and all models of Thunderbirds.

Visitors to the Horgan showroom, however, will find August 1 to be particularly interesting as they will be offered the chance to win a complete set of 1958 Fords. (See below).

NEW JOBS IN BROOKLYN

The Brooklyn Supreme Court has approved a plan for the establishment of new positions for three watchmen and two elevator operators. The new positions will be filled on a merit basis.

Questions Answered on Social Security

I HAVE had no other Social Security coverage except that recently received from the State of New York. When I became qualified by working long enough but before reaching age 65, will my benefits be paid based on the earnings of the years in excess of $4,000 a year?

No, because the months between the years of service will be included in the divisor in computing your average monthly wage on which benefits are based. Because of no earnings during that time, your average monthly wage will be less than $300 so that your insured status cannot be established.

I UNDERSTAND that a working woman who retires at age 62 receives $600 of the amount she would have received at age 65. Would she get a larger monthly benefit if she retired at 65 instead of 62?

Although a woman qualifies as a "beneficiary" of her husband's earnings only if she married him before he reached age 62, she would get a larger monthly benefit if she retired at 65 instead of 62 because the additional years of her husband's life would increase the amount on which benefits are based.

MY HUSBAND DIED last month. We were separated 10 years ago. Since I am now the head of the household, I wish to collect Social Security benefits. Am I eligible?

Yes. Under a recent change in the Social Security Act, widows or widowers who were legally married to a deceased insured male worker as a valid marriage exists, the survivor of the insured will qualify for Social Security benefits as a widow or widower at age 62 or later.

PLEASE EXPLAIN the benefits that are available to a divorced wife of an insured worker who may receive benefits as a wife when her former husband retires?

If an insured worker is receiving benefits, his wife may receive benefits as long as he has been married to her, has a child of the wife, and is married to her when he reaches his retirement age. The benefits are equal to 6/10 of the worker's basic benefit and are not affected by the former status of the marriage.

I EXPECT to earn about $1,000 this year, which means that I will be drawing $1,000 a year in retirement income. Since I will be over 62 in 1958, I wish to know if I must work until I am 65 before I can draw my retirement benefits?

No, because the retirement date and age 65 (during which she receives the full benefit) depends on the number of months before she is 65 during which she receives benefits.

I AM a woman and will be 62 in December. How many quarters of coverage will I need to become eligible for social security benefits and will I receive a reduced amount, and will I receive this amount even after she reached 65. The amount of the reduction depends on the number of months before she is 65 during which she receives benefits.

WHERE BENEFITS WOULD COME IN

I wouldn't want to be accused of pressing this point beyond its logical and social significance. I am computing the amount I can earn under the current Social Security retirement age and I am finding that my earnings would be limited to the amount that I can still work full time and receive a reduced benefit. I would like to be able to work full time and receive a reduced benefit. Can I receive a reduced benefit in excess of $1,000?

No. Benefits are not reduced if your earnings exceed $1,000 during a year, after which the reduction begins to be applied.

I HAVE a disabled son who is also a veteran. Have I been entitled to child disability benefits? I was wondering if I can receive benefits for the child from the date of disability?

In addition to disability benefits, if the beneficiary is also a veteran, the annuity can equal the pension, but the fact is that the annuity seldom does, not even when the child is deceased. This is because the benefit is based on the number of years of service and the number of years the child was disabled, and there could be no valid objection to that principle, although there could be room for argument.

The Brooklyn Supreme Court has approved a plan for the establishment of new positions for three watchmen and two elevator operators. The new positions will be filled on a merit basis.
been certified for possible inter-

More eligibles are certified than there are vacancies, so not all certified may be called now, but Group 54—

Clarence Joseph Green, Donald C

Group 69

Lingwood, Randolph W. Porte,

NYC Eligibles in Each

Goldstein, Leo A. Pazio, Ray C.

Bennett, John Cummings, Barney

Ford and Dominick Monteforte.

DiPolco, Vincent M, Tarantino,

Tierney, George A. Laws Jr., John

Juan Bonilla, Angel Court, Doel

Santiago, Ralph H. Tucci, Wil-

and Gerald Mulligan.

bastian Aresco, Nehemiah E.

Haynes, Anthony A. Blatti, Car-

(Continued from Page 6)

th« the leadership of President John P. Powers, before the 1959 Legisla-

ture, for vested pensions, a generalised plan for benefit determination,

sponsored, and even drafted, the legislation creating the State

DANGEROUSLY

Looking Inside

The following eligibles have been certified for possible inter-

views for New York City jobs. More eligibles are certified than

there are vacancies, so not all certified may be called now, but

may be called soon. The highest number certified appears at the

end.

OPEN-COMPETITIVE

Junior Electrical Engineer — Group 49 — Olin C. Olinger

Junior Electrical Engineer — Group 49 — Olin C. Olinger

Junior Electrical Engineer — Group 49 — Olin C. Olinger

Bowing Carcara—Hernie A. Clance, Joseph Green, Donald C

Carrara, Anthony F. Costanza, Thomas P.

