Metro Conference Panel To Explore Relationship Of Employees, Legislature

Relationship between State legislators and the public employees will be explored in a panel discussion sponsored by the Metropolitan Conference of the Civil Service Employees Assn. March 2 in the Astor Hotel, New York City. All of the 291 Senators and Assemblymen representing the five boroughs and Nassau and Suffolk Counties have been invited to a luncheon meeting at noon in the hotel, after which a panel discussion will deal with the topic of "The Legislature and The Public Employee." Acting as moderator will be Henry Shemin, a member of the CSEA New York City chapter and chairman of the CSEA Resolutions Committee. The panel members will be announced in the near future.

Contact for Tickets
Salvatore Butero, Conference president, has extended an invitation to all chapters in the area to send representatives to this special meeting. Tickets are $6.50 each and can be obtained by writing to Moa Brown, chairman of the Conference Legislative Committee, in care of the State Insurance Fund, 1 Church St., New York, N. Y.

Butero emphasized that the meeting is open to chapter members as well as official chapter representatives. Purchase of a ticket is all that is required and Butero has urged a large attendance to show legislators the interest among public employees in their relationship to the Legislature.

Oral Exam Use Is Under Fire On Several Scores

(Special to The Leader)

ALBANY, Feb. 11—A bill calling for an eight per cent increase in the salaries of all State employees has been filed in the Legislature by the Civil Service Employees Assn., and has been sponsored by Sen. Ernest Hatfield and Assemblyman Orin Wilcox, it was announced last week.

The bill follows the mandate of nearly 800 delegates attending the October meeting of the Employees Association in Buffalo, who also called for a non-contributory retirement system and health insurance program, as well as a sufficient appropriation to correct state salary inequities.

Full List Next Week

Next week, the Leader will print the full list of CSEA bills in the Legislature with sponsors and print and introduction numbers. This list should be saved by CSEA members for use in contact with lawmakers on vital legislation. Joseph F. Felly, CSEA president, has said that state workers face their toughest fight in years on increasing or gaining benefits and should be prepared to go directly to local legislators for help in securing passage of vital bills.

CSEA Files Salary Bill

(Special to The Leader)

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(Continued from Page 1)

Rockefeller, have ‘given no statements on who they would like to head the Senate Finance Committee. This is because they are creating some strong sentiment to see an upstate man heading the Senate Committee.

Some talk has it that a ‘natural’ for the post is Columbia County’s R. Bur- gess Barrett of Suffolk was named chairman. The fact that the majority of the Republican Club, who managed Congressman and presidential candidate Thomas Dewey’s law firm and former Thruway Authority chairman. Some talk is also being created about T. Paul Kane, young lawyer and a former District Attorney of Schenectady County.

Carlino, Wilson Choices

Two powerful GOP leaders feel strongly about who will win and are already pushing their own candidates for the post. At this point, Legislative Leader Carlino is said to be urging a former state chairman, Buffalo attorney Edward Jaeckle, to take the job. In his late 60s, is said to be very reluctant, however. Former Attorney General Carlino is said to be Assem- blyman Perry Duruya of Suffolk County, Wilson and Carlino have met, and Carlino is the most likely contender to succeed Rockefeller for the GOP gubernatorial nomination in 1968, should Rock-efeller not run again. (If Rockefeller should win the presidency in 1964, Wilson would assume the governorship, of course.) The fact that each of the men are Democrats may make his leadership even more important. The party is often taken by many as a sign of growing split toward new forms of future political careers.

Other Contenders

Other contenders are developing and could be consid- ered compromise candidates should there by any deadlock on the Carlino or Wilson choice. Some top Republicans being discussed are William Pfeiffer of Nassau County, also a former state chairman, ex-Gov. David T. Dewey and Rep. Carl N. Fuller of the National Republican Club, who managed Rockefeller’s last campaign. Once the fellow in charge of New York State, if he did want the post, is the fact that the majority of major Republican committee chairmen are held down by downstate Republicans. Just this session, Sen. Elitha T. Barlow of Long Island was named to head the Senate Finance Committee. As another ex-

**History of Automation**

The Veteran's Counselor

By FRANK Y. VOTTO

Director, New York State Division of Veterans' Affairs

Questions on veterans' and servicemen's rights will be an- swered in this column or by mail at the State Division of Veterans' Affairs, Two Penn Plaza, 1 Penn Plaza, New York, 1, N. Y.

Real Estate Tax Exemption

The TAX LAW of the State of New York provides vari- ous exemptions from real property taxation. One of these exemptions is for real property of veterans although not all real property of veterans is exempt from taxation.

In SUBSTANCE, the law provides that where real prop- erty is purchased with the proceeds of a veteran’s pension, bonus or insurance or dividends or refunds on such insur- ance, hereof or hereafter received, called “eligible funds,” paid by the United States or New York State and is owned by said veteran or by his wife or unremarried widow or dependent, father or mother or by his minor children, the property is exempt from taxation (except for school taxes) to the extent of such moneys so applied, not in excess of $5,000, provided a verified application is filed with the assessor.

SUCH PROPERTY shall be assessed in the same manner as other real property in the tax districts. At or before the meeting of the assessors to hear the complaints concerning assessments, a verified application for the exemption of such real property from taxation may be presented in writing by or on behalf of the owner thereof, which application must show the facts on which the exemption is claimed, including the amount of eligible funds used in or toward the purchase of such property. The minging of such eligible funds with other funds shall not bar the granting of a claim for such exemption.

