Counsel's Report On Legislation Session
Describes CSEA Wins
By HARRY W. ALBRIGHT, JR.
CSEA Associate Counsel

NOTE: Each year following the close of the 30-day bill period, Counsel for the Civil Service Employees Association, Inc., reports on civil service measures and other bills of particular interest to public employees that were considered by the Legislature. The Civil Service Leader annually publishes this report for the information of its members.

The 1961 legislative session will best be remembered by public employees as the year of the McKinsey Report. Early in November Governor Rockefeller announced that an independent management consultant firm, McKinsey & Company of New York City and Washington, D.C., would conduct a study of state government. To my knowledge, the State never before engaged the services of an independent outside consultant firm to make such a study.

Parenthetically, it is important to note that the Association sponsored legislation this year which would make the salary study annually be the Department of Civil Service be made available to the Legislature. The salary recommendations of the Director of the Division of Compensation and Classification made to the Budget Director have never, to the present, been made available to our Association or to the Legislature. Thus, the public aspect of the McKinsey Report was an important and enlightened step forward.

After receiving assurances from the Governor that the salary study would be in the hands of the Legislature and the Division of the Budget for use in the 1961 session, the Association welcomed his announcement and undertook the study would support the Association's own salary program and salary study.

Objectives Stated
The specific objectives of the study were stated by the Director of the Division of the Budget as follows:

1. To what extent salaries—

Ray Brook Will Install June 24

The annual meeting of the Ray Brook chapter, CSEA, was held in the Employees' Dining Room of the hospital on May 23. Emmett Dorr, president, gave a report of the Oneonta meeting which was held recently. Rose John, Chairman of the Membership Committee, reported that most of the departments have a 100% membership and that she and her committee were still trying very hard to make it 100% in all departments. However there are a few holdouts. The election of officers was held on May 21, May 23, and June 1st and 2nd.

The annual dinner and dance was held at the St. Moritz Hotel in Lake Placid on June 24, 1961. All members, their wives and friends are invited to attend.

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including those for highest paid administrators—are in line with those for highest paid public employees.

(Continued on Page 14)

Eligible Lists
See Page 14

Civil Service

Sions To Merge; Pay Adjustments Seen

Metropolitan Conference of the Civil Service Employees' Association will hold its annual meeting and election of officers Friday, June 9th, 5 p.m. at the Babylon district office. All members are urged to attend this very important meeting. Guests are invited.

Ballots have been mailed to all members and they should be returned to the Election Committee at the Babylon office. Be sure to sign your name across the flap of the envelope. No ballots will be accepted as a service to members of the Conference and is available to Conference members only. Mr. Emmett announced that there will be no stand-by list this year. Only eight seats are left for passage and a four-week tour of Europe, sponsored by the Metropolitan Conference of the Civil Service Employees Association.

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(Continued on Page 14)
HIP Defends Rate Hike; Says In Red $2-Million

Officers of the Health Insurance Plan of Greater New York (H.I.P.) presented the case for a rate increase, its first in eight years, at a State Insurance Department hearing at the New York Lawyers Association Building, 14 Vesey St., June 1.

Dr. David P. Barr, president and medical director of the non-profit plan, which today serves some 681,000 persons, testified that cost of operation exceeded income in 1966 by more than a million dollars and that the deficit for 1967 will approximate two million. The hearing was held before Deputy Superintendent Nevett G. Alford, Jr.

Dr. Barr said that the rate increase, which would effect a 2% increase in per capita premium income, was needed to restore the plan to financial stability, to meet its new obligations to hospitals for medical care and to concentrate their careers in the hospital facilities, and to hospitalize their patients in one facility. Increased payments to subscribers for care received as a result of the hospitalization of injured persons and emergency illnesses incurred outside the area of coverage, and for hospitalization of accepted patients within the area of coverage; a new benefit for non-hospitalized accidental injury; and the termination of pre-existing condition

Representatives of some civil service union and employee groups appeared in opposition. Most felt that the rate hike would be too high.

City In Need Of Maintainer For Machines

A practical test has been scheduled for Sept. 20 for senior officers of two maintenance units of the city Department of Sanitation, with the aim of allowing these officers to accept a decision in two weeks so that changes in their duties could be made effective Sept. 1 after 60 days' notice to subscribers.

Salary range is $4,850 to $5,890. Candidates for this test must have six years experience in re-painting, repairing and maintaining bookkeeping, maintaining machinery and other office equipment, all of which must have been spent in a supervisory capacity. Graduation from a technical or vocational high school specializing in a mechanical course, with at least two years of experience, plus an additional four years of experience including one year in a supervisory capacity, will also be acceptable.

This test will count for all of the total grade. Candidates will be required to show their manual skill and knowledge of general maintenance practices and responsibilities to bookkeeping machines and other office equipment. They will also be responsible for demonstrating their ability to write reports and describe mechanical failures.

A qualifying written test may be required. Written information consists of a test to visit the Department of Sanitation, B. O. B., New York, N. Y. Mailed requests for applications will be honored only if they are accompanied by a two-year service statement and an addressed envelope.

Shelman Named

Abraham L. Shelman has been installed as chief officer of the New York Civil Service Commission. He succeeds Harold F. Trayland who retired. Mr. Shelman has been a public servant in public service since 1924.

IN CITY CIVIL SERVICE

By VAN KARDISCH

Honor Firemen

Mayor Robert B. Wagner will present medals for heroism for the bravery of five New York City Department of Sanitation workers at the Board of Estimate hearing on Tuesday, June 6. The ceremonies are to be held at the Firemen's Memorial Garden, 120th St. and 7th Ave., at 10:30 a.m. In the event of rain the ceremony will be held in the Board of Estimate chambers.


The New York City Housing Authority presented Employee Suggestions awards to Cyril Gross, Fireman First Grade John Dailiey, Fireman First Grade Robert C. Ran, Fireman First Grade Robert W. Roher, Fireman First Grade William J. McMahon, Fireman First Grade Henry Korsch, Fireman First Grade Joseph G. Peragine, Fireman First Grade John J. Browne, Lt. James F. Bush, probationary Fireman Donald V. O'Leary, Lt. Richard R. Hamlin, Fireman First Grade William J. Kelley, Jr., Fireman First Grade Robert S. O'Brien, Lt. Chauncey B. Meer, Fireman First Grade George C. Mally, Fireman First Grade John V. Jakubowski.

