Aides Facing Toughest Fight For Goals in Years, Feily Declares

State employees face their toughest fight in years for wages and other benefits, Joseph F. Feily, president of the Civil Service Employees Assn., said last week following a meeting with Governor Rockefeller. The meeting was held prior to delivery of the Governor’s annual budget message to the Legislature.

Feily told The Leader that ‘we proposed our presentations on salaries, retirement and other employee goals to the Governor last week and work the facts to back up the correctness and justice of our demands. The Governor listened to us and although no commitments were given, further meetings and studies are scheduled.’

‘No Support’

Speaking on salaries, Feily said that ‘The Governor is not going to recommend or support any kind of state pay raise this year. The budget message itself spells this out.’

On other proposals, Feily warned public employees that very ounce of effort from our membership will be needed this year if we are to gain the support of the Legislature to our case.

All-Out Drive

Indications now are that Feily will call for an all-out drive by membership to carry CSEA amendments to individual legislators through mail, personal contact and public meetings.

"Unity of purpose has never been needed so strongly as now," Feily declared. "We cannot support a state economy driven at the expense of the public employee. We will do everything in our power to get fair treatment from the Legislature.”

(Continued on Page 16)

Budget Message

Poor Reading

For State Aides

ALBANY, Feb. 4—Governor Rockefeller delivered his annual budget message here last week and it made poor reading as far as state employees go.

The only new item of any real interest was the inclusion of $125,000 for uniforms or uniform allowances for Correction Officers, Safety Officers and Motor Vehicle License Examiners.

Senate Gives Praise

In Reappraising

Comm. Alex Falk

(Special to The Leader)

ALBANY, Feb. 4—The State Senate gave one of its former members a special tribute here last week.

In unanimously confirming the reappointment of Alexander A. Falk to the State Civil Service Commission, Republican and Democratic members gave their former colleague a warm tribute.

The apptuiise was for the former New York City Senator, who was named to the commission in 1947 and has served continuously ever since.

Former Commission President

He was named Civil Service Commission president by Governor Harriman, and served as the chief executive for the department for four years. He now is the minority representative.

(Continued on Page 15)
In 1960 and whose son Weinberg, a Nixon supporter to Investment banker Sidney Murray Named Administrative Chief of State

J. Lawrence Murray, a former principal of the prison system, was named to a post as acting chief administrative officer for the State Department of Correction. He will be secretary of the University but Murray will be the chief of the state's administrative committee chairman. And this wouldn't lessen the power of Wagner or any other faction, cannot function without the prestige that parole and White House recognition bring, all the leaders are saying.

Performance

McKeon's friends of Smith that the squad's Chairman's leaders have nothing to be ashamed of concerning the last election. Faced with the powerful Rockefeller machine, late nomination of candidates and an inherited deficit instead of bags of money, they managed to improve the Democratic vote of 1968 in 43 of 62 counties; pulled upsets in Congressional races despite reapportionment; re-elected Comptroller Arthur Levine by a sizable margin and radio John F. Scelippe on the Court of Appeals bench. In addition McKeon feels he has an outstanding group of county leaders in terms of youth and vigor, community standing with the tradition of Kennedy's "New Frontiersmen." Some opponents of McKeon are saying, however, that this2006) turning out to be a good liaison lack with the White House and see" attitude is reported from those who are most critical.

For his role, the county leaders now hope unanimously the brilliant 34-year-old Manhattan financier may come up with something to win State, direct, reliable liaison with Washington, D.C. They also say the Smith is not looking for a job; he doesn't need one. His only interest, after all, is to see that New York State is secure during President Kennedy in 1964. Intergang warfare coupled with the fact that a favorite Mayor Wagner will be his opponent here does not give the President the assurance he sought with his New York "sure" in the next election.

What Smith Is Hearing

All this, of course, is news and already talked to most of the party's leading figures, from Mayor Robert Wagner to State Committee chairman William McKeon to county leaders to important party functionaries to union leaders. It is reported that one of the most important county leaders asked Smith: "Why are you having this feud? It's only adding to the inherited confusion and the feeling. All that's really needed here is to give us some positive leadership. We need someone to speak to one man and get fast action on patronage."

McKeon's message is to present the lack of recognition from Washington in terms of patronage, access to the White House and his high prestige as important points. This lack of recognition, they feel, has robbed the Democratic leaders of power that should normally be theirs with a Democratic President in Washington.

"Ranking" Example

An example of what rankles some leaders occurred when appointments were made to the influential and prestigious board of directors that will eventually direct the operation of the New York State prison system. These three New Yorkers were named but not one of them was proposed by the State chairman; nor did he have an inkling of the appointments were coming. The appointments were to investment banker Sidney Wagner of the White House.

DON'T REPEAT THIS

(Continued from Page 1) to clean up your own problems without outside help?"

To this theme of "helping," however, Smith has already managed to eradicate this animosity by leaving the impression that his role is mainly that of a reporter and evaluator of the New York situation and that he and the State Committee chairman, whether he be McKeon or any other person, cannot function without the patronage and White House recognition bring, all the leaders are saying.

Performance

McKeon's friends of Smith that the squad's Chairman's leaders have nothing to be ashamed of concerning the last election. Faced with the powerful Rockefeller machine, late nomination of candidates and an inherited deficit instead of bags of money, they managed to improve the Democratic vote of 1968 in 43 of 62 counties; pulled upsets in Congressional races despite reapportionment; re-elected Comptroller Arthur Levine by a sizable margin and radio John F. Scelippe on the Court of Appeals bench. In addition McKeon feels he has an outstanding group of county leaders in terms of youth and vigor, community standing with the tradition of Kennedy's "New Frontiersmen." Some opponents of McKeon are saying, however, that this2006) turning out to be a good liaison lack with the White House and see" attitude is reported from those who are most critical.

For his role, the county leaders now hope unanimously the brilliant 34-year-old Manhattan financier may come up with something to win State, direct, reliable liaison with Washington, D.C. They also say the Smith is not looking for a job; he doesn't need one. His only interest, after all, is to see that New York State is secure during President Kennedy in 1964. Intergang warfare coupled with the fact that a favorite Mayor Wagner will be his opponent here does not give the President the assurance he sought with his New York "sure" in the next election.

What Smith Is Hearing

All this, of course, is news and already talked to most of the party's leading figures, from Mayor Robert Wagner to State Committee chairman William McKeon to county leaders to important party functionaries to union leaders. It is reported that one of the most important county leaders asked Smith: "Why are you having this feud? It's only adding to the inherited confusion and the feeling. All that's really needed here is to give us some positive leadership. We need someone to speak to one man and get fast action on patronage."

McKeon's message is to present the lack of recognition from Washington in terms of patronage, access to the White House and his high prestige as important points. This lack of recognition, they feel, has robbed the Democratic leaders of power that should normally be theirs with a Democratic President in Washington.

"Ranking" Example

An example of what rankles some leaders occurred when appointments were made to the influential and prestigious board of directors that will eventually direct the operation of the New York State prison system. These three New Yorkers were named but not one of them was proposed by the State chairman; nor did he have an inkling of the appointments were coming. The appointments were to investment banker Sidney Wagner of the White House.

Correction Capt. Named New Head Of African Prison

Correction Captain Gloria V. Lee, has been appointed Superintendent of Women Prisons by the Director of Prisons in Lagos, the capital of Nigeria, West Africa. The Nigerian Director of Prisons met Miss Lee while on an inspection tour of New York City's correctional institutions.

Correction Capt. Named New Head Of African Prison

Correction Captain Gloria V. Lee, has been appointed Superintendent of Women Prisons by the Director of Prisons in Lagos, the capital of Nigeria, West Africa. The Nigerian Director of Prisons met Miss Lee while on an inspection tour of New York City's correctional institutions.

Wagner Honored, Officers Elected By Engineer Group

Mayor Robert F. Wagner was called the city's "Engineer Mayor" and presented with a scroll at the 60th anniversary dinner dance and annual meet- ing of the Municipal Engineers of the City of New York at Tavern-on-the-Green, Central Park, last week.