Carrara, Joseph Bollino, Buddy E. John

Carrara, John, John Geis, George S.

Carrara, George, John Scheidt, John Geis

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Carrara, John, John Geis, George S.
New Rules, Higher Pay Will Mark U.S. Entrance Test Opening

The Federal service entrance examination, the general test for starting in career jobs in the U.S. civil service, will be repeated more frequently under new rules, and at higher pay.

The grants will be the same, G.E.T. for those eligible who show special qualifications. The respective new annual rates are $4,040 and $4,840, 10 per cent higher than previously.

The test will be held for filling jobs in scientific, technical, or professional positions, including 12 years of experience in professional writing or (c) equivalent training and experience. Fee $5.

8073. Senior Research Analyst (Rent). $7,500 to $9,000. One vacancy in New York City. Requirements: (1) bachelor's degree with special training or work in biological, agricultural, or biological types of research; (2) 3 years of comparable research or technical experience; (3) knowledge of statistical methods; (4) ability to hold meetings; (5) ability to travel. Fee $5.

8074. Staff Historian (Rent). $7,500 to $9,000. One vacancy in New York City. Requirements: (1) bachelor's degree with special training or work in the history of science or similar fields; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.

8075. Physical Chemist (Rent). $7,500 to $9,000. One vacancy in New York City. Requirements: (1) bachelor's degree with special training or work in physical chemistry or a related field; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.

8076. Safety Officer (Rent). Up to $60,000. One vacancy in New York City. Requirements: (1) bachelor's degree in business administration or equivalent training and experience; (2) 3 years of experience in industrial safety; (3) ability to travel. Fee $5.

8077. Supervising Engineer, Water Supply. $7,130 to $8,660. One vacancy in Albany. Requirements: (1) bachelor's degree in engineering; (2) 3 years of equivalent training and experience; (3) ability to travel. Fee $5.

8078. Research Engineer (Rent). $7,500 to $9,000. One vacancy in New York City. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.

8079. Supervising Engineer, Marine. $7,500 to $9,000. One vacancy in New York City. Requirements: (1) bachelor's degree in marine engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.

8080. Fireman. $4,400 to $5,400. Three vacancies in various locations. Requirements: (1) high school diploma; (2) 2 years of experience in fire protection, firefighting, or related work; (3) ability to operate a pump or other equipment. Fee $4.

8081. Assistant Health Public Health Editor, Albany. Requirements: (1) bachelor's degree in journalism; (2) 3 years of experience in writing or editing for newspapers or magazines; (3) ability to operate a typewriter. Fee $4.

8082. Research Analyst (Rent). $4,840 to $7,120. One vacancy in New York City. Requirements: (1) bachelor's degree in economics; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8083. Health Public Health Editor, Albany. Requirements: (1) bachelor's degree in journalism; (2) 3 years of experience in writing or editing for newspapers or magazines; (3) ability to operate a typewriter. Fee $4.

8084. Assistant Research Analyst (Rent). $4,840 to $7,120. One vacancy in New York City. Requirements: (1) bachelor's degree in economics; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8085. Research Analyst (Rent). $4,840 to $7,120. One vacancy in New York City. Requirements: (1) bachelor's degree in economics; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8086. Supervising Engineer, Water Supply. $7,130 to $8,660. One vacancy in Albany. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8087. Supervising Engineer, Marine. $7,500 to $9,000. One vacancy in New York City. Requirements: (1) bachelor's degree in marine engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8088. Accounting Trainee, $4,400 to $5,400. Three vacancies in various locations. Requirements: (1) high school diploma; (2) 1 year of experience in bookkeeping or accounting; (3) ability to operate a typewriter. Fee $4.

8089. Junior Insurance Examiner, $3,480 to $4,360. Five vacancies in various locations. Requirements: (1) bachelor's degree in insurance or related field; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8090. Municipal Engineer, up to $14,150. Two vacancies in various locations. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8091. Engineer, $7,500 to $9,000. Two vacancies in various locations. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $4.

8092. Junior Mechanical Engineer, $5,020 to $6,120. Two vacancies in Albany. Requirements: (1) bachelor's degree in mechanical engineering; (2) 3 years of experience in mechanical design, manufacturing, or testing in mechanical engineering work; (3) ability to read blueprints; (4) ability to travel. Fee $5.

8093. Engineer, $7,500 to $9,000. Two vacancies in various locations. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.

8094. Senior Engineering Technician, $4,000 to $5,000. Over 100 vacancies throughout the State. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.

8095. Engineering Materials Technician, $3,440 to $4,290. Five vacancies in various locations. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.