CITY EMPLOYEE EVENTS CALENDAR

JUNE 5, COLUMBIA ASSN. OF DEPT. OF SANITATION, Clubhouse, 175 South Oxford St., Brooklyn, 8 p.m., meeting for delegates and committee.

JUNE 13, ANCHOR CLUB BRANCH 39, 428 Brodway, Manhattan, 8 p.m.

JUNE 20, THE HEBREW SPIRITUAL SOCIETY, Clubhouse, 60 East 7th St., Manhattan, membership meeting at 7:30 p.m.

JUNE 26, FIREMEN AND OTHERS, Local 66, 1888 Brooklyn, Room 8, 8 p.m., meeting for all station firemen and other.

JUNE 26, ASSN. OF SUPREME COURT STENOGRAPHERS, 1st-floor monthly meeting, 6 p.m. at Schrafft's Restaurant, Broadway and Chamber St., Manhattan.

Shoppers Service Guide

* * * 

CATERER CHAIN PART TIME - FULL TIME

HELP WANTED for Catering Company. Must have experience in the catering field. Hours: 9 a.m. to 1 a.m., $24 per week. Apply to: Mrs. Maria S. Anderson, 123 S. 72nd St., Brooklyn, N.Y.

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WEAR IT BEST

CAPTAINU CHAIN

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Seventeenth annual National Guard Honor Guard Day will be held at the Soldiers' and Sailors' Monument, Riverside Dr., at 10:30 a.m. Monies are scheduled for the following: Fireman First Grade John C. Hogan, Fireman First Grade John J. Browne, Lt. James F. Bush, probationary Fireman Donald V. O'Leary, Lt. Richard R. Hamlin, Fireman First Grade William J. Kelley, Jr., Fireman First Grade Robert S. O'Brien, Lt. Chauncey B. Meer, Fireman First Grade George C. Mally, Fireman First Grade John V. Jakubowski.

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In a skit presented at the annual dinner meeting of Rockland State Hospital chapter, Civil Service Employees Association, held recently at the Spring Rock Country Club, the CSEA chapter of Rockland State Hospital held their annual dinner on May 20, at the Horace Pool Country Club in upstate Valley. The dinner was a roaring success, with more than a hundred people attending, in person or in previous years.

Every occupied the dinner and, after a few short speeches by members and guests, rallied to watch a skit which was directed by Lewis Van Hutton.

The skit was "The Business Office," a satirical look at the workings of the Assistant Business Office, the purchasing in the Civil, payroll office, the auditor and the Personnel Office.

The entertainment was rewarded with a loud applause.

Guests at the dinner were: Mr. and Mrs. J. Burrows; Mr. and Mrs. A. Hunt, and Mr. and Mrs. J. Underwood Rosselot; Mr. and Mrs. T. Bown, Mr. and Mrs. M. James Cox, Mrs. and Mr. Joseph S. Phipps, Rabbi, and Mrs. H. Hershon, Intervention members, and Stereo Labs.

Among the out-of-town guests were: Capt. L. A. Lamb, Lea Lemieux, Assemblyman and Mrs. Joseph F. X. Nowicki, who were invited but could not attend and Mr. and Mrs. John O'Leary, President of Mental Hygiene Association and Maxwell Leiman, County City Administrator.

The entertainment the majority of the people enjoyed the remainder of the evening in the ballroom dancing.

Monroe County Chapter Sets Picnic For June 20

The Monroe County Chapter of the Civil Service Employees Association held the annual picnic on Tuesday, June 20, at the Party House in Briarcliff Manor. Tickets will be sold for $5.00 and Reservations must be in by June 15. They may be made through any one of the chapter members.

Nassau Policitos Assessing Impact of County Pay Raises

NINEOLA, June 6—Nassau County officers are now attemping to assess the political impact of the $5,500,000-a-year pay raises which will go into effect July 1 for 11,500 town and county workers.

Optimists of politicians on both sides of the fence—and the op- ponents of civil service workers themselves—differ widely on the question. A mid-term Republican district leader in Nassau said the other day that a major problem in the Republican Party, until last year, was the disgruntled feelings of the Republican Party, until last year pay raise which will go into effect July 1 for 11,500 town workers.

"Our biggest trouble," he said, "was pay raises. Three years, they just hated us like the devil. Now we think we can do something for them."

Marty Isn't All

A top-ranking Democrat, however, had a different idea. "The Republicans should have raised public salaries a long time ago," he said. "We've been able to do something for the workers."

No Snap Surveys

The joint mid-county Civil Service Commission was proposed more than a year ago. At that time there had been some friction in the city over what could and could not be done with certain Civil Service positions.

The two commissions have functioned with almost the same budget—about $44,000 in the last year.

Approval for the city-county commission will be hailed from the City Council and the County Board of Supervisors, but no snags are anticipated. The permissive legislation was submitted by State Sen. Frank E. Van Lare and Assemblyman Paul H. Hanks Jr., Monroe County Republicans.

Metro DE Hosts Albright At Annual Chapter Dinner

Albright is the leader of the State Employees Association and membership held at Vista's Restaurant. A fine dinner and an illuminating digest of current and future prospects by Mr. Albright were the rewards for those who attended. Bob Davis, first vice president, introduced the guest. Delka Halley, chairman, understood the entertainment committee opened the meeting.

Mr. Albright spoke at length on the future of the New York State Pension System. The goal, he said, should be a real 10-year pension. On the philosophy of our organization, he pointed out that it is not comparable to that of the CSEA. It is independent politically and not the part of any political party. It strives for what is honest and fair for the membership. The Association is independent politically, and is broadening its membership among the political subdivisions of the State to a most political strength. With a present membership of 10,000, the turnover is under $500 a year and under $200 union memberships. Also membership in the unions among state employees is many times less than in the CSEA.

