U.S. Budget Assures Normal Promotions Not Hurt

Deputy Bureau Chief Says

An official of the U.S. Bureau of the Budget last week assured The Leader that a Budget order asking review of promotion procedures in Federal agencies would not interfere with normal promotions. Elmer Boats, deputy director of the Budget Bureau, in a letter to Leader Editor Paul Kyer, said the intent of the order was to find out if various agencies were making excessive reallocations of titles or creating new positions that were not fully warranted.

SOUTHERN WELCOME — State Budget Director T. Norman Hurd is seen as he was welcomed to the Concord Hotel by the Capital District Conference of the Civil Service Employees Assn., held at the Concord Hotel. He is being greeted by Salvatore Butero, left, president of the Metropolitan Conference. The Capital District Conference of the Civil Service Employees Assn., held at the Concord Hotel. He is being greeted by Salvatore Butero, left, president of the Metropolitan Conference, State Budget Director T. Norman Hurd, and Solomon Berdoff, chairman of the CSEA Salary Committee.
Leader Assured On Promotions

(Continued from Page 1)

Johnson to save money by slowing down promotions in the Civil Service. The story throws civil employees in the State into an uproar and is a flood of telephone calls and protest statements from both employee organizations and elected officials in both major parties. As Leader press time that week, the situation was only partially cleared up by a budget statement that exonerated the White House from any participation in ordering the directive.

Here is the full, explanatory text of Staats' letter to The Leader:

In my telephone conversation with Mr. Arthur Yates, Associate Editor of the Civil Service Leader, on Friday while I was in New York, I suggested that this might be useful to address a letter to you which would set forth the pertinent facts with respect to civil service. In view of the important issues discussed in my previous letter on the subject of increases in the average grade which have occurred over the past five years, my purpose is to report the Civil Service Commission: This letter did not address itself to the matter of within-grade promotions, that is, regular promotions which are made at specified, statutory time intervals if the employee's performance is satisfactory.

Nor did the letter relate to promotion of individuals to fill existing vacancies at a higher level.

What we are inquiring into is the increases of average grade which result from reordering of existing positions or groups of existing positions, usually within the same agencies under authority delegated to them by the Civil Service Commission, or the creation by agencies of new positions at the higher grades, or at least at the average grade above the previous average.

We want the agencies to have, or to establish, an adequate fund for personnel and control so that we and the Congress can be assured that current actions are justified, and that future increases in average grade and in numbers of higher grade positions are fully warranted.

In our testimony before the House Civil Service Committee we indicated that the introduction of labor-saving equipment and the increasing complexity of operations inevitably leads to increases in the number of grade 13 positions and hence an increase in the overall average grade.

We urge, however, whether all of the increase in average grade for example, a 70 percent increase in the number of positions at grade 13 and above in the last five years, can be fully supported on these grounds.

In any event, we urge the full facts and evidence to be made available to us by the Civil Service Commission which has caused these increases.

We fully believe in the principle of comparability set forth in the Federal Salary Reform Act of 1962. In our view this is a most equitable way of fixing salary rates for Federal employees. If comparability is followed, we will then have a measure by which the increasing pay for jobs in the private economy—growing out of the increasing complexity of work generally—and can be properly reflected in salary rates for employees of the Federal service.

It is essential, in the interest of equity and fairness to the taxpayer and to the employee, that our grade structures not be distorted to raise pay but rather be correctly utilized to meet justifiable classification objectives.

We appreciate very much your interest and hope that you will support our current efforts to obtain a comparability study of the Federal pay now pending before the Congress.

ELMER B. STAATS

Deputy Director
U.S. Budget Service

CIVIL SERVICE LEADER
Tuesday, April 22, 1964

Leader Senator Hubert Humphrey
Top Speaker At Dinner
Of N.Y. County Democrats

Hubert H. Humphrey, majority whip of the U.S. Senate, will be principal speaker and guest of honor at this year's Annual Dinner of the New York County Democratic Committee, scheduled for Thursday, May 14 at the American Hotel.

