Governor's Salary Program:

How It Would Work
In Various Grades

If the Legislature approves the Administration’s proposal for improving the salaries and pension plan of State employees, there are some additional examples of what it will mean to State employees in some representative positions:

GRADE 4 — LABORER

Sex - Male; Age - 35; Years of Service - 1; Step - First; Number of Dependents - 1.

Annual Salary

Proposed for Oct. 1, 1964

(excl. effect of annual increments)

Gross: $2,430
Take-Home Pay: $2,289

Percent Increase in Take-Home Pay: 7.0%*

GRADE 5 — LABORER

Sex - Male; Age - 35; Years of Service - 1; Step - First; Number of Dependents - 2.

Annual Salary

Proposed for Oct. 1, 1964

(excl. effect of annual increments)

Gross: $4,720
Take-Home Pay: $4,595

Percent Increase in Take-Home Pay: 7.3%*

GRADE 10 — PAINTER

Sex - Male; Age - 30; Years of Service - 1; Step - First; Number of Dependents - 4.

Annual Salary

Proposed for Oct. 1, 1964

(excl. effect of annual increments)

Gross: $5,813
Take-Home Pay: $5,586

Percent Increase in Take-Home Pay: 7.5%*

GRADE 12—PAINTER

Sex - Male; Age - 30; Years of Service - 1; Step - First; Number of Dependents - 4.

Annual Salary

Proposed for Oct. 1, 1964

(excl. effect of annual increments)

Gross: $8,280
Take-Home Pay: $8,054

Percent Increase in Take-Home Pay: 7.5%*

E. J. Jannott Is State Director

ALBANY, Jan. 6 — E. J. Jannott, who has retired after 22 years of service with the Public Service Commission, is the new director of accounting and rates bureau. He joined the PSC staff in 1942 as a contract utility lawyer over the coming deadlines of the proposed salary and pension program that will give State workers a seven to 10 percent net pay increase.

Integrity Balance

The program was worked out after months of negotiation with Civil Service Employees Assn. and with agreement that "The Integrity of government service to the public is basic to the integrity of government to its employees." As the law makers arrived here in advance of the new session, the local point of interest was the reaction of the Legislature itself to the proposed Civil Service program.

Opposition F rom taxpayer groups was anticipated as the action got under way, and representatives of the CSEA mounted a campaign to explain the details of the program and its importance to the careers of State employee and recruitment of future career staffs.

Political Atmosphere Heavy

The political atmosphere of a presidential election year hangs heavy over the coming deadlines of the proposed salary and pension program. Despite this, Rockefeller, acting as governor and a candidate for his party’s nomination for president, was expected to stress:

• Continuation of all major State programs and government services.
• Advancement of a new crime identification and prevention program.
• Suggestion that State liquor stores should be remodeled and improved.

The fact that he was expected to ask legislative approval of career State salary and pension benefits on the opening day of the session appeared significant.

(Continued on Page 3)

Addie to Staff

ALBANY, Jan. 6—Jacob B. Underhill, former associate editor for Newspaper Magazine, has joined Governor Rockefeller’s public affairs staff at a salary of $29,000 a year. He is a graduate of Princeton University and serves as political reporter for the St. Petersburg Times.

Association Wins Jobs, Back Pay For Rochester Aides Fired For Economy

ROCHESTER, Jan. 6—Three City of Rochester foremen, defended under the special legal program of the Civil Service Employees Association, last week returned to work after being fired for refusal to quit their jobs during the labor dispute in the city. The three, all members of the Employees Association, had been fired by the city for refusing to continue working during the strike. The job paid 88¢ a day, and the salaries earned since the dismissal will be deducted from the back pay they received.

Rochester attorney Samuel C. Pilato represented the foremen in their successful bid for reinstatement. The city did not oppose Pilato’s motion for reinstatement at the hearing. December 17, before Justice Henry.

National Spotlight On Rockefeller’s Request For Benefits Program

ALBANY, Jan. 6.—The New York State Legislature convenes here Wednesday under a national spotlight featuring an annual message by Governor Rockefeller that will call for State Civil Service benefits.

ALBANY, Jan. 6—Governor Rockefeller has renamed three members of the Council on Drug Addiction in the State Department of Mental Hygiene. They are:

Rabbi Jacob M. Sable of Riverdale; Maxwell Powers of New York City and Mrs. Raymond W. Willkens of Schenectady.

ALBANY, Jan. 6—Governor Rockefeller will fight to Very End For GOP Nomination

The question of whether or not Governor Rockefeller will call a halt in his bid for the Republican presidential nomination should he be defeated in the New Hampshire primaries has arisen but those who know Rockefeller’s tenacity say emphatically no.

Rockefeller is not the type to quit after one defeat. He continues to play the ball (Continued on Page 9)
CUTTING THE FAT ON THE BUTCHER'S THUMB

By JAMES T. LAWLESS

Butchers with fat and heavy thumbs have been the subject of burlesque humor for the past 30 years. As lived as the butchers probably have grown of these jokes, so also have the men in the Department of the Cincinnati Bureau of Weights and Measures grown tired of having to make inspections which prove the joke.

