Levitt Urges Close Study Of Variable Annuity Plan

PATCHOGUE, June 1—State Comptroller Arthur Levitt last week urged the Civil Service Employees Assn. to take a close look at the possible use of variable annuity pension plans.

Levitt, principal speaker here last week at the annual installation dinner of the CSEA, said he was not committed definitely to the theory of variable annuity retirement schemes. He declared, however, that fixed pensions in a period of continued inflation were proving "vastly inadequate" to a large number of dedicated public employees whose retirement incomes are steadily eroding in actual purchasing power as the real value of the dollar declines.

Basically, under the variable annuity plan, a pensioner's income would be tied to the rise and fall of the economy. Levitt's office has conducted extensive studies of the safety and reliability of this technique and, in the near future, will release the results of the study.

The CSEA second vice president, and Executive, John O'Connor, CSEA field representative, was moderator for the event, held here at Felice's Restaurant.


cw by Arthur Levitt

the State Senate Finance Committee: Joseph F. Feily, CSEA president; Vernon A. Tappor, CSEA second vice president; and L. Lee Dennison, Suffolk County Executive.

The raises will range from an annual increase of $420 to $1,300 for Health Commissioner Joseph Kinnaman, and the supervisors over 400.

The raise, which would be with the discretion of the Civil Service Commission, was expected to be approved today by the Board of Supervisors. It had been recommended to the Board by Gordon Howe, County Manager. The raise, which would take effect July 1, would be accompanied by the County's passing the.

Nassau CSEA Wins 5 Pct. Pay Raise

MINOLTA, June 1—Nassau County employees will receive a five percent across the board pay raise this month. It was decided by Nassau County officials last week.

The pay raise, which will elevate annual salaries, with additional salaries totaling $1,000,000, was granted by Nassau County Executive Eugene M. Schermeister, Democrat, and the Republican-controlled Board of Supervisors. The across the board increase will affect 7,500 employees.

The funds to pay for the pay raise will be obtained from two sources. An estimated $450,000 will come from Arbitrage tax funds. This money is returned to the county from the state for abatement fees and arbitration taxes. The approval of the pay raise ended a long dispute between Nassau County and the supervisors over how to pay for the higher salaries.

Flumenshem Comment

Irvine Flumenshem, president of the Nassau chapter, CSEA, said that he was extremely happy with the County's action. He said he expected that an additional two percent across the board pay raise would be granted in the 1965 county budget. The raise, he said, would affect all county workers other than elected officials. The raise is expected to cost the county $200,000.
Don't Repeat This!

(Continued from Page 1)
raise.” One inmate, however, that this morale will decline when the rank and file workers learn that, according to the NFTE, 10 percent of the funds toward the raises must come from U.S. agency budgets. This, the inmates is certain to lead to some reduction in personnel and will further hurt programs toward the raises.

"A pay raise is no good to a man losing his job,” said Owen. The NFTE chief said further, that while the lower grades will do fairly well on the raises, the boost will not make any difference to the patients, the patients was "inapplicable to the point of discrimination against this class of employees.

The Ugly Story

On the other hand, Elmer Staats, deputy director of the U.S. Bureau of the Budget, told The Leader last week that fears of losing one’s job as a result of the pay increase were "groundless." He said that the agency contributions toward the pay raise would come from "inescapable economics," not just politics.

What all this leads to is the indication that the Johnson Administration does not intend to make any major accomplishment. It is happening—has not yet apparently calmed many fears because the President’s basic attitude toward the Federal service. There has been too much talk, supposedly emanating from the White House, about dismissals in the civil service ranks and a brake on promotion of any kind.

Despite all the interest in salary hikes, it is the area of promotion opportunities that touches the Federal employee the deepest.

Caribbean Tour Now Only $499

Because of operational econ-0mies effected by Knickerbocker Travel Service, the price of the 18-day Island hopping tour of the Carib-0ean is reduced from $1,250 to $599. The tour starts in New York and ends in Antigua.