(Continued on Page 5)

**Join the RECRUIT-A-COP**

FREE EXAM will be held
EACH SATURDAY from 8:00 A.M. TO 5:00 P.M. at the RECRUITS OF YESTERDAY, 85 LUsco st., New York, 7, N. Y.

"Why's that? Easy... GOOD PAY, SECURITY, ADVANCEMENT, PRESTIGE... they all add up to pretty good argument for joining the force. At your service..."
Brotherhood Awards
Go To Risley, Harris

Two New York State civil servants—former Deputy Industrial Commissioner Robert F. Risley and Benjamin G. Harris, claims examiner—will receive Benjamin Potoker Brothershood Awards February 14 in the New Yorker Hotel. Both recipients have been with the Department of Labor.

The awards, made each year during Brotherhood Week, are named for the late Benjamin Potoker, of the Labor Department’s Division of Employment. In recognition of his dedication to the belief that people of all races, religions and nationalities can live and work together in peace and harmony, they are bestowed on the elected or appointed official who has done most to further the Brotherhood’s objectives through recognized activities apart from political life, and to the permanent fund committee of the Auxiliary Union, which has expanded brotherhood in both daily workaday life and in outside activities.

Assistant Industrial Commissioner Harry Parker Quinn and Harold R. Neuman, vice-president of Council 50, AFSCME, will make the presentations at a luncheon at the Hotel New Yorker after a morning panel discussion chaired and moderated by Louis J. Stillman of the Unemployment Insurance Appeal Board, winner of the award last year.

Panelists

The panelists include Executive Deputy Industrial Commissioner Robert D. Heising, State Commissioner on Human Rights George H. Power, Mrs. Constance B. Moxley, Associate Counsel for the National Association for the Advancement of Colored People and members of the Unemployment Insurance Advisory Council, and E. Clair T. Bourne, Commissioner of Vocational Rehabilitation of the Division of Housing and Community Renewal.

Background

Commissioner Risley had been with the Department of Labor since his appointment last February. He received his first effectiveness award last year, to become acting dean of Cornell University’s School of Industrial and Labor Relations. Before joining the Labor Department, he had been an assistant and associate dean there, having been on the faculty since 1949. He was an assistant industrial commissioner in the Atlanta District of the Department’s Division of Employment in 1946 as an assistant interviewer, attaining this present title of claims examiner by competitive examination. Born in the Canal Zone, Panama, he came to this country in 1929, later earning a B.B.S. degree at CCNY’s evening session, where he was a chapter member and president of the chapter, NAACP. He is active in civic, community, union, church, fraternal and educational affairs. He lives in Manhattan and devotes much of his time to the Greenwich Village community, and to his contributing membership in the New York State Career Employees Society.

The Potoker awards are sponsored by the New York State Employees Brotherhood Committee, Gladys E. Snyder, state members “feel that the State Civil Service Employees Association is the best organization, and that being a member of the American Federation of State, County and Municipal Employees is the best organization to promote to Fund positions.”

CSEA Wants To Know How Construction Fund Aides Are Hired, Compensated

CSEA Wants To Know How Construction Fund Aides Are Hired, Compensated

(Special to The Leader)

ALBANY, Feb. 11 — The Civil Service Employees Association last week renewed a request for clarification of the method of appointing officers and employees of the State University Construction Fund and the means by which their compensation is determined.

In a letter from Joseph F. Feily, CSEA president, to Lt. Gov. David Traub, general manager of the Fund, Feily noted that the Association had requested the information last November and had been advised at that time that the agency would supply it in a short time.

"In the meantime," Feily said, "we have received numerous requests from many members who may feel that they should be eligible to transfer to or be appointed to positions on your staff.

Competitive Exams

Feily said the Association maintains that positions within the Fund should be filled as the result of interdepartmental competitive promotion examinations "which would enable people already in State employ, who are qualified, to promote to Fund positions."

CSEA members, Feily said, believe that the State should publish job opportunities within the Construction Fund and enable those who are qualified to transfer to do so without fear of loss of civil service status.

One Employer

Feily said that CSEA—60,000 state members “feel that the State is but one common employer and that the various agencies of the State should not act as separate employing agencies in so far as compensation, with the Civil Service Law, Rules and Regulations, promotion opportunities, and adherence to the merit system ‘generally’ is concerned.”

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

Mid-Hudson CSEA Plans April Meet

POUGHKEEPSIE, Feb. 11 — Members of the Mid-Hudson Chapter of the Civil Service Employees Association met Feb. 8 at the Canty restaurant, Port Ewen, N.Y., to make plans for the group’s annual meeting, election and installation of officers to be April 20th at a place to be determined.

President Henry Ratafia presided at the meeting and was named chairman of arrangements for the upcoming event.

Also named at the meeting were members of the Nominating Committee, all of Newburgh, Frances Dodds, Joseph Nawn and Harrison Booc.

Cortlandt CSEA Wins Pay, Sick Leave And Vacation Improvements For Aides

CORTLANDT, Feb. 11 — The Town of Cortlandt Unit of the Westchester Chapter, Civil Service Employees Association, has won a three-point package for its Cortlandt town employees.

