**CSEA’s Pay Increase Task Force At Work**

**ALBANY, Aug. 16—**The first step toward gaining State employees a “substantial salary increase in 1966” was taken last week with the announcement by Joseph F. Felly, president of the Civil Service Employees Assn., that Solomon Bendet, chairman of the CSEA Salary Committee, had called a meeting of the Association’s pay increase task force for Aug. 19 in Albany.

Bendet said the committee will set a program of basic tactics for getting a pay raise for State employees, including the thesis that “the taxes, the money and the pledge to provide State employees with a salary increase are the same.”

The committee declared that “getting the salary increase we were unjustly denied this year will not be sufficient. We need those funds and more, in order to keep pace with increased living costs and to reach par with persons performing similar jobs in private industry.”

Bendet’s committee will evolve a salary resolution to provide State employees with a salary increase that will not be sufficient. We need those funds and more, in order to keep pace with increased living costs and to reach par with persons performing similar jobs in private industry."

**Feily Charges Mental Hygiene Department With Evading CSEA Concern On Staffing Problems**

**ALBANY, Aug. 16—**Attempts by the Civil Service Employees Assn., to determine whether or not ward staffing in State Department institutions is adequate were rebuffed by Dr. C. F. Terrace, acting Mental Hygiene Commissioner, on the grounds that CSEA was attempting to improperly interfere with management.

In a letter to Dr. Terrence, Joseph F. Feily, CSEA president, questioned the ratio of ward service employees to patients, asking his inquiry on reports that in certain institutions the ratio was insufficient for proper patient care.

Dr. Terrence’s reaction was to accuse the Employees Association of bordering on an “unfair and improper appeal.” Feily’s reply, in a letter to Dr. Terrence, pointed out that his original question was still unanswered.

In order to fully illuminate the CSEA inquiry and Dr. Terrence’s attitude toward the Employees Association’s concern and interest in staffing problems the exchange of letters is presented in full.

**Feily’s Letter**

“On July 13, 1965, we contacted Mr. G. Russell Hills and expressed to him the concern of our members at Brooklyn State Hospital over the fact that some Attendants and Nursing Items were being transferred from Brooklyn State Hospital to another location as a result of a decrease in the patient population at Brooklyn.

“We understand that the items transferred from Brooklyn were vacant Items, and as such, did not involve the actual transfer of any employees. The reduction in the number of Attendants and Nursing Items at Brooklyn State Hospital is cause for serious concern on our part as well as on the part of the Department of Mental Hygiene. By transferring vacant items from an Institution, such as Brooklyn State Hospital, to another Institution, the Department is depriving the Brooklyn State Hospital of employees. This is a serious matter, as Brooklyn State Hospital is in the forefront of mental health services in New York State and it is unfortunate that the Department of Mental Hygiene would not give due consideration to the staffing problems that exist in that Hospital.”

**APPOINTED**

State Industrial Commissioner Mr. Catlierwood has announced the appointment of Leon Cimomodo, above, as Deputy Industrial Commissioner for the Department’s New York City office.

**Quick Action Sought On Air Conditioning For 80 Centre St.**

**ALBANY, Aug. 16—**The Civil Service Employees Assn. has urged the Office of General Services to take early action to air-condition the state's 80 Centre Street Office Building in New York City.

In a letter to Gen. C.V.R. Schuyler, commissioner of General Services, Joseph F. Felly, president of the Employees Association, said “our many members employed by the various agencies (Continued on Page 16)"
Committee Plans For 1966

NYS Employees Brotherhood Luncheon At Commodore Hotel

The Brotherhood planning committee, which represents the 12 recognized employee organizations of New York State civil service workers is already in action for the 1966 Brotherhood observance. The planning committee is headed by A. B. Shulman, president of The Jewish State Employees Association.

The Brotherhood Committee is hopeful that it can successfully develop, through the combined efforts of the employee organizations, a new concept of interpreting brotherhood and that the precedes of brotherhood will become a daily way of life, instead of an annual observance.

Annual Luncheon

Grand scale plans are being made for the seminar and Brotherhood Award Luncheon to be held February 17, 1966 in the Grand Ballroom of The Commodore Hotel in New York City. Representative supporting organizations are as follows: Marvin Graham, State Tax Examiners Association; Adele Dubois and Austin M. Smith; Sylvia Greenbaum, Florence Poleti, J.S.E.A.; Herbert Harris, Sylvia A. Roero.

(Continued on Page 4)


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for Public Employees

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CIVIL SERVICE LEADER
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Your Public Relations IQ

By LIO J. MARGOLIN

Mr. Margolin is Dean of Administration, Head of the Division of Business Administration and Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Relations in New York University's Graduate School of Public Administration.

The President — A Pro

WE ARE MORE convinced than ever that every working newspaperman, particularly those covering government, should take an intensive, graduate course in public relations.

OUR STRONG opinion was confirmed after reading Ben H. Bagdikian's article, "Press Agent—but still President," in the summer issue of the "Columbia Journalism Quarterly." Of course, Mr. Bagdikian was writing about Lyndon Johnson.

