Association Urges Columbia County to Revise Salary Plan

Hudson, Oct. 2 — The Columbia County Civil Service Employees Association has urged the salary committee of the Columbia County board of supervisors to consider a general salary adjustment for county employees and a revision of the county’s classification and salary plan.

The two-step proposal was made at a meeting attended by the salary committee and CSEA representatives last week. The salary committee advised that salaries for Columbia County employees run as much as $7 per hour below those in neighboring counties.

Citing the serious inadequacies in the present county salary plan, the Association representatives requested that the plan be modified in accordance with the following formulas:

1. For all full-time county employees, a minimum salary adjustment of $200 or fraction thereof for the maximum rates for the 16 positions, the CSEA group told the board procedure was a “forced step” in employment conditions and said it would “add dignity to the jobs of the county employees.”

County Executive H. Lee Denaßen said that the establishment of the three-member board will give Suffolk workers a formal grievance machinery “free from interference, restraint, coercion or intimidation.”

Emmett O’Ryan, president of the Suffolk CSEA Unit praised the action and said that the board would serve as a model for other municipalities throughout the state.

No Pay Raise for Syracuse City Employees

Syracuse, Oct. 2 — City Hall employees will receive no general pay increase in 1962, the city’s budget, unveiled last week, shows.

The budget provides, however, a new $500 salary grade for all city employees excepting teachers and police and firemen. The increments will go only to employees with five years or more of service.

Nassau County Grievance Plan Effective Soon

Merrick, Oct. 2 — Nassau County Executive A. Holly Peterson this week told members of the Nassau County CSEA that the County would shortly adopt a long-sought grievance procedure.

The plan, in a speech prepared for delivery at the first annual Nassau CSEA Dinner, said he will establish a three man grievance board, which will act as a bargaining unit representative. He said: “This board will be appointed by the board and will be comprised of a CSEA representative, an open vote, Suffi king for other municipalities in bringing health insurance to its workers. The CSEA has been planning for the program for many months.

Insiders said economy was the main concern of the supervisors in turning down an insurance offer.

The late Edmond FitzGerald, whose first job was with the State Police, became the 27th worker whose notice was served. The other workers were close to the $100 mark.

Youth Division Center Dedicated

ALBANY, Oct. 2—The State Youth Division dedicated its rehabilitation center at Middle-town last week in ceremonies honoring the late Edmond FitzGerald, former chief probation officer for Kings County.

The center was dedicated by the career probation officer, whose first job was with the State Police, and who came to this country, he served with the Irish Republican Army.

RIVERHEAD, Oct. 2—Suffolk County civil service workers this week won a major victory when the Suffolk Board of Supervisors approved a long-sought county civil service grievance board.

County Executive H. Lee Denaßen and the Suffolk CSEA Unit praised the action and said that the board would serve as a model for other municipalities throughout the state.

David Baron, executive secretary of the Suffolk Civil Service Commission, said the adoption of the board procedure was a “forced step” in county government and said it would “add dignity to the jobs of the county employees.”

Dennison said the new board will consist of “a representative of the taxpayers, public, county civil service worker and a member of the present county civil service commission.”

It will be appointed within two weeks.

While winning grievance machinery, Suffolk civil service workers also suffered a defeat. The Board of Supervisors refused to take up the CSEA’s proposal for health insurance under the State Plan.

It would have cost the county $175,000 a year.

In an executive session, the board split 4-4 on the measure and stopped it without bringing it to a vote. Suffolk has lagged behind other municipalities in bringing health insurance to its workers. The CSEA has been planning for the program for many months.

Despite economy was the main concern of the supervisors in turning down an insurance offer. The late Edmond FitzGerald, whose first job was with the State Police, became the 27th worker whose notice was served. The other workers were close to the $100 mark.

Youth Division Center Dedicated

BERKIN, Oct. 2—Nassau County Executive A. Holly Pat- erson this week told members of the Nassau County CSEA that the County would shortly adopt a long-sought grievance procedure.

Peterson, in a speech prepared for delivery at the first annual Nassau CSEA Dinner, said he will establish a three man grievance board, which will act as a bargaining unit representative. He said: “This board will be established by the State to order a more harmonious and cooperative relationship between the County of Nassau and all of its employees.”

The establishment of grievance machinery, one of the principal objectives in Nassau was praised by Chapter president Irving Flammoun who termed the move as “a wonderful step toward the improvement of employees’ benefits.”

Vol. XXIII, No. 4 Tuesday, October 3, 1961 Price Ten Cents
Lehman is Appointed First Deputy City Administrator

The appointment of Maxwell Lehman as First Deputy City Administrator was announced by City Administrator Charles H. Tenney. Mr. Lehman has been the respect of those who deal and work with a member of the interstate transportation committee established by the governors of New York, New Jersey and the Mayor of New York; a member of the first charter revision staff appointed by the Mayor in 1960; and frequently represents the city at intergovernmental conferences. He is also secretary of Mayor Wagner’s cabinet. He has also been Professor of Political Science at Hunter College.

Mr. Lehman is the author of various works on governmental affairs, the most recent being “Home Rule vs. Super-Government.” He is a member of the Board of Directors, Associated Hospital Service; Board of Directors, Queen’s Symphony Orchestra; and a member of the American Society for Public Administration. He is also in frequent demand as a lecturer and speaker on governmental problems.

LEHMAN SWORN IN

In ceremony at City Hall last week Mr. Lehman has held the position of Deputy City Administrator since August, 1959, after serving 35 years as an editor of the Civil Service Leader. He is also executive secretary of the Metropolitan Regional Council, and Professor of Public Administration at New York University.

In naming Mr. Lehman, the Mayor said: “He is a scholar in the art and science of government, but a scholar who doesn’t sit in an ivory tower. He combines unique qualifications as an idealist and a man who gets things done. He has been a major factor in bringing together the elected heads of government in the metropolitan region for dealing with their problems cooperatively; he has developed important tri-state transportation policy proposals; he has helped put into motion a variety of devices for the better management of city departments. Mr. Lehman has won the respect of those who deal and work with him.”