The New York County organization is especially proud of securing Senator Humphrey, because of his current duties as floor manager of the Senate. After he signs his Right Bill, the Senator has been turning down requests for speaking engagements at the rate of several hundred a week, according to News.
Stratton & Hurd Address Metro-South Workshop; Feily Calls For Planning

KIAMESHA LAKE, April 27—State Budget Director T. Norman Hurd last week applauded the "good faith" in which the Civil Service Employees Assn. dealt with government and Congressman Martin Stratton followed up these remarks with the comment that "the Federal government and its employees could earn a good deal from Dr. Hurd and the CSEA about successful bargaining."

Their remarks were made at a dinner meeting during the annual Spring Workshop of the CSEA Metro-Southern Conferences, held here at the Concord Hotel.

Dr. Hurd, a well-known association president, who speaks at a dinner the following night, called upon the more than 300 Conference officers, delegates and guests to plan now for the future needs of the organization.

"Integrity and good faith do not exist because of rules or legislation," Dr. Hurd told his listeners. He noted that there were mass methods of bargaining—use of inflated figures, aggressive tactics, refusal to accept anything he disfavored agreements, ignoring of facts, etc.

This type of bargaining rarely produces real benefits for either side," Dr. Hurd said. "It has been my experience that responsible negotiators, represented by the kind of Civil Service Employees Assn. representatives that deal with me this year, not only serve the welfare of the people they represent, but also enable government to negotiate in the interests of the public.

JOSEPH F. FEILY

JEFF ARCHER

of the both the employees and the Administration." The Budget Director said that "naturally, there will always be areas of disagreement in negotiations but it is a mark of our organization that it works hard for what it has negotiated, not for unreasonable demands whose only values are publicity."

He declared that "the most effective and productive means of contract with the State Administration is to have responsible people well documented and presented with good faith by men of integrity. Your president, Joseph Petri, and the chairman of your salary committee, Solomon Bendet, demonstrated that good faith in their negotiations with the Administration. This in turn produced the atmosphere of mutual respect which brought about the fruitful benefits gained by CSEA for its membership this year."

In another vein, Dr. Hurd warned against parochialism in public service organizations. He said a vital organization identified itself with the whole community, not with just its own concerns. "Too much self-esteem or self-interest, in the end, suffocates both the growth and the vitality of any group," he declared.

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Don't Repeat This!
(Continued from Page 1)

three choices for the office of the
U. S. Senate this year to run
against the powerful and popular
Sen. Kenneth B. Keating. On The
leader ballot will be the names of
dozen candidates who, to date,
have figured most in the speculation
on who would win that nomination.
There will be a space for write-in
as well.

While our list will include sever-
several names, only the top three
choices will be reported in fair-
ness to those prominent possible
candidates who have neither indi-
cated they were seeking the post
nor are conducting a campaign for
it, officially or unofficially.

We are not adding that the bal-
lots be signed and they are to be
returned in sealed envelopes to
The Leader next week. The votes
will all be opened at one time and
counted by a canvassing com-
mittee consisting of Leader Pub-
isher Jerry Philbrick, Phil Kuyr,
eylor, and D. R. Magy, busi-
ness manager.

Want Ready Views, Too
As in our past poll, our readers
are invited to let us know who they
are voting for. The voting civil ser-
vice population in the State is, at
conservative estimates, some 20 per
cent of the total voting public and
they certainly will have a good
deal to say about who is elected
in November. We know that lead-
ers of both parties will be inter-
ested in your choices.

We are not including Mayor
Robert P. Wagner in the list be-
cause he has excluded himself
from the race. Here, in alphabeti-
cal order, are the names of the
men who have figured most prom-
minently to date in the speculation:

Anthony Akers, former U.S.
Ambassador.

Victor Andrus, Supreme Court
Justice.

Ralph Bunche, United Nations
diplomat.

