CSEA Membership Soars To New High -- 125,000

ALBANY, Aug. 31--The state-wide Civil Service Employees Assn. has reached an all-time high membership of 125,000, its president, Joseph F. Feily, has announced.

Feily said the new membership record was the goal set for this year by the Association's Membership Committee last March. The Employees' Association, founded in 1910 in Albany, is made up of public employees on the state and local levels throughout New York State. Its state employee membership is 90,000, and its membership in political subdivisions is 35,000.

Largest It's Kind in U.S.

The Association is the single largest independent organization of its kind in the United States, Feily said. "CSEA was organized with the purpose of upholding and extending the principle of merit and fitness in public employment, maintaining and promoting efficiency in public service and advancing the interests of all civil service employees, and has adhered to this purpose throughout the 54 years of its existence," he said.

The Employees' Association presently is comprised of some 210 chapters located in every area of the State. Its headquarters is in Albany.

Onondaga Aides Would Get Pay Boost Only If The Boss Gives An OK

SYRACUSE, Aug. 31--An employee evaluation system—to be used to grade county workers as a factor in determining whether they will receive pay increases—is expected to be approved by the Board of Supervisors' personnel committee this week.

The system is to be a part of the county's new salary plan, adopted by the Board of Supervisors early in August. The new plan is to go into effect Jan. 1, 1965.

Who Evaluates

Evaluation of each employee is expected to be done by department heads, who will use the system—if adopted by the Board of Supervisors later this year.

Senior County Personnel Technicians Seymour Bernstein developed and prepared the system, county officials said, drawing on ideas from similar plans used by governmental units in other states.

On DE Title Dispute Near As CSEA Asks Exam Postponement

ALBANY, Aug. 31--While a meeting between representatives of the Civil Service Employees Assn. and the Rockefeller Administration was reported being worked out last week, the Employees Association furthered its campaign to cancel a decision of the Director of the Budget which denied realization appeals of several titles in the Division of Employment Interviewer.

The budgetary veto, which rejected a recommendation of the Civil Service Commission that the upgradings be approved, kicked off a storm of employee reaction last week that culminated in a direct appeal to Governor Rockefellera to override the Budget Director's decision.

Basic objections to the denials were 1) no State funds were involved and 2) the action continued to perpetuate the Budget Director's office as a "court of last resort" on employee salary reviews.

To further illustrate its firm opposition not only to the veto action but also to a new title proposed as a promotion in the Division of the Employment, the CSEA late last week, while waiting word on an exact meeting date, provided the Governor with information describing the local CSEA position.

New Title Canceled Problem

Joseph F. Feily, CSEA presid., wrote the Governor saying: "It has been forcefully brought to my attention by our membership, and particularly of the upgradings being proposed, that the entire problem in the recent creation of a new position, Employment Interviewer, Grade 14, has a pattern of any career position, suggesting that it does not, in reality, represent a true promotion calling for duties different from those already being performed by Employment Interviewers titles for many years."

"During World War II, this position was termed 'Promotion Counselor.' In September of 1960, the position was reclassified to Employment Interviewer. Since that time both of these positions were grouped Employment Interviewer.

CSEA Asks Exam Postponement -- (Continued on Page 2)

We Were Right On RFK, Humphrey, Weil.

Our crystal ball continues to stay in a good working order. When Robert P. Kennedy said publicly in early July that he would not seek a Senate seat in New York State we said in our July 7 column "Although RFK has said no, it could well be that he will end up as the Senate nominee because, after the convention, President Lyndon B. Johnson might call it up."

(Continued on Page 2)

Capital Conference Sets Training Institutes On Chapter Leaders' Duties

ALBANY, Aug. 31--A series of institutes for chapters of the Capital District Chapter of the Civil Service Employees Assn. has been planned for Sept. 14, 15 and 17, A. Victor Costa, Conference chairman, informed the Leader last week.

The institutes are designed to cover every aspect of the operation, by means of panel discussions, and to allow officers to question any procedures they do not understand.

To ensure that the Institutes are detailed and complete Costa said they would be limited each time to the type of officer concerned. The first session will be strictly for chapter presidents and vice presidents, the second for secretaries and treasurers, and the third for legislative and membership chairman.

While CSEA personnel will be featured on the panels, one major concern The institutes are to be a part of an overall training program for chapter leaders.

In the institutes are scheduled to present institutes for chapter presidents and vice presidents, secretaries and treasurers, and legislative and membership chairmen.

The institutes will be presented to chapter presidents and vice presidents, secretaries and treasurers, and legislative and membership chairmen.

Bendet Calls Salary Comm Start Meet Sept. 10

Solomon Bendet, chairman of the Salary Committee of the Civil Service Employees Assn., has scheduled a meeting of its committee for Sept. 10 to begin basic preparations for the 1965 session of the Legislature and the pre-legislative activities that occur prior to the session, The Leader learned last week.

Bendet said the meeting, to be held in Albany, would generally be devoted to consideration of facts, figures and materials needed to document any proposals for salary increases by the Employees Association.

PH Consultant

ALBANY, Aug. 31--Loves Logan has joined the State Health Department's Office of Public Health Nursing as a consultant. She is a graduate of Syracuse University and served recently as an assistant district supervising public health

Don't Repeat This!

Candidates Seek Civil Service Speaking Dates

DURING the next two months, more than 100 meetings have been scheduled by civil service organizations in New York City and throughout the State. Sharing their chicken and rice buffets will be all ununprecedented number of political candidates seeking re-election or trying for office for the first time.

Last year at 10 years ago, the sight of a major political figure at a civil service event was a rare occurrence. Most organizations were pleased to get someone as high ranked as an assemblyman or state senator on the dais. To-

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(Continued on Page 2)
Clarification—Good P.R.