Tenney said: “Mr. Lehman has a long and distinguished career in the public service. He is an authority on public administration, and has been a key figure in the development of the Metropolitan Regional Council. He is well known for his ability to work with a wide range of public officials and his commitment to improving the efficiency and effectiveness of government.”

Tenney added: “I am confident that Mr. Lehman will continue to be a valuable asset to the City and I look forward to working with him in the future.”

Candidate who wish to file pro- 2 Tests Scheduled By New Rochelle
test questions for these tentative key papers have until the 10th day of October, to submit their protests against these tentative key answers to the open-competitive examination. If postmarked after midnight Octo-ber 14, 15, D; 16, B; 17, B; 18, D; 19, A; 20, A; 21, C; 22, D; 23, A; 24, B; 25, C; 26, C; 27, B; 28, A; 29, D; 30, C; 31, A; 32, A; 33, D; 34, B; 35, A; 36, B; 37, B; 38, D; 39, C; 40, A; 41, B; 42, B; 43, A; 44, A; 45, C; 46, A; 47, B; 48, A; 49, C; 50, A; 51, C; 52, B; 53, A; 54, D; 55, C; 56, A; 57, C; 58, D; 59, A; 60, C; 61, B; 62, A; 63, C; 64, C; 65, C; 66, D; 67, C; 68, A; 69, B; 70, B; 71, D; 72, D; 73, C; 74, C; 75, C; 76, D; 77, A; 78, D; 79, C; 80, D; 81, A; 82, D; 83, A; 84, R; 85, D; 86, A; 87, B; 88, C; 89, A; 90, D; 91, D; 92, A; 93, D; 94, B; 95, D; 96, A; 97, A; 98, B; 99, B; 100, D.

To the members of the public Information function, the Mayor said: “Mr. Lehman is a man of great integrity and devotion. He has been an invaluable asset to the City and I am pleased to announce his appointment.”

Mr. Lehman has also been a member of the New York City Board of Education, and a member of the Board of Directors of the Queens Symphony Orchestra. He is also a member of the Metropolitan Regional Council, and a member of the American Society for Public Administration.

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by one of the head nurses at Craig Colony. We feel that the letter is well written, factual, timely and helpful, and we applaud most of the letter along with you. It is as follows:

Dear Mr. Kelly:

I would like to urge you to more than just review the appeal for reclassification of nurses in State service. I am a head nurse at Craig Colony Hospital, with a 25 bed for acutely ill male patients. We care for many extremely ill patients. I work the afternoon shift (3:15 to 11:30) all alone with no back up. It is my job to relieve the afternoon supervising nurse when she is on duty. This gives me the full responsibility of several patients and about 30 to 35 attendants in the hospital. Sometimes I have to work a double shift, if someone calls in ill, which is 16 hours straight. Sometimes I am called back on duty the next day off, when someone is ill or for some other emergency, often 8 to 12 days without a day off.

I am the father of six children. My gross salary for two weeks is $200.58 but my take-home pay is only $175.56 which makes a weekly salary of $86.81. I cannot support and feed eight people on this salary and I have to have another job for supplemental income in order to support my family. I am at maximum salary except for an extra step and longevity increment for 18 years in grade. I graduated from Craig Colony School of Nursing in 1952 and have been a nurse for 16 years with a total of thirteen years in State service. Besides my years in training, I attended college at the State University of New York, Geneseo, N. Y. Part time and have taken part time at the University of Buffalo, and one year full time at the University of Buffalo on State scholar-ship. At present I have obtained 21 credit hours of college work in a State Hospital. As I look back ten years, nearly all the nurses in State service find themselves in a very static position. He has very little chance for advancement beyond a head nurse position. For example, at Craig Colony we have five male supervising nurses who give very little chance for the head nurse to be promoted, within the next 10 to 20 years. There are approximately 25 candidates for the five positions.

We are unable to keep our new graduates here because of the low starting pay for staff nurses. Ever since the time of com-pletion most male nurses in the Army and Air Corps have left most of our young women male nurses and we continue to lose almost all of them. I do not understand the purpose of the service, it has a much better opportunity for advancement and better starting pay. Many nurses won't consider working in State service because of the type of work we have and the kind of patient care we must do. Also the heavy load of responsibility scares many of them away. Our type of work is quite different from what they have been trained in. Most of them have worked up to staff nurse in a hospital setting and somehow need me to support them, but according to experts we are not doing hazardous work.

In Peterson Hospital, we have three male head nurses for three shifts. When one of us is off, the other takes our place because there is no registered nurse to take our place. After a while it gets very discouraging when you look around and see what a rut we are in. Most people feel ward service is the worst place to work in a State Hospital. As I look back ten years, nearly all the attendants that I worked on ward service with then are now in the maintenance department and they are on the same levels of pay as I am and they did not have to go to school to be specially trained in the particular trade. Most of them have worked up from doorman, custodian, plumber, etc., to a carpenter, plumber, etc., title which is Grade 11, the same as head nurse. We also have to work 72 hours a week and holidays. We usually get one weekend off and occasionally a holiday. Lately I am getting so discouraged that I have been considering looking for another job. This I do not want to do but I may be forced into it.

I hope that this letter will give you a little clearer picture of what nurses in State service are up against. I am sure there are other cases in Service similar to my situation; in fact, we have never really talked about this year that you will give us some hope for the future because our numbers is growing smaller all the time. Most people ask us how we stand it. One of our younger male nurses sometimes asks "How long can we do this without leaving?" but many of us are tired of getting used to things the way they are. I have made up my mind that I will fight to get some help.

CIVIL SERVANT CODE — Mrs. Agnes Brown, chairwoman of the City of Rochester: membership committee of the Monroe chapter, Civil Service Employees Association, is shown presenting a framed copy of the Code of the Civil Servant to Rochester Mayor Peter Barz, in recognition of his continued interest in the problems and welfare of public employees in his city.

