12 PERCENT, $600 MINIMUM PAY BOOST IS CSEA DEMAND

Feily Wins Fourth Term; Wenzl and Rossiter Score
Upset Wins In V.P. Races

(Kiamesha Lake, Oct. 11) — Joseph F. Feily of Albany has been elected to his fourth term as president of the 135,000-member Civil Service Employees Assn., It was announced here last week. He defeated his opponent, Edward S. Croft of Rochester, by a vote of 31,887 to 8,397.

The election also produced two new members of the statewide office race. These included Vincent A. Tupper, second vice president; Charles R. Lamb, third vice president; Fred Cave, Jr., fifth vice president; and William Rossiter, second vice president; and John Hennessey, third vice president.

CSEA Seeking
To Delay Hearing
On Court Salaries

Kiamesha Lake, Oct. 11 — The Civil Service Employees Assn. has asked the State Judicial Conference to postpone a hearing on classification and salary recommendations for judicial employees in Nassau and Suffolk Counties scheduled for Oct. 19.

In a telegram to Thomas Mcelroy, state administrator of the courts, CSEA urged "that this hearing be rescheduled for a later date, sometime in November, to provide court employees who are members of our Nassau and Suffolk chapters an ample opportunity to study and comment on the recommendations of the Judicial Conference."
Government Recruiting

IF IT IS any comfort to our civil service recruiters, our British cousins also have the problem of recruiting. It is interesting that both American and British recruiters employ almost identical public relations techniques in filling depleted civil service ranks—with one exception:

THE BRITISH CIVIL service recruiters buy generous chunks of display newspaper and magazine advertising in publications of general circulation. For example, on the same page of one London daily newspaper, the British GPO (General Post Office) ran two paid ads, each 8 inches long by 3 columns across. One ad asked for telephone operators (the GPO runs the nation's phone service) at about $42 a week.

THE OTHER AD had a picture of British Pounds totalling the equivalent of about $82 a week being offered new pensioners, "plus about $8 a week overtime."

OTHER ADVERTISEMENTS on the same page were for Scotland Yard constables, the London Fire Brigade, Post Office telephone engineers and installers, sailors for a Post Office cable ship, London Parks Department gardeners, and secretaries for the Central Electricity Generating Board.

THE BRITISH HAVE a particularly acute recruiting problem because their rate of unemployment has been at a low ebb for some time. In addition, where labor is available, men and women are reluctant to leave their home areas for jobs in other parts of Britain.

FOR MOST CIVIL service positions in Great Britain the recruiting agency is the Civil Service Commission, which has its headquarters on Saville Row in the heart of London's Mayfair area. The Commission and its executive officers operate much as does any commission in the United States, with one exception. All recruiting is funnelled through the Treasury, which is the British Government's housekeeping agency for the good and sufficient reason that it executes the purse strings.

In addition to the frequent use of paid newspaper and magazine display ads, the Commission has an excellent collection of booklets and pamphlets. One of the two we liked best was a well-written 20-page pamphlet, "A Career as a Civil Servant," which gives strong reasons for joining the government service in brief, and succinct terms.

For example, there is a pay chart which shows that clerical assistants begin at about $82 a week and can go to about $485 before being promoted to a pay reduction in the next highest grade—clerical officer at $1,050 a year to a maximum in this grade of about $3,000 annually.

The other book, "Civil Service Pay and Conditions for Graduates," could well be copied by our own civil service recruiters. This tells precisely what are the duties of the various civil service posts, with the typical days of typical civil servants recorded for the enlightenment of prospective applicants. This 112-page pamphlet is worth every word written in giving a picture of British civil service in action.

CIVIL SERVICE COMMISSION recruiters in Britain are imaginative and have no hesitancy in adopting gimmicks to help their recruiting. When the Commission feels it has a line on a very promising candidate, it sends him a letter on blue stationery rather than on ordinary white paper. Christianly, they feel that when stationery catches more recruits because "we create a better image."

Well, write a purchase order immediately for pink stationery for girl recruits and blue stationery for boy recruits.

Nine Pass Prom. Exams

PONOMAREFF, Oct. 11—Several Dutchess County residents are among those who passed a promotional examination for senior civil engineer in the Department of Public Works. The starting salary for the title is $6,090 and five annual increases raise the maximum to $11,126.

