FACTS AND FIGURES — Joseph F. Felly, noted president-elect of the Civil Service Employees Association, is seen as he gives final study to facts and figures on the pay case for State workers which last week were sent to major leaders of the Legislature in an attempt to include raises for State workers in the 1963 budget. Among those who lent a hand in preparing the documents, are, from left: Solomon Bendet, chairman of the CSEA Salary Committee; Harry W. Albright, Jr. CSEA counsel and William Blom, CSEA director of research.

New Civil Service Dept. Policy

Minimal Use Of Oral Exams In Promotion Tests Is Promised

ALBANY, Sept. 30 — The State Civil Service Commission at a special meeting in Albany last week adopted a 115-point statement on oral test policies and practices from Ira E. Brill, Kaplan, Commission President, announced this week.

The statement resulted from a staff study in the Department of Civil Service and discussions during the past year by a joint commission composed of representatives of the State Personnel Council, the Department of Civil Service, and the Civil Service Employees Association.

Joseph F. Felly, president of the Civil Service Employees Association, in commenting on the new policy statement said, "Although I do not believe these changes represent everything we want, I will fully concede they are a step in the right direction. I would say that for the time being we have to stand pat until we see how these changes work out. If they do not accomplish what we feel they should, then we will have to step up our fight for more desirable changes."

Top Republicans And Democrats Salute Leader Publisher's Acquisition of Law Journal

Prominent Democratic and Republican figures expressed congratulations to Leader Publisher Jerry Finklestein last week after it was announced Mr. Finklestein had acquired control of the famed 75-year-old New York Law Journal. In addition, letters and wire received from numerous sitting jurists and prominent attorneys.

Here are some of the letters Mr. Finklestein received:

* "Congratulations on your acquisition of the Law Journal. It is a distinguished newspaper of great value to the community and I know you will maintain its great tradition. With every good wish." — (Former Governor) Thomas E. Dewey.

* "I am delighted that you are venturing into the daily newspaper (Continued on Page 11)" —

Under Non-Contributory System

Levitt Measure Would Let Aides Retire At Age 55, 1-60 Final Average Pay

(Special To The Leader) Albion, Sept. 30 — A bill to place the New York State Employees' Retirement System on a wholly non-contributory basis heads a list of new amendments to the Retirement Law now being drafted by State Comptroller Arthur Levitt, as chief fiscal officer of the State, Levitt is sole trustee and chief administrator of the Retirement System. Based on early introduction at the next Legislature session, Levitt's proposal would end present contributions by State employees members in favor of a system completely financed by State Government.

Calls Plan Feasible

"The cost of such a plan is well within the resources of state government," Levitt stressed. "It is a logical extension of the 8 percent increase in take-home pay provision enacted in 1960 and would be only half as expensive to the state as a tax bill measure. Payment of contributions by employees after relatively heavy income taxes is much more burdensome than was fourteen years ago, when the contributory system was first devised," he continued. "Furthermore, the widening gap between salaries in government and private industry, combined with the fact that most retirement programs in private industries are non-contributory, add to the need for the State to adopt a non-contributory plan."

No Benefit Loss

Levitt, who has been proposed as non-contributory plan more than two years ago, noted that he still favors it as "a necessary next step in the development and improvement of the New York State Employees' Retirement System."

(Continued on Page 2)
DONUTS DECIDE PROPER ROUTES FOR SUBWAYS

By Joe Deasy, Jr.

Many New Yorkers have come to depend upon their morning donuts. So does the Transit Authority depend upon its donuts. However, the TA donut is quite unlike its counterparts on the breakfast table. While the New York City Transit Authority's donut is made up of steel and electronic equipment and may one day be one of the causes of an automated subway system-to-a point.

TA's donut brain is attached to the front car of every train on service in the line. With it, the motorman can choose his own route and order the correct switching positions to bring the train to its ultimate destination. When the train leaves the Times Square station in Manhattan, the motorman throws a switch outside his cab window to one of three positions: local, express or non revenue. The little donut flashes a signal to another little robot brain at the rear of the train. The message is then transmitted to the switching tower at 108th St., Corona where the interlocking switching system automatically sets the many switches and crossovers to the proper position.

The reason why the switching line is now a three-track railroad with two tracks in one direction in the morning and the other direction in the evening. The center track is reversible. What happens when the donut signals to go the wrong way on the express track through error? "Nothing!" a TA spokesman said. The big brain-assisted by three humans in the 108th St. tower—refuses to accept the signal and tends the train along the local track avoiding trouble.

Should a train break down for any reason, again the donut is disregarded and emergency procedures are taken. The tower men at 108th St. Switches can be set to by-pass the stalled train and service can be maintained without delay.

As many automation experts have pointed out in the past, automation is here to stay—but so are the men need to operate the machine and to handle the many problems which can only be solved by the human mind.

DiDomenico Installed
As D.P.W. Columbia Head At Annual Dinner-Dance

Patsy O. DiDomenico was installed as president of the Columbia Association of the Department of Public Works last fall at a dinner at the Grand Street Hotel.

Frank DiDomenico, president of the Distribution Department Columbia Association and president of the Grand Council of Columbia Associations of Municipal, State and Federal Employees in Civil Service, Inc., was the installing officer.

45 Supervisory And Teaching Examinations Available For Filing

Competitive examinations are now being offered for filing by the New York City Board of Education as a prerequisite for appointment as the supervisory and teaching staffs in the schools.

For the positions listed below, filing will be accepted as indicated by the dates along the side of the individual positions.

Also to be given in the Fall is the examination for appointments in the城plification of races (guidance and vocational) for which filing closes on November 17 for the December 10 examination. Other examinations, with their filing dates are:

Day High Schools

Subject

Opens Closes

Automotive trades

12-13

BeautY culture, chair

12-13

Building trades, chair

12-13

Industrial arts, (m) 9-25 11-8

Laboratory assistant biology and general science

12-12

Laboratory assistant (physical science and general science, (m) 9-25 11-8

Needle trades, chair

12-13

Junior High Schools

Subject

Opens Closes

Industrial arts, (m) 9-25 11-8

Laboratory assistant, (m) 9-25 11-8

Mathematics, (m) 9-25 11-8

Music, (m) 9-25 11-8

Physical education, (m) 9-25 11-8

Social studies, (m) 9-25 11-8

Swimming and health

Instruction, (m) 9-25 11-8

Elementary Schools

Subject

Opens Closes

Common branches, (m) 9-25 11-8

For further information and applications for positions in the above examinations, contact the Department of Education, 219 Broadway, New York 7, N.Y.