Committee for New Rochester Federal Building Is Formed

ROCHESTER, Oct. 2 — A citi-zen's committee to obtain a new Federal building for government employees here is being formed. Milton O'Boyle, president of the

Rochester Drive Gets Good Start

ROCHESTER, Oct. 2 — The drive to recruit 2,000 new employees to work at the proposed new state office building in downtown Rochester has been recognized as the greatest promise as a future civil service employee. Arthur Lavan, president of the chapter of the Civil Service Employees Association, presented "promising most magnificent" award to Rochester.

Scaccia, the 17-year-old nursing student at the University of Buffalo, has been recognized as one of the best nursing students at Craig Colony Hospital and nursing student "who showed "the greatest promise as a future civil service employee." Arthur Lavan, president of the chapter of the Civil Service Employees Association, presented "promising most magnificent" award to Scaccia.

The view expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization to which he belongs.
Bell Notes Increased Efficiency of U.S. Aides

Several federal employees are doing a 10-2 job. Nellie L. Caudle Brand, later in some statistical exam- ples in the form of a speech to the Life Office Management Association in New York last week. The development of talent within the career service. Greater mobility within the career service.

Chief Judge Worley For Selected For Corp Training Program

The Prestige of the Federal Service. The Supreme Court will present the thirteenth annual Americanism Award to Chief Judge Eugene V. Debs of the United States Court of Customs and Patent Appeals in Washington. The dinner will be given by the Col. Francis V. Post No. 1092, American Legion at the Waldorf-Astoria, Monday, September 4.

Mayor Robert Wagner, honorary chairman of the dinner, will address the graduates. Paul Seevane, deputy mayor, will act as toastmaster.

50 Selected For Peace Corps Training Program

Peace Corps Headquarters recently announced the names of 50 men and women selected for training at the Peace Corps Headquarters in Los Angeles. Candidates who successfully complete the 14

Your Association

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DeWitt Clinton Center Offers First Aid Class

The DeWitt Clinton Adult Center, 100 W. Mosholu Parkway, the Bronx, will give a course in First Aid, starting Monday October 2 and Wednesday October 4, from 6:30 p.m. to 9:30 p.m. Register now from 7 p.m. to 9:30 p.m. This course includes the emergency aid given to an injured or sick person when a physician can be obtained. You learn control of bleeding, artificial respiration, fractures, burns and poisonings as well as the treatment of an illness or infection, or injury. It is a five week course. Each period is a two hour practical working class. A Red Cross Standard First Aid Certificate is issued to those who qualify. New York City teachers may use this course to qualify for salary increment. For further information call K2-4544.

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CIVIL SERVICE LEADER  Page Five

Tuesday, October 3, 1961

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• Forensic post-conviction facilities, No. 6180, $9,500 to $15,900 a year.

• Industrial hyper-electro operator, No. 6180, $9,030 to $12,990 a year.

• Assistant supervisor of stream improvement, No. 6193, $5,630 to $8,600 a year.

State residence is not required.

• Assistant architect, No. 6161, $9,030 to $11,990 a year. New York State residence is not required.

• Senior youth parole workers, No. 6163, $9,030 to $11,990 a year. New York State residence is not required.

• Industrial superintendent, No. 6179, $9,030 to $11,990 a year.

• Senior plumbing inspector, No. 6164, $6,280 to $9,030 a year.

• Senior landscape architect, No. 6176, $9,030 to $10,860 a year.

• Senior planning technician, No. 6181, $9,030 to $10,860 a year.

• Industrial superintendent, No. 6178, $9,030 to $10,860 a year.

• Senior landscape architect, No. 6168, $9,030 to $11,990 a year.

• Senior biostatistician, No. 6193, $5,630 to $8,600 a year.


$10,020 to $11,990 a year.

$6,280 to $9,030 a year.

$7,360 to $8,910 a year.

$9,030 to $10,860 a year.

$9,030 to $11,990 a year.

$11,710 to $16,085 a year.

$7,360 to $8,910 a year.

$5,630 to $8,600 a year.

$7,000 to $8,480 a year.

$13,680 to $16,085 a year.

$13,890 a year.

$11,710 to $15,500 a year.

$10,020 to $11,990 a year.

$7,000 to $8,480 a year.

$9,030 to $10,860 a year.

$13,890 a year.

$7,000 to $8,480 a year.

$9,030 to $10,860 a year.

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$13,890 a year.

$7,000 to $8,480 a year.

$9,030 to $10,860 a year.

$9,030 to $10,860 a year.
Tug-of-War With the City

The WAYS of bureaucracy are wonderful to behold—especially when government plays tug-of-war with itself. Almost desperately, the City Fathers have appealed for more and better applicants for government positions—particularly for applicants to the police force. Representatives have scoured surrounding counties and cities, even to the point of giving special examinations in Bridgeport and Albany. Yet, even in the face of a comprehensive campaign to hike unemployment—the recruitment record for the past year has displayed a simple fact: there is no surplus of candidates for skilled jobs in civil service.

The reasons for this are many and harked deeply in our society, but one simple facet is startlingly clear: an applicant displayed a simple fact: there is no surplus of candidates for a job with New York City must pay a fee just for filing. In private industry the same policy would be considered not only foolish but a violation of the law. In the civil service department decided that, in a city where there are more than 600,000 Puerto Ricans, and this group represents a substantial policing problem, it might help the every city, town and village in the state. The call went out. But Puerto Ricans tend to come in smaller sizes. What people or their children can qualify.

Somewhere in the city administration there should be a rationale that makes city civil service policy realistic and pull in one direction.

At Long Last

R E V A N C E procedures will soon be granted to employees of Nassau County. This was the promise of A. Holli Patterson to some 500 members of the Nassau CSEA chapter at the unit's annual dinner dance, on Saturday night.