FOR JOURNALISTS successfully completing the public relations course, there should be an important, professional dividend: their persistence and naivete won't show so clearly in the sharp contrast of black type on white paper.

THE TONE OF Mr. Bagdikian's article — and its content — was clearly meant to shock and appeal to his readers. On the contrary, we were pleased to learn from Mr. Bagdikian that, in addition to his many other talents, President Johnson is a top-notch public relations practitioner and a first-rate press agent.

WE HAVE SAID again and again during the past 4 1/2 years that a government executive's administrative and political skill and effectiveness is immeasurably increased by his skill and effectiveness in public relations.

FIRST, HE must have good — preferably outstanding — performance. Second, this performance must be exercised in the public interest. The third and final step in successful public relations is communicating this performance through all possible media.

WE, WHEN a magazine such as "Time," not particularly known for its kindness to anyone of the President's political persuasion, reports that "the people consider him a remarkably effective President," Lyndon Johnson must have some pretty good performance to go with his successful public relations.

MR. BAGDIKIAN says that President Johnson "has proved himself an indefatigable practitioner of the art of public relations and is 'deeply committed — to his public relations practice.'"

WRITES MR. Bagdikian: "He is not just another flack (press agent). He is a PR man. In his"

(Continued on Page 15)
EDWARD CROFT
Candidate For President

Bill Croft's civil service career started in 1956 at the state Department of Mental Hygiene in the Mayor's Office. He has worked with the Employment Service in Buffalo, Westchester, Long Island, Batsva, and New York City. He was assigned to Rochester.

Bill Croft was an active member of the Civil Service Employees Association of the metropolitan area. Since then he has served his fellow workers as chapter committee and as secretary of the Metropolitan Division of Employees. He was a member of the Statewide Special Division of Employment Opportunities for many years and has been very active in the efforts to resolve the rights of public employees and labor's rights under the civil service mental system. He has been combative in the fight for reappointment and upgrading in various capacities for many years. He is a member of the executive staff of the Association and has found consistently that the members of the State Civil Service Commission conduct oral examinations.

While assigned to the Metropolitan area he was a member of the Brotherhood of State Employees and acted as chairman and vice-chairman on several occasions. He has always been active in inter-racial affairs.

Croft is currently a member of the following committees and organizations:

- Monroe County Human Relations Board
- First assistant, Rochester School for the Deaf (1960-1962)
- Member, Rochester Vocational Education Study: American Bund (1960-1962)
- Secretary, Council of Social Agencies
- Member, Board of Commissioners, Erdal Rehabilitation Commission
- Consultant, Mental Health Commission
- Member, South Valley Board—local group concerned with: Criminal Valley Personnel and Guidance Association
- President, American Federation of Personnel in Employment Service
- Member, Mental Retardation Adjustment Program—Mental Retardation Commission

Croft was awarded the Employee Performance Award and received the first Joseph Kelly Memorial Award by the LAPS in 1964.

JOSEPH F. FEILY
Candidate For President

Joseph Flasty was elected a member of the Division of Employee Relations of the Metropolitan area of the Civil Service Employees Association in 1960. He has worked for the past thirty years in the position of Accountant. He has been a member of the Executive Board of the Employee Relations Committee of the Metropolitan area. Since then he has been a member of the Metropolitan Division of Employment Opportunities for many years. He has been very active in the efforts to resolve the rights of public employees and labor's rights under the civil service mental system. He has been combative in the fight for reappointment and upgrading in various capacities for many years. He is a member of the executive staff of the Association and has found consistently that the members of the State Civil Service Commission conduct oral examinations.

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IRVING FLAUMENBAUM
Candidate For Second Vice President

Irving Flaumenbaum is a native of Oceanside, Long Island. He is a graduate of Rensselaer Polytechnic Institute.

He has been on the Board of Directors of the Nassau County Chapter of CSEA since 1952-1956; president of the Nassau County Chapter; since 1964-1965; chairman of the Nassau County CSEA Fund raising dinner; member of the Civil Service Employees Association Political Action Committee.

Flaumenbaum is a member of the committee to raise funds for the New Civil Service Employees Association. He has been a mathematics teacher at Bay Shore High School for 25 years. He is presently a member of the Board of Directors of the CSEA Political Action Committee.

He is a member of the Alumni Association of Rensselaer Polytechnic Institute. He has been an associate and bureau chief of the New York State Education Department. Through competitive examinations he has been appointed to the Board of Directors of the New York State Teachers Retirement System.

He has always been a member of the Association and has found consistently that the members of the State Civil Service Commission conduct oral examinations.

While assigned to the Metropolitan area he was a member of the Brotherhood of State Employees and acted as chairman and vice-chairman on several occasions. He has always been active in inter-racial affairs.