COVERAGE FROM THE FIRST VISIT: Under the GHI Option you are covered for an unlimited time attendance at a college within the state offering full degrees. This annual grant shall be limited to persons who are in a program leading to a doctoral degree. These fellowships shall entitle the holder of a grant for one year of full-time attendance at a college within the state offering full degrees. This annual grant shall depend upon the net taxable balance of income of the scholarship holder and his or her parents.

The amount earned under this amendment shall be $2,500, if the combined net taxable balance of income is $1,500 or less. If the net taxable balance of income exceeds $1,500, the sum of which the scholarship holder is entitled shall be reduced by the sum of $1 for each $4 of net taxable income of $1,500, but in no event shall the grant be less than $250.

There is also established a part-time study grant in engineering or science to the amount of $2,500. If the holder of such a grant is a minor if the combined net taxable income is less than $1,500. If such income exceeds $1,500 the sum of which the scholarship holder is entitled shall be reduced by the sum of $1 for each $4 of net taxable income of $1,500, provided that the grant shall not be less than $250.

In appreciation of the thousands of daily services by the
civil service communities, Detroit Funi-
niture pays Homage.
**Metro Division To Hold Membership Meeting And Installation of New Officers**

The Metropolitan Division of Employment Commission, Civil Service Employees Assn., will hold its next membership meeting June 3 at 6 p.m. at 11 Park Place, New York City.

The newly elected officers will be installed at this time by Fred Cave, CSEA's 5th vice president. They are:

Robert Daler, president; Edward Allen, first vice president; Adele West, second vice president; Dorothy Kasson, recording secretary; and Robert Ferruzsi, treasurer.

The Regional representatives who were elected are:

- Manhattan: Matt Heidman, Howell Armstrong and Irene Collay; Brooklyn, Vincent De Gratia, Mason Mallad and Robert Smith; Bronx, Arnie Bass and Herbert Berger; Queens, Joe Delia and William Waldron; Long Island, Marty Sherman and Bill Kelly; suburban, Stanley Reder.

**FREE BOOKLET by U.S. Gov't on Social Security**

Also, last month's dinner will be held to discuss salaries.

**Salary Adjustment For Onondaga County**

The proposed plan—which now goes to the Board of Supervisors—also provides a 23-hour work week and reclassifies all county jobs. The reclassification would reduce job titles from 500 to about 350 for posts in county departments.

Details of the plan will be released after it has been studied by committees of the Board. It was proposed by the county personnel department.

**Paid Leave**

The CSEA chapter's requests were turned down as "too expensive"—the same reason given last year. The 23-hour work week is expected to save $118,000. Mulroy is determined to ask the supervisors to approve the plan at its June 1 meeting.

The pay increases would be for about 80 percent of the county's 2,500 employees. No raises are included for two departments—highways and the county penitentiary—whose workers received pay raises in 1963.

Other changes include: In the 1964 plan, but not last year, there will be about 10 percent increases in pay for summer employees.

The new 23-hour week would not affect Onondaga county employees into offices at 8:30 a.m. instead of the present 9 a.m. Offices would close at 3:30 p.m. for 10 months of the year.

No decision has been made for this year on the 4 p.m. closing hour for summer employees.
Where to Apply For Public Jobs

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

NEW YORK CITY — The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone Cortland 7-8880.

Mail for application blanks must include a stamped, self-addressed business-size envelope 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 filed by mail must be sent to the Personnel Department and must be postmarked not later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line stop to use for State jobs and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the IND Brighton beach's stop is City Hall. Both lines have exits to Dazine Street, a short walk from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N.Y. corner of Chambers St., telephone Broadway 7-1618, Governor Alfred E. Smith State Office Building and The State Commerce, 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 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.

Application forms are available by writing to the New York State Employment Service.

FEDERAL — Second U.S. Civil Service Region Office, New Build- ing, 230 East 42nd Street (at 2nd Ave.), New York 17, N.Y. Just west of the United Nations building. Take the IND Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IND Queens-Plaing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is 27-0271.

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 request for application forms.

