ROCKEFELLER WILL ASK LEGISLATURE FOR MORE COMPETITIVE STATE PAY

ALBANY, Jan. 2—Governor Rockefeller will ask the 1961 Legislature to tackle the problem of making state salaries more competitive so that the state agencies can recruit and retain skilled personnel.

Sources close to the Governor, however, indicated that the question of a general state pay hike would be taken up separately by Mr. Rockefeller and legislative leaders.

In his annual message to the lawmakers Jan. 4th, Mr. Rockefeller will voice his great concern over the increasing problems all state departments and agencies are meeting in keeping and recruiting people of special training and experience.

Some Specific Groups

The specific groups the Governor is known to have in mind include the managerial class, scientists, engineers, doctors, prison and hospital administrators.

He is expected to notify the Legislature that state salaries, particularly for professional and scientific positions, are lagging behind other states, the federal government and counties and cities.

One mid-western state, a department head is known to have told the Governor recently, is paying $8,000 more than New York pays for the same position.

The study will cover a wide range of specialized fields and affect thousands of state workers.

From sources close to the Governor, it is said that Mr. Rockefeller will present a "report" that his administration will be able to make a major recommendation in this area.

One associate declared: "New York State must get back in front on the salary situation in order to get and hold the best people available."

Governor To Cite Personnel Losses

ALBANY, Jan. 2—Governor Rockefeller has filed the first of three openings on the State Public Service Commission. The John pay $22,486 a year and carry a term of ten years.

Nominated to the vacancy created by the resignation of Richard H. Bahl of Utica, a former Democratic state chairman was Frank J. McMullen of Brooklyn. Mr. McMullen is a former Republican assemblyman.

He will fill the unexpired term of Mr. Bahl, which ends Feb 1, 1965. The appointment is subject to Senate confirmation.

Other Possible Choices

At first President Rockefeller still had not decided to fill a second vacancy on the commission, a PSC career employee, Ronald A. Bamman, has been mentioned as a possible choice by the Governor. He is director of utilities for the commission at the present time.

On Feb 1, a third commissionership will open up with the expiration of the term of Francis S. Mullen, only Democrat on the commission. He is expected to be retained by the Governor.

Late bookings can still be made through Miss Abrams and Mr. Potter, or by writing at once to "Silent Tom," 11 W. 49th St., New York, N. Y.
Ideal Office Conditions For Federal Employees

Ideal office conditions may be offered hundreds of Federal employees in the New York City civil service. Personnel Director Theodore H. Picture has announced the following examinations to be held on February 4, 1961. The last day for filing applications is January 26, 1961.

- Account clerk
- Bookkeeping machine operator
- Business manager (a)
- Business manager (b)
- School lunch director
- School lunch supervisor
- Senior stenographer
- Typist
- Telephone operator

Examinations are being held to fill vacancies in the school districts of New York City. For further information contact the Personnel Department.

Brooklyn YMCA Adult Evening Courses Are Ready

The winter series of informal evening courses at the Brooklyn YMCA will begin Tuesday, January 2, and Wednesday evenings, January 3. The courses are open to everyone and will be conducted by trained teachers. You may sign up for courses or obtain information by calling 741-9000, extension 221.

Cardewhors Travel

In Latin America

ALBANY, Jan. 2 — State Industrial Commissioner Martin F. Cardewhors recently visited Latin America for a ten-day vacation trip. The Commissioner’s main stops were in San Juan, Puerto Rico, and Bogota, Colombia. While touring these countries, the Commissioner’s travels with acquaintances with labor leaders and representatives of the nationalities of labor, as well as university faculty members.

Monsignor Named Visitor

ALBANY, Jan. 3 — Governor Rockefeller has named a re-appointment of the Right Reverend Anthony J. DeLaura of the Archdiocese of Buffalo, to the Board of Visitors of Central Islip State Hospital for a term ending Dec. 31, 1964.

YOUTH BOARD PRESENTS AWARD

Shown below is Ralph W. Whelen, Commissioner of Youth and Works, as he presents a fine of $50 to Henry Tobias, an accountant in the Audit and Control Department of the New York City Youth Board. The award is in recognition of Tobias’s role in the preparation of requisition forms for the rental of station wagons and buses. Kenneth Rothbaum, the Youth Board’s Director of Aid, and control, indicates that other meaningful ideas made by Tobias are also being applied and could result in similar awards.

YOUTH BOARD PRESENTS AWARD

IN CITY CIVIL SERVICE
by RICHARD EVANS JR.

Story Gives Insight To Meeting Process In City Service

The following is reprinted from the City Council’s records and is entitled "Reports Who Prepare Civil Service Rules to Assure Involvement in Local Service." The city’s civil service examiner who broke into print the other day with a plan to reshape eligibility requirements for men who want to take the test for police officer, fireman, or civil service positions, was quoted as saying, "We’re not writing a book. We’re writing a document that tells you what to do.

The two different city Civil Service job tests mark test papers and grade them. Part of it’s work is preserving with some 3,000 reserve monitors keep test-takers honest. or its equivalent. He must have graduate with a master’s degree done graduate work in his specialty in medicine, law, health, transit, 

The examiner’s role is more like that of a referee than a judge. He must have graduated with a master’s degree in his specialty in medicine, law, health, transit, social welfare, or its equivalent. He must have graduated with a master’s degree in his specialty in medicine, law, health, transit, social welfare, or its equivalent. He must have graduated with a master’s degree in his specialty in medicine, law, health, transit, social welfare, or its equivalent.
Weinstein Explains Size of Retirement System’s Reserve Fund; Options

At a recent meeting of the Metropolitan Division of Employment of the Civil Service Employees Association in New York City, Max Weinstein, chief actuary of the State Retirement System, explained in detail the size of the System’s reserve funds and how option-benefit factors were determined.