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Defense Asks 36,000 Additional Workers

Secretary of Defense Robert McNamara, testifying before a Senate subcommittee on civil service status, cannot be on a temporary basis when no list of eligibles are available. They have or advance to a better job. According to government reports, public sector employees earn on average $10,000 more in their lifetime (from $25 to $30 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School booklet and free lesson today! American School, Dept. HAP-19, 120 W. 23rd St., New York 11, N.Y. (or phone Biltmore 9-2301.)

Post Office Employes 49,885 Women

President Johnson recently received a report that a record total of 49,885 women are now employed for the Post Office. The figures, assembled by computers, give the first accurate count of female employment in the Post Service.

New Closing Time

The U.S. Civil Service Commission's New York Information Office at 220 East 23rd Street has extended its closing time from 5 p.m. as a result of President's P.M. to 6:30 p.m. That Johnson's call for more effective communication between Federal agencies and the public.

Lawrence H. Baer, the Commission's Regional Director, announced that the later closing time will be observed every work day, Monday through Friday, until further notice.

Outstanding Performance

Charles L. Cobert, of Plainfield, N.J., management analyst in the Army Corps of Engineers at Government Island, has received an outstanding performance award, and a quality-step salary raise. Colonel Lawrence T. King, Deputy Chief of Staff, Comptroller, made the presentation.

Cobert has worked as a Federal employee in the Army since 1955. He received an outstanding performance award in 1960. In some 34,000 post offices, the top jobs are held by 7,200 lady postmasters—about 38 percent of the total.

"This probably gives us more women 'branch managers' than any organization or business in the nation," Postmaster General John A. O'Connor told the President.

High School Diploma Helps You Get Better Job

Information is available to men and women 17 and over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already done. The American School, Dept. HAP-19, 120 W. 23rd St., New York 11, N.Y. (or phone Biltmore 9-2301.)

THREE SYMBOLS OF SECURITY

C.S.E.A. works in your behalf to provide the protection you and your family deserve. It is your association, made up of people like you who seek mutual security. As a member of this association, you benefit from its programs.

YOUR AGENCY

Ter Bush & Powell, Inc., of Schenectady, New York, has been a pioneer in providing income protection plans for the leading employer, professional, and trade associations of New York State. Its staff of trained personnel is always ready to serve you.

YOUR INSURANCE COMPANY

The Travelers of Hartford, Connecticut, was the first insurance company to offer accident insurance in America. More than 3,000,000 employees are covered by its Accident and Sick benefits. The Company pays over $2,000,000 in the average working day to or in behalf of its policyholders.

Let them all help you to a fuller, more secure way of life.

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Wage Hike Developments

The House Post Office and Civil Service Committee has approved the 4.5 percent Federal and postal pay increase bill, including a bonus of new fringe benefits and has stated its determination to bring the measure to a vote in the House within the next few weeks.

Although there were other matters before the subcommittee, the Administration's resistance to what might be termed inflation-provoking wage increases is growing stronger, with the time grows near for the Senate Post Office and Civil Service Committee to begin its pay hearings.

In the Senate, the full committee and not, a subcommittee will manufacture its pay proposal in order to expedite enactment.

Last week President Johnson let it be known that he believes the House pay bill could lead to demands throughout the economy for higher wages and results in higher prices.

The President noted that he has signed two military wage step-ups in the past twenty months and recommended that he considered to be equitable wage increases for Federal civil employees.

He said he hoped employees would benefit from the recommendations that he has made on all this legislation this year, will not ask for any special privileges over and above what we ask the rest of the country to follow.

He noted that both he and President Kennedy have waged a campaign to cut down inflationary wage increase spirals in private industry. President Johnson said, "I do hope that I am not confronted with a request from the unions and from the employers of this country that they say to me; Mr. President, you are an employer and you decided that you could give your employees a base wage increase; and we think you ought to be allowed to have the same privileges that you have; because if you do that, you are going to promote inflation, and our whole noneconomic policy is going to be defeated by the wayside."

President Johnson said, "I think it is going to be pretty difficult for the President to be the first person to be the chief wrecker of a noninflationary wage policy."

CSC Warns: Do Not Cancel Health Insurance

The Civil Service Commission is warning all retirees under the Civil Service Life Insurance system not to cancel any of their health insurance policies because of the passage of Medicaid. A notice to this effect is being mailed to all retired civilians who received the September 1 anniversary check.

The notice points out that the benefits under the Medicaid law will not begin until July 1, 1966. The Commission will give retirees 30 days of grace after the expiration of the grace period to obtain the necessary information on Medicaid. It is possible that if they are eligible, this detailed information will help qualified applicants to make informed decisions.

The same caution not to cancel present health insurance coverage applies even to active employees who may be eligible for Medicaid.