FREE BOOKLET by U.S. Gov- ernment on Social Security, Mail only. Leader, 12th Street, New York 7, N.Y. 1711 Flatbush Ave., Brooklyn, N.Y. BU 7-9292

Savings Drive Initiated — The Federal Service payroll savings drive opened recently, comedian Phil Silvers, honorary chairman of the 1964 savings bond campaign, urged Federal employees at the opening to buy more bonds through the payroll savings plan. Pictured with comedian Silvers are (from left) John W. Macy, Jr., Civil Service Commission chairman and chairman of the Interdepartmental Committee for Voluntary Payroll Savings; John Finlator, director of GSA's Office of Manpower and Administration; and William Parker, classification officer.

U.S. Service News Items

By Rosemarie Verry

FHA Budget Cut;
New, Old Jobs Go

Employees of the Federal Housing Administration are soon to be among those feeling the pinch of its Johnson Administration's "economic drive." The House recently canceled all of the 1,500 new jobs requested by the FHA in addition to several hundred present positions.

The FHA budget was also cut $500,000, in addition to having to absorb the cost of last January's pay raise of 2 1/2 percent. This would mean that Public Housing would have, under the tighter House budget, fewer jobs than they have at present.

Leonard Cited

Mary Leonard, First U.S. Army Headquarters, Governor Island, received her fifth certificate for Sustained Superior Performance and Outstanding Efficiency recently. Mrs. Leonard is assigned to the Mail and Records Section of the Services Division, Office of the Deputy Chief of Staff, Logistic. The citation was presented to her by a cash bonus. 

Twelve First Army Aides Win Awards

Twelve First U.S. Army federal employees were recently presented awards of $144.40 each for special service performed in the Finance & Accounting Division of the First U.S. Army Comptroller Office during a peak accounting report period that occurred at the end of Fiscal Year 1963.

Dictaphone Oper. Examinations Open

Positions for dictaphone operators are now open in Monroe County departments on an open competitive basis, the Civil Service Commission has announced. The salary range is from $3,456 to $4,134 per year.

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GOOD REASONS for Joining CSEA Accident-Sickness Insurance Plan!

1. Pays in addition to other insurance
2. More than 40,000 CSEA members are enrolled
3. Broad protection
4. 24 hour coverage—on and off the job if desired
5. Twelve conveniently located claims offices
6. Limited reductions and exclusions
7. World-wide protection
8. Premium arranged through payroll deductions
9. Cost is less than standard individual policies
10. Favorable renewal conditions

See your Ter Bush & Powell representative soon for complete information on how you can enroll.
Supervising Real Estate Test Set By Personnel

Applications for the examination for promotion to supervising real estate manager, paying from $10,750 to $13,150 per year, may be filed until June 23, the City Department of Personnel has announced.

Candidates must meet title and departmental requirements and have been permanently employed departmental requirements and mission, 49 Thomas Street, New York City.

Applications Section, New York City Department of Personnel, 49 Thomas Street, New York City.

Around-The-World Jet Trip Bargain Is Selling Fast

Members of the Civil Service Employees Assn. know a good travel bargain when they see one. The result is that a jet trip around the world, available only to CSEA members and persons in their immediate families, has been over half sold, Celeste Rosenkrantz, tour organizer, reported.

Priced at only $5,495 (several hundred dollars below the cost if purchased individually) the 26-day program includes jet transportation around the world, all hotels, all incidentals, sightseeing trips, most meals, guided service and tips, etc. Plenty of free time is allowed for shopping and extra sightseeing or just resting.

Those participating in the tour will fly on July 3 from New York to California and on to Hawaii for a two-day stop on Waikiki Beach. From there the tour will go to Japan, visiting Tokyo and the beautiful temple cities and the countryside, and ending at the spectacular scenery of Hong Kong, famed as a shopper's paradise, is the next stop.

Rome and the ancient capital of Athens brings the tour to Europe, after which the group will go to Paris, then back home to New York, arriving on July 30.

Less than 10 seats are still available and those interested in the trip should write at once to Miss Rosenkrantz, 35 Bremer St., Buffalo, N.Y., for illustrated brochure and application blanks.