We like the public relations of J. Burch McMorran, Superintendent of Public Works for the State of New York. Mr. McMorran read our column on the "Rainy Season Hub- lette" published June 2 and decided his agency's position needed clarification, and did so in an intelligent, know- ledgeable explanation, which clarified the situation.

Because the climate and situation so well, we'd like to give other government executives the same advice. This is a big enough area, for instance, State Senate Majority Leader Walter J. Malino has two major civil service dates on his agenda.

The Times is aware of its strength and should be getting plenty of newspaper coverage. Mail should be directed to The Leader confirmed that Humphrey was the favorite. We were right.

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HONORED — Mrs. Carolyn Allen, of Lakeland, employed in the business office of the State University College at Geneseo, has been honored by State Comptroller Arthur Levitt for "her insight and high degree of work interest" in suggesting a revision of the standard purchase order.

In Boosting Revenue and a Citation

Seek Taxpayer Help

and a citation.

Employees Association.

A meeting with the full Board of Supervisors will get 12 cents more an hour.

The county has had difficulty finding an assistant director’s position in the Health Department laboratory and the salary was raised $1300 to $8000.

A similar situation prevails for the long-vacant job of public health engineer and the supervisors fixed the salary at $11,000 a year in an attempt to find applicants.

CSEA, Administration Meeting Report Due On DE Title Disputes

(Continued from Page 1)

CSEA, Administration

Meeting Report Due

On DE Title Disputes

(Continued from Page 1)

Interviewers have been performing counseling and placement duties interchageably.

Veto As A Way Out

Foley went on to say that "these

overworked and underpaid

interviewers firmly believe that the D

vision of Budget has sought to avoid the impact of legitimate salary reallocations for ALL employees by creating a specious promotion

examination with the result that

only 500 of the 2,000 employees
to the salary increase will get such an increase and then only after having competed for it."

Foley pointed out that they

would be examined for duties they are already performing in the present title of Interviewer.

Foley's point was that

exists in the form of a petition for ap-

explained the reasonableness of the

rected and the public employees

above what is reasonable.

by the president of the Broome Chapter for a date to meet with the entire Board of Supervisors to further the CSEA program.

Chairman, to request a meeting

in the form of a petition for ap-

take their request to the taxpayers

and speakers are Secretaries Re-

positionals, H. E. Zmuid, CSEA

Statewide secretary; Chap-

ter Correspondence, Mrs. Mildred

Moen, Commerce Dept; Treas-

urers Responsibilities, Louis Bel-

anger, Executive Dept, and Chap-

ator Costa; Chapter Legislative Imple-

mentation, Max Benko, Dept.

of Labor; Personal Contact of Legis-

lators; Chapter Legislative Imple-

mentation: Louis Belanger, Execu-

tive Dept, and Chapter

headquarters staff.

Legislative, Membership

The final program will feature Memberships, Patrick O. Rogers, supervisor of CSEA fieldmen; Chapter Pies, Mrs. Dorothy

Kruziek, Executive Director of Imple-

mentation; Max Benko, Dept.

of Labor: Personal Contact of Legis-

lators, Robert Young.

Nassau Chap. Advises OnReplacementBall

Key member of the Nassau Chapter who did not receive a ball for the current election should mail ballot blank Richard O. Bathe, 116-73-1010471 or Norman Sarnoff, 516-RO-4-6182 to receive a replacement ballot.

Broome County Aides Seek Taxpayer Help In Boosting Revenue

(From Leader Correspondent)

BINGHAMTON, Aug. 31—Broome County employees last week vowed to take their request for a pay increase to the taxpayers by circulating petitions.

They voted unanimously to seek a meeting with the full Board of Supervisors. Last night's meeting came after the Employees Committee of the Board of Supervisors rejected the chapter's request for a 12 percent across-the-board pay increase for county workers.

Polis Kreed

James E. Burrows, president of the local chapter, suggested to the group that "power at the polls" be used to change the minds of the supervisors. He pointed out there are 16 supervisors up for election this year.

James Kromm, represent-

ing the Binghamton Chapter of the CSEA, which includes state employees, said he had been authorized by the chapter presid- ent to promote the group's full support to help get a county pay increase.

We have 2,000 employees willing to do anything you want, including writing postcards to their supervisors supporting a raise salary," he said. "Nobody likes to see a tax increase, but we certainly know you are justified in your request and we must believe the people of Broome County would want county employees to subsidize the county government."

"Let's tell the public what we got paid," said John Duran, a mail worker at the Binghamton County Airport. "We read a lot in the newspapers about the increased rate raises each year for county employees. But nobody explains it amounts to about $2 a week at the most, $4 a week for those employees who take home $84 in their pay checks every two weeks. The most I ever get is $120 for two weeks. When insurance costs come out, it's $112. This is what we have to live on. And I've been on the job for six years."

Francis P. Vavra, assistant commissioner of aviation, and county employees are lacking "the full-fledged support of all depart-

ment heads" in their requests. "I'm not a department head, but I'm going to fight for my em-

ployers."

Benjamin Roberts, field repre-

sentaive of the CSEA, drafted a statement, unanimously ap-

proved, which in part stated:

"With the latest refusal of the Employees Committee of the Board of Supervisors to consider the requests of the employees the employees have decided to take their request to the taxpayers in the form of a petition for a provol of the electorate. It will explain the reasonableness of the requests.

"As numerous inequities exist presently in the hours and wages of the county employees, they feel that those problems should be cor-

rected and the public employees should not be required to subsidize the county government over and above what is reasonable."

Action

A meeting has been requested by the president of the Broome Chapter for a date to meet with the entire Board of Supervisors to further the CSEA program.

Robert Roberts, chairman, to request a meeting of the chapter's Employees Committee and the full board.