The leader, learning that this was the first time Mr. Weinstein had explained this problem in detail at a public meeting, is repeating his talk because of widespread interest in both topics.

The following summarizes the talk delivered by Mr. Weinstein at the meeting. It is suggested this story be clipped for further reference:

Weinstein’s Report

I have been asked to discuss two subjects that you are particularly interested in: the first is the size of our fund, our reserves, and why we need so much money. The second is the way we determine our option-benefit factors. I am sure we meet these as a group, but we will cover these two subjects in detail.

Now, I shall first discuss the option-benefit factors. These were fully described in some detail at the CSEA meetings of the last year. I shall not go into much detail about the technical computations involved but I think the understanding of this matter is to be made clear to you very fully and in some detail. So here goes.

The option-benefit factors are a half million dollars. This is a lot of money. It amounts to almost a billion and a half dollars in our assets which are balanced by equal liabilities of an annuity nature. We shall consider first the size of the first option benefit and will go on to the next option benefit in much more detail.

At March 31, 1960, our total reserve is $15,394,000,000. In addition, we had about 14 million dollars in our assets which are balanced by equal liabilities of an annuity nature. I shall cover myself in the first option. I shall round all these figures off to the nearest million dollars because, with figures of this size, a one-hundred-dollar more or less makes no difference.

Out of that total fund, $989,400,000 is in annuities with the remainder needed to provide larger benefits.

Hawaii Tour Lures Big District Crowd

Hawaii Tour Lures Big District Crowd

ALBANY, Jan. 2 — An overflow crowd attended the first meeting when the Hawaiian tour sponsored by the Capital District Conference was described and illustrated.

The tour, in charge of Special Events Tours, Inc., 110 West 42nd St., New York City, leaves Albany June 30 for 15 days in Southern California, Waikiki Beach and the San Francisco area.

Flying non-stop to Los Angeles, the Super O Comforter carries one-way rates to cost for two destinations, and all rates are included in the $475 charged for the entire trip.

Hula Girls and Flowers

After arrival in Hawaii and the traditional flower lei greeting by hula girls at International Airport, the party will transfer to their reserved room at the beautiful Waikiki Binnamon on the famous beach which Diamond Head overlooks. Each room will be equipped with a private lanai (veranda) and such amenities as electric coffee maker and refrigerator in addition to television and radio.

Sightseeing tours of the Island of Oahu and a catamaran trip to Pearl Harbor plus hula shows, a hula nau hi cathe and other entertainment are part of the Conference’s package deal for the tourists.

The special plane will arrive in San Francisco on the morning of July 12 for more days of West Coast sightseeing such as the redwood forest of Big Sur, Monterey, the Bay Area, Chinatown and San Francisco including Fisherman’s Wharf.

Limited Passage

The Cooperative Hawaiian Tour returns to Albany airport in the evening of July 14 after a highlight non-stop flight across the continent.

Mais Abrams said the trip is well worth the cost and that it will arrive on schedule. She and her husband had paid the $160 down payment. When the limit of March 31, 1969 is reached, they will be able to return state salaries to a competitive position with those paid by private industry and other government jurisdictions.

When Mr. Rockefeller receives his annual message at the opening of the Legislature, he will propose establishment of a State Retirement Bureau on Heart Disease in the State Health Department and in addition, a program to be supported by the limits which would be accompanied by payments to his annual program. He has made for the development of a solution to the state’s retirement problems. One is to bridge that gap by wiping out annuity and other benefits so that private industry and other government jurisdictions.

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The yearly maximum contributions of those who have achieved equality.

At March 31, 1960, our total reserve is $15,394,000,000. In addition, we had about 14 million dollars in our assets which are balanced by equal liabilities of an annuity nature. We shall consider first the size of the first option benefit and will go on to the next option benefit in much more detail.

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Federal Workers Take Extra Training Courses

Federal workers are taking more and more training courses. In addition to the thousands of employees who received training in their own agencies, it is reported that in the last few months 10,000 Federal employees took 240 training courses outside their agencies.

The Civil Service Commission has provided an explanation for the need of all this extra training. In addition to changes in occupations which must be kept up with, as in medicine, the Commission also points out that new methods may sometimes change the nature of work entirely as in the changeover from manual to electronic equipment. Finally, the Commission notes that the skills required in Federal jobs are such that they cannot be learned outside of Government itself.

Letter to President

Lists Changes in Service

The Civil Service Commission sent a letter to President Eisenhower last week listing the improvements which took place under his administration.

Some of the changes mentioned in the letter were an incentive award program, which saved the Government over $500 million, and an appointment system providing more job security for employees.

In conclusion, the Commission stated that these innovations were made for more efficiency and economy in government and have also shown that the principles of the merit system are entirely compatible with the most modern and effective concepts of personnel management and employee benefits.

Applications Accepted For Coast Guard School Until January 10, 1961

Applications for admittance to the Coast Guard Academy in New London, Conn., are now being accepted, it has been announced by Rear Admiral Edwin J. Rahn, USCG, Commander of the Third Coast Guard District.

Applications are open to all unmarried men who have reached their 17th but not their 22nd birthday by July 1, and are high school graduates as of June 30.

Missouri's Health Plan for Federal Employees

Missouri has a Health Plan for Federal Employees which is open to all uniformed Federal employees. The plan covers all medical expenses except dental and vision care.