The benefits are:

1. Retroactive to January 1, all men who work in the Highway and Sanitation Departments with one year’s continuous service, two weeks’ vacation.

2. Retroactively to January 1, employees of the Highway and Sanitation Departments with one year’s continuous service shall receive one week’s vacation; two weeks’ continuous service, two weeks’ vacation; and 15 years of continuous service, three weeks’ vacation.

The benefits were the result of a program submitted by the unit last November, shortly after the election of its first slate of officers.

Working with the unit officers in achieving the majority of proposals in the unit’s program were Town Supervisor Charles Cook and CSEA Field Representative Thomas J. Lapoello.

INSTALATION — The newly-elected officers of the Troy chapter, Civil Service Employees Association were installed recently at a meeting on Sunday, February 14 at the Hotel New Yorker. Shown during the ceremonies are, left to right: Robert F. Cottrell, vice-president; Lloyd E. Bingham, retiring president; Mrs. Viola A. Harris, treasurer; Frederick R. Zano, president and Mrs. Rita A. Brunelle, secretary.
Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach these offices in New York City on the transit system.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 94 W. 43rd St., New York 36, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Closed Saturdays except for holidays, and closed the last two days before the closing date for receipt of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department at least five days before the closing date for receipt of applications.

Application forms are required with mailed requests for application forms. Mail to the Personnel Department at least three days before the closing date for receipt of applications.

The Application Section of the Personnel Department is above the Chambers Street stop of the subway line that goes through the Chambers Street exit and the 23rd Ave. Line and the 8th Ave. Line. The 8th Avenue service does not use the Chambers Bridge stop and the BMT Bridge Locals stop is at City Hall. All these offices are not a few blocks from the Personnel Department.

STATE—First floor at 329 Broadway, New York 7, N. Y., corner of Chambers St., telephone Barclay 5-1150; Governor Alfred E. Smith State Office Building and The State Capitol, Albany, State Office Building, Buffalo, State Office Building, Syracuse; and Room 100 at 155 West Main Street, Rochester (Wednesdays only).

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

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

FEDERAL—Second floor, U.S. Civil Service Office, New Building, 220 East 42nd Street (2nd Ave.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks southeast from Times Square to Grand Central or the IRT Fourth Avenue Line and walk one block to the Grand Central stop. Hours are 8:30 a.m. to 5 p.m., Monday through Friday, except holidays. Telephone number is YU 5-0236.

Applications are also obtainable at the nearest office of the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also can be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 1224 Dunn Street, New York 3, N. Y.

U.S. Service News Items

October’s Federal Employment Bulletin Reveals Decrease

October statistics show a decrease of 1,499 employees in the Federal Government. The decrease was represented by a total of 2,233,500 Federal employees, a net decrease in employment in a majority of the agencies.

The largest decreases were shown in the Post Office Department and the Department of Agriculture where the number of workers dropped by 3,363 and 2,607 respectively. The Defense Department reported the largest increase—employment in that department rose by 1,310 persons.

Federal Employee Unions Have Voiced Distaste of CSC Plan

The House and Senate Civil Service Committees have been informed by some of the Government employee unions that they favor optional social security benefits for Federal workers. The employee groups would prefer to have the option of securing complete social security benefits without giving up any of their civil service retirement benefits. The Civil Service Commission, on the other hand, wishes to coordinate the civil service retirement system with social security and to give Government workers the maximum benefits of either system and a higher combined annuity on retirement. The CSC plan would not give civil servants the full benefits of both plans.

Unfortunately, the chances of Government employees getting comprehensive social security benefits in addition to civil service retirement, even though they do pay a social security tax, are very unlikely. Such a plan would be too expensive an item in the Government’s budget.

Plaster Promotion Test

The filling for the promotional examination of plasters with the New York City Housing Authority drew applications from 32 persons. The Department of Personnel has announced.

October Pay Raise Bill Leaders Receive CSC’s Highest Honor

The four men who contributed most strongly to the passage of the Federal Social Security Reform Act of 1962 have been selected as the recipients of the Civil Service Commission’s highest honor.

Civil Service Commission Chairman John W. Macy, Jr. presented the citations to Robert S. Hare, Harold E. Leich, Robert F. Miller, and Richard M. Crosby. The staff efforts of these four men in connection with the pay raise for civil servants won them this high recognition.

The presentations were made at a special ceremony, in the Department of Civil Service Auditorium in Washington, D.C. marking the 60th anniversary of the Federal civil service.

Insufficient Moving Allowance Cited By Civil Service Comm.

The Civil Service Commission has been making plans to come to terms with the relocation of Federal workers. A new CSC proposal, which is still in the development stage, will call for relocation allowances for civil servants and their families who are transferred from one office to another.

Under the present system, transferred employees are not being fully compensated for their moving expenses, etc. No provisions are made for transportation expenses for the employers’ families or expenses over and above those normally allowed.

The CSC legislation will propose that Federal workers and their families receive treatment similar to that of military personnel in regards to relocation expenses.

Funds for Retirees’ Increase Will Be Approved This Month

Those retirees who are affected by last year’s retirement legislation that the CSC Commission has been hearing about may not receive the extra funds before the middle of this month.

The Civil Service Commission has started work on the necessary supplemental money bill for this purpose.