Use this handy coupon to learn of career opportunities in New York City Civil Service

For further information and applications for positions in the above examinations, contact the Department of Education, 219 Broadway, New York 7, N.Y.

Please send me information and application blanks for the examination. If this is not available at the present time, please keep me informed on future tests. Thank you.

Name

City

State

CIVIL SERVICE LEADER

Page Two

Tuesday, October 1, 1963
CONFERENCE TALK

The Central Conference of the Civil Service Employees Assn. is seen here as he chatted with Raymond G. Castle, CSEA first vice president, and Emmett Durr, CSEA Health Dept. representative, at an executive session in the Park Lane Hotel.

New State Policy
On Oral Exam Use

(Continued from Page 1)

6. Continue to give attention to improvements in examination and equipment used in administration of oral exams.

7. Give greater attention to training persons who are to act as oral examiners with emphasis on developing skills in observing and evaluating oral test factors.

8. Standardize further the procedures for notice to candidates and administration of oral exams. Re-design and improve the forms used to record oral exam results.

Explore Alternatives

9. Continue to explore alternatives to oral test, such as a probationary period in promotion, rating of promotion potential and greater latitude in selection of persons for oral tests.

10. Include questions relating to appeals from oral tests in the study of all types of examination appeals.

11. As a general practice, group oral tests will be followed by individual oral tests.

Capital District Conf. Makes Change in Its Constitution

The first major revision of the constitution of the Capital District Conference, CSEA, was hailed by the group's president as an important step forward in assuring the future growth of the local Conference.

A. Victor Costa, conference head, said that the Board of Directors of the CSEA's State Association has given its formal approval to the amendment of Section 2 of Article 3 of the constitution. The amendment, dealing with the voting strength of chapters making up the conference, was approved by Conference delegates at a special meeting on Aug. 13.

New Representation

The amendment provides for proportional representation. In that each chapter shall be entitled to one vote for each 500 members or fraction thereof. The revision gives the larger chapters more representation.

(Continued on Page 16)

Levitt To Submit Major Retirement Legislation

(Continued from Page 1)

He added that his proposal contemplates a non-contributory retirement plan with no diminution of benefits for any member.

Levitt has already solicited members to retire at any age past 55 with benefits of 1/60th of their final average salary for each year of service after the effective date of this law. The benefit would be in addition to the retirement allowance already earned. In the case of a new member entering employment and starting at age 50 and retiring at age 55 with 30 years of service he would receive an additional and final average salary. The latter represents an improvement in benefits and an increase for none.

The bill as presently drawn would go into effect April 1, 1963 for the State and anyone thereafter for other participating employees who elect to adopt the new plan.

The Proposals

In addition to the non-contributory salary bill, Levitt plans to advance the following retirement measures designed to bring the System more in line with present member needs:

A. Granting at age 50 of vesting benefits on retirement allowances earned by those members who left service after at least fifteen years of membership in the System without ever having to leave their contributions on deposit. This provision, Levitt said, is an attempt to help "those who have the most to lose in the event of their retirement."

B. "Incidental death" benefits are another proposal. Providing for a benefit in the event of an accident. "In all fairness, these benefits should be granted to all members under the plan under which the member contributed." he added.

C. These and other survivor benefits are included in the package. One would render permanent the existing maximum two-year salary death benefit. Another would extend this provision for one more year to the beneficiaries who failed to pass. A third bill would extend last year's measure, which eliminated the "death benefit." This amendment provides for payment of an amount equal to the pension reserve (employer contributions to retirement allowance) as an over time death benefit, to the survivor of an eligible member. "This measure is intended as a safeguard for survivors who would otherwise lose their funds managed by the Retirement System rather than cope with the intricacies of investment themselves," Levitt explained.

Supplemental品

Senatorial people also ask for an increase under the Comptroller's new proposals. Advo
cating increased retirement payments of older retirees to levels more consistent with present day living costs, a long standing need of post-war inflation.

The Comptroller termed his comprehensive review of member needs, which encompasses long-range objectives based on estimates of public expenditures and State personnel requirements. "I firmly believe," he added, "that each of these long-range objectives represents an important step forward in liberalizing the State Retirement System so that its members may be given at least minimum and five percent more in the highest maximum salaries."

In asking for immediate action on the first three of these bills, Levitt pointed out that the CSEA's pay case with the State Department of Labor's Division of Employment has been set for an increase under the 1953 precedent.

The Comptroller's program bills. "This measure is intended as a proration of the System's program funds. In the latter situation, the survivor would be able to choose the greater amount."

The fourth bill in this series would establish a minimum or guarantee benefit of one-half of the retirement fund for an individual, or one-half of the retirement fund for an individual, in the event of its death in service. "This measure was introduced in the State Assembly last year," said Levitt.

The fifth bill in the series would provide a "no beneficiary" plan for members who die after 55 who have been in the System for at least 15 years. "These measures are designed to bring the System more in line with present member needs."

The bills have been referred to the "Committee on Pensions and Retirement."

(From Leader Correspondent)

SYRACUSE, Sept. 10—Pickets stepped up here last week in the wake of City Council's action disapproving the Municipal Employees' Bill of Rights. The movement, started by the Public Service Employees Association of the City, is scheduled with the Di
tachment of the Budget tomorrow (Oct. 1). It is the second such meeting in the State this year. The first was an evening of the Comptroller's program bills.

The second bill in this series, Levitt's proposal to add an amendment, dealing with the voting strength of chapters making up the conference, was approved by Conference delegates at a special meeting on Aug. 13.

New Officers, New Newsletter Start New Buffalo Year

(From Leader Correspondent)

BUFFALO, Oct. 3—Those interested in Buffalo chapter activities for Buffalo chapter, Civil Service Employees Assn., include the publication of a new newsletter, the starting of a new chapter, and the appointment of new officers. The newsletter started to be published every two months, will be edited by Marilyn Glavac.

The chapter was organized earlier in the year and held its first meeting, Sept. 18, at the 1963-84 meeting in the Park Lane Restau

The New York Times

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Executive Dropout
Estimated At 33%

"Of the 2,000 top career posts in Government, we esti-
mate that about one of every three will become vacant in a five-
year period."