8096. Engineer, $7,500 to $9,000. Two vacancies in various locations. Requirements: (1) bachelor's degree in engineering; (2) 3 years of comparable experience; (3) ability to travel. Fee $5.
State Jobs

(Continued from Page 8)

State Jobs

764. Head Account Clerk, New York State Thruway Authority, $3,260 to $4,150 in five annual salary increases. One vacancy at Buffalo, NY. Candidates must be permanently employed in the New York State Thruway Authority and have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Senior Account Clerk, New York State Thruway Authority.

765. Senior Account Clerk, New York State Thruway Authority, $3,260 to $4,150 in five annual salary increases. One vacancy at Buffalo, NY. Candidates must be permanently employed in the New York State Thruway Authority and have served continuously on a permanent basis in the competitive class for three months preceding the date of examination as a Senior Account Clerk.

766. Senior Social Worker, Workmen's Compensation Board, Albany, $6,140 to $7,490 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Social Work Department of the Workmen's Compensation Board of the State of New York at the time of the examination and must have served continuously on a permanent basis in the competitive class for at least one year preceding the date of examination as a Social Worker.

767. Supervising Psychiatric Social Worker, New York State Department of Mental Hygiene, $6,410 to $7,490 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Social Work Department of the New York State Department of Mental Hygiene and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Psychiatric Social Worker.

768. Principal Stenographer, Department of Mental Hygiene, $3,300 to $4,150 in five annual salary increases. One vacancy at New York City. Candidates must be substantially employed in the competitive class in the Department of Mental Hygiene and must have served continuously on a permanent basis in the competitive class for at least one year preceding the date of examination as a Stenographer.

769. Principal Stenographer, State University of New York, $3,300 to $4,150 in five annual salary increases. One vacancy at Albany, NY. Candidates must be substantially employed in the competitive class in the State University of New York and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Stenographer.

770. Principal Stenographer, New York State Thruway Authority, $3,300 to $5,050 in five annual salary increases. Candidates must be substantially employed in the competitive class in the New York State Thruway Authority and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Stenographer.

771. Principal Stenographer, Department of Labor, $3,300 to $4,150 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Department of Labor and must have served continuously on a permanent basis in the competitive class for at least one year preceding the date of examination as a Stenographer.

772. Principal Stenographer, Department of Commerce, $3,300 to $4,150 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Department of Commerce and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Stenographer.

773. Principal Stenographer, Department of Labor, $3,300 to $4,150 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Department of Labor and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Stenographer.

774. Senior Typist, Conservation Department, Division of Parks and the Division of Mental Hygiene, $3,300 to $4,150 in five annual salary increases. One vacancy at Manhattan State Hospital.

775. Senior Typist, Department of Civil Service, $3,300 to $4,150 in five annual salary increases. One vacancy at New York City.

776. Senior Typist, Department of Labor, $3,300 to $4,150 in five annual salary increases. One vacancy at Albany, NY.

777. Associate Sanitary Engineer, Metropolitan Area, $6,100 to $9,050 in five annual salary increases. One vacancy at Manhattan State Hospital. Candidates must be substantially employed in the competitive class in the Metropolitan Area and must have served continuously on a permanent basis in the competitive class for at least one year preceding the date of examination as a Sanitary Engineer.

778. Principal Stenographer, State Commission Against Discrimination, $4,080 to $5,050 in five annual salary increases. One vacancy at New York City.

779. Principal Sanitary Engineer, Department of Health, $6,100 to $9,050 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Department of Health and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Sanitary Engineer.

780. Principal Sanitary Engineer, State University of New York, $6,100 to $9,050 in five annual salary increases. One vacancy at Albany, NY. Candidates must be substantially employed in the competitive class in the State University of New York and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Sanitary Engineer.

781. Principal Sanitary Engineer, New York State Thruway Authority, $6,100 to $9,050 in five annual salary increases. Candidates must be substantially employed in the competitive class in the New York State Thruway Authority and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Sanitary Engineer.

782. Principal Sanitary Engineer, Department of Commerce, $6,100 to $9,050 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Department of Commerce and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Sanitary Engineer.

783. Principal Sanitary Engineer, Department of Labor, $6,100 to $9,050 in five annual salary increases. Candidates must be substantially employed in the competitive class in the Department of Labor and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Sanitary Engineer.

784. Senior Typist, Conservation Department, Division of Parks and the Division of Mental Hygiene, $3,300 to $4,150 in five annual salary increases. One vacancy at Manhattan State Hospital.

785. Senior Typist, Conservation Department, Division of Parks and the Division of Mental Hygiene, $3,300 to $4,150 in five annual salary increases. One vacancy at New York City.