On Reallocation

On re-allocation, Mr. Albright said that a suit would only build up false hopes for everybody since there is very little chance of getting that the Civil Service Commission and the Commissioner of Classifications were actually ever doing anything constructive.

On the day preceding the chapter's meeting, Mr. Albright pointed out the necessity for hiring an expert in the field of examinations.

In another area of activity in the chapter, Bob Bailey, Chairman, reported a meeting he attended on examinations at a field superintendent of Brooklyn. Those who attended this meeting, headed by Mr. Bailey, were: Robert Bannell, Frank Ferrara, Ed Murphy, Marcia Phillips, Rosemary Lyons, and Irving Zwickel, Vincent De Grazia, and Irving Sandler.

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Where to Apply
For Public Jobs
The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York, N.Y. (Manhattan). It is three blocks north of City Hall, just west of Broadway, across from the Leader Office. Hours are 9 A.M. to 4 P.M. New York State Employees are advised to send applications and inquiries from 9 to 12 A.M. Telephone 8880-Cortland.

Mailed requests for applications blanks must include a stamped self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specific filing form in the form of a check or money order, at least five days before the closing date for filing applications. This is to allow time for handling and for the correct amount of time being taken by the applicant in case his application is incomplete.

The Applications Section of the Personnel Department is near the Chambers Street stop of the IND 8th Avenue Line and the Chambers Street stop of the IRT Lexington Avenue Line stop to the Grand Central stop. The Chambers Street stop is City Hall. All these are a few blocks from the Personnel Department.

STATE—First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone Lexington 6-1416; Governor Alfred E. Smith State Office Building and the State Campus, Albany; State Office Building, Buffalo; Room 400 at 155 West Main Street, Rochester (Wednesday only); and 44 James St. (east side) and third Tuesdays of each month.

Any of these addresses may be used for jobs with the State. The history of the New York City Office is a two blocks south of Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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

FEDERAL—Second U.S. Civil Service Region Office, News Building, 250 East 14 St., New York 17, N.Y. Just west of the United Nations building and the 14th Street line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Pushin 14th Street line to Grand Central.

Hours are 8:30 A.M. to 5 P.M. Monday through Friday. Telephonic applications are also obtainable at main post offices, except the New York Post Office, which is open until 8 P.M. Mailed applications and tests of examiners at the particular installations offering the tests also may be applied for in further information and application forms. No return envelopes are required with named requests for application form.

House Committee Cuts
State & U.S.A. Jobs

The House Appropriations Committee has cut down on the number of new jobs requested by the Department of State, and the U.S. Information Agency.

The Committee told the State Department that better use of personal facilities and cutting down on transfer of Foreign Service personnel would produce more savings and more efficiency. The State Department asked for some 460 new jobs, and the Committee cut the number down to fewer than half of the new jobs originally requested. The U.S.I.A. will also get about half of the 196 new jobs requested.

Federal Aviation Asks Retirement Benefits

Federal Aviation is asking the Kennedy administration for approval of a plan giving earlier retirement to some 18,000 employees, who are doctors, engineers, and other professional and technical employees.

The plan would allow retirement of workers who have been with the Federal Aviation Administration for 22 years after 26 years of service. Pregnant women, whose husbands have been in Federal service for 10 years, may retire at age 50 if they choose.

In the meantime, however, the White House Conference on Aging has called for a comprehensive program to provide a better retirement security for the nation's workers.
No Test Required
Many Jobs Open At Neponsit Home

Welfare Commissioner James R. Dumphsen announced the initiation of a recruitment program for the staffing of the Neponsit Home for the Aged, Rockaway Beach Boulevard and Beach 146th Street, adjoining Jacob Riis Park in the Borough of Queens.

This facility is scheduled to open in early July, to provide residence care for 245 men and women over 65 years of age in need of this type of care.

The Neponsit Home for the Aged has been planned for those elderly men and women who do not need hospitalization but do need institutionalization. There has been a provided a limited intermediate care area for a maximum of 33 patients requiring limited or intermittent medical care.

In addition to a staff of professional physicians, dentists, etc. the intermediate and medical program will be served by a head nurse, five staff nurses and five practical nurses (one staff nurse and one practical nurse on each of three shifts).

With the exception of this program, each staff, the recruitment program will focus upon the non-professional "institutional aide" category of employees who will be assigned as waitresses, attendants, cleaners, kitchen aides etc.

Applicants for this position are not required to take a Civil Servic

Visual Training of CANDIDATES for PATROLMAN

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Highlands Avenue
Catskill, N. Y.
Tel. 384

For the Eyewitness Test on Civil Service Requirements

DR. JOHN T. FLYNN

830 West 32nd St., N. Y. C.

Salary — $5,839.

Sanitation Man

$45 a week. $5 a day.

CLARKE'S STAR HOTEL

West 49th St., N. Y. C.

Salary — $60 a week.

GLANRA ORANGERIE

352 East 72nd St., N. Y. C.

Salary — $65 a week.

MINUTEMAN

Stream, N. Y.

Salary — $65 a week.

PERSONS INTERESTED IN CIVIL SERVICE

There are individuals interested in government services who wish to take a position for which they feel that they are qualified. Earlier beginning, life as an administrator, and in a Civil Service capacity are the things that interested people are interested in. We have had many letters and questions from interested persons, those who are employed now and those who are interested in entering government service. They have asked about the liberal leave policies, the ways in which the government is facing problems as a whole and the opportunities that are available. We have spent many millions of dollars pioneering the smoke-cleaning equipment on each of the new giant blocks, the admittance to evidence of the public's contributions and the availability of the tools and the opportunities that are available.

Smokes's no joke for Con Edison. Over the years, we have spent many millions of dollars in the development and use of smoke-control devices -- installed the most modern and efficient equipment available.

For instance: In the past three years alone, we've put $5 million worth of electrostatic and mechanical smoke-control equipment on each of the giant boilers we have installed.

Con Edison is doing its part to help eliminate air pollution. We've spent millions of dollars on smoke control and have OK'd another $18 million to continue work that will help make New York one of the cleanest cities in the world.