James A. Bailey, former U.S.
Postmaster.

Avery Harriman, U. S. Under-
secretary of State.

Frank B. Hogan, Manhattan
District Attorney.

Arthur Levitt, New York State
Comptroller.

Robert M. Morgenthau, U. S.
Attorney.

Frank O'Connor, Queens
District Attorney.

Otis Pike, Congressman.

Franklin D. Roosevelt, Jr., Un-
dersecretary of Commerce.

Howard J. Samuels, industrialist.

Paul Sterner, City Council
President.

Adial Stevenson, Ambassador
the United Nations.

Samuel Stratton, Congressman.

Deadline
Our deadline for the poll is
Wednesday, May 6, and we will re-
port the results the following
The deadline applies to both
the county leader "pair" and our
readers. Don't forget that if your
choice doesn't appear on the
above list you can submit his
name anyway. Address all votes
to "Don't Repeat This," Civil
Service Leader, 97 Duane St.
New York 7, N. Y., and mail in
time to best the May 6 deadline.

Keane Designated
ALBANY, April 37 — John Mi-
chael Kindt of Binghamton has been
designated Surrogate of Broome
County to fill the vacancy
carried by the death of former
Surrogate John H. Weidner. The
post will be filled in the general
election this fall.

Unwanted Hair
GONE FOREVER! F R E E
Limited Trial Offer
Quick! Safe! Expert!
• Face, Legs, Arms, Body
• Free Estimates
• Est. 1929
• Personal Treatment by
    EMANUEL J. SJOHOLM, F.E.S.A.
    New York State Board of
    Examiners
    545 Fifth Ave. (45 St.)
    MU 2-6028

Help Wanted - Male & Female
ORGANIZER WANTED BY UNION
Are you a retired city employee
who would like to work as an or-
ganizer for a fast growing
union of city employees? If you think
that you would like such a posi-
tion, either on a full-time or part-
time basis, age or sex no barrier.
Write to Box 109, The Leader,
97 Duane Street, N.Y. 7, N.Y.

Unwanted Hair
How To Get A
HIGH SCHOOL
Diploma
Or Equivalency Certificate
AT HOME IN SPARE TIME
If you are 17 or over and have left school,
you can earn a High School diploma. Write
for free book School—fully filled.

AMERICAN SCHOOL, Dept. 9AP-47
120 W. 41st St., N.Y. 36, N.Y.
Post 9.2604 Day or Night
Send me your free 55-page booklet.

Name Age City Zone State

Business Connections
VENDING
As little as $20 down, starts
your own vending route. All
locations In the area of your
choice.

BUSINESS CONNECTIONS

Electrolysis Is Forever!
Muriel Novinsky
123 J Green Concourse
BR 6-5683 (147th)

Assurance Management
VENDING
Season Now Spreading
New Soft Drink
Machine
Also other Type Vendors
includes all
coverage for total disability resulting from occupa-
tional and non-occupational accident, or sickness, plus 100 per
cent of additional benefits to occur as a result of death, accident and
cancellation for non-occupational accident or sickness. Ge-
In advance.

Because you can't tell when you'll be sick or
have an accident, it's well to be
protected in advance.

Enrollment in the CSEA Accident &
Sickness Insurance Plan is open to
eligible members of the Civil Service Employees Association, Inc. in locations
where payroll deduction is available.

The program includes coverage for total disability resulting from occupa-
tional and non-occupational accidental injuries, or sickness, plus other
important benefits. Coverage is worldwide and the cost is low because of the
large number of members (40,000) participating in this plan.

If you have not yet enrolled, call your Ter Bush & Powell
representative for full details now.

How To Get A
HIGH SCHOOL
Diploma
Or Equivalency Certificate
AT HOME IN SPARE TIME
If you are 17 or over and have left school,
you can earn a High School diploma. Write
for free book School—fully filled.

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120 W. 41st St., N.Y. 36, N.Y.
Post 9.2604 Day or Night
Send me your free 55-page booklet.