This statement was recently made by U.S. Civil Ser-
vice Commission Chairman John W. Macy, Jr., in an ex-
ecutive training meeting to attend a portion of this need, an Executive Seminar will open October 7 at Kings Point, Long Island, Macy reported.

The Kings Point Center has established itself as an inter-
agency training facility available throughout all Federal departments and agencies. The Center may be at-
tended by career executives selected from grades 13 through 16 in order to provide a deeper un-
derstanding of the role of the Federal Government in society.

This concept of the civil servant and the public service he provides has been receiving a great deal of additional publicity re-
cently. Many civic groups, professional organizations, newspapers, etc., are beginning to concern

 itself with the issue of recruitment problems for higher levels.

Critical Shortages

As Macy pointed out, many top major recruitment problems have been created by a loss of critical personnel shortages in the Federal Register is becoming more pronounced and more critical. A recent article in The New York Times Sunday Magazine pointed out the fact that college students are virtually not interested in a civil service career. The article related the fact that private in-

dustry considers Washington a recruitment "gold mine" whereas many highly competent profes-
sional people are interested in the change to private industry.

President Kennedy recently told his White House staff that big government and its related problems may become a major domestic issue in the next Presidential election. With so many private citizens behind an improved civil service career, this recruitment controversy may easily become a big government problem.

Depression Era

Many people have pointed that Depression-era employees, who craved the security of a civil service job, have now reached or are near reaching retirement age. The next generation has little interest in the low-paying secure career civil service and greater enthusi-

asm for private industry financial success including the fringe-benefit programs which private industry is offering on an increasingly larger scale.

With a greater public awareness of the impending descent in the level of public service the tax-
payer, lagging civil service sal-
aries and major recruitment prob-
lems, Macy's prediction could easily be true.

Personality Traits Of A Federal Executive

Discussed in New Book

A new and revealing view of the Federal executive is available in a recently published book en-

Co-authors W. Lloyd Warner, Paul P. Van Hiper, Norman H. Martin, and Evva P. Chitine have attempted to take a statistical

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ernment on Social Security, Mail only:
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CIVIL SERVICE LEADER

Tuesday, October 1, 1965

Dr. Gill On Faculty

ALBANY, Sept. 30—Dr. Mer-
on M. Gill of Berkeley, Calif., a noted psychiatrist and psycho-
analyst, has been named to the faculty of the State University's Downstate Medical Center.

Dr. Gill will serve as Research Professor of Psychiatry at $20,000 a year. He is the author of over 30 publications and was co-recipient of the Manheimer award of the American Psychoanalytic Assn.

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Tuesday, October 1, 1963
CIVIL SERVICE LEADER

Action On Brookings Report
Expected To Raise Quality
Of City Services

A speed-up in personnel department to department of professional people
recruitment by cutting red tape and giving greater free-
been announced by Mayor Wagner in an attempt to
leaving City employment every day.
The announcement follows a recommendation by the Brookings
Institutions in a report to the Commissioner of Personnel that an
important first step to raise the quality and efficiency of City
services is to speed up the qualifications of personnel.

One of the eight steps in the program has been implemented—
the creation of a competency examination which would attract
graduate level professionals to the Pool of candidates for
This would be accomplished by a college graduate's entrance into
Field at the supervisory level. The creation of the title however,
may mean that some of the time career employees
claimed that their ranks would be
the line for college trained professionals who would move ahead in
promotional examinations at a
to other career levels. The

Second Step

A second step—that of the delega-
tions to come—would be to
head to fill vacancies within cur-
rent budgetary allotments, was
proposed as a positive correc-
tive order. This order affected
most City agencies and
expected to eliminate delays which
from filing of applications
or employment of qualified personnel from taking
jobs with the City.

One major headache for the Department of Personnel as well as
for other agencies was the necessity of obtaining approval
for personnel assignments and
Civil Service Commission
rules. This problem re-
mained and was
executive order by the Mayor in order that it be
. The Brookings report noted that
from division of authority
personnel functions caused
career officials to withdraw
accepting employment. Should the period from filing of applications
to acceptance of a position
more applicants will accept
employment. The present waiting
for two to five years in
causes many successful
to lose interest in pub-
employment.

Now Included
One point being watched closely
by employers is the recomman-
dation that operating agencies par-
ticipate in the examination pro-
cess under "carefully controlled
conditions." The agencies were
formerly prohibited from partici-
pating in such an examination. Accord-
ging to the Mayor, department heads
be able to apply their pro-
fessional knowledge and famil-
arity with their department needs to the selection of appro-
qualifications of personnel
tilization of departments in the
examination process will be
be referred to the Personnel

A project which came about
two years ago has agreed to
other agencies. When the Depart-
ment of Personnel found
short-handed to the extent that it
was having problems keeping up
the vacancies in the Police
Department, it asked for and re-

The Woman's Angle

By MARY ANN BANKS

City, State and Federal civil servants will soon be

Women's Editor of the Leader with
news of interest to women in civil service.

The report is for this material is
Thursday at noon for publica-
in the following week's paper.

Reports say that BERN HIRSH-
HURWITZ, assistant superintendent of the Welfare Department's Day
Centers for the Aged, is taking a
new job. She is rumored to be
hard at work establishing another
Day Center in the Bronx. The
new Day Center will be the 31st of its
kind.

LEA LEMIEUX, State Tax De-
partment, Albany, is burning the
candle at both ends these days. As an assistant commissioner
in the Division of the Department of Taxes, she
will reside in the Statehouse for more
than 760 delegate.

Lima, Stockholm, Moscow,
Vienna, and Switzerland—that's
where ADELE LEE's Job has taken her. As a recruiting officer
for the U.S. Foreign Service, she
has been telling a good many
New Yorkers about the advantages of the foreign
service. She has no inten-
tions of quitting her
but will patients spend a two
years term of duty here assisting transfer
her to another

Three of New York City's
civil servants are off to the
Dominican Republic to help
care for the victims of a polio-
epidemic which has hit that
Caribbean nation.

When an SOS came from the
dominican Republic, the
Mayor, Deputy Mayor
and Acting Deputy Mayor,
operation was called

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ELLEHANTY INSTITUTE, 115 E. 15 ST., MANHATTAN, N.Y.
City Should Study Levitt Proposals

STATE Comptroller Arthur Levitt has announced a series of retirement measures that he will submit to the Legislature for action. The content of his proposals mostly affect State workers but they should be of interest to New York City employees as well.