William N. Purdy, Jr., designer-in-chief of plans of the New York City Transit Authority was elected president of the Municipal Engineers for 1963. He succeeds James D. Carroll, assistant director of the Bureau of the Budget.

Founded in 1903, the Municipal Engineers is composed of 600 engineers and architects employed by the City of New York as associated with firms engaged in engineering work for municipal government.

Wagner Honored, Officers Elected By Engineer Group

Mayor Robert F. Wagner was called the city's "Engineer Mayor" and presented with a scroll at the 60th anniversary dinner dance and annual meet- ing of the Municipal Engineers of the City of New York at Tavern-on-the-Green, Central Park, last week.

William N. Purdy, Jr., designer-in-chief of plans of the New York City Transit Authority was elected president of the Municipal Engineers for 1963. He succeeds James D. Carroll, assistant director of the Bureau of the Budget.

Founded in 1903, the Municipal Engineers is composed of 600 engineers and architects employed by the City of New York as associated with firms engaged in engineering work for municipal government.

Frank Reid N. Ass't Dist. Eng.
Civil Service Report Shows

**Dutchess County Has One Public Employee For Each 17 Residents**

*(From Leader Correspondent)*

FOGHIEKEPPE, Feb. 4—This year marks the 50th anniversary of the Civil Service Act of 1883 and William F. Moehrke, Executive Secretary of the Dutchess County Civil Service Commission, recently observed the law has been effective.

In Dutchess County, he reported, there are 11,389 men and women in civil service jobs and about one for each 17 residents. The bulk of these, 10,388 represent state jobs, with state institutions now accounting for the great number of these. Mr. Moehrke said there are 1,091 county employees at the Harlem Valley State Hospital, 1,085 at the Hudson River State Hospital, Poughkeepsie; 1,156 at the Washington State School for the Feebleminded, 408 at the Matteawan State Hospital for the Insane and 481 at Green Haven Prison, Green Haven.

Another 2,599 persons, under the jurisdiction of the Dutchess County Civil Service Commission, with 1,060 of these representing employees in the school districts and 43 in other districts, such as fire districts. Mr. Moehrke reported there were 845 public employees, 337 county employees, 207 township employees and 118 village employees under Civil Service.

There are also 409 municipal employees in Poughkeepsie and 106 in the City of Beacon. Moehrke estimated federal Civil Service employees in the county at 1,300.

CSEA Calls For Meeting With Hurd And Levitt To Liberalize Expense Policies

The Civil Service Employees Association has called for a joint meeting with State Comptroller Arthur Levitt and Director of the Budget Dr. T. Norman Hurd to discuss the Association's seven-point request for more adequate rules and reimbursements to state employees who travel on official state business.

The CSEA recommendations, contained in a letter from Association President Joseph F. Feily to the State Comptroller, seek the following provisions:

1. An increase in mileage reimbursement for use of personal cars on state business from the present nine cents a mile to eleven cents per mile.

2. An increase of at least three cents per mile for Public Works employees who travel during their work hours over unimproved, graded road beds to supervise road construction.

3. Consideration of a possible amendment to the Commission's rules to provide for first class commercial lodging rates both in and outside of New York State, while the employees are on official travel status.

4. Appropriate expense advances for purposes of official state travel.

5. Mileage reimbursement and reimbursement for meals and lodging for persons called for interviews for competitive promotions, if they must travel more than fifty miles to the place of the interview.

6. Action to prevent separate state departments from setting up their own rules for mileage and subsistence reimbursement, which limit payments to less than the maximum established in the payment rules.

7. A flat per diem expense allowance to save the time and expense of preparing and auditing expense accounts and to enable prompt payments.

The CSEA letter said that at their last delegates meeting in October, representatives of more than 85,000 state employees, members directed the Association to take steps to secure improvements in rules governing travel expenses and mileage.

Comments on Study

As for the increase in mileage allowance, Feily said, "We are aware of a study of car operating costs undertaken by the Division of the Budget in cooperation with the State Comptroller and the Civil Service Department. We expect that this study will support an adjustment from the present nine cents per mile rate."

In asking for appropriate expense advances, Feily said, "Our members strongly criticize the present situation wherein thousand of employees are reimbursed for...

(Continued on Page 14)

Management Development Plan Of Solomon Senior Praised By CSEA Chapter

"The Executive Council and members have asked me to extend to you our sincere appreciation for your efforts in promoting the welfare and betterment of Board employees."

These are the words of A. Victor Costa, president of the Dutchess County Chapter of the Civil Service Employees Association, as he addressed the Workmen's Compensation Board, to Colonel E. E., Senior, chairman.

In his letter praising a new management development plan for employees, Costa further stated in part, "The participation of management in formulation of your plans has stimulated employees' interest in the many complex problems of this Board."

It is the feeling of this chapter that a step forward has been taken in recognizing the employees' contribution to the task ahead.

New System

Costa's remarks followed an announcement in the WCB chairman's letter, printed four times a year, that a new appraisal system for 1965 would provide for periodic discussions between supervisor and employee, with recent placed on counseling—mutual development—and work performance. The Board, in developing potential for higher level positions, has created a special appraisal committee, with responsibility for selecting a number of deserving employees, for inclusion in a special one-year training program, covering all aspects of the employee's responsibilities. These employees will be referred of their normal duties...
Inquiries from 9 to 12 a.m. Tel., N.Y. (Manhattan). It is two self-addressed business-size envelopes the day following the last day of which are filed by mail must be corner of Chambers St., telephone Brooklyn Bridge stop and the BMT. All these are but a few steps from the State Campus, Albany: State Brighton Local’s stop is City Hall. Avenue Line stop to use is the E. Smith State Office Building and BArclay 7-1616; Governor Alfred The State’s Broadway entrance, so the majority transportation instructions only). Employment Service.

Premium Increase In Uniform Health Benefits Plan—July 1

Effective July 1, 1963, there will be an increase in the premium rates for the Uniform Health Benefits Plan in which some 135,000 employee-annuitants who retired before 1, 1960, or their survivor-annuitants are enrolled. The Civil Service Commission has decided that the annuitant’s contribution to annuitants enrolled in the Uniform as if filed after January 1, 1960, and also after 110,000 annuitants in various private plans. The Government’s increase from $3 to $5.50 for self-only enrollment and $5.00 for 2. The Civil Service Commission agrees that the Lankford bill that the present law restricts the Government from hiring or rehiring qualified persons. Another inconstancy in the present law is, “The law was written in the ‘more-than-two’ provision if either of the parents are veterans. Nobody likes to think about being sick or injured, but the sad fact is that most of us, sometime during our lives, will be forced by sickness or accident to stay out of work. Fortunately, this, you can’t always count on this. Nobody likes to think about being sick or injured, but the sad fact is that most of us, sometime during our lives, will be forced by sickness or accident to stay out of work. Fortunately, this, you can’t always count on this.

Lankford Supports Family Participation

Another bill has been introduced to the floor of Congress. The bill, which is sponsored by Rep. Lankford of Maryland, calls for a repeal of the present law allowing no more than two members of a family living under the same roof to hold Federal jobs. The Civil Service Commission agrees with the Lankford bill that the present law restricts the Government from hiring or rehiring qualified persons. Another inconsistency in the present law is, “The law was written in the ‘more-than-two’ provision if either of the parents are veterans. Nobody likes to think about being sick or injured, but the sad fact is that most of us, sometime during our lives, will be forced by sickness or accident to stay out of work. Fortunately, this, you can’t always count on this. Nobody likes to think about being sick or injured, but the sad fact is that most of us, sometime during our lives, will be forced by sickness or accident to stay out of work. Fortunately, this, you can’t always count on this.