Buffalo Area List Published

BUFFALO, Aug. 16 -- The State Civil Service Commission today published a list of current job openings in recent examinations. The list:

- Clark, Erie County Health Department, 50,000-55,000, A.M.; Frank DeOeorge, Buffalo; Bertha Melloch, Tonawanda; Sylvia Lis-koz, Buffalo, and Jane E. Hodges, Buffalo.
- Clark, Erie County Public Works Department, 50,200-65,600, A.M.; Frank DeOeorge, Buffalo; Bertha Melloch, Tonawanda; Sylvia Liskoz, Buffalo, and Jane E. Hodges, Buffalo.
- C.E.R.C. Superintendent, 35,200-38,335, Joseph Zeinstock, West Seneca; Dorr P. Townes, Western New York; Frank DeOeorge, Buffalo; Louis Lodziak, Tonawanda.
- C.E.R.C. Biologist, 30,200-34,335, Howard Leggett, New York City; Dorr P. Townes, Western New York; Frank DeOeorge, Buffalo; Bertha Melloch, Tonawanda; Sylvia Liskoz, Buffalo, and Jane E. Hodges, Buffalo.
- Racing Commissioner Governor Rockefeller an- nounced the recent appointment of himself as a member of the C.S.C. To the Long Island, as a member of the State Racing Commission for a term ending May 1, 1966.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and what you want.

Make sure you don't miss a single issue. Enter your subscription or renew it now.

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I enclose $5.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME ____________________________

ADDRESS ___________________________

CIVIL SERVICE LEADER
One week remains for filing for sanitationman jobs with New York City. The final date to file for these jobs, which pay from $5,564 a year is August 24. In addition to the salary, fringe benefits such as sick leave, holiday pay and health insurance plan choice are offered.

The written examination for the position will be given on Thursday, July 5, 1966, according to the Department of Personnel schedule. This will be qualifying, with placement on the eligible list determined by the physical examination which has a 75 percent passing mark.

Because of the extraordinary physical effort required by the position, an age limit of 40 has been determined by the Civil Service Commission. This does not apply to veterans who may subtract time in military duty from their actual age.

Applicants must be not less than five feet, four inches in height and must be of normal weight for the height.

Applications will be received on or before 5:40 to 7:40 P.M. in each eye, corrected, each eye separate. Candidates may be rejected for any disease, injury or abnormality such as hernia, color vision, heart or lung defects, poor hearing or various ailments.

At the time of filing, candidates must hold a valid drivers license issued in New York State and must be qualified to operate a class 3 or larger vehicle at the time of appointment.

Do not try to file for this examination except during the filing period scheduled for August 4 through 6, 1966.
Another Job Well Done

For the brave efforts of some 500 firemen called to quell a 10-alarm fire last Thursday in the Greenpoint section one can imagine what would have happened to one of Brooklyn's oldest houses. Those public servants waged a battle against the flames in a four square block area for many hours before they were allowed to return to their firehouses, bone weary, to await their next response.

Twenty-four-hours later many were still at the scene. The blaze took on such major proportions that other City departments had to stand ready to assist the firefights—not in fighting but in watching and in removing the rubble. The Department of Water Supply, Gas and Electricity had crews standing by in case water pressure fell below that required by Fire Department pumps. It must be noted that the Fire Commissioner ordered the use of the brand new super-pumper to draft water from nearby Newtown Creek to supply pumps. This plus the use of fireboats to draft additional water netted the City a saving of at least 12 million gallons of the now scarce water.

Transit officials, traffic supervisors and members of the Mayor's emergency committee which enforces employment rules by City departments stood by to help. Although the firefighters took the brutal punishment which only they are capable of enduring, all other City departments stood by to help.

Another job well done by your public employees.

Letters

LETTERS

To the Editor, The Leader:

I have been employed as a school custodian for 18 years and have a physical disability which was determined to be permanent in 1964. I was notified that I would have to retire at the beginning of the school year, but was retained until a replacement could be found. Since that time I have continued to work.

THE BRIEFS OF both the petitioner and respondent were considered in the light of the question of whether the determination of incompetency was supported by substantial evidence. The petitioner contends that the quality of the evidence relied upon the respondents in reaching its determination did not meet the test of substantial evidence in that it was largely of a hearsay nature. For example, the Superintendent of Schools testified that he found the petitioner to be disabled in an accident resulting in personal injuries; that he was thereby placed on light work for several months; and that he appeared that the petitioner would be unable to do heavy physical work for the balance of his life. On cross-examination the respondent conceded that his knowledge was based upon the reports of his subordinates. He testified: "Mr. John Cullen is responsible for the entire operation of plant. He reports to me daily and reports to me that Mr. Robichaud is unable to engage in shoveling snow."

THE TESTIMONY of Mr. Cullen himself appeared to be predicated on reports of Robichaud's immediate supervisor, one Stanley Abela.

The petitioner sought to cast doubt upon the reliability of Abela's testimony because he was working with the Superintendent "hand and glove to get rid of petitioner." In making that argument the respondent's brief made the single point that the determination of petitioner's physical inability to perform his full duties as a custodian is supported by substantial evidence. It noted that the testimony against the petitioner was given by the School District's physician and by an Orthopedist, as well as by Cullen and Abela.