Fortunately for humor's sake, these inspectors do have other duties. One of these duties is to slip into the television room while the late afternoon "kiddie show" is on to make sure that the advertising pitchmen are not duping our nation's younger generation by selling products which are little more than Nantucket, by making stationaries planes appear to fly and by making little girl dolls tumble and turn somersaults accidentally.

Any form of advertising misrepresentation is the business of the Bureau of Weights and Measures and the above illustration shows the lengths to which bureau members are required to go to protect the public.

THE INSPECTORS

Like the U.S. Marines, these men and women use their ingenuity to get the job done. Martin L. Aurigemma, supervising inspector of the Bureau, described the primary responsibility of the inspector as inspection and enforcement that each scale or measuring device in New York City is accurate to the smallest graduation on that device. The tools of the trade are a simple eight pound kit containing various steel weights.

Aurigemma, in illustrating the ingenuity of the inspectors, said that at one time in an Italian neighborhood a butcher was suspected of overcharging customers. At another time, he said, they were concerned when the chicken was weighed across the counter and found to be one-half pound short. And Aurigemma said often in the interview, "Mommy was protected."

"Mommy" has been protected in many instances but one of the things which Aurigemma stressed was that she has a responsibility too. Though the Bureau does much to protect her, if she helps by writing and calling in complaints, by observing and recognizing misleading advertising and by being concerned that she is getting her money's worth. The inspector's efforts become just that much more effective.

GASOLINE AND DIAMONDS

One of the most important aspects of the Bureau's work is measuring the talents of the inspectors and the needs of the districts in which they will work so as to provide the fullest possible use of the talents of the inspectors. To this end, the Bureau has established special squads which utilize these talents. The squads do everything from checking the carat in a diamond to eliminating the circus board signs of gasoline stations. Gasoline stations used to print prices on the sign but in the words of the Bureau these signs must be of limited size and must be affixed to the pumps.

The inspector does everythting to help you, including working week-ends, nights and holidays, but you are the public-the consumer—are also concerned. His effectiveness is increased immesurably.

Don't Repeat This!

(Continued from Page 1)

And rather than a detriment to Rocky, observers feel.

A Slight Edge

Although a liberal Republican, Rockefeller could be the deciding factor in any split between the liberal and conservative factions in the GOP. This fact gives him a slight edge in the primaries and — if nominated, could bring voter solidarity in the GOP.

There has been some question, also, whether or not Rocky would accept the vice presidential place on the November ballot. At this writing, he has not given any thought to this matter. He is a man who continually thinks of the larger prize. Accepting the vice presidential nomination would be something he would have to do during the closing minutes of the GOP convention if he felt it would have sufficient support for the number one spot.

Schwartz To Serve

ALBANY, Jan. 6—Arthur H. Schwartz of New York City will serve a new term on the State Conservation Commission. Members receive $9,258 a year.

USE THIS HANDY COUPON TO LEARN CAREER OPPORTUNITIES IN NEW YORK CITY CIVIL SERVICE

CHARLES S. LEWIS • Room 721
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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.

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Area Steno And Typist Positions

Offer $80-Wk.

Filing opened today, January 7, for stenographer and typist career appointments which will be available in all the boroughs of New York City. The positions offer starting salaries ranging from $70 to $81.20 and periodic pay raises, according to the announcement released by the Director, New York Region, U.S. Civil Service Commission, 229 East 42nd Street, New York City, New York, 10017.

In addition to opportunities for advancement, these positions offer many benefits such as health and life insurance, paid vacations, sick leave and an excellent retirement system. The salary for these positions is dependent upon education and experience.

Further information and the exam announcement, No. NY-1 (1964), may be obtained at the main post office in Brooklyn, Jamaica, Hempstead, or Valley Stream; or obtain it directly from the New York Region, U.S. Civil Service Commission at the above address.

Ten Are Named By Civil Service Dept.

ALBANY, Jan. 6—The State Civil Service Department has approved the following non-competitive promotions:

William H. Kerr as assistant director of rights of way and claims, Public Works; Alfred Bauch as principal statistician in the Bureau of Employment; and Lester W. Ayers as senior research analyst in Office of the State Budgeter.

The women named are: Janet Curran as supervising computer programmer in Education and Frank F. Leonard as civil engineer for East Hudson Parkway Authority.

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KELLY CLOTHES, INC.
Let's Face It! It's not much use using comparison figures of State Correction Officers and other uniform enforcement officers anymore as the salaries of other groups have gone so far ahead of Correction Officers these few past few years that it is now almost impossible to justify our existence in the same realm as peace officers.

In view of the recent salary package obtained by the Sanitation Men in New York City, it now becomes impossible to compare Correction Officer salaries even with them. Not counting the many other benefits contained in the package, the overall increase is reportedly $9,764 after three years (or next October but retroactive to July, 1963). Their new starting salary now exceeds the starting salary of a State Correction Officer and their maximum after three years exceeds the salaries now exceeds the starting salary of a State Correction Officer. Their starting salary now exceeds the starting salary of a State Correction Officer and their maximum after three years exceeds the salary now exceeds the starting salary of a State Correction Officer.