Robert M. Moore of the county Tax Map Department was appointed head of a committee to draft petitions which will be cir-

culated by CSEA members for tax-

payers' signatures. The petitions will indicate that the signers favor a raise for county workers and other increased benefits proposed.
LEARN TO RUN THINGS — "Fundamentals of Supervision" was the title of a course offered by the Civil Service Department at Jamaica State Hospital, Poughkeepsie, recently. Participants were left to right, front row, Shirley Laurence, Lillie Zeh, instructor, Thelma Redfern, and rear row: Katherine F. Smith and Joyce Bush; third row: George E. Day, Jeanette R. Murray, R. Combs, John J. Brindle; and last row: Edward A. Herold, Mrs. Gertrude A. Gorgas, Kenneth E. Lerry, and Edward J. Licko. Also participating but not pictured were Marlene Gordon and Frederick W. Mathews.

Male School Aides

Applications for male school aide positions will be accepted on Sept. 10 at the Samuel Gompers Vocational and Technical High School. Male school aides perform monitorial and patrol duties and are paid $1.65 an hour. They may work up to six hours a day, generally between 8 a.m. and 3 p.m. There are positions for vacations, holidays and sick leave.

Applications should be made to Monroe M. Freniere in Room 125 at the school, which is located at 455 Southern Blvd., at 144th St., New York City. The deadline is Oct. 19. For further information, contact the Department of Personnel at 566-8720.

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 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 566-8720.

Mailed requests 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 no 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 IND 8th Avenue Line and the IND Sixth Avenue Line. The IRT Lexington Avenue Line stop to use is the 14th Street stop and the BMT Brighton local’s stop is City Hall. Both lines have exits to Diagonal Street, a short walk from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BAlcity 7-1416. Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 100 Midtown Tower, Rochester are required mailed requests for application forms. No return envelopes are required.

Applications for male school aide positions and for State jobs from local offices of the New York State Employment Service.

FEDERAL — Second U.S. Civil Service Region Office, New Building, 200 East 42nd Street (at 2nd Ave.), New York 17, N.Y. Just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IND Queens-Plush 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 YU 6-2626.

Applications are also available 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 when mailed requests for application forms.

Grady Named To Government Post

ALBANY, Aug. 31 — Governor Rockefeller has announced the appointment of W. Vincent Grady of Spy Hill, Beacon, N.Y., as a member of the Temporary State Commission on the Modernization, Revision and Simplification of the Law of Estates to serve as the pleasure of the Governor.

He succeeds Maximilian Moos, Member of the Commission serve without compensation.

Continuous Exams Offered In Suffolk For Stenos, Typists

Indefinite examinations are being offered by the Suffolk County Civil Service Commission for the positions of stenographer and clerk-typist. Work will be in Suffolk.

Both positions are on a bi-weekly salary schedule. The stenographer salary is from $133 to $134; typist salary is from $133 to $135; stenographer, from $135 to $169; typist, from $133 to $169. All applicants are required to take the written test which is given the first and third Monday of the month at 9:00 a.m. and at 1:30 p.m. at the office of the Suffolk County Civil Service Commission.

For further information and application blanks contact the Commission at County Center, Riverhead, phone PA 1-4700, Ext. 249, 246.

New Rochelle Is In Need Of Stenos, Typists

Port Chester, New Rochelle is seeking stenographers through their Flushing office. Port Totten, announced the U.S. Civil Service Commission.

The stenographers positions are offered at a salary of $66.880 to $82.215 per annum. The typists earn from $6.690 to $8.660 per annum. Applications for these titles may be obtained from the Executive Secretary Headquarters Port Totten, Flushing, L.I., N.Y., 2353.

Reappointed

ALBANY, Aug. 31 — Deputy Superintendent W. E. Kirwan of the State Police has been reappointed lecturer in pharmacology at Albany Medical College.

WHY You Should Insure with Ter Bush & Powell

Ter Bush & Powell, Inc., of Schenectady, New York, has been a pioneer in providing insurance plans for leading employees, professional and trade associations in New York State.

We work closely with your association and The Travelers to keep your insurance plan up-to-date. Because 40,000 CSEA members are covered, the cost can be kept at a low level.

Ter Bush & Powell has a large staff of trained personnel to give you prompt, courteous and efficient service. Twelve Travelers claims paying offices are conveniently located to ensure fast, fair settlement of claims.

Join the thousands of members who enjoy broad insurance protection through the CSEA Accident & Sickness Plan, administered by Ter Bush & Powell, Inc., and underwritten by The Travelers Insurance Company of Hartford, Connecticut.

TER BUSH & POWELL, INC.

NEW YORK EAST NORTHPORT BUFFALO SYRACUSE
City Employees Offered Courses in Cooperative Effort With Universities

The New York City Department of Personnel sponsors the Municipal Personnel Program, jointly with The City College of the City University of New York. The College Program is conducted through the Baruch School of Business Administration and the Long Island University program through the Personnel Division of the College of Business Administration. As a city employee, this program offers you, at a nominal fee, a wide variety of college-level courses designed to help improve your professional performance. You will be awarded a certificate for the successful completion of each course.

Your agency will be notified to record the certification in your personnel file. Courses completed in the City College and LIT programs, when appropriate, will be considered by the Department of Personnel as the equivalent of a two-point college course toward the paraprofessional or professional qualification for a competitive examination.

All classes meet in the neighborhood of City Hall. The fee for each course is $15, except CC-208 and LIT-508, which are $25 each, and meet for fifteen-three hour sessions. All courses consist of ten two-hour sessions, beginning at 6 p.m. The fall term starts on the week of September 28.

Students desiring to take the courses should contact the Training Division, Department of Personnel, 55 Thomas St., New York, 7, Room A.