City Offers 16 Titles

The New York City Personnel Department is accepting applications on a continuous basis for positions in 16 different titles. The examinations, held on an open-competitive basis, are for jobs in various positions and locations.

For most of the tests, applications are available at the Applications Section, New York City Department of Personnel, 49 Thomas St., New York.

Exams for Senior Inspector Set By Public Works

Candidates for promotion to senior inspector of Borough Works, Dept. of Highways and Public Works, may apply for the examination throughout June 22. This position pays from $7,600 to $9,700 per annum.

Social case worker, $8,000 to $10,200 (currently being appointed at $9,200), a year.

Dental hygienist, $8,450 to $9,900 a year.

Junior civil engineer, $9,400 to $11,400 a year.

Recruiting leader, $13,150 to $15,900 a year.

Senior club worker, $8,700 to $10,100 a year.

Social research investigator, $9,700 a year.

Other positions are available for part-time employment.

Soon to Start Classes: June 3, 1964

The Delehanty Institute

MANHATTAN: 115 East 15th St., N. Y. 3 — Phone GR 3-6900

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Millie Kushner Beats All Odds Becomes Civil Service Worker After 35 Years of Illness

By A. YATES

She is a civil service worker. She is a member of the Civil Service Employees Assn. She works for a hospital. So what's so unusual? Here's the story.

Thirty-five years ago tragedy struck. Today that tragedy has become a miracle, Millie Kushner, a never-give-up, suffered spinal tuberculosis at the young age of 15. She was put on bed rest for the rest of her life. But Millie had other plans. She had dreams of working and living a normal life.

Millie learned to walk without crutches. Physically rehabilitated, she was released from the hospital but not before plans had been formed with the Division of Vocational Rehabilitation to send Millie to Brown's Business and Vocational School. For the first time in her life, Millie was on her own.

She traveled back and forth to school each day alone, she learned her tasks well, and returned to the NYS Rehabilitation Hospital for a new brace in 1962. There she was put on a work-trial basis.

...For 35 years she went from hospital to hospital, always on a stretcher, never under her own power. In 1959 she was admitted to the New York State Rehabilitation Hospital, still in a body cast, but walking laboriously on crutches. Then the miracle began.

What is the real story? Here it is.

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LEADER BOX 101

Letters To The Editor

Glede To Be On The Right Track

Editor, The Leader:

Reading Leo Margolin’s column in this monthly edition of the LEADER has been a pleasure, for the appreciation of the expert is the only meaningful praise.

It is reassuring to know he thinks we’re on the right track in our approach to our public obligations.

Sincerely,

JAMES W. GAYNOR
Commissioner

State Housing and Re-Development

Social Security

"Is the amount of benefits my family and I receive based on the money I made before I retired?"

You. All social security benefits are based on your average earnings. In figuring this average, we disregard your lowest five years.

"What do I need to prove my age?"

Usualy any public record, made a number of years ago, will be accepted. Birth certificates are the best, but other records—include census or baptismal records, vetervs benefit records, and family Bible records—may be acceptable.

"I am 64 years old and have worked under social security ever since I started. My earnings have always been good enough that I could be counted for social security. I had to wait for 6 months before I can receive any social security benefits. Is this fair?"

You could receive a reduced retirement benefit now—without waiting—but there is a 6-month waiting period if you want to apply for disability benefits. The decision as to whether to take an immediate reduced benefit or apply for disability is yours.

"Some of the older teachers in the schools where I used to work get social security payments every summer. They aren’t retired yet and plan to continue teaching these summers. Is this allowed?"

Any teacher who’s worked long enough under social security to be insured can get social security payments in any month in which she doesn’t earn over $100 or isn’t active in a business. Most older teachers are retired, and July and August. Some school boards pay teachers their salary over 12 months, and the average teacher gets social security payments in the summer months, it’s just paid them.

"Please explain the benefits that a wife may be eligible to receive based on her husband’s social security account."

The wife of an insured worker who is receiving social security benefits may receive benefits at any age, provided she has a child of the wage earner in her care. If she has a child under 18 in her care, she would receive benefits until the child becomes 18. If she has a disabled child under 22, she would receive benefits for as long as the child is disabled and in her care. If there are no children involved, a wife may receive survivorship benefits only when she attains age 62.