Con Edison
LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request.
The editor reserves the right to publish any part of a letter and to condense any letter
more than 200 words and we reserve the right to edit submitted letters as seems appropriate.

To: The Editor, Civil Service Leader, 97 Douglas St., New York 7, N. Y.
From: Paul Kyer, 930 W. 53rd St., New York 19, N. Y.
Subject: New York City Police

Dear Sir:

There has been a great deal of discussion on the shortage of police recruiting programs not only in
New York City, but throughout New York State. Our Rochester correspondent has written that police departments in many
large cities are unable to bring their units up to full strength.

What appears to be the immediate problem confronting police recruiting, is the inability of recruiting programs to attract young men in police careers. A police candidate must have his good points and bad points, so it would be illogical to point
out only the good points and bad points.

But the question still remains, why no police applicants, and the only shot in the arm that can be considered is a change in recruiting programs.

It would be wise for New York State Mayors to hold a conference on this matter. The problem appears to be the same for all, so—this may be the case where too many cooks will not spoil the broth.

Bipartisanship

Bipartisanship doesn't occur often enough in politics, as far as their police applicants go. But it does happen from time to time and this week we are happy to report on a team effort that both Republicans and Democrats in the State are achieving.

We are referring to the participation of both parties in working toward gaining sufficient Federal funds to allow New York State National Guard members to participate in the Retirement System.

In the last six months the Republican members of the United States Senate that represent New York have been hearing requests from their constituents for the inclusion of New York in the Retirement System.

Bipartisanship is to be encouraged at all times.

Question Answered On Social Security

Below are questions on Social Security problems sent in by our readers and will be answered by a lawyer expert in the field. Anyone with a question on Social Security should write to: Mr. J. Earl Kelly, Editor, The Civil Service Leader, 97 Douglas St., New York 7, N. Y.

Every week I have to sit down and go to a different offi-
cer for three months because of overtime. I do no work on
these days. I am happy to report that this time.

I am planning a tour of the West this summer. What can
I do about my social security checks?

If a responsible person will be

I hire someone to work in a

private home, do I have to report the

wages I pay so that the person

shall pay the withholding tax?

Yes. You may householder

hold cash wages of $50 or more in a

calendar month, you must file a

report and pay the social security

tax. This means that wages which

are withheld will be subject to the

social security tax.

I plan to arrive at a bunch of

political hacks in Albany decide

our fate while voting themselves

large increases in salary, how shall

we expect taxes?

I am sick of hearing the cry

that the price of living is high. I still have

the same old incompetent draw-

ings and now the bigger salaries

while doing little or nothing.

The one who need the rate are

the young persons who have just

entered the labor market.

It is very necessary to pay adequate

salaries to receive the right kind of

employee in handle mental pa-
nel.

NAME WITHHELD

NEW YORK
File Now for N.Y.C. College Office Jobs

The City's tests for college secretarial assistant "A" and college office assistant "A" will close June 30. The salary for these jobs ranges from $3,430 to $4,850 a year.

Candidates for these jobs must have a high school diploma or the equivalent certificate. In addition, candidates must have had four years of college education equivalent to at least 120 credits earned by the University of the State of New York or four years of experience in general office work. A combination of college credits and work experience can also be acceptable.

Candidates lacking up to one year of the required education or experience will be admitted to the examination, but they must meet the minimum requirements at time of appointment.

These jobs involve performing specialized office work relative to the educational process of the municipal colleges. For the college secretarial assistant this also involves taking dictation.

In addition to passing a written test, all candidates will have to pass a qualifying typing test at a minimum speed of 45 words per minute. Candidates for the college secretarial assistant jobs will also have to pass a qualifying stenographic test at which dictation will be given at the rate of 20 words per minute.

Applicants who meet the minimum requirements may apply for a test appointment in person or by mail. Applicants who wish to apply in person for a test appointment should report directly to the Commercial Office of the N. Y. State Employment Service, 1 E. 19th St., New York 3, N. Y. Arrangements will be made for an interview and written and practical tests will be held. The deadline for applying to the Commercial office is June 30.

The State Employment Service will issue a City Department of Merchandise

Key Answers Changed Asst. Chemist Prom.

Changes in two key answers were announced last week for the April 22 test for promotion to assistant chemist. The examination Number was 6611.

Item 19, B instead of A.

Item 37, B instead of D.

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The State Employment Service will issue a City Department of Merchandise

STOP DREAMING . . . START ENJOYING . . .

use your sterling by paying more pennies weekly-

TOWLE STERLING SILVER CLUB

NO MORE WAITING! For as little as 33c a week, per place setting you can be the happiest hostess in town tonight and every night, proudly serving your family and guests with your complete set of Towle Sterling. Come in and choose your favorite Towle pattern ... make budget arrangements that fit your purse — and then take your complete service for 4, 6, 8 or 12 home with you at once! Join our Towle Sterling Club ... all the sterling you want is yours and your budget will never feel it!

FREE tarnish-proof chart with your purchase of 8 or 12 place settings.

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Downtown District Since 1920 — Watch & Clock Repairs as Premises
130 CHURCH STREET
NEW YORK 7
CO. 7-4491

PERSONAL application form and must be filed with the Applications and experience forms to applicants who have been ordered by the New
CITY OF NEW YORK 7-6491

PERSONAL application form and must be filed with the Applications and experience forms to applicants who have been ordered by the New
CITY OF NEW YORK 7-6491
Filings to Close June 30 For Civil Engineer Posts

Application files will close at the end of this month for two New York City posts open since Sept., 1960. Closing on June 30 will be Junior civil engineer paying $6,150 to $6,590 a year. The other test closing is for assistant civil engineer starting at $6,000 to $6,200 a year.

Candidates for the junior civil engineer test must have a bachelor's degree in civil engineering or equivalent combination of education and experience.

A satisfactory equivalent includes the following:
- Satisfactory completion of the following subjects: Mathematics, statics, dynamics, strength of materials, fluid mechanics, general engineering economy. Steps in the test will assess the candidate's ability to solve typical engineering problems. A passing score of 80 or higher will be required to qualify.
- Seven years of engineering experience is an acceptable substitute for education.
- Three years of engineering experience and a bachelor's degree in engineering or equivalent experience and education.