The law provides for a 5 per cent increase which is retroactive to January 1st and also provides various retirement provisions for present Federal workers, retroactive to last October 1st. The law indicates that Congressional approval of the necessary funds will be given by the middle of this month.

P.O. Officials Plan Work Measurement System Compromise

If Postmaster General Day and Assistant Postmaster General Richard Murphy agree, a compromise plan for work measurement of postal workers will go into effect next month. Up to this point productivity has been measured on an individual basis.

The primary opposition to the individual measurement system has been sponsored by the postal employee unions. Even though many legislators are in agreement with the unions, they re-
Civil Engineering Drafting Positions Offered By City

A promotional examination will be given by the New York City Department of Personnel for the position of civil engineer being offered to hold the title of engineering aide or junior draftsman in the city.

This position is in salary grade 14 and pays from $4,170 to $7,170 per annum. Minimum period of qualification in the lower titles is six months.

Westchester County Sets Five Exams

Applications are being received up through February 18 for civil service examinations for positions in Westchester County, office for architectural engineers and special districts, according to county personnel officer Donald E. McCall.

The positions are:

- Senior bookkeeper, one vacancy at the Graysands Hospital in the salary range of $6,290 to $7,170.
- Junior bookkeeper, one vacancy in the town of Mount Pleasant in the salary range of $4,770 to $6,170.
- Senior bookkeeper and stenographer, one vacancy in the town of Greenburgh, salary varies.
- Intermediate account clerk and stenographer, one vacancy in the town of Mount Pleasant at a salary range of $5,870 to $6,870.
- Senior bookkeeper and stenographer in the village of Elmsford, one vacancy in the salary range of $4,500 to $5,370.

Applications for these positions may be obtained from the Westchester County Personnel Bureau, 1500 Westchester Avenue, White Plains, N.Y., or may be obtained from the village clerk's office.

Employment In Engineering Pays $6,345+

There are civil openings with the Area Public Works Office, office for architectural engineers and special positions, GS-11, which have an annual salary range of from $6,345 to $8,045.

Applications are being received from one to three years of professional engineering experience and a fall for fulltime employment. The professional engineering curriculum leading to a degree in engineering must have been completed by the time the candidate is hired.

Further information and application forms may be obtained from the Civil Personnel Office, Area Public Works Office, New York Public Works Office, New York. Applications will be accepted until the time that the department is notified to cease recruiting.

The Veteran's Counselor

(Continued from Page 2)

THE EXEMPTION applies to state, county and general municipal taxes, including taxes levied for school purposes, special districts taxes or assessments such as those imposed by water, sewer, light or fire districts.

The New York City Department of Veterans Affairs application for exemption, with the final determination noted thereon, must be filed in the office of the city, town or village clerk, as the case may be, provided, however, that they must be in the assessor's office if he has charge of the tax district. The department of assessment, such application and determination shall be filed in the offices of such department.

Western New York Cities should make application for exemption before March 15.

FURTHER INFORMATION and assistance can be obtained at any office of the New York State Division of Veterans Affairs.

Questions Answered

Why do statistics show more Korean and service veterans each month and less veterans of all other wars?

The people are still becoming veterans—that is, leaving active service and a great number of them served in the Korean Conflict. If they served in World War II also they are considered veterans for benefits purposes. They are not considered veterans unless they leave the service.

May creditors proceed on a claim for mustering out-pay for those in the Korean Conflict?

A claim for mustering out-pay for those in the Korean Conflict must be in one lump sum to his estate.

To receive other electronic or mechanical aid as a blind veteran, it is necessary that my blindness be service-connected.

Any service-damaged veteran must be blind in both eyes and be entitled to one of the other service-connected disabilities.

I have remarried and my pre- serving husband has adopted my daughter, thus she is not an orphan. Since her father died under service-connected causes, the War Orphans Assistance Act applies.

Yes, her eligibility based on the fact that her parent died from service-connected causes. Subsequent adoption does not affect this original eligibility.

The veteran is not entitled to a death benefit for 60 days after the date of the veteran's death or for the death of a service-connected veteran.

No credit for mustering out-pay could be received by anyone until after March 15.

The license number, type car will, and will photograph the driver—all within split seconds. The computer is being designed to become an automatic program growth. The present machines are not adapted for it. As cahners advance, in use in industry, a great number of them will refuse any but genuine currency and the proper denominations.

Making Computers: The DeLorean Institute

The DeLorean Institute, 215 East 15th Street, New York, is a school for the instruction of those who desire to become computer engineers.

CIBIIE SERVICE LEADER

Role Of Public Employee Grows With Automation

Information is punched out on the keyboard of the electronic computer.

Once again, the number of policemen in New York City has increased, and at the same time, the amount of crime is lower. As automation progresses, the present machines are not adapted for it. As cahners advance, in use in industry, a great number of them will refuse any but genuine currency and the proper denominations.

Within the Finance Department and the city Comptroller's office, the machines do not write, but are used in bookkeeping and in processing payroll. They are not adapted for the present purposes.

The former clerk who prepared forms, filed returns and otherwise needed for the fiscal functions of the city has become an electronic clerk. This former clerical worker is now a highly-trained technician who prepares information for computer aided or a blind veteran, in part of the components part will fill a large dance hall.