PUBLIC SPEAKING
Adolph Stone, NYC School System, Fall '65, Monday, 55 Thomas Street, Mezzanine Room B.

This course will provide individuals with a better library of impromptu and extemporeous speeches and in the preparation and delivery of carefully planned talks.

EFFECTIVE WRITING IN CITY GOVERNMENT
Philip Ripp, Department of Personnel, Fall '65, Tuesday, 55 Thomas Street, Mezzanine Room A.

A workshop course intended to improve the ability of the individual employees to write more effectively by studying how to write letters and reports in class and the instructor will hold periodic written exercises with each student. The course will stress the organization of the development of ideas and the importance of good taste in the writing of letters and reports.

THE SUPERVISING STENOGRAPHER AND EXECUTIVE SECRETARY
Kenneth Tacket, Assistant Professor, Bronx Community College, Spring '65.

This course will provide special training and background in the administrative duties performed by both the supervising stenographer and the executive secretary. Topics include the preparation of reports, correspondence, filing, telephonic and telegraphic, arranging appointments, and handling visitors.

There will also be a discussion of the problems involved in supervising a stenographer or typing pool and acting as an executive secretary.

DEVELOPING YOUR ABILITY TO WRITE A SUPERVISORY SERVICE EXAMINATION
Louise Alper, Chief of Training, NYC Housing Authority, Fall '65, Tuesday, 55 Thomas Street, Mezzanine Room A.

This is an intensive course in practical methods of writing the test. Special attention will be given to the use of the thesaurus and dictionary. Classroom exercises will give each student an opportunity to work on word lists and in oral and written communication.

IMPROVING YOUR READING ABILITY
Edith Zimber, Reading Clinic, Hunter College, Fall '65, Spring '66, Tuesday, 55 Thomas Street, Room 306.

This is an intensive course in practical methods of vocabulary building. Special attention will be given to the use of the thesaurus and dictionary. Classroom exercises will give each student an opportunity to work on word lists and in oral and written communication.

ACCOUNTING FOR NON-ACCOUNTANTS
Abraham Meitl, Supervising Accountant, NYC Housing Authority, Fall '65, Mondays, 55 Thomas Street, Room 306.

This course is designed for the layman and will present in simplified forms the basic accounting principles of double entry and bookkeeping. The student will become familiar with the general accounting terminology, compiled accounting records, and preparation and interpretation of financial statements. Students will also have the opportunity to review and analyze financial statements issued by business and government. Attention will also be given to the applications of accounting theory to punched card accounting machines.

AMERICAN ENGLISH GRAMMAR AND USAGE
Margaret Bin, Chairman, English Department, Samuel J. Tilden H.S., Fall '65, Tuesday, 55 Thomas Street, Mezzanine Room A.

This course is designed for students who wish to improve the spoken and written English. Correct grammar and good sentence structure will be stressed.

AMERICAN ENGLISH GRAMMAR AND USAGE
Martin Blum, Spring '65, 55 Thomas Street, Spring '66.

This course is a continuation of American English Grammar and Usage I. The purpose of this course is to provide

DEVELOPING SUPERVISING SKILLS IN HUMAN RELATIONS
Vincent Stasis, Training Coordinator, NYC Housing Authority, Fall '65, Tuesday, 55 Thomas Street, Room 306.

A course to help supervisors acquire the leadership and interpersonal skills necessary for success in dealing with people. Subjects will include principles of job classification, demonstrating, interviewing, participation, and interpersonal skills.

BUILDING YOUR VOCABULARY
Joseph Aaron, Principal, P.S. 141, Fall '65, Tuesday, 2 Lafayette Street, Room 206.

This is an intensive course in practical methods of vocabulary building. Special attention will be given to the use of the thesaurus and dictionary. Classroom exercises will give each student an opportunity to work on word lists and in oral and written communication.

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PERSONNEL MANAGEMENT
Arlo A. Wimnow, Principal of Personnel, NYC Housing Authority, Fall '65, Wednesdays, 55 Thomas Street, Room 306.

This is an intensive course in practical methods of personnel management. Special attention will be given to the use of the thesaurus and dictionary. Classroom exercises will give each student an opportunity to work on word lists and in oral and written communication.

THE SUPERVISING STENOGRAPHER AND EXECUTIVE SECRETARY
Kenneth Tacket, Assistant Professor, Bronx Community College, Spring '66, Tuesday, 55 Thomas Street, Mezzanine Room A.

A practical course using architectural plans in the application of multiple dwelling code, building code, and zoning. Some of the more common defects in these areas and the application of multiple dwelling code, building code, and zoning laws. Among the topics to be discussed, are classification of buildings, conversions and additions. Some of the human relations involved will be considered.

MULTIPLE DWELLING LAW APPLICATIONS FOR CITY INSPECTORS, PART II
Anthony Vitali, Department of Buildings, Fall '65, Thrusdays, 55 Thomas Street, Mezzanine Room A.

A practical course in architectural plans in the application of multiple dwelling code, building code, and zoning. Some of the more common defects in these areas and the application of multiple dwelling code, building code, and zoning laws. Among the topics to be discussed, are classification of buildings, conversions and additions. Some of the human relations involved will be considered.

MULTIPLE DWELLING LAW APPLICATIONS FOR CITY INSPECTORS, PART III
Anthony Vitali, Spring '65.

This course is a continuation of Multiple Dwelling Law Applications for City Inspectors, Part II. Participants will have an opportunity to examine and interpret graphs and charts, and tables, to make the best use of the information presented, and to understand elementary statistical concepts. The construction and use of graphs and charts and tables, both for communication and for controlling operations, will be covered.