High school graduation and seven years of experience or a satisfactory equivalent combination of education and experience is acceptable.

Experience counts for all of the total grade for the junior civil engineer. Interviews will be held on June 6, 1961, and offer classes for two days, June 7 and 8, 1961.

CIVIL SERVICE LEADER
June 6, 1961
FILINGS TO CLOSE JUNE 30
FOR CIVIL ENGINEER POSTS

(Continued from Page 8)

engineer test. Applicants for those jobs who do not have a civil en-

gineering degree must also pass a qualifying written test. For the

assistant civil engineer exam, the written test counts for all of the

total grade.

Junior civil engineers are elig-

ible for promotion examinations
to assistant civil engineer after six months.

Promotion examinations to as-
sistant civil engineer are currently

being held approximately twice a

year. Assistant civil engineers are

eligible for promotion to civil engineer at a starting sal-

ary of $7,800 a year.

Up to June 30, applications may

be obtained at the Applications

Section of the Department of Per-

sonnel, 96 Duane St., New York

7, N.Y. Mail requests for applica-
tions will be honored only if they

are accompanied by a stamped,

self-addressed envelope. Applica-
tions may be filed in person only,
between 9 a.m. and 10 a.m.

Test Times

Written tests for both titles will

be given on any week day, from

9 a.m. to 11 a.m. when requested

by a candidate, provided the can-
didate has not failed a previous

test in the title in the preceding
two months period, or failed a se-

cond test within a six months pe-

riod prior to the date of applica-
ting.

For both titles the test will take

about four and a half hours. Pros-
lpective candidates should come

prepared with a slide rule and

lunch when they present their

application for filing.

Key Answer Changed
For TA Prom. Exam
Question No. 55 of the promo-

tion test to assistant train dis-

patcher, New York City Transit

Authority, has been changed

from C to B or C.

The exam was given on April


PERSONNEL CONFERENCE: Shown above are some of those attending the annual two day
conference of the Regional Federal-Personnel Associations. From left to right are: Donald

P. Spoon, personnel officer, Veterans Administration Hospital, Albany, chairman of the

conference; William G. O'Brien, manager, Blue Cross and Blue Shield; Robert J. Drum-

mond, assistant to the director; Amos Latham, director of personnel, U.S. Treasury De-

partment, Washington, D.C.; James P. Googe, director, U.S. Civil Service Commission, sec-

ond region; Col. Robert W. May, commanding officer Schenectady General Depot; and

Dermot Dunne, district civilian personnel director, third Naval district, New York City.

In health insurance the true cost to you is the premium payment PLUS

what you have to pay out of pocket for additional doctors' charges.

This means you should look for hidden extra charges before you

select any medical insurance program. Unfortunately for you, in some

medical programs these extra charges will not long remain hidden after

you have selected one of them.

H.I.P. is the only health plan in the New York area that fully

protects you against extra charges of this kind. With one exception—
a possible $2.00 charge for a home call between 10 P.M. and 7 A.M.—

there is no cost to you beyond the premium for any service rendered by

H.I.P. physicians.

In H.I.P. you need have no worry that a plan's cash allowance will fall

short of the doctor's actual fee. You need not worry over "deductibles" or

"co-insurance." In other words, in H.I.P. you do not have to "share" additional

costs after having already paid a substantial premium.
Schools Set For Summer

Twenty-six summer high schools and elementary schools will be in operation starting this month through July and August, the Board of Education announced. Evening elementary schools started last Thursday.

Last year, a record 59,193 students attended 28 summer schools. The two high school groups will be in session from July 5 to August 26 with the last day of registration

Study in City

tion to be held on June 20. Elementary school classes will end on Friday.

Instruction in the high schools will be provided for candidates preparing for entrance to college, pupils repeating work in which they have failed, pupils with exceptional ability who wish to enrich their high school course and veterans desiring to complete their high school work. The elementary school program will consist of instruction in English and citizenship.

Summer Day High Schools:

Brooklyn: James Monroe, Boyden Ave., at 172 St.; Theodore Roosevelt, 63rd St. and Washington Ave.; William Howard Taft, 15th St. and Marine Ave.; Brooklyn Technical, 4th St. and Flatbush Ave.; Erasmus Hall, Flatbush Ave., near Church Ave.; New Utrecht, 83 St. and 14 Ave.; Thomas Jefferson, Dumont and Pennsylvania Avenues; xii Whitney Vocational, 207 North Sixth St.

Manhattan: George Washington, 132 St. and Audubon Ave.; Washington Irving, Irving Place and 16 St. and 46 Ave.; Quantz, Jamaica, 168 St. and Goebel Dr.; Jenkins, William Cible, Bryant Ave. and 31 Ave.; Long Island City; Richmond Hill, 13 St. and 89 Ave., Richmond Hill.

Bronx: Curtis Hamilton, Ave. and St. Mark Place, St. George.

Summer Evening High Schools:

Bronx: Theodore Roosevelt, East 172 St. and Morris Ave.; Erasmus Hall, Flatbush Ave., near Church Ave.; New Utrecht, 83 St. and 14 Ave.; Thomas Jefferson, Dumont and Pennsylvania Avenues; xii Whitney Vocational, 207 North Sixth St.

Manhattan: George Washington, 132 St. and Audubon Ave.; Washington Irving, Irving Place and 16 St. and 46 Ave.; Quantz, Jamaica, 168 St. and Goebel Dr.; Jenkins, William Cible, Bryant Ave. and 31 Ave.; Long Island City; Richmond Hill, 13 St. and 89 Ave., Richmond Hill.

Richmond: Curtis Hamilton, Ave. and St. Mark Place, St. George.

Twice as Handy!

Parker 45
New kind of pen you can fill 2 ways.

$5 14K GOLD POINT

Come what may...you can always fill the Parker 45. Slip in economical Super Quink cartridge...5 for only 25$. Or you can insert 960 refillable con-

vectors, and fill from an ink bottle. Choice of 6 attractive barred colors and 7 point sizes.