Mental Hygiene Aide Honored; Served 50 Years

A testimonial dinner honoring 50 years in State service was given to William C. Corrigan, chief buyer, Division of Purchasing, and member of the department's 27 institutions and members of the Albany office were also in attendance.

New Statistical Guide Issued by Department of Commerce and Public Events Department

The fourth annual edition of the "Statistical Guide for New York City" was released last week by the City Department of Commerce and Public Events. The new edition is a revised and expanded version of the previous one. It is a 11-page reference book on topics about the City's economy, people, facilities and activities, designed to meet the demand for statistical data on these subjects.

The booklet, bound in the City's colors, blue, orange and white, was compiled by Cecelia Whitley, head of the Department's research assistant, and the Guide is available free on written request only to institutions, organizations, businesses, banks, newspapers, libraries and colleges.

The Department of Public Works Division No. 2 Chapter of the Civil Service Employees Association recently gave a testimonial dinner in honor of Walter E. Hayes, motor equipment supervisor who has now completed 38 years of service with the State. Shown above from left to right are: Nicholas J. Ciminma, President of the CSEA Chapter; Walter Hayes, the honored guest; Lester H. Erick, general highway maintenance supervisor, and Lucy Ket- kum, district engineer.

Over the Past 64 Months

Imagine the relief on this man's face when the postman brings a monthly check for $115.00. Disabled and out of work as a result of a serious car accident, this member has been receiving checks for the past 64 months, checks that help keep his family together until he can return to his job.

This money, plus the other important benefits covered by your State Health Plan, can mean the difference between extreme hardship—with staggering debts—and a normal recovery free from major financial worries.

Enroll in the CSEA Accident and Sickness Plan now. Make sure that, if you are stopped because of a disability, the postman would ring your bell with a check each month.

For full details on how you can join the CSEA Accident and Sickness Plan contact—
Applications for custodial positions are being accepted for all post offices in the City and the surrounding area. There are over 500 vacancies for these positions. The deadline for submitting applications is Jan. 14. Applicants must be U.S. citizens, between the ages of 18 and 70, and must have a high school diploma. Preference is granted to veterans applying under this announcement.

To Apply: Applicants must submit a completed application for Custodial Positions from any of the following main post offices: Brooklyn, Jamaica, Plashing, Long Island City, Far Rockaway, and Staten Island, or from the post offices noted below.

Applications should be sent, complete with supporting documentation, to the Executive Secretary, U.S. Civil Service Examining Office, 7 R. C. Civil Service Examiners, General Post Office, Room 413, 237 Washington St., Brooklyn 1, N. Y.

Buffalo Man Aids NEEDED IN POST OFFICES; Filing Deadline Jan. 14

ALBANY, Jan. 2 — Fletcher H. Ward of Buffalo has been named a Fireman-Fire Leader by the Division of Fire Safety. The appointment was made by George H. Proper Jr., acting director.

Selected from a civil service list of eligibles, Mr. Ward will receive a starting salary of $3,150 a year. He will serve a second-year county in the city. He is a member of the former fire official, has had 18 years of service as a volunteer in the Bomber Valley Fire Department and served as chief for three years. He is also a past president of the Chauncey County Fire Wives Association.

The positions to be filled are custodial, laborer, Janitor, and pays from $1.76 to $2.15 an hour. Preference is granted to veterans applying under this announcement.

To Apply: To apply, obtain application Form 56, card Form 500-30, and Supplemental Experience Sheet for Custodial Positions from any of the following main post offices: Brooklyn, Jamaica, Plashing, Long Island City, Far Rockaway, and Staten Island, or from the post offices noted below.

Applications should be sent, complete with supporting documentation, to the Executive Secretary, U.S. Civil Service Examining Office, 7 R. C. Civil Service Examiners, General Post Office, Room 413, 237 Washington St., Brooklyn 1, N. Y.
The Goal for 1961: A True Living Wage

With the opening of the 1961 session of the State Legislature this week, the formal push to improve the livability of our public servants will get underway.

There will be a great deal of energy expanded to obtain a judicious salary increase and this week he would like to do the public relations work for it. They should be no longer than 100 words and we reserve the right to edit or reject them. Address all letters to: The Editor, Civil Service Leader, 97 Dune St., New York, N.Y.

Suggests CSEA Hire Retired Members

Editor, The Leader:

1. Retain the right to hire that the State Civil Service Employees Association has as the example of the Rockefeller administration in Albany, has adopted.

2. Additional take-home payments or removal of pension contributions. As a result, part of the pay of those members was.

If I had stated "most members" of the City's Retirement System benefited by the plan—not all. In applying the resolution, the City authorities considered the benefits of the civil service employees who worked in the various agencies and departments of the City.

EMPLOYES of the Independent Transit Authority of the City are members of the New York City Employees Retirement System. The Authority makes the employer payments into the City Retirement System for its own employees. It decided to give its employees who corresponded to and in many cases were regular civil service employees, the same 2½ point "break" which the City gave its employees.

The Transit Authority has 22,862 hourly-rated employees. Its employees are represented by the Independent Transit Authority Employees' Union. The applicable bargaining contract is in the operation of the transit system. Some of them reacted badly to the exclusion of the 2½ point "break" and they brought a loss to the Transit Authority, at the applicable bargaining contract, to compel them to include the hourly-rated employees in the plan.

The Wagner Administration in New York City, following the example of the Rockefeller administration in Albany, has adopted a plan to include the hourly pay employees in the civil service pension system.

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The role of the interview in interpersonal relationships was reviewed with emphasis on controlling the interaction between the interviewer and respondent, in order to achieve its purpose.