Mechanical Call Tellers

The teller on the city's call speakers for the first time is being replaced by a bank whose accept the proper amount of coin, counts it, gives it to the account and flashes a green light to the teller. However, a word of warning to teller operators: the automated bank does not exist. A counterfeit coin or a coin into the bank will not work.

Mechanical bank operators are scheduled to be redone at other offices as automation is completed. Through attrition, the Department of Public Works contributing to the necessity of terminating the employment of any worker.

Every city department uses the same machines. The machines are not being converted to automatic operation. The elevators in the New York and Broadway Municipal Building are now in the process of conversion and will be out of service shortly. Offices within the Manhattan Municipal Building may soon see the employment of computer employees. The machines will be back in service any time now. It will also be replaced by a new title—programmer of urban traffic operations.

Visual Training of Candidates for PATROLMAN FIREMAN

The瞎man's Eye of the Fire Department is being trained on a new N.Y. State test of knowledge and ability.

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Page Five
Use Of Oral Exams Should Be Suspended

If any area of the State's personnel practices is in need of not only close scrutiny but also intelligent and logical explanation, it is the use of oral examinations in promotion tests. In past months, a large number of examinations where the oral test method has been used to determine promotions have been challenged in various courts. These challenges have been brought by the State Civil Service Board, the Supreme Court, and numerous individuals. These protests have charged that oral exams can be used as a subterfuge to avoid permanent appointments, subject eligible to unqualified judgments. These tests often take place in settings that are out of relation to the position in question and vary in use to the point of confusion in the minds of those individuals being examined.

Considering the confusion and concern it seems to us that the use of oral examinations should be suspended until this situation is clarified.

A grade system, it seems to us, does not justifiably let employees continue to suffer from an uncertain personnel practice.

Tragedy Prevented

ACTIONS speak louder than words. To prove this adage, Sylvester V. Pointkowski, director of public relations for the Port Authority of Allegheny County, in the next ten weeks, will have a plaster cast covering a broken leg.

Constantly preaching courtesy and loyalty to the riding public of the Transit Authority, Mr. Pointkowski has changed the attitude of thousands of employees who are responsible for the safe and efficient operation of transit facilities in New York City. Through classes in courtesy and classmanship sponsored by the Transit Authority commissioners, Mr. Pointkowski showed employees how to effectively deal with the public. As a by-product, employees were taught the necessity of caring for the needs of others and working to maintain safety.

Being a man of action, Mr. Pointkowski lost no time in preventing tragedy while on a skiing holiday in New England early last week. Nearby a road was a sudden drop, a slope and heading for a precarious area. He gave chase and caught the man, knocking him to the ground just short of certain death. The thankful man escaped injury but the T.A. public relations director fractured his leg. The cast will remind all employees that Mr. Pointkowski believes in what he says.

Social Security Questions

"My former employer has closed the business and laid me off. My wife has been working and I have been getting social security benefits for a year. My wife never worked under social security and I have no credit under social security, can I freeze my record at this time?"

No. Before the insured can cease to apply for benefits under specified circumstances, as a means of granting benefit upon death, the insured must be entitled to receive the insurance as was under study, as stated: "the death of the insured is the proper disposition of wages, workman's compensation, social security, etc." This, it seems to me, is the proper determination. It should be the same for members in the State Retirement system and we should not consider ourselves under the premium.

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. The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Letters to the Editor

Letters to the editor must be signed and will be withheld from publication upon request. The Leader will not publish more than 250 words and we reserve the right to edit published letters as appears necessary. The Editor, Civil Service Service, Cites 3 Areas Needing Debate

Your Public Relations IQ

By LEO J. MARGOLIN

(Fortune, February 12, 1963)

Money In The Bank

FEW CIVIL SERVANTS realize that good public relations can mean money in the bank.

IN ADDITION to higher pay as a reward for good performance, good public relations can mean money in the bank for government at lower interest rates. This could make more public money available for civil service raises.

IF IT HASN'T already, government had better learn quickly and thoroughly all about financial public relations, a comparatively new public relations activity.

UNFORTUNATELY, government has almost completely ignored financial public relations, brushing it off as "good private industry but not for us."

THE TRUTH is that government goes to the financial markets more and often for much larger amounts of money than private industry.

IN CASE ANYONE should doubt how much government can ask the investing public to lend it, here is a partial listing of one day of government bond offerings printed in The Wall Street Journal.

CITY OF NEW YORK, $108.3 million; Prince George's County, Md., $127 million; Milwaukee County, Wis., $91 million; Daytona Beach, Fla., $58.3 million; Cook County, Ill., $67.3 million; Manhattan, Texas, $28.5 million; Wichita Falls, Texas, School District, $3 million; Osage, Minn., School District, $2 million; San Antonio River Authority, Texas, $1 million; Winston-Salem, N. C., $66.6 million; St. Petersburg, Fla., $5 million; Will County, Ill., $15 million; Springfield, Ill., $8 million, etc., etc.

ON A SINGLE day, out of approximately 250 business days in a year, government asked investors for $182,967,000! And this does not include the Federal Government which is always in the market for ready cash.

IF ANY MORE proof be needed, let's cite the case of Puerto Rico. This Commonwealth, the only one of the best financial public relations reputations of any government agency. The result is Puerto Rico can get all the investment money it needs at the most favorable interest rates available.

A GOVERNMENT entity wins good financial public relations through good management, good employee relations, on-time tax collection, and good public service.