A. JOMPOLE

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LA 4-1828
JUNE 6, 1961

REAL ESTATE VALUES

HOMES CALL BE 3-4010

LONG ISLAND

THE ADVERTISERS IN THIS SECTION HAVE ALL PLEDGED TO THE SHARKEY-BROWN LAW ON HOUSING

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$11,990

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HOLLY'S

SOLID BRICK

ON 200 X 120 LOT.

EXCITED, 3 bedroom home, ideal suburban setting, only a short walk to proposition to City. Modern kitchen and bath, living room with picture window, fully basement, $1,200. 20 minutes from transportation to Hempstead.

CALL NOW

277 Nassau Road

ROOSEVELT

MA 3-3800

PROPERTY CLOSED OUT, 4 OFFICES OPEN 7 DAYS A WEEK

THE LOWEST PRICE 2-FAMILY HOUSE IN N.Y.C.

ONLY $1,999

THEATRES:

JAMAICA 3-FAMILY

118-09 Whitestone Blvd.

HURRY

135-11 ROCKAWAY BLVD.

JA 9-4400

STUCCO and shingled, 7 rooms, modern kitchen and bath, full basement, garage. No closing fees. Take over existing mortgage. Take $2,800 cash. Only $11,200. 20 minutes from transportation to Hempstead.

$12,000

OL 7-3838

BELFORD D. HARTY JR.

192-05 LINDEN BLVD.

ST. ALBANS

FIELDSTONE 1-1950

SOLD BRICK, COLONIAL, NEW KITCHEN, TUNE BAY, FULL BASEMENT, OIL 6TEAM HEAT, MANY EXTRAS.

18th S. St. between Bed-

in, brand new, $18,500.

Jamaica. AL 2-3555

BRICK, 2 bath, 70x100.

BUNGALOW 5 rooms, 2 car

garage, large plot, 100x100, full basement, garage, all extra. Located in the heart of Hempstead.

SOLD BRICK, NEW KITCHEN, TUNE BAY, FULL BASEMENT, OIL 6TEAM HEAT, MANY EXTRAS.

* Plus Many Other Homes From $5,000 & Up

[Real Estate Advertisement Page]
Any tinnitus hearing problem — mild, moderate or severe — can be remarkably helped by the all-new Bonotone "Golden 1000" hearing aid against sudden, shocking noises. This scientific chart is proof of hearing problems — the wide listening range of the "Golden 1000" in helping difficult situations.

HEAR
MORE
CLEARER
BETTER!

SONOTONE WIDE-RANGE
'GOLDEN 1000'
all-new hearing aid

SONOTONE 570 FIFTH AVENUE, N.Y. (Bet. 46th & 47th Sts.)

JU 2-5100
Personnel Dept.  
Fingerprint Aides  
Promotion Test  
Filing for promotion examination to senior fingerprint technicians opens on June 1. Applications are limited to employees of the Department of Personnel who have been working as fingerprint technicians for six months prior to Sept. 16. These jobs pay $4.50 to $5.93 a year. Eligibility for certification, from a promotion list, will be limited to permanent employees who have served as fingerprint technicians for one year prior to date of promotion.

The written test is planned for Sept. 16. It will count for one half of the total grade with seniority and performance making up the other half.

The written test may be of the limited essay type and may include questions on searching, classification, terminology, and theory of fingerprints. Up to June 21, applications may be obtained at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

U.S. Wants  
Food Aides:  
$1.92-$2.43  
Food supervisors are needed by the Federal government for jobs paying from $1.92 to $2.43 an hour. These jobs are located in Federal penal and reformatory institutions in New York City and throughout the United States.

Candidates for this examination must have at least three years of training and experience in cooking or baking. In addition to specialization in either cooking or baking, candidates must have a working knowledge of the other field. The required experience must have included at least one year of quantity cooking, requiring the preparation and serving of at least 600 meals daily.

Applicants must be physically capable of performing the duties of the position. Vision must be 20/60 in the better eye without glasses, corrected to at least 20/20 in one eye and 20/40 in the other. Hearing must be at least 15/15 in each ear by the whispered voice test.

No written test is required. Candidates will be rated on a scale of 100 on the extent and quality of experience and training.

For application forms write to the Board of U. S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kans. The request should show the title of the examination, food supervisor, lead, and foreman, and the announcement number 8-143 (41). Applications will be accepted until further notice.

U.S. Home Center, Inc.  
616 THIRD AVENUE AT 40th STREET, NEW YORK CITY  
CALL MU 3-3616 FOR YOUR LOW, LOW PRICE!
Counsel's Report On Legislature Session Describes CSEA Wins

(Continued from Page 1)

2. To the extent they are not in line, what adjustments seem to be desirable?

After the study was completed the finding were:

1. Overall, the scheduled salaries paid to New York State employees was about 10 percent above that paid for similar work by private employers.

2. A difference between state and private employer salaries paid by private employers increases sharply as one moves from lower levels of responsibility. A 7.8 percent difference exists at the entry clerical grade, and this differential increases steadily to more than 50 percent at the Commission level.

Other Findings

In addition, the survey found that:

- Overall, the study's findings called for smaller increases for those employees in the lower income brackets and higher percentage increases for those in the middle and upper levels. Perhaps one of the most significant findings by the McKinsey Firm was their estimate that in 1961 an additional $65 million in state salaries at all levels so that the state would be in a competitive position with private industry.

- The firm proposed several salary schedules designed to make the state salaries competitive, calling for increases ranging from four percent at grade one to thirty-nine percent at grade thirty-eight.

Importance of Survey

One may properly question at this juncture why it is that we are devoting so much time to the study of the state's employees. The answer is quite simple. When the Governor called for the survey to be made by an outside agency, all the salary data was to be made public for the first time in the history of the Legislature and the public at large.

Secondly, when the Governor engaged an independent outside firm, he removed the suspicion that the public might object to have when state agencies make studies calling for increases for state employees.