Patterson, who heads the Suffolk County Board of Supervisors, had granted the same to their employees. We hope the measure continues on its route and is passed by the ruling bodies of every city, town and village in the state. The call went out. But Puerto Ricans tend to come in smaller sizes.

A short time ago, in another Metropolitan County, a police sergeant, a man whom the county had seem fit to promote to a position as a supervisor of men who was brought on charges by his chief. The charges were prosecuted by the ruling bodies of every city, town and village in the state.

The charges were brought up at least to the grade of a police officer.

As a result of these charges and trial, the man was demoted to the rank of patrolman in addition to a lengthy suspension. An appeal is soon to be heard by the Supreme Court. All eyes will be on the case, for whether or not trial procedures in Civil Service throughout the state are legal or not.

However, in the meantime, A. Holli Patterson and the Suffolk County Board of Supervisors deserve credit for a long standing injustice.

Questions Answered On Social Security

My father died in April. He was a police officer in a city, and my sister has three children under 18 years of age. My father was married to my sister's mother, but he was not remarried. My sister has three children under 18 years of age.

No benefits are payable to the grandchildren of a wage earner.

How much is being paid in social security benefits?

For January 1961, the figure was a little over $362 million dollars.

No benefits are payable to the grandchildren of a wage earner.

No benefits are payable to a child of a wage earner.

The Social Security Administration has about 50,000 employees at New York City.

No benefits are payable to the grandchildren of a wage earner.

Mental Strain and Workmen's Compensation

UNDER HIS HEADING, "The Law," "Time" of August 28, 1961 had an article entitled "Death by Overwork." It described how the case of the Denver, Colorado grocer, Mrs. Joyce Alphon, was referred to from overwritten on his job, and it summarized the decision of the Colorado court which sustained a workmen's compensation award to the Denver News. Mrs. Alphon was a widow, with three children under 18 years of age, who had been employed in a store.

"TIME" WENT on to state that: "New York has for some years held that physical or mental strain, resulting in a fatal heart attack, was overexertion under the workmen's compensation laws. Most of us think of workmen's compensation only in terms of physical accidents. I began to wonder. I have known public employees who suffered breakdowns from the stress of their jobs. Is this a workmen's compensation case? Are such people entitled to accidental disability retirement?

Workmen's Compensation

I SUBMITTED the "TIME" statement, quoted above, to Haskell Schwartz, the Vice Chairman of the Workmen's Compensation Board and, in my opinion, one of the leading authorities on workmen's compensation law — and a career public official who worked with me in the law staff of the Joint Legislative Committee Investigating the Administration of the Unemployment Insurance Law in 1939. We are from the old neighborhood and believe we are the only ones left alive who remember the old custom of meeting at the candy store evenings to discuss the solutions to the world's troubles. Haskell sent me a memorandum promptly. In it he told me that the "Time" statement was "totally incorrect" and that he was sufficiently astute to require more than normal exertion.

He referred me to a case decided by the Court of Appeals during the last year which has not been reported yet, Klimas v. Trans-Caribbean Airways.

IN THE KLIAMAS CASE, the Court of Appeals held in favor of the employee's family by a four-to-one majority. The majority opinion, noted that the court below had rejected the claim "holding that in the absence of any physical strain an industrial accident cannot be made out." The Judge tersely added: "We do not agree."

The Court's Opinion

THE JUDGE WENT ON and made it clear that mental or emotional strain could be the basis of a workmen's compensation award. He wrote, as follows:

"Despite the claim to the contrary, there is ample authority in this court and in the Appellate Division sustaining awards for physical injuries resulting from mental or emotional strain where a physical injury has been present and our present decision merely follows those precedents. We think it may not be gainsaid that undue anxiety, strain and mental stress from work are frequently accompanied by a more physical injury, and the courts have taken cognizance of this fact in sustaining awards where no physical impact was present."

We are trained to work under considerable mental and emotional stress. How then is stress to be defined when it results in a heart attack? In the Klimas case, Mr. Judge Schwartz, the court majority held that mental strain might be sufficient to cause a heart attack. And it all depends on various factors.
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IN OTHER STATES
you save 30% on Collision and Comprehensive coverages. You save as much as 15% on Liability coverages (exact savings depend on the state in which you live).

...And You May Pay Your Premium in Three Convenient Installments.

HOW GEICO SAVINGS ARE POSSIBLE
1. GEICO pioneered and perfected the "direct-to-the-policyholder" sales system which successfully eliminates the major expenses of the customary method of selling auto insurance.
2. GEICO insures only persons in its eligible "preferred risk" groups—drives, careful drivers who are entitled to preferred rates.
3. The low GEICO premium is the full cost of your insurance—there are no membership fees, no assessments or other sales charges of any kind.

IN NEW YORK STATE
you save 30% on Collision and Comprehensive coverages and 15% on Liability coverages.

IN OTHER STATES
you save 30% on Collision and Comprehensive coverages. You save as much as 15% on Liability coverages (exact savings depend on the state in which you live).

COMPREHENSIVE COVERAGES AND 15% ON LIABILITY COVERAGES.

you save 30% on Collision and

IN NEW YORK CITY
105-07 FIRST AVENUE
GRamercy 5-2325-6-7-8

J. EIS & SONS
NEW YORK CITY
105-07 FIRST AVENUE
GRamercy 5-2325-6-7-8

BANGES — WASHING MACHINES — ALL ELECTRICAL APPLIANCES
REPAIRMATES — TELEVISION — RADIOS — DRYERS

SOUTH BAY

Now that the wringer's gone,
the work's gone, too!

• No more hand-chapping, time-taking tub rinses
• No more extra fitting of heavy, wet laundry
• No more wringing the life out of delicate laundry

NEW 1961 FRIGIDAIRE MOBILE WRINGER-LESS WASHER

SOMERSAULT
WASHING ACTION
of Patented 3-Ring "PUMP" AGITATOR

Gently "Somersaults" each garment under water again and again to bathe deep dirt out without beating. No blades. No lint problem!