Levitt's major proposal—a measure similar to one advocated by the 118,000-member Civil Service Employees Assn.—would make the State Retirement System non-contributory for State employees. At the same time, this bill would assure retirement at any age past 55 with benefits of 1/60th of final average salary for those who pay into the retirement system for at least 30 years and are employed by the State for at least two years.

For new members of the Retirement System, guaranteed half-pay retirement would be earned for 30 years service. Another major proposal would grant vesting benefits at age 55 regardless of earnings above the ceiling, and for full career employees, retirement benefits at age 55 with 30 years of service.

State employees are called to look with favor on Levitt's legislation. For New York City, with its maze of retirement systems, the Comptroller's suggestion could be a long-term solution to the City retirement mix-up by providing a program for all new employees that could render equality in City retirement plans.

Answer To The Problem?

ONE of the recommendations to improve the serious shortage of skilled manpower in New York City and State agencies would allow retired persons to be rehired to their former positions without loss of pension rights. Levitt's suggestion to rehire retirees could be a solution. Of the 73,000 State employees, preferably over New York City's television workers.

This week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 9.

Tuesday, October 1

9:30 a.m.—Career Development—Police Department training program. "Learning About the Police Function." (Continued on Page 15)

10:30 a.m.—Operation Alphabet—Police Department training program. "New Laws." 1:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nurses, "Development of the Nursing Care Program." 5:00 p.m.—Nurses' Week—NYC Dept. of Hospitals series on nurses, "The Big Picture—Nurses' Week." 7:30 p.m.—On the Job—Fire Department training course.

Wednesday, October 2

2:30 p.m.—New York City Department of Hospitals series on principles and methods of developing plans for nursing care. "Management and Planning." 4:00 p.m.—Around the Clock—Police Department training program. "New Laws." 5:00 p.m.—Nursing and You—Ina Bennett, Nutrition Bureau guest. 8:00 p.m.—Operation Alphabet—Police Department training program. "New Laws." 10:30 p.m.—Operation Alphabet—Literacy series by NYC Dept. of Labor.

Thursday, October 3

3:30 p.m.—Report on Education of Labor: Nursing—NYU School of Education, "Training for the Nursing Care Program." 4:00 p.m.—Around the Clock—Police Department training program. "Questions Answered on Social Security Benefits." 7:30 p.m.—On the Job—Fire Department training course.

Friday, October 4

1:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nursing care, "Implementation of the nursing care plan." 4:00 p.m.—Around the Clock—Police Department training program. "Questions Answered on Social Security Benefits." 5:00 p.m.—Nutrition and You—Ina Bennett, Nutrition Bureau guest. 8:00 p.m.—Operation Alphabet—Literacy series by NYC Dept. of Labor.
DPW Chap. Installs
POUGHKEEPSIE, Sept. 30
Lyman Connors was in-
stalled as president of the New
York State Department of
Public Works, District No. 8
chapter, CSEA, at an annual
meeting held recently at the
Italian Center, here.

Connors President
BUFFALO, Sept. 30—Dr. Wil-
liard H. Clatworthy has been
named director of a new Bureau
of Statistics, just established at
the State University College at
Buffalo.

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tion, was first to protect mankind against
that dread scourge, smallpox... so the STATE-
WISE PLAN was the first program of protection
against the costs of hospital, surgical-medical and
major 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 employ-
ees of many local subdivisions of New York State
and their dependents are now subscribers.

If you are not a subscriber and would like all
the facts on the STATEWISE PLAN, see your pay-
roll or personnel officer.
Filing for the title of parking meter attendant (women) is expected open October 2. The New York State Department of Personnel is expected to offer this $4,080 position from Oct. 3 to Oct. 22. In conjunction with the announcement, the Labor Leader is also carrying the last examination which was given in this title.

The attendant position has an annual salary range of $4,080 to $5,080, a uniform allowance and parking meter attendant (women). ALBANY, Sept. 30—The State for promotion to the title of senior physical examination and also a competitive appointments:

Testing Engineers Association. I principal statistician; McLean, director of the Bureau of meeting of the New Jersey, New York and New England States and supply clerk; Abraham Ber-

Hayward Fogg, 58, assistant director of the Division of Food by authorities in the testing field.

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Hayward Fogg, 58, assistant director of the Division of Food by authorities in the testing field.
Gordon Elected President By Maintenance Council

Al Gordon, field superintendent of surveys and inspection, of the New York City Housing Authority, was elected chairman of the buildings and grounds maintenance council of the City of New York. The election took place at a recent meeting of the council at the Department of Parks' Latourette Golf Course in Staten Island. Elected with Gordon for 1963-66 are: Arthur Alena, secretary, Raymond C. Hudson, Division of Maintenance and Operation, Board of Education. This is Mr. Hudson's second term.

Executive Committee members elected were: Arthur Alena, Department of Public Works, and Marvin Bruff, Department of Correction. John Lefon, Department of Public Works, outgoing chairman, automatically became a member of the Executive Committee. Other members of the Executive Committee are: E. T. Bruce, Department of Parks; C. Durra, Department of Welfare; R. Flood, N.Y.C. Housing Authority; F. Kohoe, Queens Borough Public Library; A. Rosenbaum, Bureau of the Budget, and M. Saslow, Department of Personnel.

The members of the Council are administrators and supervisors of the buildings and grounds maintenance operations in agencies and municipal institutions of the City of New York.

The Council was founded in 1960 for the purpose of increasing the effectiveness of buildings and grounds maintenance. Last year's program consisted of lectures and panel discussions on pertinent maintenance subjects, and the development of a training program for supervisors.

Gordon first entered public service in 1914 as a maintenance man, and in 1937, he was appointed from a civil service list to the Department of Parks. After three years of service in World War II, he joined the New York City Housing Authority as a maintenance man, and through promotion examinations, rose to assistant resident buildings superintendent, resident buildings superintendent, and senior superintendent in charge of janitorial standards. In 1957, he was appointed from a civil service list to the Department of Parks. After three years of service in World War II, he joined the New York City Housing Authority as a maintenance man, and through promotion examinations, rose to assistant resident buildings superintendent, resident buildings superintendent, and senior superintendent in charge of janitorial standards.