Those listed as having passed are: O.A. Grumbel, Wappingers Falls; D. Mastropietro, Poughkeepsie; Everett Clark, Wappingers Falls; Patrick Moloney, Poughkeepsie; John C. Doyle, Newburgh (Orange County); John T. Urich, Putnam, Poughkeepsie; John Lawrence, LaGrangeville, and Ronald Rudolph, Newburgh (Orange County.)

Emil Pless, Hopewell Junction, placed first in a promotional examination for food service manager in the Department of Correction, a post with a salary range of $6,540 to $7,550.

Don't forget to send your choice of Mayoralty candidates to "Don't Repeat This".

WHAT DOES GHI MEAN?

Civil Service Employees Know!

** MEANS free choice of doctor—anywhere.

** MEANS full home and office protection—including the first visit.

** MEANS complete doctor services—without deductibles or coinsurance.

** MEANS paid-in-full benefits—without income ceilings.

YOU'VE HAD THE REST. NOW CHOOSE THE BEST! GHI

Group Health Insurance, Inc.
221 PARK AVENUE SOUTH/NEW YORK, N.Y. 10003
Phone: SP 7-6000, Extension 3100.

For further information and applications contact the Appointments Division of the Department of Personnel, 49 Thomas Street.

— SAVE WATER NOW —
Move Made To Place
Rochester Legal Aides
Under CS Protection

ROCHESTER, OCL 11—Aides civil service protection Corporation Counsel John R. Garrity said the significance of Garrity's announcement was that the Corporation Counsel's office will take civil service exams to key its assignments. They now have provisional appointments under civil service. George Yuskis, Jr., a junior assistant corporation counsel, is the only lawyer in Garrity's office with civil service status.

CSEA Statewide Election Results: One Recount Seen

(Continued from Page 1)

A novel concept in Conference programming will be introduced at the annual seminar of the Capital District Conference, Civil Service Employees Assn., the evenings of October 18, 19, and 20, according to Margaret Fleming, second vice president, under whose supervision the annual institute has been arranged, Presidents, vice presidents of chapters who are Conference members, secretaries and treasurers, and the chairman of legislative committees will participate.

There will be no panelists and the various chapter officers will be requested to air chapter problems, raise questions, discuss similar experiences and offer solutions to the group. To stimulate and add dimension to the discussions, persons with expert knowledge in the fields of group leadership, parliamentary procedure, legislative contacts, membership recruitment, public relations, and other fields, have been invited to attend the sessions.

To encourage those members
dinner of the 55th annual dele-
gates meeting, held here at the
Albany Hilton, by John D. De-

Garrity, president of Law

FRED CAYE

3 Night Sessions Slated
For Capital District Conf.
Annual Chapter Seminar

ALBANY Oct. 11—Governor
Rockefeller has appointed two
new members to the council on
Drug Addiction. They are:
Dr. Donald B. Louria of
New York City and Archibald R.
Murray of Brooklyn.

Free Booklet by U.S. Gov-
ernment on Social Security, MAIL
ONLY, Leader, 91 Duane St., N.Y.
City. N.Y. 10007.
U.S. Service News Items

New Relationship Between Presidency and Federal Service Described by Macy

In past weeks this column has been focusing on the career-service question during the Kennedy-Johnson era. As pointed out here, the new focus on top performance and its resultant demand much to augment the position of the Federal civil service as a meaningful and important part of the work force of this country.

Recent correspondence from John W. Macy, Chairman of the Civil Service Commission, reflects a new appreciation for our past presentation of this program and suggests its further development. We, in turn, realize that there is none better qualified for this task than Macy himself. The following is a reprint of an article authored by Macy for the Civil Service Journal. It reads:

"In a decade of great and varied changes in Federal personnel management, a most significant development has been the evolution of a new relationship of the Presidency to the Federal service. The evolution, quickened in recent years, has served the purposes of the Chief Executive's control of the executive branch but also to clear the way for further development of the role of leader and manager of the Federal work force.

"Clearly, the Federal service must be aware of and appreciate the importance of this new relationship in the Presidency and the career service. They must capitalize on it in their own work, and assist the President in the goals and accomplishments of his mission. And they should take pride and satisfaction in President Johnson's demonstrated desire to identify with them, his publicly expressed prominence of purpose in favor of able career men and women, and his evident eagerness to recognize and reward excellence in this service.

"It is more than coincidental that the period in which this new relationship has evolved has seen greater advances in civil service and personnel management than in all the earlier years since the merit system was established by the historic act of 1883. The same spark of years marks the rise of the career service from one of its lowest points of public prestige to the elevation of unprecedentedly high esteem.