The big question—How do these other groups do it?

The writer realizes the following will probably deflate the ego of some of the boys, but let's face the facts. How much real effort has been generated by the rank and file Correction Officers in helping the officers of the organization in seeing that they are relatively and financially inquired?

How many ever attend meetings or offer their help on committees? Why are they too busy to hold elective office? Why carp about working conditions and salaries to others who also do not attend meetings and never offer constructive or critical advice at meetings when they do appear. Sure, you pay your dues and duties are a necessity for any representative organization but you also need working members to reach this goal.

The President of one organization sums it up perfectly in a recent statement: “Without dedicated people there can be no true progress. Without support, dedicated people mean nothing to the rest of the world. Without organizations dedicated to preserve and improve Civil Service, there would be no Civil Service and no improvements, and without newspapers dedicated solely to Civil Service news there would be no Civil Service Officers. Publicly and privately, there are some in Civil Service who do not understand the meaning of dedication to them. Civil Service is just another job. If they support an organization, it is for a particular, selfish reason and they usually quit when they get what they want. Some have been known to ridicule the very people they had asked for help.”

It is a recognized factor that second jobs have become necessary to supplement the current salaries of State Correction Officers, or the powers that be should have given us permission to have them. But when it becomes mandatory for state employees to solve the Administration's budget policy by working two jobs, then there is something wrong with the organization, the powers that be, or the Administration. It is not fair and it does not permit you to support your family, it is your duty and obligation to become aggressive and active in your employees' organization to seek the necessary funds to support your family's needs.

The difference between State Correction Officer salaries and other similar occupations dedicated to preserve and improve Civil Service, there would be no Civil Service and no improvements, and without newspapers dedicated solely to Civil Service news there would be no Civil Service Officers. Publicly and privately, there are some in Civil Service who do not understand the meaning of dedication to them. Civil Service is just another job. If they support an organization, it is for a particular, selfish reason and they usually quit when they get what they want. Some have been known to ridicule the very people they had asked for help.

Early Bird, Flaumenaum Begins Pay Negotiations

(From Leader Correspondent)

MINEOLA, Jan. 6—Irving Flaumenaum, president of the 5,847-member Nassau County chapter, Civil Service Employees Assn. is a firm believer of the old adage "it's never too early to start campaigning."

One week after the Nassau County Board of Supervisors adopted the 1965 budget, without the seven percent pay raise that the Nassau County chapter wanted, Flumenaum was back at work campaigning for the pay raise in the 1965 budget.

He began holding meetings with Palmer D. Farrington, presiding supervisor of the Town of Hempstead and also vice chairman of the Nassau County Board of Supervisors, and deputy county executive Thomas Porte.

"Starting Work Now"

If he was 11 months early for the new budget, he doesn't seem to matter to Flumenaum. "We're going to start working now and we're going to shop until we're successful," he said.

The last pay raise was granted to Nassau employees July 1, 1965, "Since then," said Flumenaum, "the cost of living has risen seven percent and may go even higher by the end of this year." Flumenaum estimated that a seven percent pay boost would cost the County about $3 million. County officials declined to grant higher wages this year because they claimed there were insufficient funds.

In addition to the growth of the cost of living, Flumenaum said, his case for a higher pay scale would be strengthened by the proposed State pay raise which ranges from seven to 11 percent. "We feel that our salaries must keep pace with both private industry and other governmental agencies," he added.


Where to Apply For Public Jobs

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

NEW YORK CITY—The Application Section of the New York City Personnel Department is located at 96 Diane St., New York N.Y. (Manhattan). Take the New York City Hall, East Broadway, across from located at 96 Duane St., New York City Department of Personnel Is on Social Security, Manhattan 7, City.

Mail received for applications must be stamped, self-addressed, business-size envelopes and must be received by the Personnel Department at least five days before the closing date for the filing of applications. Completed application forms which are returned by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The application section of the Personnel Department is near the Chambers Street stop of the No. 7 line. Lines that run through the area. These are the IND 7th Ave Line and the IND 8th Ave Line. The IND Lexington Avenue line stops to use is the Brooklyn Bridge stop and the IND 42nd Street stop is City. Both lines have exits to Diane Street, one block from the Personnel Department.

STATE—First floor at 270 Broadway, New York T. N. Y., corner of Chambers St., telephone Barclays 7-7161, Governor Alfred E Smith State Office Building and the State Campus, Albany; State Office Building, Buffalo; State Office Building Syracuse; and 500 Midtown Tower, 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 the same transportation instructions apply. Mailed applications need not include return envelopes. Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street at 2nd Ave., New York 17 N.Y., just west of the United Nation building. Take the IND Lexington Ave Line to Grand Central and at Grand Central stop by the IND Queen Street Filing train from any point on the line to Grand Central stop. Hours are 8:30 a.m. to 5 p.m., Monday through Friday, Telephone number is 256-6280.