Name Age City Zone State
Seeks Washmen

At $1.60 Per Hr.

The U.S. Army Terminal Command, Atlantic, is seeking washermen or washman helpers at $1.60 per hour. This is on a modern power washing machine! Applicants must be citizens of the U.S.

To secure application and additional information, contact the Civilian Personnel Division at the terminal, OGE 9-5400, Ext. 211.

LEGAL NOTICE

This is to give notice of the PROBATE of the will of David Mac Iellan, deceased, which will was admitted to probate on April 7, 1964, in the Supreme Court of New York County, New York, New York, at the time of his death a resident of 548 West 92nd Street, New York, New York, Dated, Attested. Ordered that Public Administrator of the County of New York be hereunto cited. You and each of you are hereby cited to appear and answer the petition of The Public Administrator for the probate of the will of David Mac Iellan, deceased.

The starting salary for the clerk-stenographer is $425 annually, while calculating machine operators start at $300.

Positions interested in the clerk-stenographer position should contact Miss E. Bingham, UL 2-5100, Ext. 232.

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President Johnson Can Find Top Talent In His Own Government Offices

WHILE urging a salary increase for Federal employees, President Johnson has spoken frequently of the need to find highly talented people to fill the top jobs in government. We have some suggestions as to where they may be found.

At present, the Federal Government is continuing a hiring policy for top echelon positions that, to a large degree, has discriminated against candidates from outside the Federal service. Instead of seeking the best people from various fields, the Federal Government has been content to hire only those who enter the Federal service directly from college campuses.

The lack of career appointments from the ranks appears to us to be wasteful. Surely, few people in private employment can bring to these top jobs the experience and know-how of the men who had been not only training for but also acquiring the skills to fill top positions. And these men, unlike those who enter the business world or who come to government from the business world, have announced their intention to stay in public service and to those in government. This is their life.

In addition, there is a great reservoir of executive talent in the ranks of public employees—employees who are not only capable but dedicated to a career in government service.

There is an old Latin saying that goes "If you seek a man, look around you." We suggest a paraphrase of this slogan to President Johnson: "If you seek talent, look around you.”

Every June 1 Should Be Civil Service Day

TIHE war on poverty, the fight against cancer, the education of children, the building of our highways, the pio- neering in space—these and hundreds of more tasks which contribute to the maintenance and growth of our American way of life, are, in the main, the jobs of dedicated public employees.

Too often, the only civil servant that interests the press and the public is the wayward one. The accomplishments of the vast majority of public employees—which involve everything from the saving of lives to keeping up pure water supplies and clean streets—are simply taken for granted. Yet, despite being underpaid and limited in promotion opportunities, despite suffering the image of being considered second-class citizens, most civil servants would not dream of working for anyone other than their government.

A host of teachers, scientists, engineers, mathematicians, medical men, clerks, attendants, administrators and others could earn more money and more quickly advancing careers in business or private industry. Why do they stay? Because public service is not only rewarding in terms of serving the country and its people—it is exciting and challenging in a way not to be found in private employment.

As an expression of appreciation to these dedicated civil servants, the Leader is sponsoring “Civil Service Day” on June 1 at the New York World’s Fair. We propose that President Johnson, Governor Rockefeller and Mayor Wagner from now on set aside every June 1 as “Civil Service Day.” It is a tribute the public service has justly earned.

LEADER BOX 101

Letters To The Editor

Lousy Tape

Editor, The Leader:

On Friday, April 17, I along with other applicants, participated in the practical examination for Secretarial Agent, conducted by the Department of Labor. This test consisted of legal and financial matter dictated on a tape recorder at 100 words per minute. The recording was completely unintelligible, inaudible, and just plain garbled. This was a distinct disadvantage to any applicant hoping to pass this examination.

I believe in order for a steno- typist to pass an examination of this type she has a live dictator to conduct such a test. If the City of New York is des- perately in need of skilled help, they are not conducting these tests in an atmosphere designed to produce favorable results. I am calling on your fine paper to bring this to the attention of the civil service personnel—as I have—and to remedy this situation.