MANAGEMENT ANALYSIS—ORGANIZATIONAL AND SYSTEMS PLANNING
William Kurtz, Principal, Management Analyst, Office of the City Administrator, Fall '65, Wednesdays, 2 Lafayette Street, Room 206.

This is an advanced course in management analysis. It will cover conceptual and technical management concepts for employees in key management positions in City agencies. A practical course, covering various techniques of management analysis and their application to a wide range of organizational and systems analysis problems. Organization and systems will be reviewed as a whole rather than as separate unrelated activities. Topics to be covered include elements of management, management improvement programs, developing employee relationships, and techniques of organization and systems analysis, and practical illustrations of their application. New approaches and techniques in management analysis will also be considered.

PERSONNEL MANAGEMENT
Eugene L. Miller, NYC Housing Authority, Fall '65, Tuesday, 55 Thomas Street, Room 306.

A course to help supervisors acquire the leadership and interpersonal skills necessary for success in dealing with people. Subjects will include principles of job classification, demonstrating, interviewing, participation, and interpersonal skills.

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A Year of Indecision
Facing MABSTOA

Another year—or more—of indecision on their status awaits them as the City and the former owners of the Henry the Fifth Avenue Coach Lines and the Surface Transit, Inc., into the Appellate Division of Supreme Court to settle the cost of condemnation. Even then, appeals to higher courts are possible.

Until the final decision is reached in the courts, these aids must be bound by the rules and regulations of public status with the private lines.

The idea came about because some supervisors believe that employees who do an outstanding job. But it is certainly a negative way of rewarding workers. We have no quarrel with the idea of rewarding workers.
Myers Passes Test For Clerk Position

POUGHKEEPSIE, Aug. 31 — Jean L. Myers, is among those who passed a recent Interdepartmental New York State Civil Service Examination for the title of Head Clerk, Purchase.

The Head Clerk, Purchase, position provides a starting salary of $6,240 and five annual increments bring the maximum for the post to $7,590.

Ostrow Gets Visitors Post

ALBANY, Aug. 31 — Governor Rockefeller has announced the recess appointment of Henry K. Ostrow, of New York City, as a member of the Board of Visitors to the New York State Training School for Girls for a term ending in February, 1969. The post is un

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Lefkowitz Clarifies Pension Law Affecting Policemen, Firemen, Additional Benefits

ALBANY, Aug. 31—State Attorney General Louis J. Lefkowitz has clarified several points in Section 84, retirement and social security law as amended by the Laws of 1968 dealing with additional pension benefits after 25 years of service.

This bill affects firemen and policemen in the 25-year plan who wish to continue in service after 25 years of service and before they reach the mandatory retirement age of 62. However, those in the present system for less than 25 years and over the age of 61 may continue in service until they reach the 25 years of service or the mandatory retirement age as defined in the Retirement and Social Security Law in Section 70, subdivision "a.

However, it was noted that this bill providing additional benefits of 1/80 for each year over 25 years of service is permissive and not mandatory upon the municipality. This is in reply to your letter of July 13, 1964, submitting several questions concerning Retirement and Social Security Law, § 84 as amended by Chapter 918 of the Laws of 1968. Section 84 relates to the optional retirement of certain firemen and policemen upon completion of 25 years of service and the 1964 amendment, adding new subdivisions g and h to that section, deals with additional pension benefits for such members who continue in service beyond that period. Such new subdivisions g and h read as follows:

f. In the event a member shall continue or has continued in service after rendering twenty-five years of total creditable service in the department there shall be added to his pension a sum equal to one-twentieth of his final average salary upon retirement for each completed additional year of service after twenty-five years, providing that the participating employer elects to provide this added benefit by maxing the additional contributions required therefore and, provided further, that any member who so elects shall contribute at the rate of contribution prescribed for the period he shall continue in service according to the section for any creditable service rendered by him in the department in excess of twenty-five years.

A member who elected or is required to contribute in accordance with this section shall retire on the first day of the calendar month next succeeding his attainment of age sixty-two; a member who

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• No frost, no defrosting ever, even in freezer. Packages won't stick.
• 150-lb. zero zone freezer.
• Twin Hydrators and storage door.

Low, Low Price

Model PPF-140-64

12.70 cu. ft.
Clarification of Retirement Law Affect Police, Firemen

(Continued from Page 8) December thirtieth, nineteen hundred sixty-four.

h. Section (g) shall not apply to any member who elected or is required to contribute in accordance with this subdivision or to any member on September first, nineteen hundred sixty-four, and shall not have volunteered twenty-five years of total creditable service upon his retirement.

Your questions丝毫不 follow:

(a) Do the mandatory retirement provisions contained in subdivision g of Article 64 of the Constitution? If so, is the entire retirement unconstitutional? If your reply is in the affirmative, the following questions need not be answered.

(b) Does subdivision g of Article 64 allow a member to retire at age 62 for all members participating under Section 84 or only for those members who elect to participate in and receive the additional benefits provided by subdivision f?

(c) Is the mandatory retirement provision contained in subdivision g limited by subdivision h? If yes, how?

LEGAL NOTICE

NOTICE TO BIDDERS

Sealed proposals covering construction and equipment work for the building project are invited for the Municiple Building, 20 Centre St., New York City. The work is to be performed in accordance with the specifications and estimates contained herein.

The sealed proposals must be presented not later than 1:00 P.M., Wednesday, December 24, 1964, at the Bureau of Construction, 80 Centre St., New York City. Each proposal must be made upon forms furnished by the Bureau. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and for the payment of laborers and mechanics.

This is New York State's No. 1 entertainment area...

Broadway at Times Square is the heart of New York City's theatrical district... where the great and near-great tread the boards in the country's top presentations of drama and musicals. Each evening, the flashing theater marquees and brilliant lighting displays turn night into day, as crowds surge through the square in a never-ending search for entertainment.

and these are New York State's No. 1 Get-Well Cards!