Applications are also obtainable at main post offices, except the New York, N.Y. Post Office. Boards of examiners at the particular installations offering the tests also may 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, 131 Diane Street, New York T. N. Y.
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To All On the List, We Extend Our Heartiest Congratulations and Best Wishes,

The DELEHANTY INSTITUTE

DELEHANTY STUDENTS OVERWHELMINGLY DOMINATE FIRE LIEUTENANTS LIST!

On Dec. 27, 1963, the Department of Personnel released a promotion list of 1,868 names for LIEUTENANT. NEW YORK FIRE DEPARTMENT.

MICHAEL J. VUKOVICH — No. 1 on the list — a DELEHANTY Student

94 of the FIRST 100 on the List Were DELEHANTY Students

in our course for THIS exam which was held on April 6, 1963. Of the 6 other eligible in the first 100, 5 were DELEHANTY students in our course for the IMMEDIATELY PRECEDING exam for Fire Lieutenant.

The Following are the 94 DELEHANTY Students of the First 100 Eligibles:

1—MURRAY J. YUKOWICH 100—WILLIAM J. MURPHY
2—ROBERT B. GOLDBERG 101—JOHN C. WILSON
3—ROBERT J. BLADE 102—FRANK L. REDICK
4—JOHN C. CASELTANO 103—EDWARD C. CRANV
5—JOSEPH J. KIESLING 104—FRANK A. DEGIUS
6—HAROLD C. VOLINO 105—MITCHELL J. FALLON
7—JOHN G. REISER 106—DOUGLAS J. BAYLOR
8—EDMUND J. LONG 107—GEORGE H. SULLIVAN
9—MICHAEL J. VUKOVICH 108—GEORGE M. WYTCHERLEY
10—DARRELL J. GRAY 109—WILLIAM J. MURPHY
11—JAMES J. WALSH 110—WILLIAM J. MURPHY
12—PAUL F. CHERRY 111—JOHN J. SMITH
13—Marian E. Phillips 112—MAURICE E. SMITH
14—David J. FORD 113—WILLIAM J. MURPHY
15—THOMAS J. ROEMER 114—WILLIAM J. MURPHY
16—JOHN C. WILSON 115—WILLIAM J. MURPHY
17—JAMES J. WALSH 116—WILLIAM J. MURPHY
18—PAUL F. CHERRY 117—WILLIAM J. MURPHY
19—DARRELL J. GRAY 118—WILLIAM J. MURPHY
20—MAURICE E. SMITH 119—WILLIAM J. MURPHY
21—WILLIAM J. MURPHY 120—WILLIAM J. MURPHY
22—JAMES J. WALSH 121—WILLIAM J. MURPHY
23—PAUL F. CHERRY 122—WILLIAM J. MURPHY
24—DARRELL J. GRAY 123—WILLIAM J. MURPHY
25—MAURICE E. SMITH 124—WILLIAM J. MURPHY
26—WILLIAM J. MURPHY 125—WILLIAM J. MURPHY

To All On the List, We Extend Our Heartiest Congratulations and Best Wishes,

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The KLH Model Fifteen Compact Phonograph System
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HARMONY r*" Tuestfay, January 7, 1964

- 15 WATT music-power solid state preamp/amplifier
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- INPUTS for a tuner or tape recorder.
- OUTPUTS for a tape recorder or earphones.

In a system of this size, and bass performance you have never heard before.
In two enclosures deliver a smooth natural sound quality

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In two enclosures deliver a smooth natural sound quality

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Tuesdays Only... $259
dust cover available as optional accessory

stereophonic performance
equaled only by the finest consoles... in the most compact system yet!
Justice For All

The City Civil Service Commission last week solved, we hope for the last time, a question which has been plaguing the rank and file civil service employee for several years.

The Weber Case, which resulted from the establishment of the Career and Salary Plan in 1954, created a Court of Appeals' order halting promotions without competitive examination for employees formerly in unrestricted titles. Prior to the Career and Salary Plan, these employees took examinations for jobs which were unlimited in both salary and responsibility. They were transferred to new titles at old salaries. However, a court overseeing the competitive examination process.

The full impact of this "false economy" was brought out after the establishment of the plan, these employees were transferred to new titles at old salaries. However, a court overseeing the competitive examination process.

The law provides that anyone drawing the benefits? In other words, if you work part time, you must pay the tax.

The law of Arrest.

The Law of the Air.

The Full Security Leaders Association with Barba Preston.

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The full impact of this "false economy" was brought out after the establishment of the plan, these employees were transferred to new titles at old salaries. However, a court overseeing the competitive examination process.
State Employment Service Has:

Summer Camp Jobs
Open For Filing Now

Qualified college students, teachers and group leaders can now register for jobs as 1964 summer camp counselors at the New York State Employment Service.