New Officers Elected By Area AFGE; 1963

Sited As Good Year

Joseph P. Lewis was elected president of the American Federation of Government Employees G.E.A. Lodge 1289 for the year 1962-1963. The election was held at the Veteran Administration Building in New York City. Other officers elected were James T. Calvin, vice president; Salvatore Coppiello, treasurer; and Irwin Thomas, secretary. The oath of office for the new officers was administered by Miss Hemeretta E. Oding, national vice-president of the Second District of the P.G.E., comprised by the states of New York and New Jersey. Miss Oding commended the combination of new officers and predicted many accomplishments beneficial to federal employees in 1963.

Birthday Celebration Includes Over 100

Area Army Employees

Over 100 federal employees of the New York Procurement District, New York City recently received Department of the Army certificates and emblems in honor of giving 20 years of service. These merit awards, presented a talk to the Federal employees with length service records, are giving during the observance of the Army Week. Another bill has been introduced to the House of Representatives to award 10 years war service to 60 employees.

CSEA Has Called for

New Offices For Federal Employees

Federal employees in the states and Puerto Rico may be working in new offices soon. The General Services Administration has submitted a program to the Public Works Committee of Congress which calls for 168 new construction projects in these areas. The new buildings, and primarily postal facilities, will range in cost from $315,500 to $390,450 and will be relatively small.
Personnel Examining
Trainee Positions Are
Open Until March 14

The City of New York is recruiting for personnel trainee positions through the Department of Personnel. The trainee will require graduation from a fully-accredited, four-year college program.

Filing will remain open until March 14 and those planning to obtain their BA by June are also eligible. The position offers an annual salary of $4,460 but, at the end of one year, employees in this class of position will receive a regular appointment to the title of assistant personnel examiner. This position is in grade 18, with a salary range of $6,450 to and including $7,440 per annum.

Trainees perform, under close supervision, beginning level professional work for the purpose of securing knowledge, skill, and science in the professional fields of personnel management and personnel examining and other related work.

Among the typical tasks involved in this position, trainees assist in the preparation of simple multiple-choice items for examination, rating of examinations using rating guides, planning and conducting courses, evaluating performance reports, reviewing safety reports, and other similar tasks. During this filing period, applications will be issued and received Monday through Friday, from 9 a.m. to 4 p.m. and Saturday, until noon. Application blanks are obtainable free at the application section of the Department of Personnel, 96 Duane Street.

Krepa New Major

ALBANY, Jan. 28 -- Maj. Gen. W. Reynolds Carr, commanding general of the New York Guard, has announced appointment of Jan K. Krepa of Albany, a former officer in the Polish military, as major of the New York Guard. Maj. Krepa, who has been permanently employed by the New York Guard for the past six years, has been named to the position of major of the New York Guard.

Firemen Test

The New York City Department of Personnel has announced the approved final key answers for the examination which was given to firemen on June 17, 1962. The examination no. 9968 was used.

The key answers are as follows:

1. A; 2, D; 3, B; 4, A; 5, B; 6, C; 7, C; 8, B; 9, A; 10, C; 11, A; 12, D; 13, B; 14, A; 15, A; 16, B; 17, D; 18, A; 19, D; 20, A; 21, C; 22, C; 23, B; 24, B; 25, B; 26, C; 27, B; 28, D; 29, A; 30, D; 31, C; 32, B; 33, C; 34, D; 35, B; 36, A; 37, D; 38, B; 39, D; 40, D; 41, A; 42, C; 43, C; 44, A; 45, C; 46, B; 47, D; 48, B; 49, B; 50, C; 51, A; 52, C; 53, A; 54, B; 55, B; 56, C; 57, A; 58, A; 59, A; 60, B; 61, C; 62, C; 63, C; 64, A; 65, B; 66, C; 67, D; 68, A; 69, C; 70, D; 71, C; 72, D; 73, B; 74, D; 75, B; 76, D; 77, C; 78, T; 79, D; 80, B; 81, A; 82, A; 83, A; 84, D; 85, D; 86, D; 87, B; 88, A; 89, C; 90, A; 91, A; 92, D; 93, B; 94, D; 95, D; 96, C; 97, C; 98, D; 99, D; 100, B.

Drafting Positions

Open in Brooklyn
Pay To $7,205

Port Hamilton Military Reservation at 7th Ave. and Poly Place in Brooklyn has an immediate opening for an engineering technician (Drafting) position which has an annual salary of $4,460 to and including $7,440 per annum.

Applicants are required to have a two-year college degree in drafting with one year of related work experience, or four years of related work experience with at least two years in an engineering or related field and one year of specialized work.

For further information and applications write Headquarters Fort Hamilton, Brooklyn 9.

TO BUY, RENT OR SELL A HOME — PAGE 19
Bare Budget Message Means Work For Aides

Governor Rockefeller delivered his annual budget message to the Legislature last week and it was poor listening for most public employees. The prediction that the Rockefeller Administration would hold the line on expenditures this year was borne out graphically by the bareness of any recommendations for state employees.

Joseph P. Flamm, director of the 10,000-member New York State Civil Service Employees Assn., has said state workers face their "toughest fight in years" to gain any important benefits. He has urged that these employees prepare themselves for this drive to achieve their goals through the Legislature. To gain any success from such a drive, public employees should begin to prepare themselves now by making sure they know the names of senators and assemblymen, the identifying numbers of employees, the man administering passage and be on the alert to contact legislators personally when they can.

This places a good deal of the responsibility for any success that may come on each individual state worker. Each will have to do his part.

Cooperation Can Ease Problems of Automation

A UTONOMY is here to stay. Witness the planned conversion of the New York City telephone switchboard systems into one integrated system whereby incoming calls can be answered directly without an intervention without the third party actions of a switchboard operator.

While the morale of the switchboard operators could have been expected to be taken a great deal of versatility and the necessity for the new system will be lost.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

Improving the Climate

THE MORE ONE studies "Governmental Manpower for Tomorrow's Cities" (McGraw-Hill: $8.95) the more one realizes that public relations is the key to the success of the program urged by the Municipal Manpower Commission.

Three Years of Study under a Ford Foundation grant resulted in the report which is now published in book form. The questions raised by what newspapers communicated to their readers was this: independent civil service commissions should be abolished.

ALMOST COMPLETELY ignored were a long list of steps to improve the climate of government service. For example, the report urged that local governments should:

• Enact an ordinance which endorses merit principles and plans full responsibility for carrying out these principles in lieu of the civil service system.
• Develop satisfying career opportunities for APT (administrative - professional - technical) personnel by rapid promotion of qualified employees and by removal of requirements to keep experienced persons for middle-ranking positions.
• Recruit vigorously both at college level and among experienced public officials, on a nation-wide, continuing basis where necessary.
• Make salaries for APT positions competitive.
• Provide adequate administrative and financial support for the APT personnel
• Establish comprehensive post-entry training programs to prepare APT personnel for higher, broader responsibilities.
• Undertake much greater cooperation with other governments to improve any or all of these conditions, particularly in training, recruitment, and career development.

THE COMMISSION insists that state governments should:

• Abolish any legal barriers which prevent local governments from fixing responsibility for personnel management where none currently exist.
• Establish a state-wide retirement system based on transferability of credits so that an employee may move from one public employer to another.
• Encourage all those agencies toward a nation-wide retirement system for all public employees.

WE MAKE NO judgment on pros or cons of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.

The New York City Transit Authority has been in the process of converting to a direct contact system without the third party actions of a switchboard operator.

The morale of the switchboard operators could have been expected to be lost.

For example, the hiring of a switchboard operator could be considered a skilled position. The new system will create a large number of people, are more space, but I would like to supplement these remarks on future developments. The result of the supervisor's inattention is that an employee, when it is considered fair. This includes the test as a hurdle, anything indicative of this. Since they view the supervisor as the man responsible for the detail work, (a) seems most likely to result in the supervisor's action in this case.

We do not know judgment on pros' or cons' of these recommendations. We do point out that whatever changes are recommended, the result should be to improve the climate of government service.