NEW MOTHERS!
Soak diapers, baby things...
at special "true" soak setting. Yes, it's a "BABY CARE" Washer, too!

SAFE BLEACHING!
Just put powder or liquid bleach into the underwater dispenser. Same for a detergent—even dyes!

NO MORE WRINGER WASHERS!

FOR YOUR WRINGER WASHER!

SEE JOSEPH FOR OUR LOW PRICE
LESS A BIG TRADE-IN ALLOWANCE FOR YOUR WRINGER WASHER!

ADVANCED APPLIANCES...
DESIGNED WITH YOU IN MIND!

J. EIS & SONS
NEW YORK CITY
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BANGES — WASHING MACHINES — ALL ELECTRICAL APPLIANCES
REPAIRMATES — TELEVISION — RADIOS — DRYERS
Truck Inspector Jobs
With I.C.C. Pay $4,345

Men with experience in truck safety inspection may qualify for I.C.C. truck inspector jobs paying $4,345 a year.

These jobs are with the Interstate Commerce Commission's Bureaus of Motor Carriers located throughout the country. After satisfactory completion of six months of training in enforcing the I.C.C. safety regulations, appointees will be promoted to I.T. examiner at a salary of $3,355 a year.

Applicants must have had at least two years of experience in investigation of highway accidents, supervision of maintenance of vehicles of motor carrier fleets, and/or development and execution of highway safety programs. Education may be substituted for experience.

Applicants must be U.S. citizens, over 18 and physically fit. A written test is required of all applicants.

The required length of experience will not in itself be accepted as proof of qualification for the position. The applicant's record of experience or training must show that he has the ability to perform the duties of the position.

Such experience as selecting, training and supervising commercial motor vehicle drivers is considered qualifying. Experience in routine inspection and repair of traffic accidents or in a truck or bus driver is not considered qualifying.

For further information and application forms, visit the second region of the U.S. Civil Service Commission, 220 E. 42nd St., New York 17, N.Y. The announcement is open until Oct. 20, 1961. There is no closing date.

Continuous State Social Work Tests

Several New York State examiners in the field of social work are currently open on a continuous basis. New York State residence is not required for any of these tests. College graduation and one or more years of graduate training or experience is required for all of the positions.

Following are the titles, salary ranges and announcement numbers:

- No. 147, welfare representative (public assistance); $6,030 to $8,040 a year.
- No. 153, senior medical social worker; $6,030 to $8,040 a year.
- No. 154, youth parole worker; $5,960 to $7,220 a year.
- No. 129, State social worker, concentration-level assistance; $5,520 to $9,520 a year and $5,620 to $8,660 a year.
- No. 182, senior psychiatric social worker; $6,030 to $9,040 a year.

For detailed announcements of these or other social work positions, write, specifying the field of interest to: Mrs. Norma Koteyny, Sect. 3-W, State Department of Civil Service, The State Campus, Washington Ave., Albany, N. Y.

Charwoman Sought By Post Offices

Post offices in the metropolitan area are recruiting charwomen at $1.64 an hour. The jobs are open only to those who have veterans preference.

Applications for these jobs may be obtained from the Second Region of U.S. Civil Service Examiners, General Post Office, Rooms 419, 271 Washington Ave., Brooklyn 1, N. Y. Filing will continue until further notice.
Security takes many forms...

We find security in the professional competence, understanding, and skill of our doctors and surgeons. We find security in the competence with which our hospitals are operated.

There is real security too in the protection offered all New York State employees by the STATEWIDE PLAN ... a combination of Blue Cross, Blue Shield and Major Medical that offers the most liberal benefits at the lowest possible cost. This three-part program is the only plan that provides uniform coverage for all New York State employees.

In case of illness or the need for hospital care in your family, the Statewide Plan offers the same kind of security you find in the skill and competence of the medical profession.

Don't take chances. Give your family the security it needs. For full information about the Statewide Plan, see your Personnel or Payroll Officer. Do it now!
Missiles with U.S. will be used to fill jobs throughout the U.S. and perhaps abroad. The jobs are with the Army Ordnance Missile Command and pay $8,955 a year. Applicants must have had five years of experience in the repair and maintenance of U.S. missile systems.

Senior Steno Exams Set in Pa.

There are about 200 senior stenographer vacancies in various City departments, and both open competitive and promotion exams will be used to fill them.

Senior stenographer is a $4,000 to $6,300 a year position. Applications for it will be accepted from October 1 to October 24.

To apply for the promotion exam, candidates must have had employed for six months in one of the following titles: stenographer, stenotypist, stenotypist-secretary, stenotypist, department library aide, public health assistant, dental assistant, or any title in salary grade 8 or lower in the office. The written test will count for 60 per cent of the total grade. In this test, candidates will be required to demonstrate their competence in the building of a wet type storage battery as well as their ability to mix acids and use test and charging equipment. Candidates may have to pass a qualifying written test.

During the filing period, applications will be available at the Applications Section of the Department of Personnel, 98 Duane St., New York City.

N. Y. C. Sets Feb. Filing for Batteryman Exam

The New York City Civil Service Commission has scheduled the filing period for the batteryman exam to open Feb. 1, 1962. The practical test is scheduled for May 31, 1962. Batterymen earn a starting salary of $5,205 a year.

Candidates must have had five years of experience in the repair and maintenance of batteries to qualify for this test.

Officers will be selected to open Feb. 1, 1962. The practical test is scheduled for May 31, 1962. Officers earn a starting salary of $8,955 a year.

Further information about the test and requirements write to Commander, Third Coast Guard District, Room 129, Custom House, New York, N. Y. or phone HANover 2-3708.