Experienced leaders of young people and those with leadership potential are urgently needed for the 1964 summer season at boys', girls', camp and hotel camps, and local day camps. Most of the reside

Jobs on all levels are listed at the State Employment Service. While the greatest demand is for good, all-around general counselors, specialists are needed in athletics, drama, dance, arts and crafts, music, nature study, photography and other fields. There are also a few openings for head counselors and camp directors, and food and assistant dietitians. Students must be currently attending college and have some group leadership experience, even on a volunteer basis. Specialists must have good training in their particular skill and good ability to direct groups. Organizational and personal qualities will be considered.

The salaries range from $150 to $200 for the season for beginners, and $300 to $400 or more for experienced counselors and specialists, to $400 to $1,000 for head counselors.

Teachers and group leaders who qualify as skilled counselors and program directors are paid from $350 to $1,000 or more for the season, depending on skills, experience and degree of supervisory and administrative responsibility.

Round-trip transportation and room and board are also provided at resident camps, with special arrangements for husband and wife teams available at some locations.

Pioneers in Protection

Just as Marconi's invention first made it possible for men endangered in a raging sea to ask help from shore...so the Statewide 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 employees 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 Statewide Plan, see your payroll or personnel officer.

Experimental with Homemade Equipment

In 1895, Guglielmo Marconi sent long-wave radio signals over a mile away. The first practical application of his invention made it possible for men to hold ship-to-shore conversations...and since then, radio has saved countless lives. (The international distress signal SOS was adopted in 1912.}

Police Award Winners

(Continued from Page 5)

67th Pet.—Edward J. Mesagher, Albert Gallina.
70th Pet.—Peter J. Criscen, Edward Llithenthal.
71st Pet.—Joseph P. White, Donald Schulz, Arthur Rieber.
72nd Pet.—Vincent Cooper, Charles Lewis.
73rd Pet.—Daniel Bennett, Eugene Pollani, John V. McCarthy, George Grocholski.

(Too Be Continued)
Two Reappointed
ALBANY, Jan. 3.–C. H. King
doof Williamsville and George D.
Eaton Jr. of East Antioch have been
reappointed members of the Buffa-
lo and Erie Fire Public Bridge
Authority.

M. Guiliano; 432, Madeline E.
Smith; 433, Elizabeth Miller; 434,
Evelyn R. Booker; 435, Max Riehl;
436, Max Riehl; 437, Anne W.
Gibb; 438, John W. Sineno; 439,
Jaye J. Daniele; 440, Cynthia J.
Nowell; 441, Caroline F. Fishback;
442, Katherine Fitton; 443, Thruline
Mendelson; 444, Anthony N.
During; 445, John H. Perry;
446, Ruth O. Casler; 447, Clar-
ice Porter; 448, Badia J. Cal-
ado; 449, Eire Suri; 450, Am-

EVENING COURSES FOR CITY EMPLOYEES

College of Business Administration
The following courses are offered in the Spring Semester starting
the week of January 27, 1964:

Social Case Work Supervision
Public Housing Administration
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Law and Court Practice

SAFETY PROGRAMS

STATE WIDE

For the quarter beginning January 1, 1964, with the continuance of favorable earnings, Emigrant's dividend will be at least in
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Open an account, make a deposit on or before January 18th, earn Emigrant's new high
dividends from January 1st, also extra dividend days every month.
Deposit up to $25,000 in an Individual Savings Account... up to $50,000 in a Joint or
Trust Account.

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Without obligation—and literature on how to start building a
cash savings account in an Emigrant Savings Account. I am interested
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For the protection of all depositors the industrial savings accounts held at
Emigrant Industrial Savings Bank, N. Y. City are insured to the
amount of $20,000 by the Federal Deposit Insurance Corporation.
Felix Infosto Has Been Reappointed Chairman

ALBANY, Jan. 6 — Felix Infosto, counsel to the State Department of Social Welfare, has been reappointed chairman of the Adoption Committee of the American Bar Association.

During the coming year, Infosto will direct the writing of a model adoption statute offered to the states for consideration of their legislative bodies.

Help Wanted - Male & Female

ORGANIZER WANTED BY UNION
Are you a retired city employee who would like to work as an organizer for a fast growing union who would like to work as an organizer for a fast growing union? Write to Box 107, Civil Service Leader, 97 Fourth St., New York 7, N.Y.

Bus Driver Questions

60. The two rear wheels of a bus can turn at different speeds when necessary by means of the (A) overdrive (B) torque converter (C) universal joint (D) differential. (The differential allows the wheels to operate independently.)

61. To properly perform his duties, it is best important for a bus driver to know the schedule of working conditions (A) know the time he is scheduled (B) know the Transit Authority's operating rules (C) be able to judge speed and distance (D) be able to know the times he is scheduled to be at various points. (Each of the others will affect his driving specifically.)

62. Manuals on driving stress the importance of allowing ample braking distance to the car ahead, the most common rule of thumb being to allow a car length for each 10 miles per hour of speed. If the overall length of a car is 21 feet, the proper braking distance to allow to do an 80 mph car per hour nearest to (A) 210 inches (B) 500 feet (C) 70 feet (D) 50 feet. (Simple mathematical formula—10 into 40 (mph) makes 600, in feet (171w) equals 70 feet.)