"I make over $4000 a year. Under the law I can earn credit on any income except social security. Do I have to report this?"

No. You can get credit on only the first $4500 of your earnings in a year.
Oneida 'Scroll' Dance Is June 9

UTICA, June 1—More than 300 are expected to attend the annual Scroll dinner dance sponsored by the Oneida County Chapter, Civil Service Employees Assn. The event, which will honor employees who retired in the past year, will be held June 9 in the Valley View clubhouse. A hospitality hour will start at 6 p.m., with the dinner scheduled for 7:15. Joseph A. Mathews, chapter president, said that more than a dozen employees would be honored. He said a principal speaker would be scheduled.

Best way to raise the jack for your next car

A Franklin National Auto Loan, what else? Up to $5,000 at 4¾% discount. Up to 3 years to pay. Life insurance if you like. You're not a depositor? No matter. Come on in. New or used, we help you handle your car plans.

FRANKLIN National Bank
A Good Bank To Grow With
State Fair Of The Future
Theme Of N.Y.S. Exhibit
On World's Fair Grounds

New York State has one of the most dramatic and exciting exhibits at the Fair. Consisting of three distinct units, it is grouped under the theme "State Fair Of The Future," and provides a fascinating display of permanent exhibits and a daily panorama of events and experiences.

Performers are given until 10 p.m. on the great terraced floor of the mammoth pavilion by groups representing all 62 counties in the state; hundreds of consumers and dozens of special organizations. There are choirs, dancers, folk routines, drum teams, native orchestras, quartets, pickup bands, glee clubs, and many others.

The Pavilion, also called the Tent of Tomorrow, is the heart of the state exhibit. Handsome and colorful, it is a great elliptical structure 160 feet high, concrete columns supporting the world's largest suspension roof. Larger than a football field, its rainbow-hued, translucent plastic panels bathe the inside of the tent in an ever-changing glow of light.

The main floor itself is a huge terrazzo map of the state that portrays the highways, cities, villages and counties of the Empire State. Modernly fitted using facilities in a three-sided indoor-outdoor ride, are also located here, and for the fancy there are seats for resting.

On the mezzanine floor is a circular concrete structure described best as a theater—that houses several hundred people, standing, who will view a circular motion picture of New York as a place to live, work, and play.

The five-hour show in tribute to civil service employees will take place here—starting at 10 A.M.

Westchester Employees Get Memorial, July 4 Time Off

WHITE PLAINS, June 1 — County of Westchester employees will be granted time off on regular work days preceding or following Memorial or Independence Days this year in line with the trend among many business firms and other governmental units; however, in making the announcement, county executive Edwin G. Michaelian stressed that all County departments would remain open for public business on the preceding and following work days during regular business hours.

Where practical, half of each department's employees—six hours—will work Monday, May 29 and Friday, July 4; lacking the computing tend to have off on those days. The latter will then work on Monday, June 1 and Tuesday, June 2, 1964.

County executives throughout the State were joining with other officials throughout the State in proclaiming Monday, June 1 as Civil Service Day in Westchester County. He further urged that all employees who choose Monday as their Memorial Day holiday, attend the celebration of the day at the World's Fair. One county worker, Mary Wall of White Plains is a finalist in the local government section of the Miss Civil Service Contest.

CIVIL SERVICE DAY — Eugene H. Nickerson, Nassau County executive, presents the proclamation declaring June 1 Civil Service Day to Irving Flaumenbaum, far left, president of the Nassau County Civil Service Commission, and George W. Simmons, Jr., executive director of the Nassau County Civil Service.

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CIVIL SERVICE DAY — Eugene H. Nickerson, Nassau County executive, presents the proclamation declaring June 1 Civil Service Day to Irving Flaumenbaum, far left, president of the Nassau County Civil Service Commission, and George W. Simmons, Jr., executive director of the Nassau County Civil Service.