NATURALLY, AT the foundation of these activities are the civil servants, who must assume their responsibility for generating this good image.

GOVERNMENT AGENCIES should not try to carry out their own propaganda public relations with a do-it-yourself kit. Just as government retains outside consultants to solve engineering, traffic or sanitation problems, it should call in spe- cialists to handle its public relations.

FINANCIAL PUBLIC relations calls for a highly professional knowledge of security analysts, bond underwriters, security dealers and the financial press. The comparatively small amount of money that government agencies spend on financial public relations is long overdue.
Youth Guidance Positions Open

The New York City Department of Personnel has announced that the filing will remain open until Feb. 21 for the promotional examination for the position of assistant title has a starting salary range director of "youth guidance. The Youth Board.

Employees in the New York City Youth Guidance Positions Open the exam, applicants must have completed six months satisfactory work in the department and be permanently employed in the title of youth guidance project supervisor. For further information and application forms write or apply in person to the New York City Department of Personnel, 80 Duane St., New York, N.Y.

Negotiator Jobs

The U.S. Naval Training Device Center, Sands Point, Port Washington, Long Island, has vacancies open to qualified applicants, who are either present or former Federal career employees, for contract negotiators experienced in research and development contracting ($6,075 to $7,700). Additional information on vacancies and Federal Civil Service benefits can be obtained by calling the Industrial Relations Office at Area Code 616, Port Washington 1-9100.

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Things To Remember About H.I.P.!

"The rank and file of the public do not have the technical knowledge necessary for the selection of a competent physician. Emotional factors and a greater dependence on someone else in time of illness confuse the picture for the patient and his family."

In H.I.P., a Medical Control Board "reviews and approves the professional standards on all matters relating to the Plan."

In H.I.P. "for six years a team of specialists has been reviewing the quality of work of each physician in the Plan and discussing the findings with officials of his (medical) group."

The above quotes are from a recent report by the Columbia University School of Public Health and Administrative Medicine based on a four-year study of New York State prepayment plans.

The findings of the report were submitted to Gov. Rockefeller by the State Commissioners of Health and Insurance.
To the Editor:

I am writing to express my strong support for the Correction Appeal Board. In my role as a correction officer, I have witnessed firsthand the critical importance of this organization in ensuring fairness and justice for those entrusted to our care. Over the years, the board has shown a commitment to upholding the principles of due process and ensuring that all parties involved in confinement are treated with respect and dignity.

In addition to the above, I have endeavored, alongside my colleagues, to constructively improve our working environment and address any concerns that may arise. We have worked together to advocate for better conditions and equitable treatment for all involved.

As a public servant, I am dedicated to serving the people of our community. I am proud to be part of an organization that strives to uphold the highest standards of ethics and professionalism.

Sincerely,

[Your Name]
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FRESH RUNNING WATER RINSES fast and deep, scum up away from clothes!

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Patented Frigidaire 3-Ring Agitator—gets clothes cleaner!

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Exclusive Frigidaire Spin—removes more water than any other washer!

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This is the new improved 1963 version of the 1962 Frigidaire Washer that performed so well in the famous Frigidaire 15-Year Lifetime Test. Typical 1962 Frigidaire Washers had to run day and night—normal loads and detergents, all cycles—in the Frigidaire Lifetime Test. In the results thus far, some washers went well over 20 years without repair. What's more, the average machine operated the equivalent of 14 years without a single minor repair.

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AMERICAN HOME CENTER, Inc.
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SOUTHERN CONFERENCE — Officials of the Civil Service Employees Association are seen during the recent meeting of the Southern Conference at Midtowne State Hospital. Left to right, Ted Wenzl, treasurer of the association; Charles Lamb, CSEA fifth vice-president and secretary of the conference; Mrs. Anna Benecke, CSEA Mental Hygiene representative; Nicholas Puzziferi, vice-president of the conference and Tom Liguori, CSEA field representative. Mr. Puzziferi acted as chairman of the meeting in the absence of William Hoffman, conference president, who is recuperating after a recent illness.

DISCUSSION — Correction officers present at the recent meeting of the Southern Conference, Civil Service Employees Association discuss the recent refusal of the State Budget Director, T. Norman Hard, to approve a one-grade increase for jobs in various positions. The Defense Department and the Defense Department are opposed to the Treasury Department's plans to cut the duty-free gift privilege from $10 to $1. The protesting departments feel that military men, their own employees, and other government workers overseas should be exempted from the order which was announced by the Commissioner of Customs.

March Draft Call Announced By Army

The recently issued March draft call has put the total number drafted since September of 1950 over the 2.7 million mark.

Balance of Military & Civilian Pay Scales Scheduled for '63

Even though military personnel are entitled to fringe benefits such as clothing, lodging, re-employment benefits, medical care, federal income tax exemptions, and terminal leave pay, the average civilian pay rate is much higher.

The average military man's basic pay of $1,331 coupled with the value of fringe benefits totals only $4,451 per year. On the other hand, the Bureau of Labor statistics shows that the average manufacturing worker receives about $4,800 annually.

Although these figures are based on 1961 studies, the Administration is planning to present a military pay raise bill to Congress in the near future. The big problem is that the projected legislation is the pressure from the Air Guard unit personnel and non-drill men. The total Army re-enlistment objective for the month is 18,000 non-prime service men.