More than 485,000 State employees and employees of many local subdivisions of New York State and their dependents are glad they have them. These New Yorkers depend on the three-way Statewide Plan — Blue Cross, Blue Shield and Major Medical — to protect them against the costs of hospital, surgical-medical and major medical care.

If you're not a subscriber and would like to learn how the Statewide Plan offers the most liberal benefits at the lowest possible cost... see your payroll or personnel officer.
Rec Supervisor Wanted in Islip For $5,350 Annually

Reciprocally, a recreation supervisor will be hired to open a competitive examination for the position to be held on October 10, filing will be open until September 25, 1964. Interested applicants are encouraged to apply for the position, which will be filled on a competitive basis.

Shoppers Service Guide

Cemetery Lots

BRADFORD'S, new and used, musical parts in Quince, Cres. 3 23rd St. (Private owner, for further information write to Harry, Leader, 97 Diana St., N.Y. 10029, N.Y.)

Appliance Services

Boat & Service, used and new Refridgerators, Wash. Machines, office equip. TRAVEL MACHINES LIMITED, 1100 B 146 St. & 1706 Castle Hills Av. Re

Car For Sale

BUICK, 1963 Super, Interester hardtop, one owner, automatic, air conditioning, beautiful, automatic transaxle, $2,950. Call BE 6-6485.

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Why H.I.P. Can Do More For You!

- H.I.P. is the only plan in the New York area that gives full coverage for any needed amount of care provided by its family doctors and specialists.
- H.I.P. is the only medical care plan with no extra charges beyond the premium, the one exception being a possible $2.00 charge for a home call between 10 P.M. and 7 A.M.
- In H.I.P. there are no doctor bills for medical group services — no claim forms, no deductibles, no other red tape. And you do not have to discuss fees or family income with the doctor.
- In H.I.P. more than half of all physician services are given by specialists qualified in fourteen fields of medicine and surgery.
- In H.I.P. the qualifications of every family doctor and specialist have been approved by a medical board of distinguished physicians. Each doctor in a medical group provides only those services for which he has been specially trained. This means that babies are cared for only by pediatricians, mothers are delivered only by obstetricians, surgery is performed only by qualified surgeons.
- H.I.P. has no waiting periods for maternity or any other condition.
- H.I.P. has no limit on the amount of medical care, physical therapy, or laboratory services that may be given.
- In H.I.P., a subscriber and his family can continue with full service benefits if he leaves his job after having been insured for at least three months — regardless of his age.

City Seeks Men For HA Caretaker Jobs: No Experience Needed

Some 50 vacancies exist at the present time for housing caretakers with the New York City Housing Authority, and more are expected to occur in the near future.

The pay is $3,300 a year to start and there are no experience or educational requirements. Housing caretakers can reach a maximum pay of $4,830 a year, and are eligible for the promotion exam in one year雷斯 housing caretakers, $4,350 to $5,330 a-year job.

Housing caretakers maintain the grounds, public spaces, common areas, walkways, driveways, garages and common areas, walkways, driveways, garages. They perform maintenance work, care for garage and equipment, the equipment is trained in garage and equipment care, arrange for repairs, and provide various services to the public.

Applications for those jobs will be accepted from Sept. 1 until further notice. To apply, contact the Application Section of the New York City Department of Personnel, 49 Thomas St., New York City.

State Offers Careers For Prob. Officer

College seniors and graduates who have planned a career with the State government may now apply for one of the more than 40 positions open as probation officers. Available in various counties, the jobs offer starting salaries up to $3,000 annually.

Applications for an Oct. 24 examination will be accepted until Sept. 21.

The probation officer supervises individuals placed on probation by the courts. His job involves interviewing, case recording and reporting. Rehabilitation is an important phase of the work.

For additional information, please contact the New York State Department of Civil Service, Recruitment Unit 29, The State Capitol, Albany 12224.

In essence, what the Employee's Suggestion Program does is to get the old "two heads are better than one" notion on an organized basis, providing an easy channel for employees to submit their ideas to management and to be rewarded for those that are adopted.

City Employees' Suggestion Program

105 Thomas St., N.Y., N.Y. 10012.

LEGAL NOTICE

NOTICE OF TERMINATION OF LIMITED PARTNERSHIP

MARKING TRAVEL AGENCY

The limited partnership has been formed by Pauline Faust, general partner, and Peter Faust, limited partner, for the operation of the business known as a travel agency.

The limited partnership is to exist from July 15, 1964, to that date, to that effect. The limited partnership is to be returned on dissolution or death.

The limited partner is to receive 45% of the net profit after payment of all debts and taxes. The limited partner is to receive 45% of the net profit after payment of all debts and taxes.


Counties of the State of New York to that effect. The limited partnership is to be returned on dissolution or death.

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COUNTIES OF THE STATE OF NEW YORK TO THAT EFFECT. THE LIMITED PARTNERSHIP IS TO BE RETURNED ON DISSOLUTION OR DEATH.


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When you buy this
FRIGIDAIRE
JET ACTION WASHER!

Hurry—this is a limited time offer.

This convenient automatic accessory is
our way of urging you to buy right now!

Automatic Soak cycle—
plus Jet Action
features galore!

• New Jet Action
removal system
• Jet spray
escapes from the tub.

• Jet action dries the load.
• Gooives same cut loose
and easy—even strong
stains and soils washout
• Jet action design for
maximum dependability!

Get the matching dryer, too!

• Gentle cleaning that keeps
breath fresh.
• No static lint screen.
• Porcelain Enamel drum.

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PRICE

Low cost “16”! FRIGIDAIRE
Frost-Proof Refrigerator!