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Walsworth Installed For Second Term
As President of Watertown Chapter; Perkinsin Speaks

WATERTOWN, June 1—Charles J. Walsworth was installed for a second term as president of the Watertown Chapter, CSEA at the annual dinner meeting of the organization here.

LEGAL NOTICE

More than 190 persons attended President Joseph J. Walsworth, Albany, since CSEA, director of public relations, was the guest speaker. President commended another of the Watertown chapter's district headquarters.

President Walsworth as the "best friend the civil service ever had."

Perkinsin presided as the installation of officers. In addition to president Walsworth, those taking office were:

Francis B. Campbell, Watertown, assistant civil engineer in charge of engineering attention at the Watertown state D.W. district headquarters.

Walsworth told his dinner-dance audience that department members of the Watertown chapter should make an effort "to attend regular meetings, to bring ideas and problems to the attention of officers and to enable delegates to annual meetings to voice opinions of a majority of chapter members."

Mr. Campbell led the efforts of the Watertown chapter in the court's chapter's scholarship program.

Walsworth expressed appreciation for the support of members in voting him in for a second term. He thanked fellow officers and praised committees for their cooperation.

Walsworth cited two important accomplishments during the past year:

1. Origin of the chapter's scholarship award.

The dinner program was held until 1 a.m.

Polidomani New Head At Islip

ILISIP, June 1—Benjamin Polidomani, director of recreation for the Town of Islip, was recently elected president of the Islip Town Hall Unit of the Suffolk Chapter, C.S.E.A.

LEGAL NOTICE

Gugini Named President Of Erie, Welfare

BUFFALO, June 1—Joseph A. Gugini, a Buffalo lawyer, was installed as president of the Erie County Welfare Department, has been re-elected president of the Suffolk Welfare Unit, Erie Chapter, CSEA.

Other officers, all welfare caseworkers, are, Vice President John B. Ray, treasurer, Jerome J. Mostyn, and secretary, Miss Jane Burke.

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Matthias E. Lukens Discusses Personnel Aides’ Responsibility

Four well-known figures in the civil service system were honored last week by the Public Personnel Association, the Society for Personnel Administration, the Municipal Personnel Society and the New York Public Personnel Council.

The four societies, formed to discuss mutual problems and projects of personnel officers in public service, met jointly at the Brass Rail Restaurant 40th St. and Park Ave. last week to pay tribute to a number of persons who made large contributions to the civil service system during the past.

Honor was:
William J. Murray, executive director of the State Department of Civil Service, received the New York Metropolitan Chapter, Public Personnel Association Award. In citing Murray, Sol Hoberman, PTA president, pointed out: "For the past 20 years, Murray has been the driving force behind many of the new programs instituted by the State Civil Service particularly in the areas of training, personnel council, traineeships and research. He has encouraged professional development and has stimulated participation in professional associations.

Arnold deMille, director of recruitment and public relations for the New York City Department of Personnel, received the Harold Levine Memorial Award of the Municipal Personnel Society. Max Sason, president of the MPS, said: "Mr. deMille’s division successfully recruited more than 18,000 applicants for patrolman despite a four-month newspaper strike. This recruitment campaign was titled the American Municipal Association as the best single program presented by any large United States city during 1962. He has also been instrumental in directing the City’s expanded job opportunities for all its citizens.

James W. Levine, district personnel officer of the Department of Commerce’s Maritime Administration, a member of the executive committee of the Federal Executive Board, received the Society for Personnel Administration’s Award of Honor as a past president of the chapter and has served as chairman of important committees. Levine received his plaque from Walter Shanley, director of the personnel division of the New York City Post Office Department.

Lukens Speaks
Speaker for the evening was Matthias E. Lukens, deputy executive director of the Port of New York Authority who discussed "What the Administrator expects from his personnel officer—Now and in the Future."

Lukens pointed out that the personnel officer must provide an effective personnel system—one that provides:
• a high degree of motivation;
• the development of personnel to maximum capacities;
• ample opportunity for promotion and job fulfillment on competitive basis;
• unobstructed channel of communication;
• a liberal system of compensation and controls and;
• the preservation of a high standard of equality of opportunity.