786. Senior Typist, Department of Labor, $3,300 to $4,150 in five annual salary increases. One vacancy at Albany, NY.

787. Senior Typist, Department of Commerce, $3,300 to $4,150 in five annual salary increases. One vacancy at Albany, NY.

788. Principal Stenographer, Department of Labor, $4,080 to $5,050 in five annual salary increases. The eligible list resulting from this examination will be valid for two years. Candidates must have served continuously on a permanent basis in the competitive class for at least one year preceding the date of examination as a Stenographer and must meet the following requirements: (1) two years of advanced instruction beyond high school; (2) work experience in the field of stenography, preferably with a master's degree; (3) demonstrated competence in typewriting and dictation, including stenographic composition and the use of shorthand.

789. Assistant Civil Engineer (Building Inspection), Department of Civil Service, $4,080 to $5,050 in five annual salary increases. One vacancy at Buffalo, NY. Candidates must be substantially employed in the competitive class in the Department of Public Works and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as a Building Inspector.

790. Critical Becomes Stainless Steel 235...

FARBERWARE Electric Fry Pan

W. Carry A Complete Line of Farberware Cookware

Now...an automatic electric fry pan for stainless steel. Amazing "Perfect Heat" Control. Cooks vegetables, fish, meat and foods every time—automatically! Completely inurable for easiest cleaning of all.

*Matching stainless steel covers easily extra.

INTERCHANGEABLE "PERFECT HEAT" CONTROL—100.00

The original interchangeable thermostat plug that makes all cooking fully automatic. Inquire today about buying additional Farberware cooking appliances. See the complete Farberware line today!

E. H. J. PRODUCTS CORP.
20 West 20th St., N.Y. Watkins 4-7277

(Continued on Page 10)
State Jobs

(Continued from Page 9) higher. The written test will be designed to test knowledge of:
1. surveying; 2. mechanical systems; 3. construction materials for highways, bridges, and drainage structures; 4. engineering field techniques; 5. legal and working practices of drafting; and 6. ability to interpret plans and working drawings.

1104. Junior Mechanical Estimator, Department of Public Works, starting salary $4,110 in five annual salary increases. Two vacancies exist in the Main Office. To be eligible to take the written test, candidates must be permanently employed in the competitive class in the Department of Public Works and must have served continuously on a permanent or temporary basis for nine months preceding the date of examination in a drafting or drafting position allocated to grade 11 or higher. The written test will be designed to test knowledge of: 1. surveying; 2. engineering mathematics; 3. building construction and material, including cost estimating of materials and labor; 4. tools, techniques and terminology of drafting; 5. highway design, construction and maintenance.

CIVIL SERVICE LEADER Tuesday, August 5, 1958

TREAT Golden Potatoes Brown Chips
TASTE THE WONDERFUL DIFFERENCE!

BEST REAL ESTATE BUYS
NEW HOMES
EAST ELMHURST

5 family, 820 sq. ft., $6,500 down, including all appliances, garage, and plenty of room for living. 2 bath. 2,000 sq. ft., $9,500.

4 family, 1,000 sq. ft., $6,750, 2 bath. 3,500 sq. ft., $12,000.

**Shoppers Service Guide**

HELP WANTED MALE

PART TIME—In your own neighborhood.

Assist: Secretary, mean, docent, au-pair, bookkeeper, etc.

Call: (Month&Day) AM or PM.

MEN—PART TIME

Earn up to $6 Per Hour

"WILBERTS"

National circuit will allow you to apply for any job, in any city in the United States. Address: WILBERTS, 1015 Oneonta St., Smilra, N. Y.

PART-TIME JOB OPPORTUNITIES

HOW TO GET THAT Part Time Job

A handbook of employment opportunities, written by, or for, many professional and industrial people, will be sent upon request for 
50¢ postpaid. (Write: "Part-Time Jobs," The Graphic, 8 W. 41 St., N. Y. C.)

Party goods for all occasions. New York City stores, clubs, taverns, 30% commission. John J. DeLury, 1015 Oneonta St., Smilra, N. Y.

BUNNY MAKE EXTRA MONEY SELLING FUR

Earn a $150 bonus, $100 commission, plus salary on first order. Teachers, clerks, anyone, can sell this famous, fur-lined winter coat for $150 postpaid. It's "Winter Wonder" no. 3666, available in sizes 36 to 48. Write for sample and free catalog.parcel post.

EARN MONEY FOR YOUR LIFE WORK

FOR SALE

WOMEN: From pastime career of home, office or factory. Earn $50 to $150 per month, lots of money. 100 per cent guaranteed. Write: THE FULMER BARGAIN, 1015 Oneonta St., Smilra, N. Y.

HOUSEHOLD NECESSITIES

AT PRICES YOU CAN AFFORD

Vendors and employees without capital. Established business for 10 years.