The classes were arranged through the Elmira Adult Education extension program at Elmira College, and was held at Booth Business School, Elmira, and conducted by A. Martin, on assignment by Cornell University.

Mr. Martin is Director of Industrial Relations, National Cash Register Company, Elmira, N.Y. He has effectively utilized tape recorded role playing in instruction, as well as making full use of charts and visual aids.

John D. Bills, Senior Claims Examiner in charge of Unemployment Insurance at the Elmira local office who helped organize the training, reports that as a result of Mr. Martin's mixed lecture and conference type of presentation, as well as his outstanding ability, the class was stimulated and motivated to a maximum of participation and utilization of their ideas and experiences.

The staff members that successfully completed the training were presented a certificate of attainment by Mr. Martin of the Elmira local office and the class was stimulated and motivated to a maximum of participation and utilization of their ideas and experiences.

The Legislature Committee Gets National Award

ALBANY, Dec. 17-A joint committee of the New York Legislature has been voted a national award of merit by the Americon Association for State and Local History for its studies and recommendations in relation to the preservation of historic sites.

Assemblmen Mildred F. Thayer, Chairman of the Joint Legislature Committee on Preservation and Restoration of Historic Sites, announced that her notification of the award stated it is being made "for the careful regional studies of New York State's historic resources and for the stimulating interest in statewide preservation and historic master planning."

Albany Presentation

The award was presented at the annual meeting of the Committee in Albany on Dec. 6. The presentation was made by Frederick L. Rath, President of the Association, who is also Vice-Director of the New York State Historical Society.

The American Association for State and Local History is a national organization of professional historians who annually considers work done in the historical field throughout the United States and Canada.

Function Ending

The committee on Historic Sites, which will end its studies Dec. 31, was created by the 1951 Legislature. The American Association award is based on the annual reports of the committee. Other members of the committee are Senators Robert C. McVey, Ogdensburg, vice-chairman; Albert Berkonwitz, Granville, and John P. Morin, New York City, and Assemblyman Grant MacFadden, Queensbury, Edwin R. Mason, Hobart, and Bertram H. Smith, New York City.

U.S. Seeks Office Machine Workers; Many Titles Open

The U.S. Government is now accepting applications for office machine operator jobs. From three to five years of experience is required.

The particular office machine qualifications that are covered by this examination are as follows: bookkeeping machine operator, calculating operator, card punch operator, telegraphic operator, duplicating equipment operator, and office appliance operator.

These positions are in grades GS-2 and GS-3 with starting salaries of $3,500 and $3,760 a year respectively. Top pay positions at grades GS-2 and GS-3 with starting salaries of $3,900 and $4,040 a year respectively are also covered.

The examination announcement (No. 2-2, 1959) which contains full information and application forms are available at the Office of the Director, Second U.S. Civil Service Region, 299 East 42nd Street, New York 17, N.Y. and from the main post offices in Brooklyn, Yonkers, Jamaica, Long Island City, Far Rockaway, and Staten Island.

Nacional Employment Interviewer; Shirley Hunt, Employment Interviewer; Eleanor Gynkew, Employment Interviewer; Helen Geyser, Claims Examiner; Albert King, Placement Trainee; James Nolen, Placement Trainee; Alless Schum- ber, Claims Clerk; Myra Barnard, Claims Clerk; Dorothy Hohenstein, Claims Clerk and Mary Juck, Stenographer.
State Issues Calendar
Of 1961 Legal Holidays
And Religious Holy Days

ALBANY, Jan. 2 — The State Personnel Services Division of the State Department of Civil Service has issued a handy guide to legal holidays and religious holy days for 1961.

Distributed to state agencies, the calendar notes that New Year’s Day, Jan. 1, is Lincoln’s Birthday, Jan. 12, both fall on Sundays, but will be observed as holidays by state employees on the following Mondays.

Veterans' Day, which falls on a Saturday, will not be included as a holiday for 1961. This is under Attendance Rule II, subdivision 1, which states that a legal holiday which falls on a Saturday shall not be observed as a holiday.

The division said, in a memorandum accompanying the calendar: "Information on religious observance days has been obtained from official religious sources and includes the observance days of only the most populous religious faiths, and to our knowledge is complete and accurate.

However, there is always the possibility that special or local conditions will cause variations from "official" practice in a religious holiday. We want to emphasize that the attached calendar is intended only as a guide. Questions concerning observances of religions not represented herein may be directed to this office."

**City Reporter Filing to Reopen**
The New York City Civil Service Commission has approved a recommendation to amend its official examination announcement for court reporter to include among the duties of the title typing and stenographic and clerical work. This, by law, means the filing period must be reopened.

**Special Rate**
For N.Y. State Employees

If your name is not on our file, let You Should Be Coming to Us

**Probation Officers in Suffolk County Offered to $5,910**
Suffolk County announces vacancies for the title of probation officer with a salary from $4,800 to $5,910. The probation officer makes probation investigations and supervises those placed on probation by the courts.

Citizenship and a one year legal residence in N. Y. State is a requirement for selection. Preference will be given to those candidates whose residence has been in Suffolk for a year.

**Petit Paris Restaurant**
WHERE DINING IS A DELIGHT
COLD SUPPLIES, 24 K FREE FULL COURSE DINNER, 3:30 UP ACCOMMODATIONS, RESTAURANT AND PABSTRY.
RESTAURANT, BAR AND BALLROOM. SEEING THE COMFORTABLY LUNCH, DINNER AND DINNER IN THE OAK ROOM — Wk Up IV 2-7116. THE BALCON FUMC Dance Fr. & Sat. Nites NEC Nav. Clubs — FREE PARKING IN YEAR — 1060 MADISON AVE.