The development of this system is the responsibility of the entire personnel organization, Lukens pointed out. The policy and procedures must be developed by the personnel officer with the consent of the administrator and the department must carry out this policy and procedures. The personnel officer must also act as a catalyst in carrying out the program.
Saint Rose College Offers  
Steppe-Up Summer Session

ALBANY, June 1—The College of Saint Rose here is offering an expanded summer study program, including graduate as well as undergraduate courses in many fields, according to a recent announcement by the Dean.

Education, languages, science, mathematics, including new courses in topology and geology, economics, history, political science, speech, and hearing are some of the courses being offered.

The summer session, beginning June 26, will cover six weeks and is open to both men and women.

Registration is currently by appointment; final registration opens June 12.

Special graduate programs are available.

Courses leading to a master of arts degree in speech correction and hearing are being offered. As a feature this year, a four-week practicum to prepare teachers of the mentally retarded.

Courses are available in the State Education Department to teachers or future teachers of children with retardation.

Application forms are available in the Graduate Office of the College or the State Education Department.

Coop Program Continues

The graduate level cooperative program with Saint Rose and Saint Paul and Saint Rose will be continued. Under this plan, with the permission of their respective deans, students may take up to 12 hours on the campus of the other college to be counted toward degree requirements in his home institution.

At Siena, Contemporary France will be taught by Mr. Hoffner while Mr. Pickhein will lecture on France, 1920-1960. Europe 1848-1870 with instructor Sister Eileen Joseph, chairman of the history department, Contemporary World, and Middle East and International Relations with Charles Shieh.

In the undergraduate division, courses in biology, chemistry, geology, and physics will be available. Other courses will be offered in French and Spanish grammar and literature and will be taught by university faculty.

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Other Specials

Other special undergraduate courses will be offered, including college russian, geography, history and political science, and numerous English courses to help teachers meet degree requirements. A course in children's literature and dramatic will be among those.

As in other years, the undergraduate programs will also include the various types of courses such as elementary and secondary education with methods, music, business, education, psychology, history and political science, and sociology.

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ROCHESTER, June 1—A class of State employees in the Rochester area have recently completed a ten-week course in “administrative supervision” sponsored by the State Dept. of Civil Service. The course is conducted in this city by Samuel Grossfield in charge of personnel training in the district for NYS Employment Service.

The Civil Service Dept. will issue certificates of merit in Edith E. M. Bryant, division of Vocational Rehabilitation; Walter Corcoran, A.B.C. Liquor Board; James Creighton and Charlotte Palozzi, State Dept. of Parks, Earl Lempert, Dept. of Health; Ann Leonard and John Tumac, Public Works; Raymond Martin, Tax and Finance; Joseph Martin, Bingo Control; Clarence Morrison, Agriculture and Markets; Donald Parks, Civil Defense; Mildred Shrickland and James W. Warner, Dep. of Correction; and Elmer Wagner, Dep. of Conservation.

Study, limited to supervisory employees above Grade 18 nominated through the personnel office of their departments, is designed to give supervisors greater insight into the basics of human relations and effective work management.

Pass your “Leader” copy on to a nonmember.

Lieberman Gets Two-Year Term As President Of D.S. Chapter, Albany

ALBANY, June 1—Mannie Lieberman was elected for a two-year term here recently as president of the Civil Service Employees’ Assn., Albany Chapter of the Dept. of Public Service. Also elected were Vince Furlong, vice-president; Marie Foley, secretary, Sheila Fisher, assistant secretary and James Dunton, treasurer.

Representatives elected were Frank Myers, accounting; Alfred M. Rao, legislative; Mary Ellen Neck, and Seymour Schonwetter, membership; Phillip Lawless and Frank Myer, stipendiary; William Vaccoli and Martin Chaivin, publicity.

Lieberman, who was installed as president of the chapter on May 25, said he would work vigorously to further the interests of the chapter and to improve working conditions for members.

ROCHESTER State Employees Completes 10 Week Course

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New Chapter In Farmingdale Elects Officers

FARMINGDALE, June 1—Members of the newly formed CSEA Chapter, State Civil Service Employees Assn., held election of temporary officers recently. The new president is Murriel Donohoe.