63. "Freebooklet by U.S. Government on Social Security. Mail only. Leader, 71 Duane Street, New York 7, N.Y."

See it today at...

New Bell & Howell Autoload Movie Cartridge Camera

A CONVENIENCE BREAKTHROUGH IN ROLL FILM CAMERAS

Seconds count in making movies. Miss a scene and lose your chance. New Autoload Cartridge from Bell & Howell makes every second count. Load economical roll film in your cartridges before a shooting session, and you're ready for anything. Flip the cartridge at 25 feet (it takes 5 seconds) and finish the scene. Slip a new cartridge in when you finish a roll and keep shooting. You can do nothing—you're not fumbling with loading. Forget about light-struck film. There isn't any, when you use the new Bell & Howell Autoload Cartridge.

$2495 DOWN

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[Advertisement for movie cameras and supplies]
LESLIE ROHUT FIELD and RICHARD TO:

Trustee; being the persons interested in the Will of Harris D. Colt, Deceased.

H. DUNSCOMBE COLT, EDNA P. HOPKINSON, ROBERT W. JOHNSTON; PAULINE C. KINS and HENRY PURETZ, as Executors of New York County on June 4, 1964.

Upon the petition of Eutrene W. Goodhue and each of you are hereby cited for the Final Account of the Proceedings apt. for buyer. Owner pressed VACANT FOR QUICK possession by handy buyer.

WESTBURY RANCH

NO CASH G.I.'s—$450 OTHERS
CAMBRIA HOMES

COLUMBIA HOMES $14,990

HADLEY $16,490

CIVIL SERVICE LEADER

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Page Eleven
As our readers were celebrating the dawn of 1984, we were probably considering the career paths or new directions we were likely to take during the coming year, and asking ourselves what we would want to be treated like ourselves — with courtesy and respect.

Anyone who works in public relations should be proud to be a part of this profession. It's a continuing series of responsibilities. But much remains to be done.

We strive for the public relations of civil service. It's a continuing series of responsibilities. But much remains to be done.

As we enter 1984, we should all strive for the public relations of civil service. It's a continuing series of responsibilities. But much remains to be done.

We also strive for the public relations of civil service. It's a continuing series of responsibilities. But much remains to be done.
Applications are being accepted on an open basis for positions held by the New York City Personnel Department. The examinations, held on an open-competitive basis, are for jobs in various positions and locations.

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

Instructions

**INTENSIVE TRAINING**

**ADJUST CLAIMS**

**COMPLETE PREPARATION**

For additional information, please contact the New York City Personnel Department.
Eligibles on State and County Lists

**PRINCIPAL CLERK**

- **SUBJECT: HINTERLANDS & INTERMOUNTAIN**

1. Soper, F. Albright, 3 certified Dec. 10
2. Henderson, J. Albright, 3 certified Dec. 10
3. Henshaw, C. Albright, 3 certified Dec. 10
4. Lincoln, J. Albright, 3 certified Dec. 10
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(To Be Continued)
Rockefeller has named the following:

PROMOTIONAL OPPORTUNITIES

Be Our Guest at a Class Session

ENROLL NOW! DON'T DELAY!

Tuesdays, January 7, 1964

DELEHANTY INSTITUTE
Wed., Jan. 8 at 6:30 P.M.

Clerk G.S. 1-4 $3.00
Clerk N.Y.C $3.00
High School Diploma Test $5.50
Fireman (F.D.) $5.00
Personnel Examiner $5.50
Postal Clerk $3.00
Stenotypist (G.S. 1-7) $3.00
Stenotypist (N.Y.S.) $3.00
Senior Clerk N.Y.C $4.50
Social Investigator $4.00
Social Investigator Trainee $4.00
Social Worker $4.00
Senior Clerk N.Y.C. $4.00
Stenotypist (N.Y.S.) $3.00
Stenotypist (G.S. 1-7) $3.00
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You Will Receive an Invitations Only "Outline Chart of New York City Government," With Every N.Y.C. Arco Book—

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97 Duane St., New York 7, N. Y.

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The Woman's Angle

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday, Jan. 10. Following this week's paper.

Although they are not on the payroll, the wives of Houston, Texas policemen undergo a training program after the police cadet enters the Houston Police Academy, his wife and parents are involved in the trainee's program.

Flora and Selma, 125th Avenue, New York, State Campus, Albany.

Around-the-World Jet Tour Feature Of Travel Program

The widest range of travel itineraries to be offered members of the Civil Service Employees Assn. will include an around-the-world journey by jet for the first time. Following the news of the Houston Police Force's jet trip transportation, meals, sightseeing tours, rooms in first class hotels, English-speaking guide services throughout. For brochure and application write Celeste Rosenkranz, 55 Sweeney St., Buffalo, New York.

Ibnerian Tour — Portugal and Spain

Iberian Peninsula tour with visits to Lisbon, Madrid, Toledo, Granada, Seville, other picturesque Spanish cities. Departs New York May 21, return June 12. Price: $577, including round-trip jet transportation, meals, sightseeing tours, transportation abroad, guide service, first class hotel rooms, etc. For application and brochure write to Rebellia Befem, Box 233, Pearl River, N.Y., Telephone Pearl River 2-2164.