**Hilltop Catering**
Including Our
WHERE DINING IS A DELIGHT
Anniversaries • Church or Private Banquets
Weddings • Banquets

catering your event with personalized service

**Jules Shoses**
Family of Fine Shoes
WRONG PEAKES PLAZA SHOPPING CENTER
Cerelle Ave. at Central, Albany, N. Y.

**Catering**
Weddings - Banquets - Church or Business Meetings
Delicious Food - Perfect Setting
Complete Dinners or Buffets
The FACILITIES OF OUR HOME HALL ARE AVAILABLE FOR PARTIES OF UP TO 60 PEOPLE.

**50 MILLION HILLTOP CATERING**
SERVICE W-6744
Schoonhoven, Albany, N. Y.

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Weddings - Banquets - Church or Business Meetings
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SERVICE W-6744
Schoonhoven, Albany, N. Y.

APARTMENTS - Furnished or Unfurnished.
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**Petit Paris Restaurant**
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COLD SUPPLIES, 24 K FREE FULL COURSE DINNER, 3:30 UP ACCOMMODATIONS, RESTAURANT AND PABSTRY.
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Anniversaries • Church or Private Banquets
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WRONG PEAKES PLAZA SHOPPING CENTER
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Delicious Food - Perfect Setting
Complete Dinners or Buffets
The FACILITIES OF OUR HOME HALL ARE AVAILABLE FOR PARTIES OF UP TO 60 PEOPLE.

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Housing Authority Member Urges Close Ties Between Employees and Tenants

"Through staff members and volunteers, we are working every day with our tenants, their children and their neighbors," said New York City Housing Authority Member Iris A. Robbins recently at the annual dinner of the Manhattanville Community Centers, the demonstration office of the Columbia University Faculty Club.

"It is the beginning of the move-ment to get to know and understand the rules of a community. This is the front on which preliminary armaments in the next battle for decent living are now taking place," he added.

In the 92 completed developments of the New York City Housing Authority, there are their 109,000 families and over 431,000 people, he said today 73 community centers, 92 centers for children of pre-school and school age, 30 health stations in addition to 30 health stations, 9 branches of the Public Library, adult education and lecture and second grade classes under the jurisdiction of the Board of Education. It is a strange public health, TB, out-patient and nutrition clinics numbering 11 in all.

"Called 'Partnership'" any other city has a program which encompasses in its size and extend to New York. This partnership between public and private agencies is a series of very successful marriages. I have yet to hear that one of them has been broken

The private and public agencies have no longer to up their partner's joint arrangements. They should be among the first to notice it. This will help both groups to obtain the additional public support that they need so badly.

State Opens Promotion Exams in Many Titles

A number of important competitive promotion examinations will be given in the next few weeks. The filing period expired on Oct. 19 and the examinations will be held on Jan. 21.

It is important to note that the examinations are open only to persons who have been previously certified for the positions involved. Any person with a valid certificate is eligible to take the examinations and may take the examinations for any title as many times as he wishes.

The examinations cover a wide range of subjects, including mathematics, English, public administration, accounting, and other areas of knowledge. Examinations are held at various locations throughout the state, and candidates are required to pay a fee to register for each examination.

Cleveland, Ohio - The City Council has recommended to the mayor for early 1961, increased base salaries for the first time, adopted a city-wide benefit program, and has set aside a new income for the city's fire and police pension funds.

The move was made as a result of recent negotiations between the city and its employees, who have worked for several years to reach an agreement on this issue.

The new plan includes a basic increase of 5 per cent for all employees, as well as an additional 5 per cent increase for those who have worked for the city for at least ten years.

The move is expected to attract more qualified candidates to the city's public service positions, and to improve working conditions for current employees.

Oakland, Calif. - For more than a year, personnel technicians from the city's social service department have been meeting monthly in a small conference to discuss work problems.

The idea was developed by the personnel director, and involves the city's two largest agencies - the City of Oakland and Alameda County.
Questions Answered

On Social Security

Should all disabled workers under 50 get in touch with their social security agencies now? If you have already had their social security record frozen, in that you are still on work, your Social Security office will automatically get in touch with them and advise what action they should take.

My brother, who was born in the United States, works for a foreign embassy in Washington, D.C. he is covered under the new law.

Yes, United States citizens who work for United States or foreign governments, their wholly owned instrumentalities and international organizations will be covered beginning with 1961.

Who will report their employment for a foreign embassy?

These people will not be covered as employees, but as if they were self-employed. This means that they will report their own earnings for the purposes of social security and social security self-employment tax of 4 1/2 per cent of their earnings. The first report will be due on or before April 15, 1961.

AUTOS, new and used. See weekly listing in advertising columns of The Leader.

Shoppers Service Guide

Salesman Wanted

FULL TIME SALESMAN. Large retail hardware store in busy section of city. Must have experience. Salary, $2500 to $3500. Apply in person. W. SMITH & SON.

Salesmen & Agents Wanted

JOHNSON, TURGEON & CO., Inc., 11904 North Forty Road, Chicago, Illinois, needs salesmen to sell a line of polyethylene sheeting, plastic film and similar products. Excellent opportunity. Write Box 15641, Chicago, Illinois.

BROWNSTONE, CELLARS CLEANED BY SIM. MONS at the price you would expect. Fishieres near by. 24 hour service. 925-1100.

ROOM & BOARD FOR MEN

A disabled worker under age 50 who has never previously applied for the disability freeze should find out right away from his local social security office if he is now eligible for monthly benefits. If he has worked under social security for at least five out of the ten years before the freeze, he is also disabled he should apply for benefits.