THE BRIEFS of both the petitioner and respondent were considered in the light of the question of whether the determination of incompetency was supported by substantial evidence. The petitioner contends that the quality of the evidence relied upon the respondents in reaching its determination did not meet the test of substantial evidence in that it was largely of a hearsay nature. For example, the Superintendent of Schools testified that he found the petitioner to be disabled in an accident resulting in personal injuries; that he was thereby placed on light work for several months; and that he appeared that the petitioner would be unable to do heavy physical work for the balance of his life. On cross-examination the respondent conceded that his knowledge was based upon the reports of his subordinates. He testified: "Mr. John Cullen is responsible for the entire operation of plant. He reports to me daily and reports to me that Mr. Robichaud is unable to engage in shoveling snow."

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State Promotion Exam Filing in Various Departments Will Be Open Through August 23

The following promotion examinations in State civil service are open for filing and will remain open until August 23. These tests are open to qualified employees of the departments noted.

Interdepartmental

SENIOR ACTUARIAL CLERK, Exam number 1792, Salary range $4,375 to $5,420.
SENIOR KEY PUNCH OPERATOR, Exam number 1789, Salary range $4,135 to $5,135.
SENIOR TELEPHONE OPERATOR, Exam number 1791, Salary range $4,135 to $5,135.

SENIOR LABORATORY TECHNICIAN, (Biology), Exam number 9812, Salary range $8,200 to $9,400.
SENIOR LABORATORY TECHNICIAN, (Biophysics), Exam number 9813, Salary range $8,200 to $9,400.
SENIOR LABORATORY TECHNICIAN, (Chemistry), Exam number 9814, Salary range $8,200 to $9,400.
SENIOR LABORATORY TECHNICIAN, (Clinical Pathology), Exam number 9815, Salary range $8,200 to $9,400.
SENIOR LABORATORY TECHNICIAN, (Cytopathology), Exam number 9816, Salary range $8,200 to $9,400.
SENIOR LABORATORY TECHNICIAN, (Microbiology), Exam number 9817, Salary range $8,200 to $9,400.
SENIOR LABORATORY TECHNICIAN, (Medical Science), Exam number 9818, Salary range $8,200 to $9,400.
SENIOR LABORATORY TECHNICIAN, (Oncology), Exam number 9819, Salary range $8,200 to $9,400.

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In New York City

Special Low Rates for State Employees

**$2 Daily Fee**
Airline limousine, train terminal, garage, subway, and surface transportation to and from our door. Weather protected arcades to dozens of office buildings.

MOST GRAND CENTRAL LOCATION

**$15 Week Course**

NEW YORK'S

TERM INC. MOIST HUMIDIFIED AIR

ENTRANCE TO ENTIRE CITY

MIAMI BEACH

FREE Movies.
FREE Airline limousine, train
FREE Home, garage, subway,
FREE Protected arcades to dozens of office buildings.
FREE To all points right at our
FREE Party,
FREE Cruise,
FREE Yacht Party,
FREE Food, drinks, and secure parking.
FREE Low rates for State Employees.
FREE IT'S A DAILY PER PERSON
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FREE LOW RATES FOR STATE
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of all members of the Department of Social Welfare who have served at least 20 years and are not eligible to retire or are in the guaranteed half-pay 25-year plan, for time of retirement, with contribution in amount of such installation to be computed from date of retirement, with upon such employee's account and his dependents.

3. L-26A. Grant vested retirement allowance to certain members of the New York State employees' retirement system.

Chapter 19, Laws of 1965

This measure allows members of age 50 or over to take special service plans to receive their vested benefit at age 55 and reduce the service requirement to 10 years.

4. L-28A. Reopen the 55-year

Chapter 21, Laws of 1965

Provides a new 25-year retirement plan for correction officers and within the period of plan from January 1, 1965 to December 31, 1969.

5. L-28A-1. Uniformed correction

Senate—Queens 448 A-1218

Chapter 454, Laws of 1965

Would provide a public school commissioner and a commissioner for teachers and vocational instructors.

6. L-29 Protection against removal of non-competitive class of employees after completion of 5 years of continuous service in the State Civil Service.

Chapter 1069, Laws of 1965

Provides that the position is approved for reallocation (Continued on Page CIV).
Bills that passed House:
1. L-20 Provide optional retirement for State Troopers after 20 years of service Senate—Lavene 4872 5090 4979 Civil Service Assembly—Town 6700 6910 6912 Civil Service Senate—Lavene 4872 5090 4979 Civil Service
2. L-24 Amends the Civil Service Law to extend civil service eligibility list where stayed by court Senate—Lavene 4872 5090 4979 Civil Service
3. L-33 Extended eligibility for incidental disability from 60 to 65 Senate—Mackell 55 55 Civil Service
4. L-79 Amends Education Law to provide for non-contributory retirement for employees of the State of New York who are members of the New York State Teachers Retirement System Assembly 6548 6548 Rules

Rents range from $25,990 to $42,080, 15% Down, 30-Year Mortgages

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BE YOUR OWN SHERLOCK!