Nursing Titles Head List Of VA Openings

Leading the list of positions which are now open at the Veterans Administration Hospital in Brooklyn are those of practical and registered nurses. The registered nurse earns from $3,035 to $3,820 per annum. The position requires a degree from an approved school of professional nursing.

The practical nurse receives $3,210 to $4,110 per year depending upon qualifications. Applicants must have completed a full time program of study in a school of practical nursing and have a current state license. Other positions now being offered are occupational therapist, GS-7, at $5,510 to $7,206 per year.

The hospital is also seeking dietitians, $7,565 to $7,705 per year; a clinical social worker, $6,670 to $8,700 per year; and a research psychologist, $9,673 to $11,100 per year.

For additional information contact the Personnel Office, Miss Baron, Veterans Administration Hospital, Brooklyn 28.

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CITY EMPLOYEES:
Time To Think Of Your Family's Health!

You may join the City's Health Program (H.I.P. and Blue Cross) without physical examinations between September 23 and October 11.

The City of New York pays approximately half the premium for you and your family.

This health program is the finest offered by any city in the country.

H.I.P. provides prepaid medical, surgical, maternity and specialist care through family doctors and specialists . . . at your home, at doctors' offices and in the hospital . . . without your having to worry about extra charges or quality of care.

BLUE CROSS provides fully prepaid semi-private care in the hospital (bed and board, in-hospital nursing service, use of operating room, etc.).

Over 375,000 city employees and dependents now receive their doctor and hospital care through H.I.P. and Blue Cross.
U.S. Air Agency Jobs Offered To Veterans, Others

Air traffic control specialist jobs with the Federal Aviation Agency are now open for the filing of applications. Specialists earn $4,345 a year to start, and can earn up to $4,830 in their title.

Army flyers, those currently in the Army, may enter the Army as Air Traffic Control Specialists. The G.I. GI's can earn $4,500 a year, and in three years can earn $5,795.

This test is to recruit specialists to control air traffic to and from all major airports.

Positions are located throughout the United States and in U.S. agencies in foreign countries.

For grade GS-5, paying from $4,860 to $6,125, candidates must meet the above experience or educational requirement. For the GS-7 position, paying from $5,750 to $7,550, candidates must have an additional year of graduate study or a combination of graduate study and experience totaling one year.

Management internships are also offered. This test is to recruit people with management potential for special training.

Most of these management intern positions are located in the Washington, D.C. area. These jobs are in grades GS-1 through GS-6 a year.

The Civil Service Examination will be given in January, February, March, April and May 1964.


Application form 311 can be obtained from the regional office of the U.S. Civil Service Commission, 20 E. 42nd St., New York 17, N. Y., or from the U.S. Civil Service Commission in Washington, D. C.

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2 FAMILY
11 ROOMS
FEATURES 2 modern baths, 2 science kitchens, full basement, all heat. Many other extras included. Owner forced to sell to quick buyer. Rental opportunity to live rent free with no down. $16,000. full price. BRICK with particle.

$500 TOTAL CASH OVERT MORTGAGE
NO RED TAPE, NO CREDIT CHECK, just bring $500 and move right into, better than rent. The 2 bed. bedroom house, features, rooms, all on one floor plus extra attic with full basement and garage, newly re-decorated. ready for immediate occupancy. SORRY, NO SPELACULUS, PLEASE:
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HOLLIS
GOOD BUY
1-FAMILY, shingle, 3 bedrooms, all heat, full basement, 20x100 plot, garage, excellent condition. Price $20,600

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194-24 Hollis Ave.
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EXCLUSIVE WITH LIST
MODERN CUSTOM built bungalow, 6 extremely large rooms, plus full attic, basement garage. This trim house is set on 20x100 plot, extended, ready to live in. Hurry before some other lucky one buys it. $5000 down.

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SOLD BUILT 2-family home, 3 rooms down, 2 up, enclosed porch, basement and garage, 80x100 plot. ROOSEVELT

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MODERN, UP to date living. Detached, with 3 bedrooms, finished family room, den, patio, full basement, oil heat. 80x125 plot, washing machine. A lovely buy! Will not last.

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9th Ave. & 80th St.

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143-01 HILLSIDE AVE.
JAMAICA

TAKE 8th Ave. 'T' Train to Sparrow Bnd. 8:30 A.M -- 5:00 P.M.

INTEGRATED
Dedicated Employees
Nine employees of the New York City Department of Retention are shown above after receiving career service awards from Herman Badillo, (ach from left), Retention commissioner, at ceremonies in the Department's office recently. Philip Horowitz (third from left) was cited for over 25 years of city service. These employees, with at least six years awards from left are: Michael Schure, Meyer Shostak, Horowitz, Clifford Kirnsee, Meyer Kallo, Commissioned Pail, Irving Scolnick, Eitel Goldwatt, William McPhee, and Frank Lewis.

Don't Repeat This
(Continued from Page 1) and even local officers seeking re-election next year fear an arch conservative at the head of the GOP ticket more than they do President Kennedy.

The Reasons? In many areas, particularly metropolitan New York, Republicans need additional independent and, occasionally, Democratic votes to win. As one of New York's orange GQ pros "proud" this writer, "If our convention nominates Barry Goldwater for President we know we have nationals to the Democrats. Furthermore, when Goldwater has been beaten in New York State by numerous local officials, and possiby the U.S. Senate seat of Kenneth Keating, would lose with him."
The tendency to vote a straight party line is strongest in Presidential elections and the pro to whom we spoke declared "the average independent voter, to my opinion, leans toward the more liberal political philosophy. He is not going to vote the issue on a column headed by Goldwater and the loss of those independent votes could mean the loss of several offices.

Some Examples
It was pointed out that Democratic Congressmen such as bey Draper Haper in Queens and John V. Lindsay in Manhattan were examples of big voter groups who could get hurt with a very conservative presidential candidate leading the ticket. It is known that Harper gets lots of Democratic, independent and liberal votes, as does Lindsay. This is because their Congressional records are basically reflective of the liberal wing of the GOP. The fight to defeat a quo does as much as Goldwater to make a lot of voices forget this. It is feared.