Does the new Social Security Act make any changes in the amount of work required in order to be eligible for retirement benefits?

Yes it does. Under the new law, most people can become insured once they have worked under social security for 10 years. Other people who did not work for the length of time required under the old law, will now be eligible for payments.

What should a person do now if he has been told in the past that he did not have enough work under social security to qualify for benefits?

The new law changes this. If a person has been told in the past that he did not have enough work under social security to qualify for benefits, he may now be eligible for retirement benefits if he worked under the new law for at least 20 years before the freeze.

Making a plan to retire at age 65? Here's a chart to see if he is eligible under the change in the law.

Is there still a minimum of work that everyone must have?

No one can now be insured for the disability freeze but a minimum of work is required to receive Social Security. New law, "Social Security Amendments of 1960," above very clearly states how much work each person needs under the new law. This new pamphlet is available free from your local social security office.

Will you explain briefly the chart in the "Social Security Amendments of 1960" pamphlet to parents working for their sons or daughters to obtain social security coverage?

Beginning January 1961 work in the United States or in any country will be covered by social security. Work done in the

foreign home of a son or daughter, however, will still not be covered. Parents now working for their children in a business for which their children have not obtained social security cards will now be covered for social security cards promptly.

FREE BOOKLET by U. S. Government on Social Security. Mail only, 27 Diana Street, New York 1, N. Y.

Chart Gives Proposed CSEA Salary Schedule Changes

The salary resolution of the Civil Service Employees Association calls for a three-grade raise for all State workers, with additional increments for service.

The following chart shows how the CSEA salary plan, if adopted, would work out in terms of new pay scales. This chart should be saved for reference.

PRESENT AND PROPOSED STATE SALARY GRADE

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* * *
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**Happy NEW YEAR!**

**4 OFFICES READY TO SERVE YOU!**

**FOR RENT**
Large 2 family, 6 and 6 down, 7 and 7 up, 
in all both, spacious, many extras, full price $15,500, Cash $600.

**SPRINGFIELD GARDENS**

8 ROOMS, detached, 40x100 landscaped plot, 6 large rooms, all heat, many extras, full price $15,500, Cash $600.

**COYNE REALTY**

“HOMES TO FIT YOUR POCKET”

STOP PAYING RENT!

**NEW YEAR'S GIFT**

1 FAMILY, 7 rooms, en-
cluded porch, large modern, $15,500.

CONVENIENT OFFICES AT

**CALL FOR APPT.**

Open 7 Days 9 A.M. to 9 P.M.

**SPRINGFIELD GDNs.**

$15,790

$450 CASH

2 FAMILY

$16,500

$900 DOWN

Completely detached bungalow

with 3 bedrooms, dining room, modern kitchen and bath, gas heat, full basement. All spacious 40x100 plot, near transportation, shopping and churches.

COTE

118-29 SUTPHIN BLVD.

JA. 9-5003

JAMAICA

**2 GOOD BUYS**

**FHA or GI**

LIST REALTY CORP.

ST. ALBANS — Brick bungalow, 4 bedrooms, finished basement, all heat, garage.

**GOOD START FOR NEW YEAR**

COLONIAL, 2 family, detached, 2 large landscaped plots, well arranged for holiday. $450 on contract, New York Blvd.

HEMPSTEAD — VIC.

We have a selection of some of the finest homes in Hempstead and vicinity in 1 and 2 family. Check Cott. Cottages from $350 up.

$10 Deposit Holds Any House

**WHY PAY RENT?**

XMAS SPECIALS!

$1,000 Cash

$17,900

ST. ALBANS — Brick bungalow, 6 bedrooms, finished basement, all heat, garage.

**HOLLIS**

$18,900

2 family, 5 down, 3 in contract, 60x120 landscaped plot, extra large rooms, automatic heat, many extras, full price $15,500, Cash $600.

**SPECIAL**

ST. ALBANS

1 family, detached, 1 car garage, all heat, Vacant. Terms arranged.

$13,500

Belford D. Harty Jr.

192-25 LINDEN BLVD.

ST. ALBANS

Fieldstone 1-1590

**2 GOOD BUYS**

**FURNISHED APARTMENTS**

**FLAT, 2 FAMILY**

**HOLLIS SOLID BRICK**

ST. ALBANS. 1 family, Al condition, 1½ baths, endless extras, basement, all heat, garage.

$22,500

Hollis

2 FAMILY

168-33 LIBERTY AV.

ST. ALBANS

**IF YOU OWN A HOME OR APARTMENT BUILDING**

IF YOU SELL IT FOR LESS THAN $10,000, HOW DO YOU MAKE ANY MONEY?

**NEW YEAR’S SPECIAL**

COLONIAL, 7 spacious rooms, 2 car garage, large fenced plot, completely landscaped, $15,000.

HEMPSTEAD — VIC.

For New Year

**WHY PAY RENT?**

**XMAS SPECIALS!**

$1,000 Cash

$17,900

ST. ALBANS — Brick bungalow, 6 bedrooms, finished basement, all heat, garage.
SYRACUSE WCB Bids Mrs. Goodwin Goodbody SYRACUSE, Jan. 2—Mrs. Clara Goodwin, reporter in the Rochester office, and handled by Edward Downes, reporter in the Syracuse office of Work-reporter, is now handling arrangements for the party. Among the more popular titles open for filing are: topical, social investigator, research leader, epidemiologist, public relations editor, medical reporter, medical social worker, junior civil engineer, and college secretary.

The salary range of these titles is now $4,500 to $5,000.

Some 22 examinations to be given by the City of New York for several positions in the field of the Division of Employment.