In Comparing Health Plans
Ask A Few Probing Questions
—Like These:

Q. Which health plan gives the broadest coverage — with no ifs, ands and buts?

A. Let the Columbia School of Public Health answer that one. It studied New York health plans and found that "the most complete contract offered for sale in New York State is provided by the Health Insurance Plan of Greater New York."

Q. Does the plan really cover specialist care?

A. Only H.I.P. does a real job of covering specialist care. When it comes to today's vitally needed specialist services, other plans have expensive loopholes. Compare specialist coverage carefully. Note, for instance, that out-of-hospital specialist care — so important and so costly today — is never a "paid-in-full" benefit in cash allowance or major medical plans.

Q. Is the plan concerned with the quality of care?

A. H.I.P. is. But it is the only plan in the New York area that checks on the quality of care provided by its affiliated physicians. Every doctor in every H.I.P. Medical Group must be approved by a medical board of distinguished physicians before he can serve members of the Plan. H.I.P. doctors give only the kind of service for which they are professionally qualified.

Q. Can you continue with comprehensive benefits (home and office calls) if you leave your job before retirement?

A. Only H.I.P. permits this — with no strings attached. You need only be in H.I.P. for three months to be able to convert to a direct payment policy without loss of home and office coverage, regardless of your age.

Choose Carefully. Write or Phone for "What's The Difference?" — A Comparison of Benefits.

HEALTH INSURANCE PLAN
OF GREATER NEW YORK

625 MADISON AVENUE, NEW YORK, N. Y. 10022 • Plaza 4-1144
CIVIL SERVICE LEADER

Page Twelve

LETTERS TO THE EDITOR

(Continued from Page 6) to State Civil Service workers. The Civil Service Employees Association had legislation introduced in the State Legislature this past session designed to adjust the salaries of State employees so as to bring them in line with the recommendations contained in the McKinsey Report of some years ago as brought up-to-date by the Association own survey. In fact, the survey and report of the Association contained strong support for a salary increase from the Department of Civil Service of the State itself. Accordingly, it appears that James F. Pety, President of the

CSEA made a judgment that salary legislation was less important than the legislation freezing non-competitive employees who had never qualified for their positions by taking competitive Civil Service examinations. Apparently, a result of making this judgment, the Association’s resources were used to the maximum in supporting the non-competitive free legislation to the detriment of the salary legislation since similar efforts of support were not advanced in favor of the salary legislation. If our assumption regarding his decision is correct, his judgment on this point is open to serious question in view of the importance of the salary legislation in the Association’s legislative program.

However, it would seem that in setting forth the goals for

the 1966 legislative year. The Civil Service Leader should go forward and not abandon needs of the great mass of the membership of the Association who far outnumber the persons benefited by the non-competitive free legislation.

In other words, the needs of the greater number not fully supported in 1966, as indicated above, should not be discarded, forgotten or overlooked in 1967. In fact, salary increase legislation should be placed among the top. If not the highest, priority items on the Association’s 1966 legislative program.

MYER POSE President, Division of Housing and Urban Renewal, Charter CSEA, New York

Rockland Sr. Clerk

Applications will be accepted until Aug. 25 for the senior clerk examination by the Rockland County Civil Service Commission. Salary in this position is $3,780 to $4,760. For further information contact the County Personnel Officer, New City.

(Continued from Page 7)

COMPENSATION CLAUSES EXAMINER, Exam number 1806, Salary range $5,200 to $6,000.

HEAD ACTUARIAL CLERK, Exam number 1119, Salary range $5,760 to $7,000.

PRINCIPAL ACTUARIAL CLERK, Exam number 1115, Salary range $6,300 to $7,830.

Mental Hygiene

NARCOTICS SECURITY AGENT, Exam number 1802, Salary range $4,375 to $5,620.

PSYCHIATRIC CHIEF ATTENDANT, Exam number 1809, Salary range $6,750 to $8,400.

PSYCHIATRIC HEAD ATTENDANT, Exam number 1781, Salary range $7,260 to $8,735.

PSYCHIATRIC SENIOR ATTENDANT, Exam number 1801, Salary range $4,135 to $5,135.

PSYCHIATRIC STAFF ATTENDANT, Exam number 1804, Salary range $4,375 to $5,620.

PSYCHIATRIC SUPERVISING ATTENDANT, Exam number 1806, Salary range $5,700 to $8,320.

Motor Vehicles

HEAD KEY PUNCH OPERATOR, Exam number 1118, Salary range $6,540 to $7,920.

Law and You

(Continued from Page 6) permit application for ordi-

nary disability retirement to be made either by the petitioner himself or by the head of the department which he is em-

ployed, or by any person act-

ing on petitioner’s behalf (Re-

tirement and Social Security

Law, Dec. 62).

PHILOSOPHIES of law differ, but the following decision must be applauded as an example of the finest kind of judicial

Clinton Co. Clerk

Senior clerks are needed in Clinton County at a salary range of $5,750 to $7,200. Applications will be accepted until Aug. 20. For further information contact the County Clerk’s Civil Service Commission, Plattsburgh.