Spring Tour — Madrid to Dublin


Scandinavian — Great Britain

Ireland, France, Holland, England, Denmark, Sweden, Norway, New York City, State and Federal civil employees. The latest survey of New York City employers is the fact that women find civil service work more challenging than their male counterparts. When asked to give their reasons for entering the city civil service, 28 percent of the men and 44 percent of the women listed "challenging work" as a reason.

On the other hand, 37 percent of the women and 16 percent of the men noted financial security as a determining factor. Only 23 percent of the women and 29 percent of the men mentioned family reasons involving financial security motives.

Women seem to have a greater sense of civil duty, 17 percent more women than men took city jobs because they wanted to work for a public service.

LEGAL NOTICE

THOMAS NOYES, CARY—CITATION—
NEW YORK CITY,

DIED OF NEW YORK,

THE PEOPLE UP THE

STATE.

EMPLOYEES took a city job for

I sense of civil duty. 17 percent

more women than men took city

jobs because they wanted to work

for a public service.

ORDER DIRECT — MAIL COUPON
$5e for 24-hour special delivery
C.O.D.'s 10c extra

LEADER BOOK STORE
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500 of books checked above. I enclose check or money order for $___.

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Re not to include 5% Sales Tax
Four Who Found "Room at the Top" (From Leader Correspondents)

Charles L. Hutchinson
Probation Director
Erie County

BUFFALO—One of Erie County's top career civil servants had a boyhood ambition to be an engineer or a doctor and earned a college degree in chemistry. But Charles L. Hutchinson rose through civil service, first as welfare caseworker, and now he is Erie County probation director, with a staff of 117 career civil service workers.

"I grew up in the civil service," Hutchinson says. "In those days, the late Ellis E. Cole, was a career civil service worker in the Erie County Welfare Department for 33 years.

Most Dedicated People
"They are the hardest-working, most dedicated people in the world," he maintains, discussing civil service personnel. "It always amazes me that professional people, with real qualifications, are willing to work at such low pay."

"They get satisfaction from feeling they are doing something for the common good," he said, "they are working for something more than money,"

But Hutchinson, joining with members of the Civil Service Employees Association, is constantly fighting for his staff.

Grassly Underpaid
"Social workers and probation workers," he insists, "are the most grassly underpaid people in the world."

Hutchinson, 45, graduated from Canisius College in 1941, spent three years with the Army Air Force during World War II and then passed a civil service examination and joined the Erie County Social Welfare Department as a welfare worker.

He moved over to the Probation Department in 1946, became casework supervisor in 1954, and took as director in 1957.

Statewide Reputation
Hutchinson has a statewide reputation in professional probations circles for his work with young persons who get into trouble and are placed on probation.

"I think our greatest potential for help," he said, "is with juveniles, children up to 16 years old, before their behavior problems become defined. We must work intensively with the juvenile before the failure gets into trouble becomes solidified."

Hutchinson has worked with boys for many years. He joined a Boy Scout troop when he was 12, was a counselor and is now a member of the Executive Board of the Buffalo Area Boy Scout Council.

"I went to organize the organization for boys in the nation," he says of the Scouts.

Joseph C. Federick
District Engineer
Binghamton

BINGHAMTON—Binghamton's future as the core of a growing upstate metropolitan area is linked to the completion of the North-South Expressway, which, together with the planned Interstate 81 will place the city at the crossroads of two of the major highway arteries in the Northeast.

A man who is playing a key role in completing the region's highway development story is Joseph C. Federick, Binghamton District engineer for the State Department of Public Works.

Federick, one of the Southern Tier's top ranking career civil servants, is responsible for the administration of the $33,000,000 of state highway contracts, including the counties of Broome, Chenango, Otsego, Delaware, Sullivan and Schokahie.

He has worked for various State agencies for 33 years, rising from the rank of junior engineer to district engineer.

Federick, a native of Connecticut, was graduated from Rensselaer Polytechnic Institute with a civil engineering degree in 1929. The next year he received a master's degree in public administration from the Maxwell School of Citizenship and Public Affairs of Syracuse University.

He has since completed resident course requirements for his doctorate in public administration at Syracuse University.

Federick also studied at the National Institute of Public Administration in New York City under Dr. Luther Gulick. Dr. Gulick became the first city administrator in 1910.

Federick began working for the State Department of Public Works during his summer vacations from college. He joined the department in Albany on a full-time basis in 1939.

During his career with the department, he has served in the Buffalo, Metropolitan New York, Syracuse, Albany and Binghamton offices. His work has covered all phases of civil engineering, including highway construction, bridge building, organization of state roads, building construction and general engineering.

Federick has served on special assignment with the Engineering Advisory Board of the St. Lawrence River Power Development Corporation.

In 1935, he was engaged in public works administration and fiscal control with the State Division of the Budget in the Executive Department.