The project will provide basic information from medical examinations on the incidence and progress of the disease and will be disseminated to all masons hired from high school.

In schools where a high proportion of students have had a vaccination, TIB interviews will encourage students to remain in school through counseling and refer to part time jobs for after school.

For the student who is not planning to continue with normal study for the summer, this program provides a pre-college orientation for two projects developed by the Board of Education. One is an association between the course of the disease and characteristics such as heart disease and other elements of the population.

Program of State Youth Employment Service Expanded

The New York State Employment Service has expanded its program of vocational counseling of graduating students and adult job seekers.

New York State, 1250 Fifth Avenue, New York City, On or before the thirtieth day of June, 1961, at the Hall of Records, New York City, New York County, on or before the fortieth day of October, 1961,

The Board of Education, Department of Education, State of New York, By the Grace of God, Governor of the State of New York, to all whom these presents shall come, greeting: We, the undersigned, do hereby appoint and ordain in the office of the Register of the Court, New York County, the undersigned, as the clerks for the purpose of recording and registering the same, and to do and perform all other acts and things necessary and appropriate hereto.

The Youth Employment Service (YES) of New York is a cooperative program of the State and Federal government to provide vocational guidance, counseling and placement for high school graduates and have a high school education and are older than 22 years.

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Social Security Questions Answered

I am receiving disability benefits now. If I go to work will my benefits stop?

No, not completely. Under the new law, disabled beneficiaries whose handicaps can continue to be paid their benefits during twelve months. One year of work will count as one year of social security coverage.

How much work under social security does a woman of 60 need to be eligible for benefits at age 62?

The new law requires a woman of 60 to have 14 quarters of coverage. This is about 3½ years of work under social security. The old law required 5½ years of coverage.

I am self-employed running my own business. How much social security tax will I pay on my 1961 earnings?

The rate of tax on your 1961 earnings for 1960 will be 4¼%.

When will the new increase in benefits become effective? How does this increase affect the work record of deceased workers?

The increased amounts payable under the 1960 benefits will be added automatically to the checks you will receive for January 1961. Benefits eligible for increased payments do not need to be in touch with their social security office.

I have a 1960 law?

The new law requires a woman to have 14 quarters of coverage in the ten years before her disability began.

I am physically unable to do heavy labor any more and don't have license for any other kind of work. Would I be considered disabled?

If you are physically and mentally able to engage in substantial gainful work, even though it is not your regular work. However, all earnings from any substantial gainful activity that are counted toward disability benefits are referred to as their Social Security Rehabilitation Payments. You are eligible for possible training in learning new skills and finding other jobs.

I am 75 years old now but I never was insured in any substantial gainful activity for a year. How can I be sure that all my earnings are properly for social security credit?

You should get in touch with your Social Security office for possible help in your social security affairs. In addition to keeping up-to-date records, you should ask the Social Security Administration for any payments you are due since your retirement. Your retirement payment will be mailed directly to you from your Social Security office.

I am employed and have a heart attack. Can I receive disability benefits because of this?

If you have had a heart attack and have not worked since, you should contact your local Social Security office for possible help in getting your record corrected.

If you want to know what's happening to your social security earnings, you can get a statement of earnings for any year by contacting your local Social Security office. You can also get a statement showing your earnings for the current year.

If I have a 18 quarters of coverage under social security and I have just taken a job in an industry not covered by social security, will I be able to use these benefits?

Yes, you will be able to use these benefits in any industry. The amount of these benefits cannot be paid for a disability of 6½ months or more duration and payments may be stopped until the sixth month. Also, the impairment must be so severe that it makes it impossible for the worker to engage in any substantial gainful activity.

Will my medical expenses be paid since I am receiving disability benefits?

Yes, there are no provisions in the social security law to permit payment of medical expenses. Your wife is 43 years old and we have no children. She has never worked and is physically unable to work. Is she disabled?

Yes, there certainly is. Survivors and disabled beneficiaries are in demand, women with some recent experience and be able to perform a range of tasks including setting up and operating an engine lathe or the job you have and the job you want. The Police Department is still in demand.

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Yes, there are no provisions in the social security law to permit payment of medical expenses.

I work for the City of New York and have been covered by social security since 1956. I have never had a tax refund because of my earnings. How much will my social security benefits be?

No one can predict exactly how much you will receive until you begin receiving social security benefits.

NEW YORK:

PHILADELPHIA:

Cleveland, Ohio:

Boston, Massachusetts:

San Francisco, California:

The new law requires a woman of 60 to have 14 quarters of coverage. This is about 3½ years of work under social security. The old law required 5½ years of coverage.

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Every summer I have to stop receiving social security. This tax is not due until early

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Yes, there are no provisions in the social security law to permit payment of medical expenses.
RETIRED RESERVE FUND EXPLAINED

(Continued from Page 3)

bers' own accumulated contributions. Surely, no one would suggest that our members' contributions to increase the benefits of another would be necessary. As a matter of fact, that sum is the total assets, in discussing the amounts that will be available for additional benefits. Similarly, we have $135,000,000 set aside to pay the pensions of those who have contributed to the fund at the present time, but who have not yet reached retirement, at which time we determine, gest that we should use one mem- for life, after retirement, to each amount which may be available for additional benefits. That purpose if present mortality retiri^ment, and that will take more if that should devel- be d'dflmit  and will have to be use  anv  of  the funds set aside for much may be available for in funds tompther amount to $821.000.010. When you subtract that selves. Some of these people are are rn-^n  and some are women. tire on an allowance which is • vhich is available at that moment. ye are not before than saying is that our total present assets are huge indeed, but that this fund is not too large and in great detail, spelled out In to pay large contributions over a year and in all future years, but to make the System wholly non- contributory. Then there was the enactment of the liberalization of our loan In-...
NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 310 E. 14th St., New York 3, N.Y. (Manhattan). It is a two-blocks north of City Hall, just west of Broadway, across from the N.Y. State Capitol.