FREE BOOKLET by U.S. Gov-

ernment. Write U.S. Gov-

nernment Printing Office, Wash.

ington D.C., 20401. Order from

STATE PROMOTION EXAMS

Tuesday, August 17, 1965

Head Key Punch Operator

Exam number 1112, Salary range $5,200 to $6,385.

DPW

ASSISTANT CIVIL ENGINEER, Exam number 1712, Salary range $5,175 to $6,800.

ASSISTANT CIVIL ENGINEER, Exam number 1710, Salary range $4,375 to $5,620.

Chief Actuarial Examiner

Exam number 1790, Salary range $5,200 to $6,520.

SENIOR CIVIL ENGINEER, (Design), Exam number 1801, Salary range $10,900 to $13,700.

ASSOCIATE CIVIL ENGINEER, (Design), Exam number 1800, Salary range $12,500 to $14,400.

Tax & Finance

HEAD KEY PUNCH OPERATOR, Exam number 1115, Salary range $6,300 to $7,920.

ASSISTANT CIVIL ENGINEER, Exam number 1794, Salary range $6,200 to $7,800.

New York County

STENOGRAPHER. Exam number 1770, Salary range $4,950 to $5,700.

For further information and ap-

plications contact the State Civil Service Commission, Albany; the State Office Building, Buffalo, Syracuse and New York City.

(Continued from Page 6)

TO HELP YOU PASS

GET THE ARCO STUDY BOOK

Railroad Clerk — $3.00

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Staff Attendant — $4.00

Sanitation Man — $4.00

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I Where to Apply

Where to Apply for Public Jobs

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

NEW YORK CITY — The applications for the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y., 10013. It is located approximately three blocks north of City Hall on west of Broadway from the City Hall.”

Mail requests for application blanks must include a self-addressed, business-size envelope and must be received by the Personnel Department at least five days before the closing date for filing of applications.

Completed application forms, which are filed by mail must be received at the Personnel Department and be postmarked no later than twelve o'clock midnight on the day following the last day of receipt.

The Applications Section of the Personnel Department is near the main subway lines that go through the area. These are the IRT and IND Lexington Avenue Lines. The IRT Lexington Avenue Line stop is to the west of the United Nations building and the IND’s stop is City Hall.

Both lines have exits to Diamond Street which is a short walk from the Personnel Department.

STATE—Room 1100 as 27 Broadway, New York, N.Y. 10004. Monday—Friday 9:30 A.M. to 5:30 P.M. Governor Alfred E. Smith Office Building and the Stata Center, Albany, State Office Building, Buffalo; State Office Building, Syracuse; and 600 Midtown Tower, Rochester. (Wednesday only).

Any of these addresses may be used for jobs with the State of the New York City Office is three blocks south on Broadway from the City Personnel Department’s Broadway entrance, so the same transportation instructions apply. Application forms need not include return envelopes.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL — Second U.S. Civil Service Region Office, New Building, 520 Eighth Ave. (62nd St.), New York, N.Y. 10018. It is west of the United Nations building and the IND Lexington Avenue Line to Grand Central and walk two blocks east, or take the shuttle that runs between Stata Center and the IND’s Queen—Plaza station 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 212-795-2129.

Applications are also obtainable at main post offices, except the New York, N.Y. Post Office. Required at all agencies, the applications at the particular installations offering the tests also may be applied to for formal use in carrying out application forms. No return envelopes are required with mailed requests for application forms.

The city-wide telephone number to call in emergencies to summon either public or private conveyance is 440-1234.
years in the Association, Shemin has written and served on several committees, including the Civil Service Board, Legislative, National, SKIP, and State Council. He has also served as President of the New York City Chapter.

WILLIAM ROSSITER
Candidate For Fourth Vice President

William Rossiter has served in several capacities in the Association, including as President of the Brooklyn Branch, and has been active in the local chapter and conference activities.

CLAUDE ROWELL
Candidate For Fourth Vice President

Claude Rowell has been active in the Association for many years, serving in various capacities on the Board of Directors and as a member of the Executive Committee. He has written and served on several committees, including the Civil Service Board, Legislative, National, SKIP, and State Council.

FRED CAYE, JR.
Candidate For Fifth Vice President

Fred Caye, Jr. has been active in the Association for many years, serving in various capacities on the Board of Directors and as a member of the Executive Committee. He has written and served on several committees, including the Civil Service Board, Legislative, National, SKIP, and State Council.

HAZEL ABRAMS
Candidate For Secretary

Hazel Abrams has served the Association for many years, serving in various capacities on the Board of Directors and as a member of the Executive Committee. She has written and served on several committees, including the Civil Service Board, Legislative, National, SKIP, and State Council.