CIVIL SERVICE LEADER

Tuesday, October 7, 1961

REAL ESTATE BEST BUYS

2 GOOD BUYS

HOLLIS SOLID BRICK
Mother & Daughter 1 LARGEST rooms, 2 complete kitchens, 1 car garage, 12 years old, steam heat. Many extras. $18,900

SPRINGFIELD GARDENS
Legal 2-Family SOLID BRICK
DETACHED on 15x100, 2,500 sq. ft. home. Excellent location. 2 bedrooms, 1 bath, 1 car garage, 8 years old. $29,500

Hazel B. Gray 168-33 LIBERTY AVE. JAMAICA AX 1-5858

REAL ESTATE DIRECTORY

HAZEL B. GRAY
168-33 LIBERTY AVE.
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2 for $3.99

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168-33 LIBERTY AVE.
JAMAICA

2 for $3.99

100 West 125th Street
Bailey Park

4 Detached, 6 rooms, cabinet kitchen, modern bathroom, full basement, all heat, Mr. Schools, shopping and transportation. Extensive. $750 on Contract.

ST. ALBANS

Dutch Colonial

- 3 Spacious Bedrooms
- Oversized Garage
- Fruit Trees on Plot

Full Down Payment $500
G.I. No Cash Down
Corner
OL 7-9600

List Realty Corp.
Open 7 Days a Week
14 South Franklin St.
Hempstead, L. I.

$890 Down
1-Family & Income
Ranch Cafe, 13 years old. All brick, 2 rooms, 2 bedrooms, finished basement with full bath. Close to all, heat, gas, electric included. $890 Down. $500 in 12 mos.

Queens Homes

High Style Homes

Open for View Inspection

Gleaming hardwood floors, 3 bedrooms, 2 baths, latest modern convenience, all electric. Rancher. All for $890. Owner will take $900 in 12 mos.

List Realty Corp.

QUEENS HOMES

High Style Homes

Open for View Inspection

Gleaming hardwood floors, 3 bedrooms, 2 baths, latest modern convenience, all electric. Rancher. All for $890. Owner will take $900 in 12 mos.

List Realty Corp.
Police & Fire Stations
Will Be Housed in Same
Midtown Office Building

Going into operation this week will be two new multiple dwelling buildings — in this case concerning the police and fire departments of New York City.

A new police station and fire house will be on Madison Avenue at East 51st Street, in an office building. The former quarters were made ready for the fire house; and both have been in temporary quarters until now.

Both the police stations and the fire house will have separate quarters and entrances separated from each other and from those of the building. The police station will have a basement parking garage with a ramp to the street. According to the City Department of Real Estate, which handled the selling of the property to the building owners and the leasing of space in it, these facilities will be among the most modern in the country.

The police station, the 17th precinct, has been housed temporarily at 251 East 49th Street. The fire house has been in a specially constructed building on 59th and Third Avenue. It consists of Truck Engine Co. 3, and Engine Co. 8, both part of the Eighth Battalion.

U.S. Medical Technicians
Earn $3,760

Jobs paying $3,760 a year are open to medical technicians with the U. S. Public Health Service Hospital in Basted Island. With more experience the salary is $4,345 a year.

Candidates for the $3,760 a year job must have one year of experience in laboratory work on blood counts, hemoglobin estimation, analyzing urine and other related work. Education may be substituted for experience. However, all applicants must have at least three months experience.

An applicant must be physically able to perform the duties of the position.

More complete information and application forms are available through the Board of U.S. Civil Service Examiners, U. S. Public Health Service Hospital, Basted Island, 4, N. Y. Applications are being accepted until further notice.

FREE BOOKLET by U. S. Government on Social Security. Mail only. 97 Duane Street, New York 7, N. Y.

State Clerk Pool
Appoints 27

In the last clerk pool held by the State Civil Service Department here, 27 appointments were made from the 382 names that were called. All 27 were made to clerk positions, and no appointments were made to the clerk's clerk. The next pool will be held October 18.

Education Trainee
Non-Competitive

A resolution to classify cooperative education trainee (high school) in the non-competitive class; part II, Rule X, under the heading "all city departments" was approved in a public hearing held recently.

Choice of doors opening to left or right at no extra cost.

Model FDA-11-61, net capacity 10.51 cu. ft.

Extra storage space, too, because all Shelves and hoppers are Full-Width and Full-Depth, with no rounded corners.

All-new compact shape—30" width and 85½" height fits under cabinets, has Flush Opening Door.

You can keep enough produce in the Porcelain Enamel Finish with hoppers for a family of four, for a week. And in the 71-pound square Freezer, store enough frozen foods for that department.

FRIGIDAIRE ADVANCED APPLIANCES • DESIGNED WITH YOU IN MIND

Now...It costs no more to have the best

All our Best Buys have "That, Frigidaire Touch"...

• A touch you love in features
• A touch you pride in building
• A touch you feel in craftsmanship
• A touch you trust in engineering

...a touch you'll find only in products bearing this symbol.

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NEW YORK CITY 105-07 FIRST AVENUE Gramercy 5-2325-6-7-8

[Note: East 64th and 7th Sts.]

RANGES — WASHING MACHINES — ALL ELECTRICAL APPLIANCES — REFRIGERATORS — TELEVISION — RADIOS — DRYERS
Fifty-five high school students were welcomed to work with the City recently by Dr. Theodore H. Lang, personnel director and chairman of the Civil Service Commission. They are part of the 276 who will fill 138 jobs this year under the City's new "Learn-Earn" program. Each of the jobs will be held by two students, who will alternate at it—one working for a week while the other attends school.

The students will work in 10 City Agencies, including the Department of Hospitals, in which the period of alternation is two weeks instead of one. They are placed in clerical and service level work as long as they remain in school.

The program was developed to prevent dropouts from school, which often happens because of financial reasons, and to fill vacancies 'n the hard-to-fill category.

The departments in which the students are working are Health, Hospitals, Welfare, Transit Authority, Housing, rings, Youth Board, Housing Authority, Board of Education and Department of Personnel.

They will work as clerks, stenographers, typists, office appliance and key punch operators, and as dietary nurses and laboratory aides in city hospitals and health centers. The standard pay of $750 a year will be shared by the two students working in each position.