Thus the Commission says that civil and political leadership should:

• Insist on quality among APT personnel in local government.
• Give aggressive, mature support to movements to establish management-oriented merit systems.
• Exert influence wherever possible to maintain a meaningful political issue.
Applications are being accepted on a continuous basis for positions in 17 different job titles offered by the New York City Personnel Department. The examinations, held on an open-competitive basis, are for job in various positions and locations.

For most of the exams, applications are available at the Applications Section, New York City Personnel Department, 96 Duane St., New York 7.

Applications are being accepted on a continuous basis. The examinations, held on an open-competitive basis, are for job in various positions and locations.

For the following secretarial positions apply to the Office Personnel Placement Center, 575 Lexington Ave., Manhattan. After passing the test, candidates will be given City application forms which they will then file at the Department of Personnel, 96 Duane St., New York 7.

TRACTOR-TRAILER-TRUCK Instructions and Road Test
For Class 1 - 2 - 3 Licenses
Approved, N.Y.S. Education Dept. & Teamster's Union
Supervising Instructor formerly Goodyear Tests
MODEL AUTO DRIVING ACADEMY
CH 2-7547 * 145 W. 14th St. (Bet. 6 & 7 Aves.)
OPEN DAILY 8 A.M. to 10 P.M., Incl. Sat, Sun, & Holidays

Mayor Honored
Mayor Robert P. Wagner was the recipient of the first Man of the Year Award presented by the Mayor's Office Civil Service Association at Gasner's Restaurant, recently.

WAREHOUSE SALE - 3 ROOMS OF FURNITURE
Credit Men, ladies to extend immediate, no deposit in accordance with the STATEWIDE SHOP IN WAREHOUSE, 511 NEW ST. NEW YORK 7. TERTIUS LIVING ROOM — 6 pc. ROYALTON, including a 4 pc. DINETTE.

* 2 Rooms, Convertible
Lv. Rm: Brm: Dlm.
$139

* 2 Rooms New: Living, Rm., Brm., Dlm.
$189

* 3 Rooms New: Purchase for Decor, Model Apt.
$498

LE 5-5000
Please call night for sales or state for information.
CAINE'S WAREHOUSE OUTLET
1453 3rd Ave. at 88 St., N.Y.C.
BE HERE EASY, call LL 8.1000 FOR IMMEDIATE DELIVERY OR FREE STORAGE

When Benjamin Franklin invented the lightning rod in 1752, he released mankind from a fear that had gripped it since the first primitive hut was built. His invention, which conducted lightning harmlessly from the top of a structure to the ground, was inspired by his famous experiment of flying a kite during a violent thunderstorm.

Pioneers in Protection

Just as Franklin was first to protect our buildings against the sudden fury of lightning... so the STATEWIDE PLAN was the first program of protection against the costs of hospital and medical care for the employees of the State of New York.

This three-part program — Blue Cross, Blue Shield and Major Medical — offers most State employees, active or retired, the most liberal benefits at the lowest possible cost. That's why more than 425,000 State employees and their dependents are now subscribers.

If you are not a subscriber and would like all the facts on the STATEWIDE PLAN, see your payroll or personnel officer.

BLUE CROSS® Symbols of Security
BLUE SHIELD®
The Veteran's Counselor

BY FRANK V. VOTTO
Director, New York State Division of Veterans' Affairs

Questions on veterans' and servicemen's rights will be answered in this column or by mail by the State Division of Veterans' Affairs, 220 State St., Albany, N. Y.

Tax Benefits

VETERANS FIGURING their Federal income taxes need not count as income any payments they have received for veterans benefits, since these payments are wholly tax-free. Dividends which veterans have received in 1962 on their GI insurance policies also are exempt from tax reporting.

ALTHOUGH PAYMENTS for benefits are tax-free and need not be reported on 1962 Federal income tax returns, interest earned on GI life insurance dividends left on deposit is not a "benefit" and is taxable.

STILL TAX-FREE are the proceeds of a GI life insurance policy, including the dividends themselves.

OTHER BENEFITS which need not be reported on Federal income tax returns include:

Education and training allowances for veterans of the Korean conflict period who are in school or training establishments under the Korean GI Bill.

Subistence payments made to disabled World War II and Korean conflict veterans training under the Vocational Rehabilitation Acts.

Dental compensation and pension payments received by veterans for service-connected and non-service-connected disabilities.

Grants to seriously disabled veterans for homes designed for "wheel-chair living."

Grants for motor vehicles to veterans who lost their sight or lost the use of their limbs.

World War I emergency officers' retirement pay.

Benefits to families of deceased veterans also are exempt from taxation. They include death compensation and pension, indemnity and all GI insurance payments.

Questions Answered

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

What dates constitute the term "war?"

World War I—April 6, 1917—November 11, 1918 World War II—December 7, 1941—December 26, 1945

Office of the Chief of Engineers, New York City.

How is the benefit of a war veteran being computed for his health?

We refer to your question to the office of the Chief of Engineers, New York City.

What is the difference between a World War II and Korean conflict veteran?

A World War II veteran is one who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

A Korean conflict veteran is one who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

What benefits are payable to the Widows and Children of a World War II veteran who was killed in action?

Widows and children of World War II veterans who were discharged or released from military service under conditions other than dishonorable, are eligible for benefits payable by the Department of Veterans Affairs.

What is the definition of a "war?"

A war is defined as a conflict between two or more countries or groups of nations which results in the death of a significant number of people and results in the destruction of property.

What is the definition of a "benefit?"

A benefit is any payment made to a veteran or his dependents which is not taxable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.

What is the definition of a "war veteran?"

A person including women, who served in the active military, Naval or Air service during a period of war and who was discharged or released under conditions other than dishonorable.

Is not a "benefit" and is taxable.
This week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 11.

This week's programs telecast over New York City's television include:

**Tuesday, February 5**
3:00 p.m.—Career Development—Police promotion course (Repeat of Monday's program.)

**Wednesday, February 6**
5:00 p.m.—Nutrition and You—Bureau of Nutrition, N.Y.C. Department of Health.

7:30 p.m.—On the Job—Fire training course. "Detection of Streams".

8:30 p.m.—Career Development Dept. training course. "Direction of Streams".

**Thursday, February 7**
3:00 p.m.—Department of Hospitals Training Program for Nursing Personnel—With Louise Halyard

5:00 p.m.—Focus on Food—Cornell University Extension Division program on marketing values

7:00 p.m.—The Big Picture—U.S. Army film series

9:30 p.m.—City Close-up—Weekly series of interviews with N.Y.C. officials.

**Friday, February 8**
5:00 p.m.—Nutrition and You—Bureau of Nutrition, Department of Health Program.

5:15 p.m.—Have Litter—Will Travel—N.Y.C. Sanitation Department documentary.

6:00 p.m.—Focus on Food—Cornell University Extension Division program on marketing values

7:00 p.m.—The Big Picture—U.S. Army film series

9:30 p.m.—City Close-up—Weekly series of interviews with City officials.

**Saturday, February 9**
2:00 p.m.—The Big Picture—U.S. Army film series

3:00 p.m.—Your Lions Share—N.Y.C. Public Library program

**Sunday, February 10**
1:30 p.m.—Your Lions Share—Public Library program

7:30 p.m.—The Big Picture—U.S. Army film series

8:30 p.m.—City Close-up—Weekly series of interviews with City officials.

**Monday, February 11**
4:40 p.m.—Around the Clock—Unit training program of the N.Y.C. Police Dept.

5:30 p.m.—Career Development Department training course.

**Tuesday, February 12**
2:00 p.m.—Focus on Food—Cornell University Extension Division program on marketing values

5:00 p.m.—Focus on Food—Cornell University Extension Division program on marketing values

6:00 p.m.—Focus on Food—Cornell University Extension Division program on marketing values

7:00 p.m.—The Big Picture—U.S. Army film series

9:30 p.m.—City Close-up—Weekly series of interviews with City officials.
Civil Engineering Draftsman Promotion Exam Slated; File Daily Through February 23

New York City is accepting applications for the promotional examination for the position of civil engineering draftsman from employees currently holding positions as engineering aides or junior draftsmen.