Thirdly, the administration was in a sense, committed to the findings of the report. The study showed that McKinsey as the amount of money necessary to adjust state salaries to a level fully competitive with salaries paid in private industry was there for all to see, not only for the 91 legislative session, but for the '62 legislative session as well.

One may at this point think back to the days toward the close of the session when it was difficult to know which particular bill was in vogue. The Legislature, faced with a non-election year, widespread unemployment, and a misunderstanding of the actual widespread unemployment, and a misunderstanding of the actual effects of the five percentage point increase, had given a salary increase in this year.

The state employees can take heart, in view of past performance, in the fact that the Governor expressed his intention to complete the job, called for by the McKinsey report, in the 1962 legislative session.

On April 5, 1961 the salary bill was signed, with Joseph P. Feeney, President of the Civil Service Employees Association, in attendance.

The bill, Senate Enr. 1961, Print 4552, became the law on April 1, 1961. The bill provided not only for the changes in salaries listed in the civil service service but in addition provided for an additional longevity increment for employees in the state service in order to provide this additional longevity increment in a gradation.

In addition, an additional longevity increment was the inclusion in the pay bill of a provision that the division of classification and compensation provide a type of job insurance and continuity of work which is not a part of the schedule.

New for the first time State laborers will be able to plot out career possibilities with definite knowledge of the size of their salary. Although the present grade structure provides for a separate legislative, there were, however, no special provisions for the pay bill as originally introduced in the closing days of the session.

In the act was the delay of the effective date for the salary increase from April 1 to May 1. The second amendment was a limitation on the proposed salaries of division of classification and compensation.

The state legislature budgeted 1961 to the provision under the state salaries measure there was:

Finally, salaried included in chapter 256 was a substantial salary increase for Armory employees. There were, however, no special provisions for the salary increase.

An authority on increase was the Assembly's approval of $75,000 in the 1961 legislative session. The Assembly accepted the salary of the state legislators in order to keep from the percentage of pay increases.

In approving this measure Governor Rockefeller stated: "This bill is designed to make the civil service in New York more competitive to those paid in competitive private employment. It is the intent of the state to retain the highest caliber employees necessary to the efficient administration of this state."

Roundup

Legislature convened January 4, 1961


Number of bills introduced in the Legislature

Total number of bills received: 225

Total number of bills signed: 405

Major Goals

Standing aside the accomplishments of the salary bill, it is very difficult year, would have represented a significant legislative accomplishment. However, it was only one of a number of major victories for our civil service employees. In addition to the salary measure there was:

5. The salary adjustment for Armory employees.

Arms, one of the three track bill to authorize a larger segment of public employees who may work in state service.

4. The continuation of the five percent salary increase, 1961 to 1963.

3. The completion of the five-year salary adjustment for state employees.

2. The completion of the two-year retirement bill passed last year.

Taking the two years together, the improvement in the civil service session of the 1961 legislative session, Governor Rockefeller has earned the right to call out the civil service employees of the state for his consistent efforts in their behalf.

(Te Be Continued)
Personnel Assn. Awards
Kaplan Its Top Citation

H. Eliot Kaplan, President New
York State Civil Service Commis-
sion, received the Charles H.
Cushman award at the 35th Ann.
ual Regional Conference of the
Public Personnel Association, New
York, from May 24 to 27, 1961.

The Regional Conference of the
Public Personnel Association, New
York, was also attended by Mr.
Kaplan.

Mr. Kaplan and his Regional Con-
ference made a valuable contribu-
tion in the field of public administra-
tion. Mr. Kaplan was formerly Direc-
tor of Personnel for the State of
Rhode Island and also past presi-
dent of the Public Personnel
Association.

Many New Yorkers Attend
The Eastern Regional Confer-
ence was attended by personnel
workers from the United States
and Canada. A large group of
New York State governmental
officials included William C. Mc-
Carthy, Deputy Personnel Direc-
tor, Port of New York Authority;
New York, who was also Chairman
of the Conference; Kenneth War-
ner, Chicago, Executive Secretary
of the Public Personnel Associa-
tion; William Tenney, Director of
Administrative Services, New York
State Thruway Authority; Max
Goodsen, Krone, member New
York State Civil Service Commis-
sion; Robert Heiley, New York
State Executive Deputy Industrial
Commissioner; Lawrence MacArthur
Assistant Director, Classification
and Compensation, New York
State Department of Civil Service;
Richard Matter, Personnel Officer,
New York State Department of
Health; John Daniels, Administrat-
ive Director, New York State
Department of Audit and Control;
Herta Dasinger, Senior Person-
nel Administrator, New York
State Banking Department; Ro-
bert French, Assistant Personnel
Administrator, New York State
Department of Education; Donald
Anselmo, Chief, Administrative
Management Unit, New York
State Division of the Budget;
Gaylord H. Williams, Director of
Personnel, New York State State-
dpartment Mental Hygiene; Stanley
Kohn, Assistant Administrative
Director, New York State Depart-
ment of Civil Service.

CSEA Representatives
Representing the City of New
York among others were George
Gregory, Jr., Commissioner, City
of New York Civil Service Com-
mission; Dr. Theodore L. Lang, Per-
sonnel Commissioner, Dr. Har-
ry W. Albright, Jr., Assistant
Counsel of the Association and
Hany W. Albright, Jr., Assistant
Counsel of the Association.

ERIE ON THE GO
BUFFALO, June 5.—Another
advance for the progressive Erie
Chapter, CSEA.

More than 500 county employees
will be affected by adoption of
PDA, under a recently-approved
agreement. First payroll deduc-
tions will be from the July 1
call.

The Parker 45 is the easiest pen
you can hold. Just slip in a giant size cartridge of Parker’s Super Quink Ink.

The Parker 45 with America’s largest ink cartridge is the easiest pen to fill. Just slip in a giant size cartridge of Parker’s Super Quink Ink. Or, at an added convenience, you can also fill it from a bottle with a simple $64 permanent refillable ink reservoir. The point is 14K gold, in your choice of 7 sizes. Slim-swept styling. Tapered barrel in blue, black, green, red, charcoal, or dusty blue.