ALBANY CAR REPAIR

Just opened at 182 Hudson Ave., Albany. A complete 3 MILE REPAIR service. Brake & ignition service, complete body repair. No job too big or too small. Most major or minor repairs by mechanics who know their stuff. Phone 4-1760 and we'll come to your car, or drive it in before work or during lunch hour. Prices within reason and every effort guaranteed. WILSON'S GARAGE. Albany, New York. Thomas L. Wilson, Director.
INTERCIAL GI $200 CASH
CIV. $300 CASH
DO NOT LOOK FOR
READ THIS AD and see
for yourself.
All exclusive with
BETTER REALITY
JAMAICA
$13,500
Detached, legal 2 family, 4 rooms, 6 baths, and 2 baths, finished basement, on semblable heat, extras included.
LIVE RENT FREE
SO. OZONE PARK
$7,950
Detached, 3x100, legal 2 family, 5 rooms, 4 baths, finished basement, 2 car garage, oil heat, extras included. Only $500 $300 cash, take over mortgage, no closing.
THINK TWICE
WHY PAY RENT?
WE ARE HERE TO HELP YOU LEND A HAND—FINANCING SHOWN TO FIT YOUR POCKET
ALWAYS A BETTER DEAL
BEST BET
159-12 HILLSIDE AVE.
JACMARIA
Parsons Blvd. and Grand Ave. Sub. OPEN 7 DAYS A WEEK
JA 3-3377

INTERCIAL
ONLY A FEW OF OUR
BEST BETS
1 FAMILY
$9,200
$300 CASH
SO. OZONE PARK
5 large rooms and bath, full basement with oil heat, detached home with fenced property, garage, and all new appliances.
BRING DEPOSIT
1 FAMILY
$10,750
G.I. $300 CASH
SO. OZONE PARK
4 large master bedrooms, finished basement, detached home, wiring, newly wired, modern kitchen, located near everything.
CALL NOW
SPRAWLING BUNGALOW
ONE FAMILY
SPRINGFIELD GARDENS
Detached home with 4 large rooms, 3 bedrooms, full basement, oil heat, extra, modern kitchen, large landscaped plot, all area.
ONLY $1,975
MANY 1 & 2 FAMILY HOMES AVAILABLE IN ALL PRICE RANGES
CALL
OL. 9-6700
TROJAN UNITED
114-44 South Blvd.

INTERCIAL FOR THE FINEST PROPERTIES
NASSAU & QUEENS
1 & 2 FAMILY HOMES
24 Hour Service
VICTORIA MILLER
IV 3-6024

SHLTH & CTISCO
Real Estate
192-11 LINDEN BOULEVARD, ST. ALBAN'S L-50033

HOLLIS:
1 family, 3 bedroom & basement, 4 spacious bedrooms, with loads of closet space, large living room, kitchen & dinette. First floor, center hall, other floor second, $1,000 cash to all, $99. monthly, no mortgage, FHA approved.
Price: $15,990
ST. ALBANS:
1 family, 3 bedroom, with finished basement, all modern, FHA approved.
Price: Asking $15,800

WHY PAY RENT?
SECURE YOUR OWN HOME
SPECIAL! 2 FAMILY
5 rooms down, 3 up
T-CAP GARAGE
$5000 down
$150 a month
ST. ALBANS
6 Rooms, Tudor Brick
 heaps, 2 car garage, 2 full baths,
4 rooms, all modern. FHA approved.
Price: Asking $17,500

THE BEST GIFT OF ALL YOUR OWN HOME
1 family, 2 bedrooms, MOD.
& bath, Ideal, small family
$300 cash, take over mortgage.
Immediate occupancy.
Price: $1,525

SMITH & CTISCO
Real Estate

INTERCIAL
JAMAICA PARK
$11,990
$400 Cash
To All
$650 Cash
582.50 Monthly
Detached Colonial
7 Rooms Plus Attic
Oil Steam - Garage
Quiet Residential Area
BROKERS JAMAICA

INTERCIAL PREVIEW
NEW MYSTERY
NOW 5 MODELS TO SEE
BASIC
Cape Code $14,200
Ranch $15,990
Split Level $17,990
SIDE SPOT $20,490
PLUS NEW MYSTERY MODEL

ONLY 10% CASH
Donaher Estates

ST. ALBANS:
1 family Solid Brick Det. & 1 car Garage
3 Rooms, MOD. & bath, ideal for small family
$300 cash, take over mortgage.
Price: $1,525

NEW! NEW! NEW!
ST. ALBANS, SPRINGFIELD GARDENS, SOUTH OZONE PARK & RICHMOND HILL
1 & 2 FAMILY
With every luxury and conveniences these homes can be yours from $11,950 to $27,100.
ST. ALBANS
1 family, 7 rooms and porch (4 bedrooms) 21x100 plot, 1 car garage, knotty pine, FHA approved, LOW DOWN PAYMENT $195
HAZEL B. GRAY
Unit Broker
109-30 MERRICK BLVD.
JAMAICA
Entrance 109th Rd.
AX 1-5858

INTERCIAL
HOMES TO FIT YOUR POCKET?
These homes are exclusive with
LIST REALTY ONLY.
SO. OZONE PARK
$10,500
1 family, 3 car garage, 4 family rooms, many extras, will be ready for Mr. schools, shopping and train. The 2 month payment needed.