Other officers elected were: Grace Quinn, vice-president; Alease Hubbell, secretary;value Bruns, treasurer; Terri Feldman, first delegate to the Nassau Chapter; Jeannette Hogen, second delegate to the Nassau Chapter; Lilian Brillman, first alternate delegate to the Nassau Chapter; Sally Costello, second alternate delegate to the Nassau Chapter.

Monroe Benefits

(Continued from Page 1) full cost of Blue Cross-Blue Shield benefits of all retired and retired employees and assuming an additional three percent of employees’ contributions to the State Employees’ Retirement System.

The County presently pays approximately one half the cost of hospital insurance family plan and the first five points of employees retirement contributions. The CSEA Accomplishment Plan.

The three percent increase was made possible through CSEA-lawsuit legislation passed this year for State workers and made available to political subdivisions on a permissive basis.

Vincent Alesia, Monroe County president, said the new benefits were the result of “direct inspiration from chapter representatives and the County and representatives efforts to better the lot of its members.”

Uniform Allowance Hassle Eliminated As Safety Officers Get CSEA Help

ALBANY, June 1—The apparent misunderstanding concerning the effective payment date of uniform allowances for safety officers in the Dept. of Mental Hygiene has been clarified.

Alfred M. Rao, president of the Safety Officers’ Benevolent Assn., recently requested the Civil Service Employee’s Assn. to restate the allowance program won by the CSEA, last year, in State service who have served in a title eligible for such allowance for the equivalent of at least 140 days of actual service during the 182 days immediately preceding April 1, 1962, and who meet other conditions of eligibility, shall be paid one-half of such annual allowance...

Under the guidelines for uniform allowance payments as promulgated by his office, Marshall stated in reply to the request, . . . the effective date for the first payment was July 1, 1963, with subsequent payments to be made on each October 1 and April 1 thereafter.

Cases

Who Was There

(Fire from Page 1)

As a result of the decision of the Board of Regents, the credit will be given to the students.

Buffalo Installation

The Municipal Competitive Civil Service Employees’ Assn. of Buffalo recently installed Joseph V. Dragoo as president, and Henry R. Powell as vice president of the association. Other officers named were:

Mrs. Alice M. Gary, secretary; Margaret M. Lynch, treasurer; Joseph F. Thomas, sergeant-at-arms; and Raymond J. Deery, financial secretary. New members of the executive board were also elected and new committees established.

CSEA Dussia Benefit Program

And Aides’ Work Problems

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Thruway Authority CSEA Discuss Benefit Program

And Aides’ Work Problems

ALBANY, June 1—The Special Thruway Committee of the Civil Service Employees Association met recently with representatives of the Authority to discuss a program of work and benefit improvements for Thruway personnel.

Reading the list of items discussed at the meeting in Albany was the CSEA request for Thruway employee participation in the new salary and retirement legislation that would provide an additional 5 to 11 percent increase in take-home pay for all employees. Authority officials assured the Association representatives that the matter was being favorably acted on by the Thruway Authority Board.

Job Posting Procedures

A proposed job vacancy posting procedure was reviewed, with the Association making several modifications in the procedure. Those suggestions included an increase in the length of time of notice in ten working days, added stress on salability, a procedural change when additional vacancies occur in a promotion unit within 60 calendar days and emphasis on the use of transfers.

Hawaii, Europe

(Continued from Page 1)

City July 16. The itinerary includes stops at Las Vegas and San Francisco, with the majority of time being spent in Hawaii. Price of $752 includes round trip jet transportation, hotels, sight-seeing and loss of extras.

The grand tour of Europe, which definitely departs July 27, from New York City, will visit Holland, France, Germany and Italy. Price of $792 includes round trip jet transportation, all hotels, most meals, sightseeing, etc. Only 6 seats are available.

To apply for either tour write to E. L. Friedman, Knickerbocker Travel Service, Time & Life Building, New York, 30, N.Y., or call him at Plaza 7-1499. Space will be available on a first-come-first-served basis.