This position is in salary grade 14, which pays from $4.750 to $7,390 per annum. Minimum period of qualification in the lower titles is six months.

In addition to the civil service employment qualifications, applicants must also have either one of the following: a baccalaureate degree in civil engineering, or a graduate degree in a college or university; an associate in applied science degree in the field and two years of practical experience; or graduation from a high school and four years of satisfactory practical experience in drafting work including two years in civil engineering drafting work.

Under supervision, a civil engineering draftsman performs civil engineering drafting work of ordinary difficulty and responsibility and performs related work.

Applications for this examination must be received by the Department of Personnel by 4 p.m. on Saturdays, until noon. These application blanks are obtainable free at the application section of the Department of Personnel, 298 Dutch St., New York T.

Technician's Raises Recommended for N.G

Raters for technicians in the Navy, Army, and Air Force are asking that N.G. be recom- mended in order to increase membership.

The maximum grade for OCS staff assistants is now $4,435 to $7,000, with $6,350 to $7,920 for OCS officers. Additionally, $7,920 to $9,680 for OCS instructors. The raises are needed, said technicians, because of changes in the maximum grade for OCS. The raises are needed, said technicians, because of changes in the maximum grade for OCS. The raises are needed, said technicians, because of changes in the maximum grade for OCS. The raises are needed, said technicians, because of changes in the maximum grade for OCS. The raises are needed, said technicians, because of changes in the maximum grade for OCS. The raises are needed, said technicians, because of changes in the maximum grade for OCS.
The advertisers in this section have all pledged to the Sharkey-Brown Law on housing.

HOMES

BROOKLYN

Brooklyn

BROOKLYN

the Sharkey-Brown Law on housing.

FOR AS LOW AS $395 CASH DOWN

Buys a House in Brooklyn

Open Sundays - Free Parking - Open Sundays - Free Parking -

E. Pkwy Vic. 2 Fam, Playrm Full price $4000, all vacant, 12 rooms, oil heat, fireplace, large lot, in quiet location. $395 Down No Money Down $395 Down

E. Flushing 4 Fam, Modern Union St. 2 Fam, Garages Full price $5200, all vacant, 10 rooms, oil heat, fireplace, full basement, in quiet location. $990 Down $2500 Down $400 Down $650 Down

Flushing 2 Fam, Garage Clinton Hill Vic. 3 Fam, All Vac. Full price $2600, large lot, oil basement, 18 rooms, all vacant, 3 baths. $1800 Down $295 Down $1000 Down No Money Down

1. We have over 500 choice homes to choose from as low as $395 Down.
2. Call DUMONT NE 8-3731 after 8 PM-516 PY 1-3857.
3. Visit DUMONT at 1215 Fulton St., BROOKLYN, (at Bedford Ave.).
4. FREE PICK-UP SERVICE IN BROOKLYN.

DUMONT

NE 8-3731

- 3 CONVENIENT OFFICES AT

- HEMPESTAD & VICTINITY

- G.I. NO CASH

- BEAUTIFUL MODERN HOME!

- G.I. SPECIAL NO MONEY DOWN

SOLID BRICK, 5 rooms, detached on busy street, 3 bedrooms, den, full basement, large lot, $1800 Down. $2800. MORT WIMPLE, REALTOR. Sloansville, N.Y.

3 CONVENIENT OFFICES AT

- HEMPESTAD & VICTINITY

- G.I. NO CASH

- BEAUTIFUL MODERN HOME!

- G.I. SPECIAL NO MONEY DOWN

SOLID BRICK, 5 rooms, detached on busy street, 3 bedrooms, den, full basement, large lot, $1800 Down. $2800. MORT WIMPLE, REALTOR. Sloansville, N.Y.

HOLLIS

CAMBRIA HEIGHTS

Three-Bedroom Home. Modern, large addition, second floor, all brick, modern kitchen, full basement, 5 rooms, $1200. MORT WIMPLE, REALTOR, Sloansville, N.Y.

KEW GARDENS HILLS

Large, 3-bedroom, 3 bath, $1500. MORT WIMPLE, REALTOR, Sloansville, N.Y.

LONG ISLAND HOMES

141-12 Hillside Ave. RE 7-7300

- HOLLIS

CAMPBELL HEIGHTS

Large, 3-bedroom, 3 bath, $1500. MORT WIMPLE, REALTOR, Sloansville, N.Y.

FREEPORT

- LIST REALTY CORP.

GIVEN 7 DAYS A WEEK

14 SOUTH FRANKLIN STREET, HEMPSTEAD, L.I.

- 9-8814 - 8815

- EXCLUSIVE WITH LIST ONLY!

- RANCH HOME, 3 rooms, attic, office space, full basement, enclosed porch, $945.00, garage, all utilities. Extras. $1450. A New Year bargain.

ROOSEVELT

- LIST REALTY CORP.

GIVEN 7 DAYS A WEEK

14 SOUTH FRANKLIN STREET, HEMPSTEAD, L.I.

- 9-8814 - 8815

- EXCLUSIVE WITH LIST ONLY!

- RANCH HOME, 3 rooms, attic, office space, full basement, enclosed porch, $945.00, garage, all utilities. Extras. $1450. A New Year bargain.

ROOSEVELT
The New York City Department of Personnel is accepting applications for an open-computer position in the title of engineering aide. The department will accept applications until February 21 and will tentatively give the exam May 8. The salary for this grade 7 position will range annually from $3,750 to $4,810 but appointment is expected to be made at the first increment level which is $3,930.

Minimum requirements are that the applicant be graduated from a technical or science high school in which a mechanical drawing course was a requirement or one year's study in an engineer-ing school. He must also have a written test covering multiple-choice questions on mathematics, science, elementary engineering, aptitude, and judgement will be given.

For further information and application forms write or apply in person to the New York City Department of Personnel, 96 Duane St., New York 7, New York.

5 Counties Open Clerk and Carrier Post Office Jobs

PODGIEBERRE, Feb. 4 - Bernard Klein, executive secretary of the Board of U.S. Civil Service Examiners, at the New York City Post Office has announced an open continuous examination for substitute clerk and substitute carrier for all first and second class post offices in Dutchess, Orange, Rockland, Sullivan and Ulster counties.

There is no residence requirement, however, certification to post offices named in this announcement will be made first of eligibles who reside within the delivery area of the post office requesting certification, or are employed in the post office or post office selected, second, of eligibles residing elsewhere in the county; and third, of all other eligibles filling under this announcement.

FREE BOOKLET by U. S. Gov-ernment on Social Security, Mail only. Leader, 97 Deane Street, New York 7, N. Y.

Shoppers Service Guide

Help Wanted - Male

THE TAX CENTER
133 East 47th St., (Loc.), N.Y.C.
NEEDS HELP

Full-time positions and evening in Manhat-tan, Brooklyn, Long Island and surrounding suburban areas. Small salary, large opportunity for promotion. No experience necessary. Write or apply in person to Mr. J. P. O'Sullivan
55 West 39th St., New York 8, N. Y.

Help Wanted - Male & Female

Chrysler for Sale
1854, CHRYSLER, CRAMON, and other dealers. CHRYSLER, the'stand for Chrysler, the largest and most comfortable car on the market. 30,000 miles. Excellent condition.

CALL ST 0-5009, after 1:30.

PORTERS - PART TIME

Addl. Machines

Addressing Machines

All ALANGUEA

Typewriter Co.

150 W. 35th St., New York 1, N. Y.

Appliance Services

CALL 1532, Lynn, 1430, 1456, 1563, 1589.

TRAJECTORY

FOR THE PRICE OF $49.95

An appliance house - one with a genuine guarantee.

TRAJECTORY UNIVERSITY MARK, INC.

Now...family insurance

PLUS

Cash at age 65

You can insure yourself, your wife and your children and build a cash retirement fund at the same time with Metropolitan's new Family Re-tirement Plan. For a simple, no-obligation plan to fit your family's needs. Ask your agent or call toll free today. There's no obligation, of course.