SO. OZONE PARK
$11,500
1 family, 3 master rooms, 42x100, basement, many extras, located on a well shaded tree-shaded street, only a few blocks from shopping schools, trains. Very small down payment needed.

$50 A MONTH PAYS ALL SPRINGFIELD GARDENS $11,900
2 family, 2 rooms, 2 bath, handy man special, lovely area, schools and train. Low down payment to all. Why Pay Rent — Make an appointment now.

DON'T HESITATE
SO. OZONE PARK $9,750
1 family, detached, all heat, finished basement, 42 Rockaway Blvd, 5 master rooms, everything, ask now.

WHY PAY RENT?
BUY FROM A BUILDER
WHO REALLY BUILDS
NEW 1 FAMILY HOMES — INTERCIAL SEMI-DETACHED
$1,495 DOWN INCLUDES ALL FEES — L APPROVED
COMBINED INCOME OF HUSBAND & WIFE APPROVED
$35 PER WEEK COVERS
PRINCIPLE, INTEREST, TAXES, WATER, INSURANCE
• 6 ROOMS, BASEMENT, BUILT IN OVEN
• HOT WATER HEAT, BASE BOARD RADIATION
MODEL: 3006 ELY AVENUE

DIRECTIONS: By Car: North on Boston Rd. Right turn on Bailey Ave. to Edison, left to Aver Ave. Right on Aver. 2 blocks in to Monkey; By Train: 5th Ave. Subway to Bailey Ave. station and follow instructions above.

SACRIFICIAL SALE
Due to illness, forced to sell, will sell now at sacrifice price.
42x100, 4 bedrooms, modern kitchen, gas heat, extra large lot
M. BROKERS JAMAICA

NEW 1 FAMILY HOMES — INTERCIAL SEMI-DETACHED
$1,495 DOWN INCLUDES ALL FEES — L APPROVED
COMBINED INCOME OF HUSBAND & WIFE APPROVED
$35 PER WEEK COVERS
PRINCIPLE, INTEREST, TAXES, WATER, INSURANCE
• 6 ROOMS, BASEMENT, BUILT IN OVEN
• HOT WATER HEAT, BASE BOARD RADIATION
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DIRECTIONS: By Car: North on Boston Rd. Right turn on Bailey Ave. to Edison, left to Aver Ave. Right on Aver. 2 blocks in to Monkey; By Train: 5th Ave. Subway to Bailey Ave. station and follow instructions above.

NEW MODELS TO SEE
BASIC
Cape Code $14,200
Ranch $15,990
Split Level $17,990
SIDE SPOT $20,490
PLUS NEW MYSTERY MODEL

NEW 1 FAMILY HOMES — INTERCIAL SEMI-DETACHED
$1,495 DOWN INCLUDES ALL FEES — L APPROVED
COMBINED INCOME OF HUSBAND & WIFE APPROVED
$35 PER WEEK COVERS
PRINCIPLE, INTEREST, TAXES, WATER, INSURANCE
• 6 ROOMS, BASEMENT, BUILT IN OVEN
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CIVIL SERVICE LEADER

Page Twelve

Tuesday, August 5, 1958

ACTIVITIES OF EMPLOYEES IN STATE

(Continued from Page 5)

A most cordial welcome to Mrs. D. McBurnett, senior psychologist, and Miss D. Low, psychologist, who have returned to our staff. Welcome to the following who have joined our summer employees, Pauline Sutton, Yonne Hartnett, Mable Scudder, George Amerman, Thomas Wachsmuth, John Mather, Robert Bonner, George Richardson, Mary Hardway, Josie Grimmett, Janet Brown, Harry Payn, Richard, and Leonard Lohnstein, and Blanche Seymour.

Cortland County

A general meeting of the Cortland chapter, CRLA, will be held on Wednesday, August 6, 1958 at 7:30 P.M. in the Court House, Cortland.

Benjamin L. Roberts, State field representative of the CRLA, will speak on health insurance. Representatives will be present.

LEGAL NOTICE

STATE OF NEW YORK

INSURANCE DEPARTMENT — ALBANY

A.J. Ashton, Supervisor, Department of Insurance, State of New York, hereby gives Notice pursuant to Law, that the State of New York, through its department of insurance, hereby orders to appear at the time and place specified below, a person or persons, denominated "CITIZEN, AN AGENT OR REPRESENTATIVE OF THE STATE OF NEW YORK, NEW YORK FROST MARY, ELIZABETH A. BROWN, AND THE INSURANCE COMPANY OF NORTH AMERICA, INC., hereinafter called "the insured," to whom or in whose behalf this proceeding is commenced with this Petition, and whose names and places of abode are therein specified, to show cause at the time and place aforesaid why they should not be held to answer to the Petition filed by the plaintiff in this proceeding, alleging that the insured is indebted to the plaintiff.