YOU AND THE ARMED SERVICES

Friendly Persuasion May Be Applied To Reluctant Re-enlistees

Friendly persuasion may be applied to Army National Guardsmen who had previously planned not to re-enlist. This persuasion will probably come in the form of a cash re-enlistment bonus since recent Pentagon surveys revealed that at least 30 percent of the Guard could be swayed by such a bonus.

The survey was conducted among some 10,000 Army and Air Guard unit assignments personnel. The BPCA's director on the other hand, aimed at both unit personnel and non-drill men. Obviously, the bonus would have to be paid to all re-enlistees, not just the men who would be enlisting because of the additional stimulus.

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For further information, contact: Bill Price, 31 East 111th St., New York 3, N.Y., or Wally Rosenblum, 31 East 111th St., New York 3, N.Y.


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Government Seeks Auditors and Accountants in Civilian Positions With Armed Forces

Applications are now being accepted by the U.S. Civil Service Commission for titles in the armed forces as accountants and auditors. These positions are open in three job classifications. They are GS-9, $6,975; GS-11, $8,945 and GS-12, $9,475.

To qualify for these positions, applicants must have had appropriate military experience. This includes examinations of commercial concerns or Government agencies, in auditing record-keeping systems which require knowledge of the technical procedures of production and cost distribution methods.

Persons who have not completed 4 years of college study which included 34 semester hours in accounting subjects, or those who do not possess a CPA certificate obtained through written examination, will be required to take a written test.

Full information concerning requirements for form and instruction of application are given in civil service Commission Anno. 718. Applications will be accepted until further notice.

Announcements and application forms may be obtained from the Executive Secretary, U.S. Civil Service Commission, Washington 25, D.C., Executive Secretary, Board of U.S. Civil Service Commissioners, Washington 25, D.C., or from the U.S. Civil Service Commission, Washington 25, D.C.

**Geologists**

Geologists are needed for positions with the U.S. Government in locations in the Washington area. These positions have a starting salary of $6,975 per annum.

Other information and application forms may be obtained from the Civil Service Commission, Washington 25, D.C., or from the U.S. Civil Service Commission, Washington 25, D.C., or from the U.S. Civil Service Commission, Washington 25, D.C.

**Building Insp.**

Suffolk County is now offering an examination for the position of building inspector with wills and lawns in the county. Salaries vary with location, but go up to $6,200 per year.

For further examination write to the Suffolk County Civil Service Commission, before the closing date of March 8, at County Center, Riverhead, or call Park 4-7550, ext. 246.
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Mental Hygiene Memo

By William Rossiter

CSEA Mental Hygiene Representative

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization.)

Attendant Reallocation

The SPECIAL Mental Hygiene Attendants Committee met in Albany on March 23rd to conclude the first part of the committee's business, namely, the appeal for reallocation of attendants from the Department of Mental Hygiene. The committee has recommended that a new position of trainee be created at Grade 5 and automatic promotion after one year of service to grade 11. Required would be 2,500 new senior attendant positions; these would be on a competitive basis. Additional plans and work are needed to carry out these objectives by the summer.

There are many reasons why our attendants should be placed in higher grades. Space will not permit the printing of all the reasons but we will mention some of them.

The nature of the duties and responsibilities involved in the attendant position have changed significantly in the past few years. It is our contention that the upward reallocation of this title should not be denied on the basis that the vast number of positions involved or affected by such upward reallocation would have insurmountable fiscal implications to the state and it is our desire that the application on the behalf of the attendants on this basis would result in the imposition of a state of immobility with respect to salaries for approximately 25 percent of New York State employees.

Of the 28,547 ward service positions in the Department of Mental Hygiene, 23,759 are in the attendant group. This appeal is a big one and also a tough one as it involves the vast number of positions involved or affected by the attendant position. The State has found it necessary to add new duties and responsibilities to the position of attendant but has failed to recognize that the changing nature of this position makes its former concept obsolete and its present salary inadequate.

New York State has made great strides in the care and treatment of its mental patients through a series of progressive programs. One of the most important is the Department of Mental Hygiene. These programs have involved many innovations which have greatly changed the type of care and treatment given to mental patients. As the number of changes in the work of the attendants has increased and their duties and responsibilities have changed sufficiently and significantly, the attendant position is now required to be thoroughly familiar with the prescribed dosages of tranquilizing drugs and medications to patients. He must know the possible side effects of the drug on the patient as well as the expected reaction to the drug.

The "open door policy," eliminating strict confinement of many mental patients to the ward and aiding greatly in the treatment program has at the same time created the need for the Department of Mental Hygiene. These programs have involved many innovations which have greatly changed the type of care and treatment given to mental patients. As the number of changes in the work of the attendants has increased and their duties and responsibilities have changed sufficiently and significantly.

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A comparison of the minimum and maximum salaries of Grade 5 in the New York State Salary Schedule with salaries paid in similar positions to other states shows that the attendants salary in our State is lower, while at the same time the responsibilities of our attendants are greater.

Attendants as a whole feel that they are doing a good job. Much has been written and said in praise of their dedication and work. They know that they are the backbone of every mental institution. They feel, however, that their salaries are too low and promotional opportunities are limited. They contend that the State of New York has not given proper recognition to the changing concept of the position of attendant in terms of annual compensation and that such recognition is long overdue and justified. We agree heartily.