MURRAY GOLDES

Home Phone: SL 4-0758
Office Address 1780 B 67th St., Bklyn, N.Y. DE 1-0660

REPRESENTATIVE

Metropolitan Life Insurance Company, New York, N.Y.

Cash Award Given Two Buffalo Emps.

BUFFALO, Feb. 4 - A plumber and a nurse, members of the Rosewell Park Memorial Institute chapter, Civil Service Employees Assn., have earned $150 for de veloping a machine that reduces the man hours spent by more than half.

The Civil Service Department gave the cash grant to Russell R. Guamer, a plumber, and Mrs. N. Woels, a nurse, both of Buffalo.

They designed a machine that cuts the reusability of rubber alveos. Without the device, the work formerly took hours with two employees. Now it takes one worker one hour.

Enter the Lucrative Auto Rental Business Now!!

Bitten Rent-A-Car is in the unique position to offer you the opportunity of running your own business under the aegis of one of the largest and most progressive rental agencies in the country. We are looking for business-minded individuals with good contacts in the travel and transportation field.

HITTNER RENT-A-CAR is the answer to filling the gap for the person who wants to venture into the expanding business of auto rental. This business is simple to develop and carry on. No special qualifications are necessary.

HITTNER RENT-A-CAR offers a small initial investment with a small initial investment as an open ended investment. No one to share the profits. No need for large capital outlay. This is a business to start up, to run, to expand, to develop your own HITTNER RENT-A-CAR in the area of your choice.

If you've always dreamed of being your own boss, NOW make your dream come true! Assist you for every detail. It's easy to handle.

Call or write for confidential information.

HITTNER RENT-A-CAR SYSTEM, INC.
409 Lafayette Ave., New York 9, N.Y.

Special Discounts To All

City, State & Federal Employees on 1963 RAMBLERS

INVESTIGATE!

TRIAD RAMBLER
1314 29th Street
Brooklyn I, N. Y.
UL 4-3100

Cash Awards Given

Cash Award Given Two Buffalo Emps.

BUFFALO, Feb. 4 - A plumber and a nurse, members of the Rosewell Park Memorial Institute chapter, Civil Service Employees Assn., have earned $150 for developing a machine that reduces the man hours spent by more than half.

The Civil Service Department gave the cash grant to Russell R. Guamer, a plumber, and Mrs. N. Woels, a nurse, both of Buffalo.

They designed a machine that cuts the reusability of rubber alveos. Without the device, the work formerly took hours with two employees. Now it takes one worker one hour.

Help Wanted - Male

MOTELS

NEW YORK STATE MOTELS accept for nearly a dozen additional locations.

HARBOR TOURS

LUMBER VACATION

3537 AND 3801 35TH ST.

CHRYSLER - FOR SALE

1854, CHRYSLER, CRAMON, and other dealers. CHRYSLER, the'stand for Chrysler, the largest and most comfortable car on the market. 30,000 miles. Excellent condition.

CALL ST 0-5009, after 1:30.

PORTERS - PART TIME

Addl. Machines

Addressing Machines

All ALANGUEA

Typewriter Co.

150 W. 35th St., New York 1, N. Y.

Appliance Services

CALL 1532, Lynn, 1430, 1456, 1463, 1589.

TRAJECTORY

FOR THE PRICE OF $49.95

An appliance house - one with a genuine guarantee.

TRAJECTORY UNIVERSITY MARK, INC.

Now...family insurance

PLUS

Cash at age 65

You can insure yourself, your wife and your children and build a cash retirement fund at the same time with Metropolitan's new Family Retirement Plan. For a simple, no-obligation plan to fit your family's needs. Ask your agent or call toll free today. There's no obligation, of course.

MURRAY GOLDES

Home Phone: SL 4-0758
Office Address 1780 B 67th St., Bklyn, N.Y. DE 1-0660

REPRESENTATIVE

Metropolitan Life Insurance Company, New York, N.Y.

Cash Award Given Two Buffalo Emps.

BUFFALO, Feb. 4 - A plumber and a nurse, members of the Rosewell Park Memorial Institute chapter, Civil Service Employees Assn., have earned $150 for developing a machine that reduces the man hours spent by more than half.

The Civil Service Department gave the cash grant to Russell R. Guamer, a plumber, and Mrs. N. Woels, a nurse, both of Buffalo.

They designed a machine that cuts the reusability of rubber alveos. Without the device, the work formerly took hours with two employees. Now it takes one worker one hour.

Help Wanted - Male

MOTELS

NEW YORK STATE MOTELS accept for nearly a dozen additional locations.

HARBOR TOURS

LUMBER VACATION

3537 AND 3801 35TH ST.

CHRYSLER - FOR SALE

1854, CHRYSLER, CRAMON, and other dealers. CHRYSLER, the'stand for Chrysler, the largest and most comfortable car on the market. 30,000 miles. Excellent condition.

CALL ST 0-5009, after 1:30.

PORTERS - PART TIME

Addl. Machines

Addressing Machines

All ALANGUEA

Typewriter Co.

150 W. 35th St., New York 1, N. Y.

Appliance Services

CALL 1532, Lynn, 1430, 1456, 1463, 1589.

TRAJECTORY

FOR THE PRICE OF $49.95

An appliance house - one with a genuine guarantee.

TRAJECTORY UNIVERSITY MARK, INC.

Now...family insurance

PLUS

Cash at age 65

You can insure yourself, your wife and your children and build a cash retirement fund at the same time with Metropolitan's new Family Retirement Plan. For a simple, no-obligation plan to fit your family's needs. Ask your agent or call toll free today. There's no obligation, of course.

MURRAY GOLDES

Home Phone: SL 4-0758
Office Address 1780 B 67th St., Bklyn, N.Y. DE 1-0660

REPRESENTATIVE

Metropolitan Life Insurance Company, New York, N.Y.

Cash Award Given Two Buffalo Emps.

BUFFALO, Feb. 4 - A plumber and a nurse, members of the Rosewell Park Memorial Institute chapter, Civil Service Employees Assn., have earned $150 for developing a machine that reduces the man hours spent by more than half.

The Civil Service Department gave the cash grant to Russell R. Guamer, a plumber, and Mrs. N. Woels, a nurse, both of Buffalo.

They designed a machine that cuts the reusability of rubber alveos. Without the device, the work formerly took hours with two employees. Now it takes one worker one hour.
Vacation Work Offered for Students and Teachers

The Suffolk County Police Department is offering positions for seasonal patrolmen during the Christmas holidays and the summer. The titles are ideally suited to the needs of college students and teachers who would normally not be working or attending school at these times. For further information and application forms write to the Suffolk County Civil Service Commission, County Center, Riverhead, or call Park 1-4700 ext. 268.

Student Trainee Exam Offered for Science, Engineering Posts

The second examination for the student trainee program offered to college students in the fields of science and engineering will be given March 14. These positions offer students an opportunity to attend school and work to gain practical experience at the same time. The positions pay up to $78 per week.

The student trainee program aims to recruit college students into the State's high school teaching positions for training opportunities to be offered by Federal agencies throughout the country. Most of the opportunities are in physical science, engineering, and agricultural sciences.

Although work-study programs and student trainee programs are the main three benefits of training programs, the State Civil Service Commission has announced.

Robert Gay Promoted by Emigrant Bank

John T. Madden, chairman of the Board of Emigrant Industrial Savings Bank has announced that Robert A. Gay has been promoted to executive vice-president and a member of the Board of Trustees of the bank.

Mr. Gay became associated with the bank as an actuarial trainee in 1943 and was named assistant vice-president in 1951 and in 1961 to administrative vice-president.

The position of administrative vice-president will be vacant.

Additional information and the application forms for these exams, which are available from all State Civil Service offices, from the Civil Service Commission in Albany, 25 D. C.


c/v Civil Service Leader

Tuesday, February 5, 1968

Rapid Recruiting Planned For State Exam; First Testing in March

"An important move toward further expediting of the State's recruitment and examining practices is in the offing," H. Eliot Kaplan, president of the State Civil Service Commission, has announced.