Gerald Marks
Brooklyn, N.Y.

Any Answers, Too?

Editor, The Leader:

I want to thank you for your cooperation with us and for the very interesting story The Leader printed relating to our staff activities.

Sometime during June we are planning a test to improve our adoptive parents and children. And we are hoping your staff will be able to assist us. On our plans are completed, you will be receiving a formal invitation.

Family overly knows that your interest and help has been greatly appreciated.

Mrs. Miriam P. Allen

Thank You

Editor, The Leader:

Please accept our thanks for the support you have given to our legislative program this year. We are particularly grateful for the prominence you gave our cause in your April 7th edition.

John S. Berger
President, Uniformed Fire Officers

Waiting Two Years

Editor, The Leader:

Would you use your good paper to get us some information on the above? We have been waiting patiently (almost two years) for this information. It is in the supervising stenographers list.

Apparently nothing can be ac- complished in getting this section of the government without agitation. Surely, if the Personnel Department is that busy something should be done about increasing its staff. Is it fair to keep us waiting so long for an answer? And, are the time provisions fail to the interests of the Public?

The City is actively setting up examinations to draft recent graduates; have they told them what changes it makes its feet at promotion time?

“Long-Sufferers”

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

If They Only Knew

QUICKLY AND WITHOUT FANFARE, the composite pic- ture of the civil servant is undergoing a radical change. Unfortunately for the civil servant’s public relations, hardly anybody is paying attention.

TODAY, THE COMPOSITE PICTURE of a civil servant comprises generous pieces of trained professional, scientist, doctor, skilled researcher, knowledgeable technician.

ALONG WITH GRANDMOTHER’s bluebirds and grand- father’s alderburs, the picture of the civil servant as a clerk now belongs to the ages—and to the ashcan.

BUT HOW MANY PEOPLE who should be aware of this drastic change are being shown that it is happening, but that it is a reality? Regrettably, very few.

TO THE MANY other tasks of civil service organizations, must be added the job of telling the story of this wondrous change. In the United States, the civil servant has been transformed from a pencil pusher to a button pusher — on a giant computer.

AND DON’T LET ANYONE tell you that no skill is involved. It requires several years of training to be able even to push the buttons, let alone to have the technical skills to make computer repairs.

AS AN EXAMPLE of what computer technology has done to civil service, look at the Veterans Administration. It now handles 4,000,000 insurance policies with 3,000 employees instead of 17,000 it took in 1950. In the process, the VA has reduced operating costs from $93.03 per year per policy to $3.88.

By 1966, computers and magnetic tape will be "eying" every taxpayer—and some who aren’t, but should be. The Internal Revenue Service says that few if any deadbeats will escape the computer’s magnetic eye and memory.

SO GREAT HAVE been the intrusions of computers into government operations that by last July, 1,548 computers were at work for the Federal Government, some on a 24-hour, 7-day-a-week schedule.

This REVOLUTION has resulted in a sharp upgrading of civil service skills. Computers do not replace brains because computers don’t think. One gets out of a computer only the information which results from facts put there by human brains. But computers have reduced the number of those in the Federal civil service grades from 240,000 in 1956 to 180,000 today.

In addition, 165,000 engineers, scientists, and techni- cians outnumber typists by 2 to 1. Yet, typists continue in acutely short supply. The clerical work in government is now being handled by 400,000 stenographers instead of 600,000. It is a very serious job.

BEFORE WORLD WAR II only 10 per cent of college graduates came into civil service. Today, civil service, thanks to aggressive recruitment, wins about 15,000 a year from the college campuses.

AND, while the number of Federal civil servants has increased only a fraction of the nation’s population growth. The next time you read “facts” attributed to the U. S. Senate’s best known apple-grower, Senator Harry Byrd, that Federal employment is up again, we suggest you shout, “Applesauce,” and turn quickly to the comic page.