"Many career people continue to express surprise at the campaign of the 1964 elections in favor of able career men and women. In the campaign of 1964, the career service was at issue of controversy. The rise of the career service from the low-water mark of 1952 was then unexpected and unanticipated. But the dedication and demonstration of professional competence of career men and women soon began to influence the opinion of new national leaders. The new executives had come to Washington expecting that competence and responsiveness from the questioned career corps. Early in the Eisen- hower administration, agency heads began to praise their career associates for being at least as able, dedicated, and hardworking as the staffs they supervised in Industry.

"The Civil Service Commission had begun to stir, assumed a new and more dynamic role. It developed a major front line of management on its merit system. During these days of re-evaluation and re-certification of the Commission, I had the privilege of serving as Executive Director under the leadership of Chairman Philip Young. It was a time of excitement and innovation. I recall with real satisfaction our development of a new partnership of the Presidency and the Federal service. "Let the service be a proud and loyal career service," he declared. "And let every man and woman who works in any area of our National Government, in any branch, at any level, be able to have with pride and honor in future years: 'I served the United States Government in that hour of our Nation's need.'

"A seemingly small thing — a few words in a Presidential address. It was in a sense of the word, he has spent his adult life in Government service. He saw himself as a product of the public service. He has progressed from the ranks to the very top position. He is proud of his background as a career public servant. He wants the world to know it. And he especially wants the American's career men and women to be aware of it and of his intensity feeling for and identification with the Federal service.

"I am proud of having had the opportunity to be a part of this great office and the Federal career service. In the first days of his administration, President Johnson disclosed his determination to extend and enhance the relationship President Kennedy had nurtured, pledging to "do my utmost to maintain the high quality and character of the career service in the Government and to advance its usefulness through improvement.


"Lyndon Baines Johnson is a career man. He has fully appreciated the power and potential of the Federal service. For the last years of his term in office, he directed the Federal service in such a way as to gradually and by degrees effect a great improvement of this service. He has put his abilities in administration and community work to help raise the entire Federal service to new peaks of performance and prestige.

"President Johnson's interest in and impact on Federal personnel management has been profound and pervasive.

"Not only has he continued the personnel management programs started or advanced by President Kennedy — he has given them added emphasis and impetus, and he has initiated new actions in areas as well. His personal participation in achieving salary reform and advancing equal employment opportunity are two outstanding examples of how we shall go on and continue and added emphasis to programs of his predecessor.

"President Johnson's role in pressing for passage of the Salary Reform Act of 1964 is well known. He wanted the career men and workers. Without his interest and personal persuasion, I doubt that the measure would have been enacted, and the cause of comparability would have suffered a severe - if not fatal - setback.

"Federal managers know the importance of improved and extending equal employment opportunity programs, and the impact of action on personnel policies.

(Continued on Page 14)"
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Learn in a College Preparatory Environment

EXCELLENT OPPORTUNITIES FOR UNEMPLOYED

ON THE JOB TRAINING"
The Federal Pay Raise Bill was passed by the House last week and is now bottled up in Senate committee and it appears doubtful that it will get out in time for the end of this session of Congress, which is reported ready to adjourn this week.

If the bill is not brought to a vote of the Senate, many public employees will have been hurt, in the pocketbook as well as in morale.

Included in this legislation is a section granting severance pay to those workers who have been put out of jobs by automation or transfer of their activity.

This is a vital section of the bill, and according to all reports is favored by the Administration. Many employees of Defense installations which have been hurt by automation or transfer of their activity would agree with your opening statement that the demonstration of the welfare recipient's malfeasance is an unprecedented action; unprecedented because of the very nature of the work concept that every welfare caseworker, regardless of his professional qualifications, is expected to understand and observe — the right of the client to privacy.

This highly unethical use of the blanket warrant as a weapon clearly gives him the benefit of every doubt and the right to prevail in all the helping professions, which includes the Federal Employee.

This extremely one-sided rule to the effect that even the most innocent and protected right that prevails in all the helping professions, which includes the Federal Employee.

This highly unethical use of the blanket warrant as a weapon clearly gives him the benefit of every doubt and the right to prevail in all the helping professions, which includes the Federal Employee.

The Senate will have to decide whether the Pay Bill is not passed. We urge the Senate, in these closing days of the session to vote and pass the bill.

Sidney M. Stern

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Sidney M. Stern
Abe Beame has the know-how to do more for Civil Service

The Beame Plan for Civil Service Employees

A former member of the civil service himself, Abe Beame knows the needs and aspirations of city employees. That's why his Civil Service Employees Plan is so practical in its aims . . . and benefits!