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Leading Downtown Dept. Store
68 Cortlandt St., New York
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Suffolk Chapter Going To County Fair On Behalf Of Civil Service Employees

(Fame of Our Long Island Committee)

BABYLON, June 6—The Long Island Committee of the Metropolitan Conference of the Civil Service Employees Association—r etacling its efforts to tell the CSEA story to Mr. and Mrs. Average Taxpayer—will open an exhibit at the Suffolk County Fair June 30.

The Long Island Committee hopes to attract interest in its activities from the thousands of persons expected to visit the week-long agricultural and Industrial fair, at the intersection of Sunrise Highway and Veterans Memorial Highway in North Babylon. Under consideration, meanwhile, is a similar exhibit for the Nassau County Fair, to be held in September.

Mrs. Elinor Armstrong, of Babylon, vice-chairman of the Long Island Committee, is chairman of the fair arrangements.

Purpose: To tell the CSEA story on behalf of persons expected to visit the week-end event. It has been some years since a Suffolk Fair was held. This year's event marks a revival of the Suffolk exhibitions.

The display exhibit stand will be a three-section plywood unit which can be folded after use and packed in crates for easy shipment.

Mr. Monroe said that the stand is hoped to use the display unit in Nassau County, after the Suffolk Fair ended, and later for other events. It was estimated to cost $600 to build. Space for the exhibit at the Suffolk Fair was donated by the fair management.

While the Nassau Fair is an annual event, it has been some years since a Suffolk Fair was held. This year's event marks a revival of the Suffolk exhibitions.

ALOHA! These four members of the Western Conference of the Civil Service Employees Association have not gone native. They're merely dressed up native style (well, sort of) while enjoying themselves in Hawaii long after the islanders from the mainland had left.

BUFFALO CHAPTER MEETS; ELECTION NOMINATIONS SET

BUFFALO, June 5—The Buffalo chapter of the Civil Service Employees Association held its regular meeting last week. Officers and delegates met for a Dutch treat cocktail hour and dinner before the meeting.

President John Hennessey announced that the Buffalo chapter was sending letters of appreciation to the legislators in the Buffalo area who were instrumental in helping the C.S.E.A. achieve several of the goals for which the Association and its officials had worked so long and patiently.

Robert Jones of Public Works, who has been working diligently with his special committee regarding parking and facility problems for the new State Office Building, announced that they were arranging for a meeting with Senator Walter Mahoney to present him to the needs of all of the employees in this area so that proper planning can be developed at an early stage.

Mrs. Mary Cosgrove, social chairman, announced the following members of her social committee; will meet Wednesday, June 7 for a dinner meeting to discuss final plans for the June installation dinner to be held at the Hotel Marquins. June 29th: Arlene Holzer, in charge of the doors; Ethel Eriksen, and Prudence Tripp, reception; Mrs. Dolores Moreau and Mrs. Winifred Kluetz, arrangements. Notifications and tickets will be sent out during the first week of June. Because of the limited budget and number of tickets possible, all persons are urged to get their reservations and money in during the allotted time.

OFFICE STAFF

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COMMUNICATION BREAKFAST: Shows above of the corporate Communications breakfast of the Department of Audit and Control held recently at the Sheraton Ten Eyck Hotel, Albany, are, left to right, seated: Sarah Cahill; Francis M. Casey, Civil Service Employees Association supervisor of field representatives; Mrs. Casey; Claire Vogel, Elizabeth Breton and Mary Kurtner. Standing, left to right: Peter Kovatin and Jean Cahill. The women are all employees of the Retirement System. The main speaker at the breakfast was Joseph J. Kelly, deputy comptroller, Division of Audits and Accounts.

State Correction
Nurses Form Assn.

Registered professional nurses who are employed in fifteen correctional institutions of New York State have formed an association called the Correctional Nurses Association. The object of the CNA is to stimulate and unite the interest and influence of these nurses.

The first officers of the CNA are:

President, Harry Critz, Walkill Prison.
Vice-president: Mrs. Sus Hannah, Middletown State Hospital.
Secretary: Robert Knolls, Eastern Correctional Institution.
Treasurer: Marie Day, Westfield State Farm.

The nursing duties of such correctional nurses involve care of babies, pregnant women, disturbed persons, mentally ill, retarded, former drug addicts and alcoholics, and even those with chronic non-institutional diseases. Care of those patients have been committed by court order and are prone to physical and mental conditions which demand excellent nursing care.

A two day conference of representatives was held in Utica May 19 and 20. Present were: President John Hennessey, of the C.S.E.A.; Dr. Howard Cheshire, Hlrschberg, Michael Murray and Howard Cheshire; Dr. Peter B. Volmes, and Ellen Gural as art arrangers for entertainment.

Andree Pratt, Chairman, announced the followings slate: Co-chairman for the dinner meeting are Helen Colon, Mrs. William Ogden, Jr. and Edward Wright. Tickets are being handled by Sidney Jeffs and James Muckin.

Syracuse Chapter Sets
June 20 Date for Dinner

SYRACUSE, June 5—Syracuse Chapter, Civil Service Employees Association, Inc. will hold its annual dinner meeting June 20, at the Metsmth Botanical Gardens, Lakeview, N.Y.

New officers to be elected are: President, John Riley; Vice President, Mrs. Margaret Obrist and Jeriy Cahill. After contact with all of the departments for probable candidates, they presented the following slate:

President, John Riley; Mrs. Henrietta Soule, Niagara Falls; Treasurer, Robert Jones; Mary Riley, Mrs. Maria D. Rosillo, Batavia; Registrar, Glennne Packer, Oxxsack Pri- son Hospital, Margaret Dupree, Florence Parker, Oxxsack Prison; Leader D. Adana, Jr., Dan- nesmore State Hospital.

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College Brandenburger spoke at the meeting and urged all of the dinner guests to attend the open meetings of the Western Conference. She stated that these meetings were excellent sessions both from an educational and a social standpoint. She announced the next open meeting would be held at the Alps Restaurant on June 10th in Niagara Falls, and all were cordially invited to attend.