EXHIBITION — Five paintings by members of the Civil Service Employees Assn. decorate the reception room of the G.E.X. at Alhambra. The show is open to all governmental employees, Federal or municipal—on a membership basis. Employees of private corporations doing a large portion of business with governmental agencies are also welcome.
Cost of Living Declines

The consumer's cost of living declined one-tenth of one percent in February—the first drop since December, 1962, the Labor Dept. has reported. The Bureau of Labor Statistics explained that rebate on gas utility bills and lower gas prices were the main reasons for the decline.

---

This is New York State's No. 1 airport...

The John F. Kennedy Airport, formerly the New York International Airport, covers 4,900 acres at Idlewild, Queens. It has the largest air cargo center in the world, and is the hub of jet air service to world-wide points. Nearly 800 aircraft land and take off each day from this busy airport. At its heart is Terminal City...
Important Notice to All Civil Service Employees in the Albany and Buffalo Areas!

**Notice of Persons Apparent as Owners of Certain Unclaimed Property Held by THE EQUITABLE LIFE ASSURANCE SOCIETY OF THE UNITED STATES**

The persons whose names and last known addresses are set forth below were selected from the records of the above-named company to be indicated in a list of the names of persons entitled to receive certain annuities, dividends, and other monetary recoveries on policy in force in the company.

This list is for the sole purpose of notifying persons having any claim and is not intended to prejudice any rights to which claimants may be entitled.

[Details and instructions for claimants to contact the company for recovery of their property]

---

**FREE FULL BREAKFAST AT STATE RATES! FOR OUR ROOM GUESTS**

- Rooms with bath, TV and radio
- From ST Single: $10 Double: $11 Twin: $11
- Free overnight and weekend parking

**THE ITAHCA AAA HOTEL AAA**

In the heart of Ithaca. All rooms newly remodeled and refurbished, with bath. Free overnight parking, free TV. Five minutes from Cornell and Ithaca campus. Restaurant and cocktail bar. Headquarters for State employees. State rates. State vouchers accepted.

**DEWITT CLINTON STATE & EAGLE STS. ALBANY A KNIGHT HOTEL A FAVORITE FOR OVER 10 YEARS WITH STATE EMPLOYEES**

**SPECIAL RATES FOR N.Y.S. EMPLOYEES**

- TV or Radio Available
- Cocktail Lounge - Dancing Nightly
- Banquet facilities tailored to any size party

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**Reappointed**

ALBANY, April 27—Harold D. Spencer of Dutchess County has been reappointed a member of the State Bridge Authority for a term ending Feb. 1, 1969.

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**India Bound**

ALBANY, April 27—Dr. W. Leslie Barnett Jr., professor of psychology at the State University at Buffalo, has received a Pulitzer Award for 1964-65. He will assist the U.S. Educational Foundation in India in establishing an evaluation center for Indian students, who plan to come to America for graduate work.

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**NYC Fireflies**

Due to the closing hours of the bill signing session of the New York State Legislature, and the heavy amount of work affecting all civil service employees, the regular feature Fireflies has been omitted this week. The column will resume next week.

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**G-E-X**

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**ANNUAL MEETING WEDNESDAY, MAY 6, 1964**

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**SPECIAL RATES**

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SONYEA, April 27—Craig Colony and Hospital will conduct an Open House, in conjunction with Mental Health Week, tomorrow at 11 a.m., Dr. Vincent I. Bonafede, director, announced today. "Approximately 450 visitors are expected to attend," Dr. Bonafede said.

"Tours emphasizing institution services, patients' activities, and exhibits are planned," the exec added.

ALBANY, April 27 — Herbert L. Williams has been named to a newly created position of mortgage officer for the State Employees Retirement System. For 15 years, Williams served as real estate and trust officer for the Central Hanover Trust Co. and has been in private practice.