Kaplan revealed that plans are being completed for testing on a regional basis for entrance level (grades 3 and 4) clerical positions. The first such examination—March, 1963 will be designed to fill State positions in Albany county only.

The regional test will lay the groundwork for further improvements in rapid delivery of competitive examinations. After the regional list has been established, it will be an "open register", that is, it will be supplemented in the future by further testing, adding successful candidates to the register in accordance with their respective ratings.

"Our annual plan," Mr. Kaplan explained, "is to permit a maximum number of students who meet the qualifications to be tested whenever he is available for employment. He won't have to wait for one of our periodic examinations to be announced and held. salaries are comparable to those paid in private industry." Mr. Kaplan added, "we also plan to prepare applicants for making hiring processes in speed and efficiency comparable to those of private industry.

"There will be opportunities for more positions for candidates who meet the qualifications, he said. "This new system is designed to facilitate the employment of many better qualified applicants who would be eligible for the State during the time between the holding of an examination and the use of the resulting eligible list. A hoped-for by-product will be improved efficiency in the testing and hiring process through reduction of paper work. Testing and hiring in these titles will be much faster," Kaplan said.

Additional information and the application forms for these exams, which are available from all State Civil Service offices, from the Civil Service Commission in Albany, 25 D. C.
A MOUVTMENT has been started to seek reallocation and reclassification of institutional clerical employees to compensate them for working 60-hour weeks instead of the 37½-hour week enjoyed by their counterparts on central office payroll—more information on this later.

Uniform Supervisors Association of the N. Y. State Department of Correction met with Commissioner Paul D. McInnis on February 19 and 20 in Albany.

IF YOU were employed prior to 1943 you can figure your annual portion of your retirement by using the following table:

```
Age & Sex
- Wom.en--Men--
65--$66--$117.
55--Daily---50.
45--$17--$33.
35--$7--$13.
```

The Board of Retirement is required to realize that employment in the correction field is in a competitive market and salaries and fringe benefits for State correctional officers must be brought to a par with those offered in the private market.

Candidates for this type position certainly will be attracted to City correction when a spread of some 25% exists between their salaries.

Radio in operation at the State Prison in Utah was seized in a raid by prison officers. It was reported that the equipment was probably brought in by employees who were not aware of the fact or part of the things they were to be used for in the radio class.

IT WAS the re-rating and the subseqent procedure that led to the complaints received by the Association.

The complaints were against the determination of any necessary modifications or changes in the written rules of the institution.

I extend deep gratitude along with my sincere condolences to the relatives and friends of the people who were present.

A movement has been started to seek reallocation and reclassification of institutional clerical employees to compensate them for working 60-hour weeks instead of the 37½-hour week enjoyed by their counterparts on central office payroll—more information on this later.

Uniform Supervisors Association of the N. Y. State Department of Correction met with Commissioner Paul D. McInnis on February 19 and 20 in Albany.

IF YOU were employed prior to 1943 you can figure your annual portion of your retirement by using the following table:

```
Age & Sex
- Wom.en--Men--
65--$66--$117.
55--Daily---50.
45--$17--$33.
35--$7--$13.
```

The Board of Retirement is required to realize that employment in the correction field is in a competitive market and salaries and fringe benefits for State correctional officers must be brought to a par with those offered in the private market.

Candidates for this type position certainly will be attracted to City correction when a spread of some 25% exists between their salaries.

Radio in operation at the State Prison in Utah was seized in a raid by prison officers. It was reported that the equipment was probably brought in by employees who were not aware of the fact or part of the things they were to be used for in the radio class.

IT WAS the re-rating and the subsequent procedure that led to the complaints received by the Association.

The complaints were against the determination of any necessary modifications or changes in the written rules of the institution.

I extend deep gratitude along with my sincere condolences to the relatives and friends of the people who were present.

A movement has been started to seek reallocation and reclassification of institutional clerical employees to compensate them for working 60-hour weeks instead of the 37½-hour week enjoyed by their counterparts on central office payroll—more information on this later.

Uniform Supervisors Association of the N. Y. State Department of Correction met with Commissioner Paul D. McInnis on February 19 and 20 in Albany.

IF YOU were employed prior to 1943 you can figure your annual portion of your retirement by using the following table:

```
Age & Sex
- Wom.en--Men--
65--$66--$117.
55--Daily---50.
45--$17--$33.
35--$7--$13.
```

The Board of Retirement is required to realize that employment in the correction field is in a competitive market and salaries and fringe benefits for State correctional officers must be brought to a par with those offered in the private market.

Candidates for this type position certainly will be attracted to City correction when a spread of some 25% exists between their salaries.

Radio in operation at the State Prison in Utah was seized in a raid by prison officers. It was reported that the equipment was probably brought in by employees who were not aware of the fact or part of the things they were to be used for in the radio class.

IT WAS the re-rating and the subsequent procedure that led to the complaints received by the Association.

The complaints were against the determination of any necessary modifications or changes in the written rules of the institution.

I extend deep gratitude along with my sincere condolences to the relatives and friends of the people who were present.
Please note the following:

**No Transit Worries In Campus Move—Inspection Shows**

ALBANY, Feb. 4—Despite the state's relocation plan that will involve some forty thousand workers from downtown office space to the new 400-acre State Campus by September of 1964, there appears to be no problem for employees going public vehicles.

This was the finding of a recent inspection made by the Civil Service Board, which showed that after a number of workers affected by the move contacted the Association expressing their concern about bus transportation to the Campus when the transfer is complete.

The CSERA inspection revealed that the State has a contract with the Public Service Company of Albany to furnish a minimum number of buses per day, depending on the estimated number of users. At the present time, the contract which was established by the Department of Standards and Purchase several years ago and has been in force by the Office of General Services, provides for 43 trips daily. However, it has been estimated that there are actually between 40 and 46 buses per day serving the Campus during the expected demand.

Although at present, the transportation service appears to be adequate, the Association plans to continue "its surveillance of the situation" because of the large number of workers to be affected by the move in future months.

First to enter the new quarters were the Department of Taxation and the various administrative offices and miscellaneous bureaus. Their move started December 22. All told, about 4,600 workers will be relocated to the Campus site during the next three months.

The next move, scheduled for February 1, involves some 1,800 Public Welfare workers, followed by a Feb. 15 move of more than 4,500 workers from the same Department.

Herman Spector, District Superintendent of the Department of Social Welfare, spoke to the Buffalo Chapter, CSERA, at their dinner meeting held on Wednesday, February 6th at MacDiarmid's Restaurant.

His topic on "Highway Safety" was well attended with stimulating discussions on both the number of accidents and deaths occurring on the highways of the nation and New York State. Of interest to the group was such fast as driver improvement projects and this department's all out drive to the promotion of safety through driver education, distribution of safety literature to local papers and the showing of films to safety community groups.

President John J. Hennessy urged all of his members chairmen to work with their delegates assigned to them on promoting interest in the organization. He pointed out that this past year has shown a marked increase of persons attending the meetings and participating in the social functions. It is Mr. Hennessy's belief that the Association can be nurtured by all individual delegates becoming active and working closely with their chairmen.

The Chapter is busily planning their program for the rest of the year and Mrs. Mary Gormley, Social Chairman, is meeting with her committee this coming week to set up a tentative program to be submitted and accepted. Mr. Hennessy thanked the Social Committee and all the delegates for helping to make the Christmas Party one of the largest ever held by the Buffalo Chapter. Over 255 members attended this function.

The place and time of the next meeting for February will be announced later.

**No Transit Worries In Campus Move—Inspection Shows**

**Quigley Named**

ALBANY, Feb. 4—Former Republistic Administrator Robert M. Quigley has been named as an assistant counsel to the Governor. Malcolm Wilson. He will remain in the full time part-time service. Mr. Quigley is a past president of the Republican Nomination for Congress last fall.

**Tractor - Trailer & Trucks**

TRACTOR - TRAILER & TRUCKS

Available For Road Tests.