This is the first program of its kind in the nation. While similar programs have been carried out elsewhere in connection with private industry, this is the first of its size and nature to be initiated by any city government and aimed at the employment of potential school drop-outs.

A Ford Foundation grant of $250,000 was made for the first two years of the program to provide money for the salaries of coordinators of a supervisor from the Department of Personnel, and for a committee to evaluate the program.

The schools involved, with the number of students from each, are: Abraham Lincoln 4; Mabel Eakin Bacon 6; Clara Barton 1; Eli Whitney 10; Washington Irving 12; Sarah J. Hale 3; Seward 55; Newtown 4; New Utrecht 7; Martin Van Buren 8; Franklin K. Lane 12; Junius C. Childs 6; Martin Van Buren 8; Franklin K. Lane 12; Junius C. Childs 6; Martin Van Buren 8; Franklin K. Lane 12; Junius C. Childs 6; Martin Van Buren 8; Franklin K. Lane 12; Junius C. Childs 6; Martin Van Buren 8; Franklin K. Lane 12; Junius C. Childs 6.

Promotion to Senior Purchase Inspector

In TA Opens Oct. 4

An examination for promotion to senior purchase inspector (shop steel), in the New York City Transit Authority, is set to open for the filing of applications on October 4. Applicants must have served for no less than six months from the date of the test —Jan. 16 in the title purchase inspector (shop steel). The job pays $6,600 to $8,200 a year.

Apply from October 4 to 24 at the Application Section of the Department of Personnel, 90 Dudley St., New York 7, N.Y.
The New York State Department of Civil Service.

By OS President

Progress to date on those involving determinations of positions with the exception of those involving determinations of pay.


Some progress — operating on major responsibility in the exempt class. This was caused primarily by a promotion of Administrative personnel.

A director of Management Services in urging a salary survey.

IF YOUR CONTRIBUTION rate was 10 percent when you entered State service, salary raises and in-service increases in the early years to conform with your present salary. Sounds complicated?

The bulk of these were moved from the exempt to the non-competitive class, but during this two-year period there were some transfers to the competitive class from the exempt and non-competitive classes. A large number of labor class positions were also transferred to the competitive class.

However, 12. Special recognition of outstanding service in the State government.

The following is a brief summary of progress in date on achieving the twenty-point program:

1. Extension of the State’s career service to include in the positions with the exception of those involving determinations of pay.

2. Transfer of professional, technical and administrative positions now exempt from examination to the non-competitive class.

3. Creation of a ‘floating corps’ of administrative generalists for responsible positions in government.

Little formal progress on this goal. However, there has been a marked increase in the appointment of Administrative Assistants at the mid-level position level. Progress has been made in the development of these trainees who are under way. In normal times there is considerable movement from department to department of lower level administrative assistants and aides.

Increased. Administrators appear more aware of the possibilities of filling positions for which their own departments do not afford candidates for filling positions in the State departments. To further facilitate the interdepartmental movement of personnel, a formal inventory of managerial and executive personnel activities in an early development stage. Little progress on transfers between Federal, State and local jurisdictions — a few State employees in the field of personnel administration was conducted.

6. Delegation of more responsibility to operating departments to act as examiners for candidates for examinations.

Some progress — operating agencies played a leading role in the recruiting and appointment of librarians. The Education Department is now operating a plan on major responsibility in the training of school librarians.

7. Provision of a reasonable plan for permitting operating agencies management in the screening of promotion examinations and the evaluation of their effectiveness. A little progress — operating agencies are now working jointly with the New York City Department of Education.

8. Improvement in techniques of examining for potential capacity.

9. More realistic determinations of titles and responsibilities in positions with the exception of competitive class.

10. More courageous attitude toward salary allocations.

11. Modernized plan for graduated annual salary increments and longevity pay.

12. Special recognition of outstanding service through extra salary increments.

13. Improved management — employee participation in the decision-making process.

14. Modernized retirement system.

15. Standards — provision has been made for credits as a continuing member for a rehired worker to receive a benefit, thereby placing such retiree on the same relative basis as an employee who resigns or is otherwise separated from service. Liberalized health benefits and broadened supplemental pensions have also been provided.


Under study by the Personnel Services Division.

17. Group life insurance plan with the employees and the State to share the costs.

Under study by the Advisory Council to the Board of Education.

18. Comprehensive reorganization of personnel administration in large operating agencies of the city (New York City and largest counties and cities).

No progress. Although a committee of the County Commissioners Association has been conducted and our municipal division in discussion of this problem.

19. Periodic review of salary structure to maintain proper relationships among pay scales in public industry.

20. Executive development program and expanded training programs.

Several large interdepartmental conferences have been conducted.

Personnel Chief Says Erie County Must Raise Pay

BUFFALO, Oct. 2 — Erie County must adjust salaries of County employees upward to recruit and retain qualified personnel, it was reported today by the County Personnel Commissioner Donald M. Neff.

Before the Finance Committee of the Board of Supervisors Tuesday, October 8, Mr. Neff said it would pay the County to bring wages of County workers in line with those paid by other governmental units and private industry.

Commissioner Neff noted that this was the new rate of pay being set by the New York State Department of Civil Service.

The view of the writer and do not necessarily constitute the views of this newspaper or of any organization.

The Newcomer in State service, salary raises and increased wages are three main objectives. When your hair starts greying white and your forehead begins to redden, retirement becomes the big deal.

Most State Employees believe that after 10 years of service you will earn upon retiring, half pay. Nothing could be farther from the truth. Only those employees who are rich enough to have saved money into thousands of dollars can ever hope to get half-pay upon retirement. This of course is not the fault of the retirement system. If you as an employee contributed nothing to your retirement fund, contributions were made based on this low salary. Today you are earning $1,000, and in order to retire at half-pay you must pay back to the retirement system at least $1,000 after 10 years to pay back these huge sums. Are you kidding?

In view of the above story is very strange that the resolutions committee and fit to refer the resolution calling for the State to make up a loss of $5,000 for all state employees upon retirement to another committee. This resolution is an obvious attempt to help the little guy. Passage of such a bill would permit lower paid employees to receive some compensation for those who might be termed administrative generalists. The benefits in lieu of sick leave.