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The U.S. Naval Training Device Center, Sandy Point, Washington, New York, is recruiting for electronic development technicians at $5,795 to $7,030 a year. For further information, write

to the Executive Secretary, Board of U.S. Civil Service Examiners, U.S. Naval Training Device Center, Fort Washington, New York.

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The persons whose names and last known addresses are set forth below are entitled to abandoned property in amounts of twenty-five dollars or more. Upon the petition of The Public Administrator of the City of New York, the Surrogate's Court, New York County, at Room 651 in the Hall of Justice, in the City of New York, on the 22nd day of May, 1964, a certain writing was offered for probate as the last Will and Testament, the deceased having been at the time of her death a resident of the County of New York, New York, and was at the time of her death a resident of the County of New York, New York.

Notwithstanding any laws or regulations to the contrary, any person establishing to the satisfaction of the County Clerk, the Surrogate, or any Judge thereof, his or her title to property held by the Comptroller of the State of New York, pursuant to Sec. 701 of the Abandoned Property Law of the State of New York, must, within sixty days from the date of publication of this notice in The New York Times, or, if an action for probate thereof is pending in any Court of the State of New York, such action must be concluded within sixty days from the date of the publication of this notice, or the right of such person to receive such abandoned property will be lost. Any such abandoned property held by the Comptroller of the State of New York will be deposited with the Comptroller of the State of New York to be paid to him or her on the basis that he or she is the last known owner.

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The 25th Annual Charity Card Party and Reunion of the Friends of the Sisters of the Blessed Sacrament will be held at 2 p.m. in the Penn Top Room of the Statler-Hilton Hotel, 7th Avenue and 33rd St., Manhattan, on April 25.

Tickets may be obtained at the door or by contacting Miss Josephine Preator, 74 Cornelia St., Brooklyn.

O.H. at Governor's Island

The U.S. Army, Governor's Island, opens its doors to all visitors May 9 from 10 a.m. to 5 p.m. The open house event will feature sky divers, Army exhibits, guided missile displays and admission to Navy destroyers. Admission and ferry ride to the Island are free.

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(Continued From Page 4)

and the CSEA management have been caused by the sensible and responsible way in which Dr. Ford and the CSEA negotiated, so there should not depend on pressure from employees," he said, noting that New York's Department of Taxation and Finance outside survey (the McKinsey Report) to make sure it had a proper scale for measuring the wages of public employees with their counterparts in private industry.

"Government is one of the three careers that can be chosen but, unfortunately, it is not always a career that will be satisfying," Bratton said. He told the audience that the Johnson Administration "wants to go back to the It's this year toward improving the status of career Federal workers."

Polly then asked the delegates to give serious consideration to the future of CSEA. "We are a big organization and we have some big problems," he declared. He said that one major problem facing CSEA was space at headquarters at 1 Elk St. in Albany. "Several plans for expansion are being considered," he declared.

Polly also asked the members in attendance to start thinking about next year's legislative program now. "We have learned the benefits of early negotiation and so we must again be prepared early!"

Workshop Leaders

Workshop delegates heard two major speakers during the two-day event. Isaac Humpert, of the State Retirement System, gave a detailed analysis of the recently approved increase in contribution points picked up by the State and answered another retirement question points in a question and answer period that was moderated by Ted Woelfin, chairman of the CSEA Pension Committee.

In the afternoon session, Harry W. Abigail, Jr., reported on the 1964 Legislative session. Chairman of the discussion period was Grace T. Nulty, chairman of the CSEA Legislative Committee.

Gen. O'Hara Set to Address Armory Meeting

BUFFALO, April 17—The guest speaker at the Western New York chapter, Civil Service Employees Assn., dinner May 8 will be Gen. A. C. O'Hara, Chief of the Governor and head of the Division of Military and Naval Affairs.

Gen. O'Hara will also present Leader Award Plus to Armory employees. The event will be held at the Buffalo-Corning 8th Armory Officers Club.