VICTOR J. FERN
Candidate For Fifth Vice President

Victor J. Fern has been active in the Association for many years, serving in various capacities on the Board of Directors and as a member of the Executive Committee. He has written and served on several committees, including the Civil Service Board, Legislative, National, SKIP, and State Council.
CITY EXAM CANCELS Dec. 28 FOR ACCOUNTANT

447-109, 135
INTENSIVE COURSE
COMPLETE PREPARATION
Application open Sept. 1-21
Classes meet Sept. 21-30-49
Exam Last Day—Dec. 28

ON NEW PAY Hike SCHEDULES

Kasson also expressed thanks to the county executive John H. Mulroy, for his assistance in getting the pay increases for the normal and special categories. The plan was approved by Mulroy, as well as the Personnel Committee of the Board of Supervisors.

Officeholders favoring the new plan concurred with Kasson's comments.

Kasson said the chapter's officers would continue to seek approval for the new plan. Most of the remaining full time employees are at the top of their pay grades and will receive a special four per cent boost. Nearly 36,000 employees, working 35-hour weeks in July and August, will be affected. About half of the county's 200 workers would be moved up one grade and receive a four per cent increase in 1964. About 36 percent—will be affected in both categories.

Kasson added there was the same as previously: a 42-hour week, and a four per cent boost, and receive a special four per cent raise, upping their salary eight per cent on Jan. 1.

About 36 percent—will be affected in both categories. Most of the remaining full time employees are at the top of their pay grades and will receive a special four per cent boost. Nearly 36,000 employees, working 35-hour weeks in July and August, will be affected. About half of the county's 200 workers would be moved up one grade and receive a four per cent increase in 1964. About 36 percent—will be affected in both categories.

County Officers To Meet In Sept.
The 43rd Annual Fall Conference of the County Officers Assn. of the State of New York will be held September 19-22 at the Hotel Astor and Hotel Manhattan in New York City.

ASSISTANT DIETITIAN

The Monroe County Commission on Health has announced it is accepting applications for an assistant dietitian. Applicants must be graduates of an accredited school.

CIVIL SERVICE LEADER

WELL, WE HAVE A message for Mr. Bagdikian: you better look for a new job. You have no public relations course of study. (We should include the arts and humanities in the public relations course of study.)

MR. BAGDIKIAN is a worried man. He was not the only person who was worried. But he has no public relations course of study.

Worried practitioners In both areas are, hence personnel commissioner's office is looking to fill the CSEA; Samuel (Mr. Bick from W.B. & R.F. Depot) and Leon Appel, chapter president and a city employee, said she concurred with Kasson's comments.

The problem is that London practitioners In both areas are, hence personnel commissioner's office is looking to fill the CSEA; Samuel (Mr. Bick from W.B. & R.F. Depot) and Leon Appel, chapter president and a city employee, said she concurred with Kasson's comments.

Mr. Bagdikian has missed his original target by a mile, but he did receive a public relations course needed to prove to executives everywhere on the importance of modern, public relations.

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Division of the Budget and the Legislature added monies to our normal budgets so that we can make sure that allocation is directly related to patient care in this year.

Doctors Only

"I am afraid I must agree with Mr. Hills that giving you a copy of our monthly statistical report would be out of keeping with our practice. If we gave a copy to you, a copy would have to be supplied to everyone else."

Mr. Hills asked for printed reports on changes in the Department of Mental Hygiene, and therefore, on employee-patient ratios, which would be of interest to us, as well as to the Department, to become acquainted with the mutual problems. I hope that you will definitely furnish us, as well as the Department, to become acquainted with the mutual problems.

Mr. Hills, in his division, and the Department of Mental Hygiene, would quite naturally exist with respect to ward service staffing patterns in Mental Institutions, as well as for the various persons and types of wards within each Institution. Perhaps you have such problems, as well as the Department, to become acquainted with the mutual problems.

"I would be less than frank if I said I was pleased with a letter that appears mean and contradictory to you. I would also like to add that in the short time I have been here as Administrative Manger, I have met with you or your executive group on three occasions. My impression is that a period of seven hours was involved in such discussions."

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

"Poor Candidates"

"If the information we have received is correct, it is true that, in the past, effort has been made to improve the doctor-patient ratios. Thus, it would seem both logical and appropriate for you and your colleagues in the Department of Mental Hygiene, as well as the Department, to become acquainted with the mutual problems.

"I am not sure that I intend to convey the idea that we recognized an obvious over-staffing at Brooklyn State Hospital and at other Institutions."

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

"Again, I must say that I am concerned with the implications of your letter. I object strenuously to the Civil Service Employees Association."

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

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"I believe that you as a leader in the medical point of view should be left to those who are proficient in such a subject as oral examinations.

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

I am not sure that I intend to convey the idea that we recognized an obvious over-staffing at the Public Hospitals and at other Institutions. Therefore, the idea was to try to convey to you was that it is a reduction in the number of employees that is not possible to make.

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

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"The significance of the statistical data in your report probably extends beyond its value to people with medical knowledge and an interest in the health of the public in general."

Mr. Hills, as well as the Department, to become acquainted with the mutual problems.

"The significance of such changes with respect to employee-patient ratios definitely falls within the scope of interest of an employee-patient ratio."

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