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WHERE TO RETIRE ON A SMALL INCOME

ALL ABOUT ARIZONA

BARGAIN PARADISES OF THE WORLD

WHERE WILL YOU GO IN FLORIDA?

WHERE DO YOU WANT TO BUY REAL ESTATE?

WHERE TO RETIRE ON A SMALL INCOME

ALL ABOUT ARIZONA

BARGAIN PARADISES OF THE WORLD

WHERE WILL YOU GO IN FLORIDA?

WHERE DO YOU WANT TO BUY REAL ESTATE?

WHERE TO RETIRE ON A SMALL INCOME

ALL ABOUT ARIZONA

BARGAIN PARADISES OF THE WORLD

WHERE WILL YOU GO IN FLORIDA?

WHERE DO YOU WANT TO BUY REAL ESTATE?
New U. S. Pay Rates Given By Grades

The following are the new Federal pay rates for grades GS-1 to GS-13, inclusive, reflecting the recent 10% increase:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS-1</td>
<td>12,050</td>
</tr>
<tr>
<td>GS-2</td>
<td>12,555</td>
</tr>
<tr>
<td>GS-3</td>
<td>13,060</td>
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<tr>
<td>GS-4</td>
<td>13,565</td>
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<tr>
<td>GS-5</td>
<td>14,070</td>
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<tr>
<td>GS-6</td>
<td>14,575</td>
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<tr>
<td>GS-7</td>
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A retirement reception was held in honor of eight employees of Rockland State Hospital. One of them was Dr. William R. Webster, assistant director, administrative. Plaques were presented to three who had worked 50 years. Bonds were presented for extra-long service. The seven others were Mrs. Lucie Engelhard, John and Anna Diebold, David, Langlitz, Louise Burke, Eugene Grandison, and Alphonse Matone. Sought from left, Miss Bark, Mrs. Diesl, Mrs. Englehard, Mrs. Webster, wife of the assistant director, and Dr. James C. Stand Mrs. Webster, M.D., executive branch; Dr. Webster; Professor Zabal, retired assistant director; and Matone.

REAL ESTATE BUY
SEE PAGE 11

A buffet luncheon and a reception lighting the ceremony of the Harlem Valley State Hospital of Nursing was held in the banquet room of the Hudson Club.

MENTAL HYGIENE MEMO

By A. J. COCCARO

IT IS COMMONLY accepted that a promotion means increased responsibility and a raise in take-home pay. A number of employees fall into this situation and are recommended and it was put into law that an employee be guaranteed a minimum of one 0.5% increase every six months.

A short time ago a large group of employees passed the staff examination and their pay increases took place. This is getting promotion.

After many years of service, passing a competitive examination, and getting selected for the position, one is advised that he would have to take a cut in pay to accept this promotion.

Did you ever hear of any person being promoted in private industry and taking a cut in pay? This anomaly happened in our department not only with the attendant and shift attendant series but with other titles.

Serious Oversight

The legislature is responsible for "the most advantageous work, which is what our employees sought and needed so badly. But the law administered by the Governor is a most grievous oversight which would not result in a loss of pay upon promotion.

The situation is better explained. The legislature, which passed a law this year to approve even the small general rate recommended by the Governor.

A private employee interested in the welfare of his company would never allow such anomalies. They would surely harm his company.

I am sure that the members of our Legislature and of our Executive Department can put such examples of book-making and will want to correct this situation as soon as possible.

Pay-off Is A Tough Job Too

One employee who is a member of the Civil Service thought of his employees, signed up and receive their checks for services rendered to the people of the State.

In our institutions the job of paying off our employees becomes complex. In some hospitals the number of persons on the payroll exceeds 2,000 and the payroll offices are increasing in size and complexity. The job of payroll processing is handled by a receptionist who is responsible for a number of employees. She is referred to as the payroll clerk by the Governor.

But in one case, no employee cannot control the amount of money that can be earned while receiving retirement allowances. There is no limit to the amount of money that can be earned while receiving retirement benefits.

The Problem Explained

Half of the problems of the payroll office is in the preparation of the payroll with its complex and varied duties. The other phases of their work is in explaining the check and its distribution to the employees in the hospital.

For instance, it is extremely difficult to explain the differences in salaries for persons in the same grade with the same number of years of service. A Grade 8, Tenent Account Clerk, drawing the extra step earns $4.384 a year, while some other Grade 8 positions pay $4.505 a year. The reason for this is the degree to which an employee must work. The reason for this is the degree to which an employee must work.

To this employee, or to a person who has a limited number of years of service, the difference in pay is slight. But one in payroll cannot stop there, he must figure out the amount of money that can be earned while receiving retirement allowances. Therefore, since one in payroll cannot control the amount of money that can be earned while receiving retirement benefits.