REVIEW AND UPDATE THE ENTIRE CAREER & SALARY PLAN
It's high time to completely overhaul the now badly outdated 1954 Career and Salary Plan . . . a plan that controls the classifications and salary allocations of some 125,000 city employees! It must be brought into line with today's higher living cost conditions. MR. BEAME SAYS: "THERE'LL BE SOME DRASTIC CHANGES MADE!"

PAY AND FRINGE BENEFITS MUST BE COMPARABLE WITH THOSE FOR COMPARABLE POSITIONS IN FEDERAL & STATE SERVICE (AND PRIVATE INDUSTRY)
There must be equal pay for equal work. Anything less is unfair. And damaging to the civil service, since financial necessity can drive many top calibre people out of city employ.

CROSS-PROMOTIONS ARE A MUST
Service-wide cross promotions should be the order of the day. They should be based on competitive examinations.

COLLECTIVE BARGAINING FOR ALL CITY EMPLOYEES
This right must include everyone . . . even part-timers.

EARLIEST REPEAL OF THE CONDON-WADLIN ACT
This law has strangled sound labor-management relations between the city and its employees. CONDON-WADLIN MUST GO.

NEW MEDIATION & ARBITRATION BOARD FOR CITY CIVIL SERVICE
The M & A Board shall operate full time to resolve labor-management grievances.

THE BEAME OPEN DOOR POLICY
Grievances will be heard. All city employee organizations will always find Abe Beame's door open to them. They'd always find Abe Beame willing to listen to their legitimate demands for the betterment of salaries and working conditions.

SOME VERY SPECIFIC BEAME PROPOSALS
* Strengthen city agencies in order to provide for sounder recruitment and training.
* Create a solid merit system under which performance is recognized and rewarded.
* Establish a central office for employee transfers.
* Provide tenure for non-competitive and prevailing rate employees.
* Adopt the best of the proven employee fringe benefits . . . including fully paid health insurance and maximum vested pension rights.
* Modernize working conditions and physical plants for improved labor-management relations and better productivity.

CITY EMPLOYEES TO SIT ON THE BOARD OF THEIR $2 BILLION PENSION FUND
Unlike most of the major New York City pension systems, the largest fund of all (ERS) has no employee representation on its board! ERS members do have a liaison committee, thanks to Abe Beame's efforts as Comptroller. That's good, but not enough. THEY HAVE A RIGHT TO HAVE THEIR OWN REPRESENTATIVES ON THE BOARD THAT GOVERNS THEIR OWN $2 BILLION PENSION SYSTEM.

AND ABE BEAME'S GOING TO SEE THAT ERS MEMBERS GET IT!

Beame, O'Connor, Procaccino together with Johnson, Humphrey, Kennedy can get more for Civil Service

Elect the new Democratic Beame Team - Column 2 - November 2nd
ATTICA, Oct. 11 - The Attica Prison chapter of the Civil Service Employees Assn. held their ninth annual retirement dinner at the Alexander Firemen's Hall recently. The dinner was followed by dancing and refreshments. Some 200 members and guests attended to honor the retirees.

The ten employees who retired were given engraved watches denoting their years of service to the State Department of Correction totaling 605 years state service. Among those recognized were: J. D. Huff, T. Przybyl, J. Cook, M. Biedel, W. P. Curtis, H. Hillman, E. Kime, M. Molinaro, J. Spencer, and R. Tooley.

The retirees were awarded watches denoting their years of service, a dinner was followed by dancing and refreshments. The retirees were Warren Walter H. Wills, E. O. Adlrich, W. P. Curtis, P. A. Carveno, A. W. Volk, P. G. Horton, A. Blake, C. J. Runvik, G. M. George, and R. A. Kirkpatrick.

An additional 20 men received an emblem from the State and certificate from the employees. These were in recognition of longevity of service, a combined service totaling 605 years state service. Cited were: J. D. Huff, T. Przybyl, J. Cook, M. Biedel, W. P. Curtis, H. Hillman, E. Kime, M. Molinaro, J. Spencer, L. Trickle, R. A. Kirkpatrick, J. Chodacki, K. VanOstrand and Leigh (Mrs.) Charline with 25 years of service to the State and certificate from the employees. These men may be in government but we need a man who knows New York City government; one who can help bring our city back to a normal condition of operation and efficiency.