Hours are 9 a.m. to 4 p.m. on closed Saturdays except to answer inquiries from 9 to 12 a.m. (Telephone: Cortland 7-8869).

Mail application blanks must be accompanied by a stamped, self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least 10 days before the closing date for filing applications. This is to allow time for handling and distributing the applications to the examiner in case his applications are in receipt.

The Applications Section of the Personnel Department is near the Chambers Street stop of the IRT Broadway Line. You can go through the area. These are the IRT 7th Avenue Line and the IND 7th Avenue Line, and the IND 8th Avenue Line. These lines stop at the Grand Central Station, Interborough Terminal, 34th Street, and the BMT Brighton Local's 5th Avenue Line stop.

Any of these addresses may be used for filing with the Personnel Department. The State's New York City Office is two blocks south on Broadway from the Chambers Street stop. The State's New York City Office is the Standard 4th Avenue entrance to the Personnel Department.

STATE—First floor at 270 Broadway, New York 7, N. Y. Doors open at 8 a.m., telephone Rialto 1-1616. Governor Alfred E. Smith State Office Building and the BMT Broadway Line stop at 34th Street. Rochester: Wednesdays only; and 41 days before the closing date and third Mondays of each month.

Any of these addresses may be used for filing with the Personnel Department. The State's New York City Office is two blocks south on Broadway from the Chambers Street stop. The State's New York City Office is the Standard 4th Avenue entrance to the Personnel Department, so the same transportation instructions apply. Mail application forms and the return envelopes need not include return envelopes.

Candidates may obtain applications from local offices of the New York City State Employment Service.

FEDERAL—Second U.S. Civil Service Region Office, New Building 220 East 42nd St. (at 2nd Ave.), New York 17, N. Y. just west of the United Nations building. Take the IRT Lexington Ave. line to Grand Central and walk two blocks east on Fifth Avenue from Times Square to Grand Central or the IND Queens-Falling at Union Square and follow the signs on the line to the Grand Central stop.

Hours are 8:30 a.m. to 5 p.m. Monday through Friday. Telephone number is VU 6-2626.

Applications are also obtainable at main post offices, except the New York City Post Office.

Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with named requests for application forms.

New York State announces competitive promotion examinations for the State penal institutions in New York City on the transit system.
RETIRED

Other Options

The next is known as Option 1. It also provides a lump sum insurance for the beneficiary, payable at the death of the pensioner. The lump sum is equal to the initial reserve, established by both the member and his employer at the same time of retirement. Full retirement allowance payments made to the pensioner during his retirement are subject to income tax. The next one is known as Option 2. It provides a monthly allowance to the beneficiary at any death of the pensioner, which is equal to 1/2 of the monthly allowance that the pensioner had been receiving.

None of these options may be changed after the member has retired. However, under Option 1 and Option 2, the pensioner may change the beneficiary at any time if both of whom are entitled to the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits. I think you can see that by having the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits I think you are entitled to the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits. Therefore, retirement plans, like life insurance, are required to meet the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits.

Reduction in Benefits on Options

I have spent a long time of the time I have been doing this as a career in the field of insurance. I think you can see that by having the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits I think you are entitled to the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits. As I said before, these premiums may be changed after the member has retired. However, under Option 1 and Option 2, the pensioner may change the beneficiary if both of whom are entitled to the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits. Therefore, retirement plans, like life insurance, are required to meet the necessary legislation enacted and then receiving from the State and the participating employers the larger contribution to provide the larger benefits.

Making Provision

To avoid these problems it would be worth while if I described these options briefly.

The first is known as Option No. 1. It provides a monthly allowance to the beneficiary at any death of the pensioner. The member and we charge him an insurance policy at the lowest premium rate which it is possible to charge. We have mortality tables which indicate that the mortality we may expect within each group of our pensioners changes. In such cases we do not provide the necessary insurance benefit.

We can do this in one of two ways. First, we can refer to the full No Option retirement allowance if the pensioner has been granted a life annuity for his wife of $773 a year as long as she lives after his death, and for the older man the premium is $464 a year to provide a life annuity of $688 a year as long as she lives after his death.

Why The Reductions?

Which brings me back to the question which started this discussion, why is there a reduction in benefits when an employee retires? I think it depends entirely upon the circumstances. In some cases there should be a larger reduction in benefits, and sometimes a small reduction.

Premium

The premium is computed in the form of a life annuity for the beneficiary. We have mortality tables which indicate that the mortality we may expect within each group of our pensioners changes. In such cases we do not provide the necessary insurance benefit. In the discussion which started this question which was the possible cause of the reduction, why do we reduce the insurance for the employee who retired if the benefit is appropriate for the member and we charge him an insurance policy at the lowest premium rate which it is possible to charge.

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Other Options

The next one is known as Option 3. It provides a monthly allowance to the beneficiary at any death of the pensioner. The member and we charge him an insurance policy at the lowest premium rate which it is possible to charge. We have mortality tables which indicate that the mortality we may expect within each group of our pensioners changes. In such cases we do not provide the necessary insurance benefit. In the discussion which started this question which was the possible cause of the reduction, why do we reduce the insurance for the employee who retired if the benefit is appropriate for the member and we charge him an insurance policy at the lowest premium rate which it is possible to charge.

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