Under the Supervision of N. Y. State Department of Education:

**COMMERCIAL DRIVER TRAINING**

Commercial Driver Training Program

**HIGH SCHOOL DIPLOMA**

If you are over 21, you can enter New York State "High School Diploma" Program. A new education program, approved by the Board of Regents, is being started for adults.

**SCHOOL DIRECTORY**

MONROE SCHOOL OF BUSINESS
130 West 18th Street
New York, N. Y.

School Equivalency Diploma

• MULTILITH • SILK SCREEN

• PRINTING • LINOTYPE

88 WEST BROADWAY, N. Y.

**EARN YOUR HIGH SCHOOL EQUIVALENCY DIPLOMA**

For civil service preparation...

Class Two, Tues. & Thurs. 6:30
Write or phone for information

**Eastern School AL 3-0229**
721 Broadway N. Y. 3 (at 8 St.)
Please write for free copy of the High School Equivalency Class.

**FREE BOOKLET BY U.S. Govern-**

**EARN YOUR HIGH SCHOOL EQUIVALENCY DIPLOMA**

For civil service preparation...

Class Two, Tues. & Thurs. 6:30
Write or phone for information

**Eastern School AL 3-0229**
721 Broadway N. Y. 3 (at 8 St.)
Please write for free copy of the High School Equivalency Class.

**Civil Service Coaching**

For students who are over 21 years of age.

**EARN YOUR HIGH SCHOOL EQUIVALENCY DIPLOMA**

For civil service preparation...

Class Two, Tues. & Thurs. 6:30
Write or phone for information

**Eastern School AL 3-0229**
721 Broadway N. Y. 3 (at 8 St.)
Please write for free copy of the High School Equivalency Class.

**MONROE SCHOOL OF BUSINESS**

130 West 18th Street
New York, N. Y.

**SHOPPING FOR LAND OR HOMES**

LOOK AT PAGE 11 FOR LISTINGS

**IBM**

IBM 3631/100.

**SCHOOL DIRECTORY**

**MONROE SCHOOL — IBM COURSES**

Typist, Data Entry, Special

**STOP WORRYING ABOUT YOUR CIVIL SERVICE TEST**

**PAS HIGH the EASY ARCO WAY**

Apprentice 4th Class Mechanic

Civil Service Arithmetic & Vocabulary

Civil Engineer

Civil Service Handbook

Clerk (New York City)

Claim Examiner Unemployment Insurance

Clerk G.S. 1-4

Clerk N.Y.C.

Clerk Senior & Supervising

Court Attendant

Employment Interviewer

Federal Service Entrance Examiners

Fireman

Foreman

High School Diploma Test

Home Study Course for Civil Service Jobs

Insurance Agent & Broker

Janitor Custodian

Maintenance Man

Motor Vehicle License Examiner

Notary Public

Parole Officer

Policeman

Personal Examiner

Postal Clerk Carrier

Real Estate Broker

School Crossing Guard

Social Worker

Senior Clerk N.Y.C.

State Trooper

Stationary Engineer & Fireman

Stenotypist (G.S. 1-7)

Stenotypist (G.S. 3-4)

Supt. of Const. & Maintenance.

Telephone Operator

Voice Spelling and Grammar

**ORDER DIRECT—MAIL COUPON**

4½ for $ .25

LEADER BOOK STORE
97 Duane St., New York 7, N. Y.

Please send me your copy of Newsweek dated . I enclose check or money order for .

Name

Address

City State

Be sure to include 3½ Sales Tax

**FREE**

You Will Receive an Invaluable New Arco "Outline Chart of New York City Government." With Every N.Y.C. Arco Book—

**CIVIL SERVICE LEADER**

**Page Fifteen**
Suggestion Awards
Earn $270 For Nine State Employees

(From Leader Correspondent)

ALBANY, Feb. 4—Nine employees of the State of New York are on the Employee Suggestion Program's first 1963 list of cash award recipients. They earned a total of $270. Ten others received Certificates of Merit without cash grants for their ideas.

Two awards are of $50 each. Edward Henry, Schenectady, science investigator, Department of State, earned that amount for a design of a form to be used in his agency's new program of inspection of offices, employees and business practices of private investigation and protection agencies.

Also earning $50 is Arthur E. Knight, North Syracuse, carpen- ter at the state Convalescent Hospital of Mental Hygiene, Syracuse. He proposed that key plates at his institution be made from scraps of hardboard instead of from more expensive cast bronze.

$40 awards went to two Albany residents; Grace Marie Fischer, secretary, and John I. Atkinson, secretary, their ideas having resulted in elimination of much unnecessary and time-consuming communication with, respectively, human trapping and listine license applicants.

Falk Draws Praise

(Continued from Page 1)

When his name came up for a new six-year term on the civil service commission, which keeps tabs on the state's merit system, it went di- rectly to the Senate Floor. There was no need for the usual investigation or scrutiny by the Senate Finance Committee.

Falk, well known throughout the state government circles and well liked by state employees, is a graduate of Fordham Univer- sity School of Law. He served in the state Assembly before being elected to the Senate.

His new term will run through Feb. 1, 1969.

Onondaga Names Bernstein Personnel Technician; First To Get Sr. Post

SYRACUSE, Feb. 4—Seymour Bernstein of Riverhead, L.I., who was instrumental in evolving a Civil Service system for Suffolk County's new police force, has been named Onondaga County's first senior personnel technician.

Personal Commissioner, Lende diced as an end of the current em- ployment division of the State Civil Service Commission.

Commissioner Harold's said that Bernstein's experience in developing a system of frequent Civil Service testing will be used to re- duce and eliminate Onondaga County's numerous provisional appointments.

Bernstein, 29, will receive a starting salary of $4,900 with four annual increases of $250 each, to a maximum of $10,100.

Harold's said the State Civil Service unit considers Bernstein "one of the foremost personnel technicians in the State."

A graduate of Brooklyn College, Bernstein served as a personnel technician for the State Civil Service Department in Albany from 1953 to 1961. Last year, he was named Assistant Personnel Commissioner.

Bernstein's position was created under the new Onondaga County Personnel Department, which became effective Jan. 1 as part of the new County Charter. Harold's heads the department, which replaces the old County Civil Service Commission.

Proprietary appointments have been a problem in Onondaga County for some time. A check of county and county worker rolls has revealed several hundred employees who have held their jobs in civil service without ever taking a Civil Service examination.

State Employees Credit Union Pays 4% Dividend

-A dividend of 4 percent on shares was recently declared at the 2nd annual meeting of the State Employees Federal Credit Union. Assets for the group now total more than $300,000.

At the same meeting officers were elected for the coming year.

They are: Henry M. Smith, presi- dent; Horace J. Stump, vice president; and William W. Seabury, treasurer.

The credit union operates three offices in the New York State Department of Social Welfare: One at the present office, 171 Sixth Ave., New York City; one at the New York State Motor Vehicle Department, 600 8th Ave., New York City; and one at Room 104, 120 Centre St., New York City.

Elmira Produces Three Wardens

In an unusual move in the Elmira Reformatory, three officers have been promoted to the title of deputy warden. The three are Captain Edward Schuler, Lt. Clarence J. Beckerman and Lt. Clifton G. Bradshaw. Beckerman will assume his duties at Dansmore State Hosp. Bean- beck at Albion Prison and Brad- shaw will remain at Elmira.

The titles have an annual sala- ry of from $8,900 to $10,800.

Levitt Submits Bills

(Continued from Page 1)

with the plans on which they have been contributing.

Anonymity Option

Another bill would extend to beneficiaries the right to have the names of those who elected an option one and one-half years from the date of the death of the employee if the employee's choice was not made by the beneficiary. The person in receipt of the annuity shall be furnished a statement that such beneficiaries must re- ceive their payments in a lump sum.

The comptroller also proposes increasing supplemental retirement allowances for annuity and retirement allowance for the re- ceipt of such benefits, and recom- mends the orderly death bene- fit provision be made a perma- nent part of the law.