We would also like to encourage other employees in the Department to file appeals for reallocation. If you are a beautician, barber, clerk, painter, carpenter, or whatever position you hold and want to make out an appeal, this is your right. The CO 2 appeal forms can be obtained at your personnel office. Appeals can be made by an individual or a group of employees. Information and help can be obtained from William Brem, Director of Research, CSEA, at association headquarters, 8 Elk St., Albany, New York.

State Funds CSEA Again Names Rep.

The CSEA State Fund chapter, candidate for employee representation in the Binghamton Beard, Al Sherrill, won an overwhelming victory over the opposition candidate in the election held on January 23rd. This is the third successive year that Sherrill has won the post.

The State Fund Chapter is proud to announce that three of its members are reappointed to CSEA Statewide Committees: Randolph Jacobs has been appointed as Chairman of the Grievance Committee; Edmund Durbec is serving on the Resolution Committee and Mr. Brown is serving on the Education Committee.

Union Dividend

Binghamton Credit

BINGHAMTON, Feb. 11 — A dividend of 4% per cent was declared at a recent meeting of Binghamton District, New York State Employees Federal Credit Union. New members elected to the board of directors are Bertha Allen, Harold Herzig and Ralph Boland. The reelection of Grace Brown and Doris Bly in the Credit Committee completed the slate of new officers for 1965.

George L. Brown, president, presided at the meeting at the Town and Country Restaurant in Binghamton.

Pass your copy of The Leader on to a non-member.
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Grand Tour Of Europe
Departing On Different Dates For CSEA Members

Grand tours of Europe are being offered to members of the Civil Service Employees Assn. on four different departure dates this year, it was announced last week.

Proposal To Exempt
Syracuse Detectives
Gets Mixed Reaction

(From Leader Correspondent)

SYRACUSE, Feb. 11—Syracuse police and other local municipal employees have expressed mixed reactions to a recommendation by the State Investigations Commission that Syracuse detective positions be made exempt from Civil Service.

The only group that has expressed an opinion—the Police Benevolent Association—has adopted a "wait and see" attitude. However, Patrolman William Smith, PBA president, said his group would fight any action that he believes is detrimental to its members.

Possible Opposition

If a battle develops, it is expected that other Civil Service employees here would also oppose the switch.

The Commission's recommendation came only a few weeks after the State Civil Service Commission had approved putting all police deputy chiefs of the Syracuse Police Department in the open classification. The PBA fought this change in local and state hearings.

The DOC recommendation was included in its report on an investigation of the Syracuse Police Department which was culminated in a six-day public hearing here last December. The police chief and first deputy chief both testified during the open hearings. Several detectives have been suspended as a result of testimony brought out at the hearings.

Commission Reasons

The report states that the commission "fully appreciates the value of the Civil Service system and the political and social interference in promotions." But, it continues, the SIC believes that detectives and captains of detectives "should be appointive and that such men should serve at the pleasure of their appointing authority—the chief of police."

Also, the report states, "the officer must be free to replace inefficient, incompetent, and otherwise unsuited men for the best interest of the department. Thus, we feel, would install in the Department, Division the proper attention to service and performance."

No Outsiders

A Commission spokesman explained that the recommendation did not mean that detectives should be appointed or promoted from outside the department, but that no Civil Service test should be required for the promotion. The men raised to detectives would still come from the ranks of patrolmen, which would continue to be selected through Civil Service procedures, including written and oral tests.

No reactions of the police or other employees have been made public. But, privately, many detectives and other local Civil Service employees have voiced opposition to the recommendation. A number of other employees say they would not be opposed to the change.

Syracuse Dinner

Department of Civil Service, Syracuse, N.Y.

To: CSEA Members

For the annual dinner-dance of the Syracuse Chapter, CSEA, to be held Feb. 19, in conjunction with the Central New York Conference of the State-wide CSEA, Home, 16th St., Syracuse. Mrs. Robert McCarthy; dinner chairman; John L. Kline, benevolent chairman; Mrs. Margaret Goodale, state CSEA Security Manager; Joseph F. Felly, CSEA; Lawrence M. Rulison; Assemblyman Robert Bache, Jr. and John M. DeLillo, president, Mental Hygiene Employees Association, and Paul Kyer, editor, Civil Service Leader.

Chairsmen of committees are Raymond Soukup and Jane Kline, treasurer; Janet Veltri, arranger; and staff members: Richard Bemanti, entertainments; Janet Veltri, arranger; Hoda Etchamendy; Ethel Chapman; and Donald Gunckel, publicity. Admission will be $4.50 per person. Helen Hanley, Mildred Ketchum, Catherine O'Connell and Henrietta Soukup.

Tickets may be purchased from Mrs. Ethel Newcom, attendant at Watertown High School, and Dr. Etling.

(Donated from Page 1)

Appeal Dismissal

With respect to the dismissal of the appeal on Mr. Darrow's behalf, the court ruled that no further action is required by the Civil Service Department, and that the appeal has been dismissed.

CSEA Support

CSEA's support of the appeals committee's action was against a recommendation for the appointment of Mr. Darrow as security manager examiner. The CSEA believes that the appeal has been correctly handled and that Mr. Darrow's appointment is valid.

RALLY ON CSEA'S RIGHTS

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