• No frost, no defrosting ever, even in freezer
• Huge Porcelain Enamel vegetable Hydrator
• Giant 171-lb. freezer with Roll-To-You basket.
• Sliding shelf brings
back-shelf foods out.
• Meat Tender holds 16.3
lbs. of fresh meats.
• Flip-Quick Ice Ejector
—easy ice service.
• Roomy storage door.

ONLY
PENNIES
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FRIGIDAIRE Porcelain
Frost-Proof Refrigerator!

• Porcelain Enamel finish stays bright and white!
• No frost, no defrosting ever, even in freezer
• Packages won't stick together. Labels stay clean.
• Big 150-lb. bottom freezer
with lift-out basket and
sliding shelf. 2-shelf
freezer door.
• Twin vegetable Hydrators
hold nearly 1/2 bushel.
• Roomy storage door, too.

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If you work for New York State, you can get a special rate on a big, comfortable room when you call the Sheraton Motel in any of these four New York cities:

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How's that for a bargain, New York State employee?

100 Sheraton Hotels & Motor Inns
TEST AND LIST PROGRESS — N.Y.C.

S.I. Recruiting Medical Technicians In Grades 4 & 5

The U.S. Public Health Service Hospital on Staten Island is seeking medical technologists (general) to work 40 hours per week. Positions in the former classification will pay $4.215 annually to start, those in Grades 3 to $4,900.

Applicants applying for the exam must have a basic knowledge of procedures & equipment in the respective field, & be capable of responsible technical work in various duties & abilities.

Application forms & additional qualifications & information may be obtained from the Executive Secretary, Board of Examiners, U.S.P.H.S., Staten Island 10304.

RETIREEES — Harry F. Collins, a painter's helper at the State University of New York downstate medical center in Brooklyn, has retired after seven years. He is pictured here with Alan Stagg, left, carpenter Personnel Placement Center, 575 University Ave., Brooklyn.

The Job Market
A Survey of Opportunities In Private Industry

By V. RAIDER WEXLER

Secretaries with good skills are wanted by advertising agencies in midtown Manhattan. Salaries range from $90 to $100 a week. Also wanted are Secretaries in downtown and midtown locations in the import-export field. Jobs pay $90 to $100 a week.

Diversified, permanent jobs as secretaries are open in various midtown manufacturing industries. Salaries range from $95 to $125 a week. Apply at the Personnel Placement Center, 757 Lexington Avenue, Manhattan.

Cabinetmakers are wanted in the wood-drying department of a prominent manufacturer. Salary will get $5.50 to $6 an hour to construct wood furniture or more...
Mr. & Mrs. J. R. Dumage, Hard Workers For CSEA And Jefferson County, Retire

(From Leader Correspondent)

WATER TOWN, Aug. 31 — Two hard-working members of the Jefferson Chapter, CSEA, retire as superintendent and matron of the Jefferson County Home, effective today. Mrs. and Mrs. J. Robin Dumage plan to continue to live at their home in Depauville, near Fannie W. Smith, Jefferson County, effective today.

Mr. Dumage has been a county CSEA director. The successor at the county home will be chosen from a new civil service eligible list to be compiled from an open competitive test.

Backgrounds

Dumage, a former cheese factory operator in Canada, prior to the assumption of his duties as county home superintendent, worked in a local retail store. In 1950 he was elected president of the Jefferson County Council of Social Agencies and has been president of the Water Town's Men's Club for many years.

Mrs. Dumage has served as county home matron and is a registered nurse. Prior to her appointment, Mrs. Dumage was a nurse at the Jefferson county hospital.

Comedy enough, Mrs. Dumage ends her service in the county hospital building. The county home was abandoned a year ago and inmates are now housed in a county hospital wing.

People and Drought Called Deadly To State's Forests

ALBANY, Aug. 31 — State Conservation Department officials are placated at the alert that has been kept in recent weeks by the fire fighting personnel in the Champlain and Adirondack mountain valleys.

"People and drought are potentially a deadly combination in terms of fire hazard," Conservation Commissioner Harold G. Wilm warns.

A drought period has kept a fire fighting force of about 200 men in eastern New York. In addition, it maintains water-bombing airplanes.

Musing "One Out of Three" Rule

(Continued from Page 1)

The court had no evidence of arbitrary conduct upon which it could override the Police Commission. The absence of indications of improper action left operative the presumption that the commissioner's determination was soundly motivated.

On The Other Hand, If such evidence had been introduced, it seems that Delicato would have become a patrician. Indeed, the Delicato opinion expressly observed that the courts have never hesitated to label as illegal the illegal or the capricious. The courts will not permit the exercise of arbitrary power to bypass the qualified candidate for appointment.

Yet, There Are Indications that appointing officers specify the will for barring an eligible in favor of one lower on the list. Ideally, the legislature should amend the one out of three rule out of existence.
Buffalo SH Will Honor Retired Aides

The St. Lawrence Unit Holds Adult Picnic

No More Fee

CSEA Aromy Chapter Meets

Southern New York Cont. Names ’64-’65 Committees

Publicity — William Wyman, New Hampton Training School; Margaret M. Maves, Otisville Training School.

Resolutions: Chairman — Anne Salazar, Harlem Valley State Hospital; Emily Bellman, Rockland State Hospital; Cecile Brooks, New York State Training School; William K. Hoffman, Wassaic State School; Vincent Marbe, Rockland State Hospital.

Consultants—Nellie Davis, Utica River State Hospital; George Halper, Napanoch State Hospital.

On the legislative committee, every paid up Chapter President is a member, ex-officio.

Council Of Women Fall Meeting Set

ALBANY, Aug. 31 — The 70th Annual Council of Women of the New York State Education Department here will hold its fall meeting in Mohawk, Thursday, Sept. 24 at 12:30 p.m.