During the two-year period there was a 18% reduction in filled positions in the exempt class. This was caused primarily by a movement from the exempt class to the non-competitive class.

Several committees have been held, the most outstanding being the one at New Paltz.

A director of Management Services in urging a salary survey.

Several large interdepartmental conferences have been conducted.

Commissioner Neff noted that the New York State Department of Civil Service.

TO BUY, RENT OR SELL A HOME — PAGE 11
N.Y. State Schedules 23 Promotion Exams

Filing will be open for the following New York State civil service examinations until Oct. 16. These tests are open only to permanent employees in the department or agency in which the promotion unit under which the test is listed.

Interdepartmental

Senior stenographer, No. 5245, $4.00 to $8.00 a year.
Senior police clerk, No. 5246, $4.00 to $8.00 a year.

Civil Service

Associate personnel technician, No. 5292, $5,000 to $10,000 a year.
Principal personnel technician, No. 5299, $11,100 to $12,000 a year.

Conservation

Regional fish and game game, No. 5275, $8,560 to $13,140 a year. Open to Conservation employees in either of the regional offices of the Department of Environmental Conservation.

Correction

Correction officer, No. 5292, $11,100 to $11,900 a year.

Claims Examiner

Unemployment insurance examiner, No. 5295, $1,500 a year.

Claims Clerk

Claims clerk, GS 1-6, $3.00 a day.

Claims Officer

Claims officer, GS 1-6, $3.00 a day.

Claimant Physical

Claimant physical, $1.50 a day.

Civil Service

Executive, $4.00 to $8.00 a year.

Home Training

Home training physical, $1.00.

H. S. Diploma Tests

H. S. diploma tests, $1.00.

Haw

Inspector, $4.00.

Insurance Agent

Insurance agent, $4.00.

Jr. Government Assistant

Jr. government assistant, $3.00.

License No. 1—Teaching

License No. 1—Teaching, $4.00.

Loot Major

Loot major, $4.00.

Maintenance Man

Maintenance man, $1.00.

Mechanical Shop

Mechanical shop, $1.00.

Mechanic

Mechanic, $3.00.

Civil Service Handbook

Civil service handbook, $1.00.

DamTrents

Registered Dental Assistant, $3.00.

Dental Hygienist

Dental hygienist, $4.00.

Driver License

Driver license examiner, $4.00.

Education

Associate in education, guidance, No. 5285, $6,000 to $11,100 a year. Open to employees in the Department of Education.

Examiner

Examiner, No. 5283, $4,760 to $5,840 a year.

Entry Examinations

Entry examinations, $2.00.

Employment Test

Employment test, $2.00.

Employee Interview

Employee interviewer, $3.00.

Firefighter

Firefighter, $4.00.

Fire Prevention

Fire prevention, $1.00.

Firefighter Training

Firefighter training, $1.00.

Fire Prevention

Fire prevention, $1.00.

Insurance

Insurance agent, $4.00.

Jr. Government Assistant

Jr. government assistant, $3.00.

License No. 2—Teaching

License No. 2—Teaching, $4.00.

Library

Library, $1.50.

Librarian

Librarian, $1.50.

Library Clerk

Library clerk, $1.00.

Library Assistant

Library assistant, $1.00.

Library Personnel

Library personnel, $1.00.

Library Technical Assistant

Library technical assistant, $1.00.

Library Aides

Library aides, $1.00.

Librarian

Librarian, $1.00.

Librarian, Librarian, $1.00.

Library Personnel

Library personnel, $1.00.

Library Technical Assistant

Library technical assistant, $1.00.

Library Aides

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Library Assistant

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Librarian

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Library Personnel

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Get New Plan

Suffolk County's Social Services

The case was brought by Sgt. John L. Barry, Suffolk Welfare Commission, against the State Civil Service Commission action.

The Commission took the position that they would take their action unless the men could prove that they had no connection with the test-fudging. The examinations had been given in 1953, 1955 and 1957. A unique feature in the case was that the State Civil Service Commission, in its continuing arguments, the CSEA representatives told Mr. Rossiter that the Civil Service Department could take effective steps toward resolution of a prime employee morale problem by exercising positive pressure on the appeal.

Representing the Association at last week's meeting were John L. Barry, executive director; H. Galpin, assistant executive director; Thomas Cohn, salary research analyst; and William R. Lacks, Manual Hygiene Department representative. Accompanying Mr. Barry were Lawrence McArthur, assistant director, and Robert Doolittle, associate personnel technician.

Suffolk Aides Contribute—Thanks to a local law enacted last spring by the Suffolk County Board of Supervisors, workers in county departments will be able to contribute to the Long Island Fund, a non-profit organization supporting 58 health and welfare agencies and hospitals, through payroll deductions, as do personnel in private business and industry. Mrs. Esther Tallamy, of the North Shore Regional Auxiliary of the Nassau-Suffolk County Employees Association, and John L. Barry, Suffolk Welfare Commission, look over material in the Fund volunteer kit.

Suffolk County's Social Services

The plan was outlined in the system's "Salary and Personnel Policies" booklet, which provides written orders or on one-half hour per week.

The appeal that noted the District Commission's Classification and Compensation as a general policy allocates positions without taking into account ancillary, but directly related conditions of employment, including the number of workers, the need for overtime, and the need for additional workers. However, the employee representatives also noted that the State service does not adhere to that policy.

As an example, they referred to the title of Regents Night Printer, which requires one grade higher than the counterpart title for day workers. The CSEA appeal also called attention to the establishment of the title of senior chairperson for which grade and additional compensation, according to job specification, is based on the recognition of the special work hours of that plan.

In its concluding arguments, the CSEA represented told Mr. Rossiter that he and the Civil Service Department could take effective steps toward resolution of a prime employee morale problem by exercising positive pressure on the appeal.