Stale legislators and assemblymen will be up for election next fall, too, and some of these could be in danger for the same reason. Nassau County, (where Democratic registration has been growing in recent years) tends to elect men to the Legislature that are clearly identified as Rockefeller, or liberal Republicans. But even a popular figure such as Assembly Speaker Joseph P. Caufield could be in trouble in a year that would feature Kennedy against Goldwater.

Legislature Balance
"Not that I think it likely that Goldwater on the ticket would disturb the Legislature domination by the GOP," said our pro, "but we know that it is within the realm of possibility, if not probability."

"The influence of the vote update," he said, "would not be too high. But to lose metropolitan New York in a big way is to hand the GOP control on one and to hurt liberal Republicans in the area."

Keating does take the nomination, Republicans locally feel that they have a good chance to take a office in spite the popularity of President Kennedy. The right kind of dark horse candidate, should Rockefeller and Goldwater cancel each other out, would allow for a better change, many GOP leaders feel.

"By the right kind," I mean that there are many young men who could hold the party on a national level against Kennedy but only a few who would help local office seekers in New York," we said our pro. One man whom he felt would give a boost for the GOP here is Sen. Kenneth Keating, who is very popular in New York. As a matter of fact, Democratic county leaders in New York would worry more about the nomination of Gov. Nelson Rockefeller—and certainly Goldwater. Goldwater is very strong in the South and Southwest. He is growing in popularity in the Midwest and President Kennedy knows this. A year ago, the Kennedy team feared Rockefeller as a candidate but now would like to see him in the race in the top spot.

As for Republican office seekers, a check among other leading GOP figures support the points of the pro with whom we talked. The consensus: New York Republicans are watching the forthcoming race closely—and with apprehension.

Finkelstein Hailed As Law Journal Publisher
(Continued from Page 1)
field as publisher of the venerable New York Law Journal.

"I am confident that for your years of experience as founder of the Civil Service Leader will prove of great benefit to you and to the community in this new underlaking."

"I wish both you and the Journal continued long life."—(Mayor) Robert F. Wagner.

"I congratulate you most heartily on your election as Chairman of the Board of the Law Publishing Company and on your appointment as publisher of the New York Law Journal."

"Our Law Journal is not only the oldest but it is also, undoubtly, the finest publication of its kind. Your ever keen training, your long time interest and highly creditable participation in our work has been gained over the years as the publisher of that outstanding newspaper. The Civil Service Leader, give solid assurance that the Law Journal will continue to give essential and distinguished service to the Judiciary and the legal profession."

"I wish for you much success and happiness in the fulfillment of your new and important responsibilities."

-The Honorable Kenneth B. Finkelstein.

"I wish you all good wishes on becoming publisher of the New York Law Journal.

"This is another milestone in a magnificent career combining business and public service in the best traditions of the country that under your helm the New York Law Journal will achieve new heights.

"I know firsthand of the high standards of journalism to which you are accustomed and have no doubt that your excellent background and experience will be reflected in the publications of this Journal. With personal regards."

-U.S. Senator Kenneth B. Keating.

"I am pleased to extend my heartiest congratulations to you as the new publisher of the New York Law Journal. It is historic and satisfying to note that this is indeed a rare and happy opportunity as its publisher."

"I am sure in the same fine tradition set by The Civil Service Leader, which under your leadership has proceeded so superbly. With every good wish."—U.S. Senator Jacob J. Javits.

"It is good and exciting news that you have become publisher of that historic old publication, the New York Law Journal."

"All of us in the law depend on it for the orderly conduct of our business lives."

"Knowing the integrity and character you have exhibited as a publisher in the 23 years since you founded The Civil Service Leader, etc., I am considerably to give you the same devotion and accuracy to the Law Journal."

"I wish you all good wishes for the future success of the Law Journal and yourself."—(Congressman) Emanuel Celler, Chairman, House Judiciary Committee.

"My congratulations on becoming publisher of the New York Law Journal. I am sure you will continue its high traditions of service and honor. As publisher and founder of The Civil Service Leader you have contributed significantly to publishing, particularly in the area of news of importance to government employees and in education."

—(Congressman) Ogden Reid. (Mr. Reid formerly was publisher of the New York Herald Tribune.)

"I was delighted to see the announcement of your election as publisher of the New York Law Journal and I hasten to extend to you and to The Journal my congratulations and all good wishes."—James A. Farley.

A former New York City Planning Commission Chairman, Mr. Finkelstein is a director in a number of business and fraternal organizations in addition to being publisher of The Leader.

TransitPatron Test in December: Apply This Month
An expected increase in the quota for the title of transit patron (Transit Authority) will lead to a large number of appointments to be filled by a December 4 examination.

The current eligible list for the title is expected to be used within the next few months. Transits' openings occur as the same titles as City employees and receive equal benefits with the exception of the retirement system. It is expected that a parallel retirement system will be set up in the coming session of the State Legislature.

The test for the position starts at $6,130 and increases in three steps to $7,621. With uniform allowance and holiday pay the salary reaches almost $8,000.

A high school education or the equivalent is required before appointment.

Applications will be accepted by the Department of Personnel weekdays from 9 a.m. to 4 p.m. and Saturdays from 9 a.m. to noon at the applications section of the 95 Davies St., N.Y., N.Y. Final date for filing is Oct. 31.

Quality Control Title
The United States Air Force is now recruiting civilians for posts as Quality Control Title with equal benefits with the exception of the retirement system. It is expected that a parallel retirement system will be set up in the coming session of the State Legislature.

For further information concern-
ing these titles contact the Board of U.S. Civil Service Examinations at 1900 B. Mapin Ave., Los An-
egles, Calif. 90015.

TO BUY, RENT OR REAL ESTATE — PAGE 11

Five Pass Test
ALBANY, Sept.—Five State Banking Department employees are being offered a special civil service promotion examination for deputy superintendent of banks, a $17,300 salary, and having a license to do business in the State.

They are, in order of rank: E. V. Crawford, Saratoga, Leo P. Belch, Endicott, New Windsor, Kenneth D. Deaver, Elmhurst, A. R. Bellington, Queens Village, and E. L. Milleson, Brooklyn.

Wertine Renamed
ALBANY, Sept.—Walter H. Wertine of Colonie has been re-named to a new term on the Board of the Chancellor University College at Albany.
Parking Meter Attendant Queries Prepare Readers

The New York City Department of Personnel is expected to open filing on October 2 for the examination for the positions of parking meter attendant (women). The examination is only one of the tests in preparation for this test, The Leader is publishing the last examination which was given in these titles. The exam and the key answers which correlate with the questions will be published in part this week and continued for the next few weeks.