The business session will be followed by the election of state officers which will be presented by the president of the organization.

The program is in the hands of Dr. Virgina B. Brewer, member of the State committee.

A fall fashion show is planned and will be assisted by her models. Pashminas will be for everyone — from the children to the adults.

Miss Teas also announced at the same time that the following officers of the Education Department had been named chairmen of various committees for the coming year.

Arrangements—Miss Blanche Nechemsky, Membership—Miss Jane Lawngley; Publicity and Public Relations—Miss Deborah G. Russell; Photographer—Mrs. Thelma Pugh; Aides—Miss Josephine C. Luntz; In-Service Miss Sarah Randies Program—Miss Marion Schmidt.

Dworsky Named

ALBANY, Aug. 1 — Leonard B. Dworsky has been named director of the Water Resources Center at the University. He is a former Federal employee of the Public Health Service.

Onondaga Ponders Evaluation Plan

(From Leader Correspondent)

ALBANY, Aug. 31 — A city manager’s disposal of the municipal civil service committee has exploded the Watertown city council to a point where fire and police tests may not be held before March, 1965—if at all.

Attorney Norman F. Ward has said that the civil service committee, which he said, will have to fail for competitive civil service tests for an eligible list for appointment of chiefs of the fire and police departments in this city as the city manager has challenged the need for the officials to take tests before department heads.

Ronald G. Forbes has informed the council that he has given George S. Babies a permanent appointment as fire chief, effective Aug. 1. He said he feels Chief Baines will not have to qualify through civil service, nor will the new police chief be investigated to appoint succeeding Chief Carl H. Green Sept. 1.

Forbes says the present police chief, on terminal leave before officially retiring from municipal service Sept. 1, was “embarrassed” when he failed his non-competitive civil service examination two years ago. The city manager said not only was the chief embarrassed but “the city council and myself as well.”

He says that if a man coming up through the ranks is not qualified when he is eligible to become chief after long service and good experience, he never will be. Therefore, in his opinion, no civil service examination should be necessary.

The council, apparently mystified by the sudden action, has discussed the chief’s situation only briefly but Councilman Donald L. Taylor, acting mayor when Forbes made his public defense of the civil service commission, instructed the city manager to meet with Secretary Ward to iron out the dispute.

Meanwhile, a representative of the Watertown Fire Fighters Association, Rossell Gregory, has told the council the new fire chief “should have the protection of civil service.” He said his association has been looking into the matter.

First Deputy Police Chief John L. Toshette is filling in for Chief Green until Sept. 1.

St. Lawrence Unit Held Adult Picnic

The St. Lawrence Unit at the Annual Fall meeting at the Home Aromy recently.

The chapter is composed of Malvern, Orient, Watertown, Utica, Oriskany, Mohawk, Utica, Dolan, Wassaic, Athens, Mohawk, Oneonta, and Wassaic Aromy. President Carl H. Hoffman, Napanoch State Hospital; Vice President — Paul P. Reilly, Lake Aromy; Secretary — Clayton S. Halbig, Naponoch Chapter.

The business session has been sold to the city of Watertown and will soon be closed, it was announced at the meeting.

The chapter’s annual meeting will be held in Mohawk.

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(Published by CTEL)

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Southern New York Cont. Names ’64-’65 Committees

ALBANY, Aug. 31 — At the board of directors meeting of the Southern New York Conference, Civil Service Employee Assn., held here recently, the following committees were appointed:

WATERFORD & BIDDETC — Chairman: Walter Hunter, Otisville Training School; Olin Beldin, New Hampton Training School; John J. Dekker, Middletown State Hospital.

GRIEVANCE: Chairman — Howard Davies, Warwick Training School; William Brown, Napanoch Chapter; Nicholas Cotton, Middletown State Hospital; Gilbert Rohn, Middletown State Hospital; Chief Fianer, New Hampton Training School.

Legislative: Chairman — Fiske Ammon, Middletown State Hospital; George Hailig, Napanoch Chapter.

Committee — Charles Lam, Sing Sing Prison.

Membership: Chairman — Margaret Killcasy, Hudson River State Hospital; Lynne Zurcher, Department of Public Works; No. 5; Morton Gamble, Harlem Valley State Hospital; Richard Oulsinger, Rome. Vice-Chairman — Mid-Hudson Chapter; Marie Herndon, Rockland State Hospital; Evelyn Medcalf, Middletown State Hospital; John VanDusen, Middletown State Hospital.

Consultants: John P. Morganson, East Hudson Parkway Authority.

CSEA Aromy Chapter Meets

The Mid-Sate chapter of CSEA Aromy Employees, Civil Service Employees Assn., held its annual fall meeting at the Home Aromy recently.

The chapter is composed of Malvern, Orient, Watertown, Utica, Oriskany, Mohawk, Utica, Dolan, Wassaic, Athens, Mohawk, Oneonta, and Wassaic Aromy. President Carl H. Hoffman, Napanoch State Hospital; Vice President — Paul P. Reilly, Lake Aromy; Secretary — Clayton S. Halbig, Naponoch Chapter.

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Onondaga Ponders Evaluation Plan

(Continued from Page 1)

The idea of an evaluation system was first proposed by Supervisor Maurice W. Pommer, when he introduced the proposal last spring. The idea was turned over to the Personnel Department for study and development.

The Method

Supervisors have complained from time to time that the pay raises for county employees have been "too automatic"—that all employees got the same pay raise, no matter how well or how badly they do their work.

The new evaluation system is designed to overcome such complaints.

The new salary plan provides employees with future pay raises based on their performance. Under this plan, a fair pay raise would be given employees who had done good work during the year, and no raise would be given to those who had not done as well.

The new salary plan is expected to be a welcome change for employees who had been receiving pay raises without regard to their performance.