Gen. O'Hara invited all officers in Charge & Control at the various armories in the chapter area: P. Kryer, Editor, The Leader; and Henry Goeli, Western New York CSEA representative, for Claims Test.

New President

ALBANY, April 27—Dr. B. L. Martin, professor at the State College at Oswego, is the new president of the Eastern New York Chapter.

Kings Park Gives 'Telelaughs' Review

KINGS PARK, April 27—The first of the year's entertainment at Kings Park State Hospital was held its annual Spring show last night.

Called "Telelaughs," the review was a spoof on television programs and commercials.

Patients were the only participants in the show.

TO WELCOME FAIR VISITORS

Attendees for the New York State Pavilion at the World's Fair were briefest recently about details of the State and exhibitions at the Pavilion. Sessions were held at the NYS Dept. of Commerce office in New York City. Shown standing are two Commerce Dept. speakers, Neal L. Maylan (left), deputy commissioner, Division of Public Information; and Dr. Henry A. Davenport, deputy commissioner, Division of Research and Statistics. Seated next to Horan is Dr. Donald H. Davenport, deputy commissioner, Division of Research and Statistics. The state administration is employed by the NYS Commission on the World's Fair.

Krone, Ingraham Tell CSEA...
Tuesflay, April 28, 1964

Five Administration Changes Announced By Mental Hygiene

(From Leader Correspondent)

ALBANY, April 27—Five major administrative appointments have been announced by the State Department of Mental Hygiene "as a further implementation of the reorganization of the central office" of the department.

Dr. Paul H. Hoch, State Commissioner of Mental Hygiene, announced the following changes; effective April 30:

- Dr. Henry Brill resigns as first deputy commissioner, replacing Dr. Brill.
- Dr. Leonard C. Lang becomes associate commissioner for mental hospitals.
- Dr. Christopher P. Terrence becomes first deputy commissioner, replacing Dr. Brill.
- Mr. Donald E. Kulick becomes deputy commissioner for program administration.

In announcing the changes, Dr. Hoch said Dr. Brill was fulfilling a longstanding desire to return to his former duties as director of Pilgrim State Hospital.

Engineers For Calif., Nevada

The U.S. Civil Service Commission is seeking engineers (GS-8 to GS-15) for career opportunities in California and Nevada with starting salaries of $5,650 to $15,665 per year. Positions are available in the following areas, including Hawaii:

General information and details on requirements can be found in Civil Service Commission Pamphlet No. 4. "Working for the U.S.A.", available at the personnel office of each Federal agency.

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Rice Reports On Legislature

Central Conference Honors Senator Anderson, Praises Emmett Duf For President

BINGHAMTON, April 27—State Senator Warren M. Anderson of Broome County was honored for his cooperation with the State Civil Service Employees Assn. during a meeting held here at the Sheraton Motor Inn.

The senator received a certificate of appreciation from the Binghamton Chapter at a dinner attended by about 250 Central Conference officers and representatives of county chapters. The senator was honored for his cooperation with the State Civil Service Employees Assn. during a meeting held here at the Sheraton Motor Inn.

Senator Anderson said: He received the certificate from the Binghamton Chapter president, praised the teamwork of the Association and expressed his appreciation for the work of the Association.

The nominating committee, which met earlier in Albany, included Florence A. Dean, Binghamton chapter secretary, Annem Williams, Mrs. Boone and Raymond G. Castle, first vice president of the state organization, consultant. Election of officers will be at an annual meeting to be held at Hotel Utica, June 12 and 13.

Graevance Slit

During a morning meeting, members from the Utica area presented a skit dramatizing the procedures to be followed by employees. The cast included the following:

Mrs. W. M. Dois and Norman Seeman, all from Macey State Hospital chapter, Violin and Raymond P descr to of Harrow Road to State chapter, Helen Blunt, Mary Pt. Bressler and Myrtle Rice. The skit was well received.

Another one of the skits was presented by the Association and it was evidence that the organization is intent on a more efficient operation of the state department.

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