There is no limitation on the earnings of a retired member of the Civil Service. He retires under the 1897 law, 60, 70, or 80 years, or is discharged. Civil Service Retirement Plan is a program which is sponsored by the General Assembly and is paid for by the employees and the employers.

Peter Caramore and Kenneth, the two former employees of the Eastern New York State Valley Hospital, were given a retirement reception in honor of their service. The two employees of the Eastern New York State Valley Hospital, were given a retirement reception in honor of their service. The two former employees of the Eastern New York State Valley Hospital, were given a retirement reception in honor of their service. The two former employees of the Eastern New York State Valley Hospital, were given a retirement reception in honor of their service.
(Continued from Page 14)

The hospital, Leo P. O'Donnell, M.D., in the presence of Samuel Cohen, senior business officer.

Rochester

Katherine Chadwick and Betty Gol- dstein, donor room attendants, in the employees' cafeteria who recently moved to the new facilities in the Rochester State Hospital's new building. Mrs. Chadwick, who was presented the Dr. Terrence, director, spoke highly of the employees' efforts and wished them well on behalf of the Rochester State Hospital, chairman, presented a check to both of the employees.
of the presidents of chapters. 

A list of the presidents of chapters and regional conferences, with addresses, follows:

State Division

CITY CHAPTERS

Albany: Dr. Charles F. Meekins, Queen's Rd., Albany.

Buffalo: W. J. Barnard, 325 W. Main St., Babylon.

Binghamton: Leo Bernstein, 53 Lathrop St., Binghamton.

Buffalo: Jerry Callah, Tax Dep't., Three Pearl St., Buffalo.

Brockport: John Stinzio, Div. of Public Authority, 809 Strong St., Brockport.


Glens Falls: Gerald W. Lloyd, 600 North Street, Glens Falls.

Hornell: Anthony Montemarano, 3 W. Main St., Hornell.


Niagara Falls: Mildred Joseph, 311 South St., Niagara Falls.

Syracuse: City, 603 Beechwood Blvd., Syracuse.

Watertown: John J. Qualand, 23rd Central Street, Watertown.

County Division

Onondaga County

Syracuse: Hiram Van Slyke, Box 551, Poughkeepsie.

Madison County

Cortland: L. A. Allen, 214 Market St., Cortland.

Schenectady County

Schenectady: William Kelly, Kings Park State Hospital, Schenectady.

Saratoga County


Washington County

Greenwich: Michael C. Mopdo, 6 Sumner St., Greenwich.

Saratoga County

Staten Island

Kings Park: Bernadine Collins, Pulaski.

W. NileyCHAPTERS

Albany: Joseph C. Newlin, 418 Broadway, Albany.

Binghamton: J. E. Maguire, 89 Church St., Binghamton.

Buffalo: Donald L. French, 83 Michigan Ave., Buffalo.

Brockport: George A. Langley, 110 Thames St., Brockport.

Glens Falls: Ralph A. Palmore, 5 M. Van Nostrand Ave., Glens Falls.

Hornell: Sol D. Davis, 327 W. Main St., Hornell.


Syracuse: Clinton M. Helmuth, 226 North Street, Olean, N.Y.

Watertown: Frederick M. O'Brien, 3 Terrace Road, Watertown.

Buffalo: Joseph Rogosh, P. O. Box 47, Buffalo.

Corrections Department

Albany: Martin F. Jamieson, State Armory, Albany.

Binghamton: William J. Barnwell, State Prison, Binghamton.


Buffalo: Raymond H. Dennis, 105th Fighter Group, NYAFNG, Lockport.

Brockport: Richard B. Ward, 159 Canal Street, Brockport.

Glens Falls: Ralph W. Eberly, 529 Church Street, Newark.

Hornell: Michael C. Mopdo, 6 Sumner St., Greenwich.


Watertown: Frederick M. O'Brien, 3 Terrace Road, Watertown.

Corrections Department

Byron: James E. Christian, Health, Dr. James E. Christian, Health, Dr. William H. Smith, Public Works, Richmond St., Byron.

Dunkirk: Louis A. Jones, 102 Locust St., Dunkirk.

Erie: Stanley Krauza, 1509 York Street, Erie.

Hampton Bays: Frank A. Couse, 14 Willens Ave., Hampton Bays.


New York: Harold Hunter, Fort Miller.

New York: Charles M. Haschke, Albany Teachers College.


Onondaga: Raymond Sansone, Creedmoor, Raymond Sansone, Creedmoor.

Orchard Park: John D. Brodie, 417 Arcade Blvd., Buffalo.

Otis Cotton, RFD 1, Clay Rd., Canton.

Public Works

Albany: Richard M. Dwyer, 418 Broadway, Albany.

Binghamton: J. E. Maguire, 89 Church St., Binghamton.

Buffalo: Donald L. French, 83 Michigan Ave., Buffalo.

Brockport: George A. Langley, 110 Thames St., Brockport.

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