21. A polygraph (A) count up (B) do not write down (C) give more (D) pay double for.

22. Abuse (A) accept (B) mistreat (C) oppress (D) treat.

23. Accurate (A) correct (B) read (C) tell (D) think.

Plumber Titles Are Offered In Promotion Exam; To $4.75-Hour

The New York City Department of Personnel is now offering filing for the promotion examination of plumber. The position has a salary of $4.75 for a 7-hour day. The exam is open to all employees in City government. The closing filing date for the title is October 22.

Jefferson County To Hear Hungerford

WATERTOWN, Sept. 30— Isaac S. Hungerford, director of the Watertown Chapter of the United Association for Retired Employees Fund, will be guest speaker at the fall membership meeting of the Jefferson County chapter, Civil Service Employees Association.

Mrs. Fannie W. Smith, chairman of the social committee, announced that the dinner meeting will be held here Thursday, Oct. 17, at the Watertown Hotel.

Fellowship Deadline Is November 15

ALBANY, Sept. 30—Attention freshmen members of the State University:

This is to inform you of application deadlines for the fellowships. These fellowships and grants-in-aid of up to $1,500.00 are available for full-time undergraduate freshman students of the state-operated colleges of the State University System.

Certificates of Achievement Awarded 20 At Matteawan

(From Leader Correspondent)

POUGHKEEPSIE, Sept. 10— Twenty charge and supervising officers of Matteawan State Hospital received Certificates of Achievement in the Fundamental of Supervision, at ceremonies held in the state-operated hospital. The officers were given awards in recognition of their services.

Each of questions 31 to 55 con-

8. Excellence (A) kindness (B) respect (C) touch.

Each of questions 31 to 55 con-

5. The following are the key an-

31. AGRICULTURE (A) count up (B) do not write down (C) give more (D) pay double for.

32. Abuse (A) accept (B) mistreat (C) oppress (D) treat.

33. Accurate (A) correct (B) read (C) tell (D) think.

81. Certificates of Achievement Awarded 20 At Matteawan

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33. Accurate (A) correct (B) read (C) tell (D) think.
CSEA Asks $350,000 For Oneida Cty. Common Working Man' In Salaries

UTICA, Sept. 5 — A salary plan designed to boost the income of the "plain, common, ordinary working man" recently was submitted to the Oneida County Board of Supervisors by the Oneida County chapter, Civil Service Employees Assn.

The plan, as described by Joseph A. Mathews, president of the chapter, is primarily aimed at the grades 1 through 14 employees, Mathews said, the 14 grades 1 through 14 employees, the Oneida chapter plan is an addition to the proposed pay raise that the County is expected to allocate next year.

Mathews and the CSEA's proposed pay increase were intended to supplement those raises employees will receive under a new salary schedule.

Speaking of the county plan, Mathews said, "We feel that it is a step in the right direction since it has brought about an equalization of salary for similar work within the various departments.

However, Mathews said that the association also felt that "the salary schedule has not reflected a salary increase of sufficient proportion for the majority of county employees.

He said the county government's supervisory, administrative, or highly specialized personnel appeared adequately compensated under the new county's salary schedule.

"For those people we request only a token increase or none at all," Mathews said.

"Our chief concern at this time is for the plain, common, ordinary working man."

The CSEA proposal suggested a two-percentage raise over the current pay schedule for employees in Grades 1 through 7 and a one-half increase for those in Grade 8 through 14.

A one-half increase was suggested for Grades 1 through 10 and a one-half increase rate was suggested for Grades 11 through 14.

WHEN IN ROME — Not Italy, but New York, of course, where the recent Central Conference of the Civil Service Employees Assn. met. In attendance were, from left, Samuel Borelly, State School Fort Stanwix chapter, chairman of the County Workshop; Clara Bonnstadt, Civil Service Employees Assn.

CSEA Wins Health Plan In Tompkins

The Tompkins County Board of Supervisors has adopted the New York State Health Insurance Plan for county employees as recommended by the Tompkins County chapter of the Civil Service Employees Association.

Earlier this year, representatives of CSEA, led by Robert Mathews, chairman, met with the Civil Service and Salaries committee of the Board of Supervisors concerning the new health plan that could cover more than 600 county employees.

Remarks Why

Benjamin L. Roberts, CSEA field representative, said that more than 90 percent of the county employees favor the plan, which requires participation of at least 15 percent of county employees before it goes into effect January 1, 1969.

Under the terms of the agreement, the county pays 50 percent of the employee's monthly rate of the costs of his immediate family. Ralph Fuehrer, chairman of the superintendents association of which the CSEA is a member, said that with all the increased costs and the increase in medical expenses, the CSEA proposal should do to remain in a competitive position in the job field.

Mental Hygiene Memo

By William Rossiter

Responsibility Should Be Rewarded

The special mental hygiene attendants committee met in Albany last month to complete work in support of the upward reallocation and reclassification of positions in the attending service. The Department of Mental Hygiene has been very cooperative and has worked diligently with the Civil Service Employees Assn. on this appeal.

The attendants appeal has been sent to J. Earl Kelly, Director of Classification and Compensation. Many favorable recommendations and arguments were presented in the appeal, some of which were:

"CALLS FOR reallocation from grades 5 to grade 7. Lack of promotional opportunities for attendants has been a "bug-a-boo" for far too many years. The Department of Mental Hygiene has determined that 2,968 attendant items be reallocated to senior attendant.

This would be a new title and would be grade 9.

INCUMBENTS now in grade 5 whose duties call for a senior attendant item (certain positions on evenings and nights and others) would assume this position (senior attendant) without any additional Civil Service examination. Promotion, of course, in the future, would be on a competitive basis, as is the staff attendant now.

STAFF ATTENDANTS would be reallocated from grades 7 to grade 11, with staff attendant T.B. going from grade 9 to grade 13. Supervising attendants would be raised from grade 11 to grade 14, head attendants from grade 14 to grade 15 and chief supervising attendants from grade 17 to grade 19.

In improving the care and treatment of mental patients, 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 it a former concept and its present annual salary obsolete.