With the creation of the State Division of State Planning in the Executive Department, he joined that organization in 1937 and served as chief engineer on water resources planning, land use studies, highway network development, State and regional planning and other planning functions.

After three years in military service during World War II, Federick rejoined the Department of Public Works.

In 1945, he became senior sanitary engineer in the department, working with State institutions on sewage and water supply installations. He remained in that job until 1949 when he became assistant district engineer in the Syracuse office. Federick became a Binghamton district engineer in 1956.

A professional engineer, he is the author of articles in various technical journals and magazines covering subjects in the fields of organization and administration, administration and sewage, and sewage treatment.

Federick is married to the former Dorothy M. Keeler of Albany.

Francis J. Anderson
County Clerk
Nassau County

MIXMULLO—Nassau County Clerk Francis J. Anderson of Hicksville is today earning $14,500 a year as one of the highest paid county clerks in the nation.

But Anderson is a man who knows how it feels to be a low paid clerk and file civil servant. He knows because he spent 19 years in the ranks, working his way up to the top.

Today, Frank Anderson, 47, is one of civil service's biggest boosters. "The average civil service employee," he says, "is a very dedicated individual. I think we've got the tops in the country. They are able people and they do a good job." Without a civil service system, Anderson believes, "I don't think you'd get people who are as interested in their jobs."

Started As Clerk
It was Jan. 12, 1931 when Anderson, then 24 years old, began his career as a clerk with the county, then rural and sleepy Nassau County. He went to work after taking an exam for an $800-a-year clerk's job. It was just before the county began to set up its first ever "section, block and lot" system for recordation.

Anderson, who went into civil service because he liked the idea of serving the community, decided to take the county clerk's office for 19 years, with his salary rising from $1,900 to $3,600. In 1950 he was offered a $4,500-a-year appointment job as deputy county clerk, he took it.

He became chief deputy in 1954, and took as county clerk in 1959.

In 1959, after the death of County Clerk Ernest Francie, Anderson was tapped by the Nassau Republican Party to fill the job. He was elected in the fall of 1959, re-elected to a full term in 1961 by 40,000 votes and is due to run again in the 1964 elections.

He, today, heads a department of 160 employees, which records and files varied legal documents and provides motor vehicle department services in Nassau, now a county with a population of 1,400,000.

Worked With Kaplan
With his background of knowledge about the duties and problems of employees at all levels in the county clerk's office, Anderson worked with H. Eliot Kaplan of the State Commission on classification of jobs in the county clerk's office. Anderson and Kaplan, both of his former bosses about civil service is that workers are entitled to take promotional exams.

"I guess it is my long experience as a clerk but I don't know if one would see an outsider come in and walk off with a top job," he says, "I'm a great believer in promotional exams."

In his department, where there are now eight different grades for clerks, the emphasis is on promoting from within. All his deputies come from the rank. Anderson, who is much interested in the progress made for county employees by the Nassau chapter Civil Service Employees Association, has praised for both President Irving Florence and the chapter's record of achievement.

The county clerk, in addition to his public duties, serves as GOP leader of Hicksville. He and his wife, Elizabeth, have three children, John, 21, a Navy man; Elizabeth, 18, a freshman at Notre Dame and a daughter, Joyce, 13.

Carl J. Merklein
Finance Commissioner
Onondaga County

SYRACUSE—From clerk in the auditor's office to the top financial post in Onondaga County government, that, in a nutshell, has been the public service career of Carl J. Merklein, now Onondaga County Commissioner of Finance—the chief fiscal officer of the county.

In his 25-year career with the county, Merklein served in almost all the finance department steps between his first job as clerk in the auditor's office.

3rd Vice President
He also found time to be active enough in Civil Service Employees Association affairs to be elected third vice president in 1956.

A native and life-long resident of Syracuse, Merklein attended local schools and Syracuse University's Extension Division where he earned an accounting certificate by attending night school.

He began his business career in the commercial research department of the old Franklin Automobile Co., Syracuse. Later, he was promoted to assistant sales manager.

Worked For Firestone
His next position was as general manager of the Firestone Tire and Rubber Co. Sales Office. He attended the company's training school in Akron, Ohio, and later was promoted to territorial sales representative.

Merklein was appointed a clerk in the county's former auditor's office on Jan. 1, 1938. About three years later, he received his first promotion—to assistant bookkeeper.

From there on, his rise was rapid. He became a bookkeeper a little over a year later. In 1944, Merklein was elected 3rd Vice President of the county board.

He was named deputy county auditor in 1950.

Elected County Auditor
He was elected to his first term as county auditor in 1953, taking office the following Jan. 1. He won his bid for re-election in 1956 and again in 1959.

On Jan. 1, 1962, Merklein was named county commissioner of finance, a position created under Onondaga County's new charter setting up the county executive form of government. The post actually combines the work of two former departments and puts the commissioner in charge of all of the county's financial affairs. The post is appointive.

Merklein also is treasurer of the State Association of County Treasurers and Finance Officers and is active in several local groups, including the CSEA.

He also is looking forward someday to being able to put aside the work he has made his career in favor of "a little fishing."