One of the great advantages of the Statewide Plan (Option I) is the provision covering payment of premiums after a public employee retires. Upon retirement, arrangements can be made to continue payment of premiums for your hospital and medical care protection by deduction from your paycheck or personnel officer.

The above is only a brief sampling of the comments received and we will be printing more such comments in coming weeks. In the meantime, our poll continues and a coupon is again provided for our readers to facilitate their participation in our survey.

We would like the coupon signed, but if you do not choose to do so please include your post office zip number so we may know whether or not your survey card has been returned.

In New York City SPECIAL LOW RATES FOR STATE EMPLOYEES $5.00 DAILY PER PERSON Airline limousine, train terminal, garage, subway, and surface transportation to all points right at our front door. Weather protected arcades to dozens of office buildings.

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NEW YORK'S MOST CENTRAL LOCATION

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Retire ... and relax!

One of the great advantages of the Statewide Plan (Option I) is the provision covering payment of premiums after a public employee retires. Upon retirement, arrangements can be made to continue payment of premiums for your hospital and medical care protection by deduction from your paycheck. Don't be worried about it from month to month; no inconvenience in having to mail a check every month.

Moreover, you will be required to pay no more than active employees. The portion which is contributed by your employer will continue to be paid. What this means, in short, is automatic payment of premiums after retirement. It makes no differ-

Don't think twice about it. What you have to worry about is missing a payment and thus losing important protection at an age in life when you need coverage of this kind the most.

Get all the details from your pay- roll or personnel officer.

ATTICA PRISON CHAPLAIN

A. Kirkpatrick.
MAYORALTY POLL

Send this coupon with your choice for the three top elected positions in New York City for:

"Don't Repeat This," 97 Duane St., New York, N.Y., 10007. You may include remarks if you wish and you are also asked to sign the coupon. If you desire to omit your name, please list your zip code in the space provided in order that the editors may know the reader’s geographical location.

For Mayor
Abraham D. Beame (D) ...........................................
William Buckley (C) ...........................................
John Lindsay (R) ................................................

For Council President
Timothy Costello (R) ...........................................
Rosemary Gunning (C) ........................................
Frank O’Connor (D) ............................................

For Comptroller
Hugh Markay (C) ..............................................
Milton Mollen (R) .............................................
Mario Procaccino (D) .........................................

Remarks:

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For Comptroller
Hugh Markay (C) ..............................................
Milton Mollen (R) .............................................
Mario Procaccino (D) .........................................

Remarks:

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Other Suitable Material for Coming Exams

ORDER DIRECT—MAIL COUPON

St. Rose College
ALBANY, Oct. 11—The College of Saint Rose will open a series of eight concerts and lectures during the 1965-1966 school year as community service for the residents of the greater Albany area. All events in the series will be given in the auditorium of St. Rose College, Joseph Hall, 956 Madison Avenue, Albany, and all are open to the public, free of charge.

Written Test
The Department of Personnel mailed 18 applicants a written test to determine their suitability as assistant landscape architects. Oct. 4.
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 adequately cover specialist care?
A. Only H.I.P. provides its specialist care without extra charges. When it comes to today's vitally needed specialist services, other plans limit their coverage. 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 programs.

Q. Is the plan concerned with the quality of care?
A. H.I.P. is the only plan in the New York area that has its own professional standards. Every doctor in every Medical Group must be approved by a medical board of physicians from top medical schools and hospitals. H.I.P. doctors give only the kind of service for which they have been expertly trained.

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. 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.

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Riverbend is located in a pleasant neighborhood.

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FLATBUSH OFFICE - LIFE RLY

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1 & 2 & 3 Bedroom Apts. - Garden - Gauges - in St. Louis and Picked For.

Lerfax Specials of the Week

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75TH ANNIVERSARY SALE

Lerfax Specials of the Week
State and County Eligible Lists

What Is A High School Equivalency Diploma?

Thousands of ambitious men and women in their late teens, 20's, 30's, even 40's, find themselves with a high school diploma. High School can now qualify for a special State-issued High School Diploma. Recent government reports indicate that this official recognition of your formal education can give you a real advantage in today's complex world. The New York State Department of Home Study schools are the only ones certified by the N.Y.S. Dept. of Education for home study students to obtain a high school diploma.
WATERTOWN, Oct. 11 — This city's Police and Fire chiefs will take non-competitive civil service examinations to qualify for permanent appointments.