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 cost the State of New York. To deny the application on behalf of the attendants on this basis would result in a state of immobility with respect to salaries for approximately 25 per cent of New York State's employees. We feel that such a state of immobility with respect to salaries does not afford an opportunity for compensation commensurate with the increased concept of the position of attendant as reflected in their new duties and responsibilities.

The increased use of tranquilizing drugs as a major form of therapy has made it necessary for the attendant not only to administer these drugs but also to be thoroughly familiar with the prescribed dosage and know the expected reactions and side effects and the route of drug administration.

The open door policy engaged in by the Department of Mental Hygiene has added to the responsibility of the attendant. It is much less difficult to maintain close supervision over someone who is confused to a ward than it is over a patient who is perfectly free and needs access to more facilities within the institution.

The shortage of qualified nursing personnel has made it necessary for the attendants to assume many of the duties that normally would be delegated to a Registered Nurse. Under certain circumstances attendants are required to administer drugs by intramuscular injection. In many instances, the attendant must be familiar with and recognize symptoms of disease as well as be able to have an understanding of the general condition of the patient in the absence of the nurse.

There are many more facts (such as shortages, low salaries, etc.) that are contained in the appeal but space does not permit printing them all.

At times, we receive letters criticizing the column for not devoting space to the problems of smaller group of employees. These critical observations are probably partly justified but if we don't have all the facts and information, we cannot write about matters that affect many attendants. We don't want to ignore anyone's problems or offend our readers.

If your group, regardless of its size, feels that your position should be reallocated, you should contact Mr. William Bloom, Director of Research, Civil Service Employees Association, 8 Rk. St., Albany, N.Y. He will be glad to help you with your appeal.
**TESTING MATERI'ALS**

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**Monday, Oct. 7**

**3:00-PM.—Nursing Today—NYC Dept. of Hospitals; Gregoriness Wiehler giving instructing techniques "The Change of Diet."**

**4:00-PM.—Air Force Story—Film series on the U.S. Air Force**

**7:00-PM.—Fire Force Story—Film series on the U.S. Army Fire Service**

**Monday, Oct. 7**

**3:00-PM.—On the Job—Fire Department training course.**

**3:30-PM.—Career Development—Police Department Promotion Course.**

**3:10-PM.—Career Development—Police Department Promotion Course.**
Nassau County Employees Strive To ‘Keep Pace’ With Industry; Ask Salary, Benefit Increases  

(From Leader Correspondent) 

MINESOLA, Sept. 30—The Nassau County chapter, Civil Service Employees Association, has filed with the Nassau County Board of Supervisors a memorandum supporting its case for a seven percent pay increase. The proof of the need for an "across-the-board" wage increase is supplied by the figures from the State Department of Labor, which show that in the Nassau-Buffalo Labor Market Area, average earnings have increased at a rate of 38 percent per month about for 20 of the 30 months between June 1954 and June 1961. Last Raise In 1961 Nassau County employees received last pay increase in June, 1961. By Jan. 1, 1964, nearly 30 months will have elapsed since Nassau County was awarded a pay adjustment. If the 28-month average increase is applied, county salaries should be increased by approximately 7.8 percent on Jan. 1, 1964 in order to keep pace with present trends in private industry in the Nassau-Buffalo area. Otherwise, the memorandum stated, "unless an upward adjustment is made, effective Jan. 1, 1964, Nassau County salaries will not keep pace with this trend but will have remained static for a period of 30 months. No action to increase the salaries of Nassau County county employees at this time will mandate that there remain unchanged for an additional 12-month fiscal period, thereby extending the period during which an upward adjustment has been made to 3½ years. "We do not feel," the Nassau County chapter added, "that the administration of this progressive county is desirous of continuing a policy of laissez-faire with respect to the upward adjustment of salaries for county employees. The continuance of such a policy in the present economic situation must be unwarranted and unrealistic." 

Oneida County 

(Continued from Page 1)  
The CSEA contended that: "If you were to make a study of individual salaries in the local branches with consideration to take-home pay and the number of dependents, you would find there are people in the employ of Oneida County who are actually worse off for comparable work."

Salary Increase Benefits All Members 

The CSEA chapters in Oneida County requested the granting of a double longevity increment, the first and second increments, the second after 15 years of county employment. The benefit according to the employee would be, it was said, "to reward long and faithful service by recognizing that quality of performance beyond that normally expected or required. It would provide an ever increasing feature of employment and thereby encourage continuous improvement and loyalty and to partially compensate for a lack of promotional opportunities." Benefits accruing to the employee, it was said, would be "to retain the skill of experienced personnel." If the 23-month average increase is applied, county salaries would be increased by approximately 7.8 percent on Jan. 1, 1964. 

Vestal Police Seek 18% Pay Raise 

VESTAL, Sept. 30—Members of the Vestal Town Police Department are seeking a pay raise of 18 percent above the current $5,000 salary for a first grade patrolman. The 14 members of the department asked the town board for a $900 across-the-board increase or an increase of $800 a man if the town would assume police insurance. Only raise given the policemen in four years was $100 across-the-board. 

Pickets Continue In Rochester 

(Continued from Page 3)  

to describe how the fight will be handled. The union wants job retention based on ability and fitness to do the job. Objections to the new procedure were based on City Manager Porter W. Homer's veto power over promotions. The mayor would name. "It was illegal for him to turn control of city personnel over to the union," Otto said. 

A spokesman for the Civil Service Employees Association, said that if the union really wanted out of all this is to control hiring and firing in the City—to control the personnel. Otto said he doesn't want to detract from the authority of the city manager but the union has made some bitter attacks recently against Homer. 

Welcome 

— Joseph F. Folly, president of the Civil Service Employees Association, second from right, is welcomed to the annual meeting of the State County Officers Association at the Hotel Concord, Kalamazoo, Mich., recently by Charles F. O'Brien, at Binghamton, association president. Looking on are C. L. Chambelaine, left, executive director of the Officers Association and Vernon Tupper, third vice-president of the CSEA.

Capitol Disil. 

(Continued from Page 3) 

of the CSEA. Otto also announced the appointment of a state representative to the Civil Service Department as chairman of a Constitution Revision Committee which will study the Constitution and proposed further changes to bring its principles of governance in line with those of the parent organization. The committee includes Ben Conly, College of Education; Thomas Shaneer, College of Pharmacy; Stanley Deisher, Employment, and Ruth Brennan, Social Welfare.