City Manager Ronald G. Forbes, saying he is "still opposed" to tests for men he believes already qualified by reason of long experience and service, has reluctantly submitted his nominations to the Watertown Civil Service Commission.

The City Manager, backed by the City Council and a 2-1 vote of the three-member civil service commission, had asked the New York State Civil Service Commission to approve placing police and fire chiefs in the exempt classification.

As was expected, Forbes has nominated Chief Touchette and Fire Chief George S. Bates for the top posts in the municipal departments. The nominations came suddenly after it was disclosed that unless the City Manager met State's examination deadlines for requests for civil service tests for "qualified" department heads.

23 candidates were called for the practical examination for promotion to structure maintainer, group A, by the City Department of Personnel, Oct. 4.

Police Chief John L. Touchette and Fire Chief George S. Bates were given probationary "appointments" by City Manager Forbes after the City Manager had announced publicly he opposed civil service tests for "qualified" department heads.

As was expected, Forbes has nominated Chief Touchette and Chief Bates for the top posts in the municipal departments. The nominations came suddenly after it was disclosed that unless the City Manager met State's examination deadlines for requests for civil service tests for "qualified" department heads.

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employment opportunity for radical social change. Program participants are randomly assigned to one of three groups: a control group with ongoing support, a treatment group with ongoing support plus skill training, and an experimental group with ongoing support plus skill training and practice in health care settings. Both the control and treatment groups were provided with ongoing support, but the experimental group was also provided with training in decision-making and problem-solving skills, as well as practice in health care settings. The results showed that the experimental group had significantly higher levels of self-reported health than the control group, indicating that skill training and practice in health care settings can improve health outcomes for vulnerable populations.

In addition, the study found that participants in the experimental group were more likely to report feeling supported and empowered, which is consistent with the existing literature on the importance of support and empowerment in improving health outcomes. The study also highlights the importance of ongoing support, which is necessary for individuals to maintain their gains over time.

Overall, the study provides valuable insights into the potential benefits of skill training and practice in health care settings for improving health outcomes among vulnerable populations. These findings have important implications for public health programs and initiatives aimed at improving health outcomes for marginalized communities.
Oneida City Unit Presents Benefit Plan

UTICA. Oct. 11-Members of the Oneonta City Unit of the Civil Service Employees' Association have formally submitted to the Finance Committee of the City Council a four-point employee benefit program.

Heading the list is a pay raise of $250 per year for all paid time.

Also included in the plan are pay raises for all family life, and for health of the third major, and for five days per year to be received by State employees.

Names Mayor

ALBANY. Oct. 11—Mayor William P. Walsh of Syracuse has been named to the State Municipal Police Training Council for a term ending March 31, 1967. He succeeds Peter Barry of Rochester, whose term expired.

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Broome County Chapter Seeks $500 Across The Board Pay Increase For All Employees

BINGHAMTON, Oct. 11—The Broome County chapter of the Civil Service Employees Assn. has launched a campaign for a $500 pay raise for all full-time, salaried county employees. A report submitted to the Board of Supervisors, the chapter has also urged the county to hire a private consulting firm to make a complete study of county salaries.

Noting that 501 full-time employees have left county service since 1960, the chapter officials and a private salary study might help solve the turnover problem. It would cost the county an extra $956,724 to grant the desired salary increase, together with the regular increments provided by the salary schedule.

Saving In Reimbursements

"However, the actual cost to the county would be much less," the report said, "since State funds would offset much of the increases in public welfare, public health, probation and other departments.

"In addition, of course, the State reimbursement formula will increase county income generally. A more liberalized formula for Probation Department expenses will provide considerable assistance in increasing here at reduced actual cost to the county. And the county sales tax department will be discontinued."

The proposal, if accepted by the Board of Supervisors, would give a $500 pay raise to some 890 employees. The county has over 1,000 full-time workers. Nearly 600 of them belong to the statewide association.

Excluded from the increased benefits would be elected officials, extra help and faculty members at Broome Technical Community College. The college personnel received a "substantial increase" in pay, effective Sept. 1, this year, the report noted.

Cites Needs

County employees are entitled to the raise because of increased living costs, including higher Social Security premiums, the new state sales tax and the broadened county sales tax, chapter officials say.

A chapter committee headed by D. Vincent Cherrone and Joseph Gabor has been working on the proposal for a number of months. The committee has met four times with the Employees Committee of the Board of Supervisors.

"We have been very well received by that committee," said Philip Bell, president of the Broome chapter.

A study by the Cherrone committee came to the conclusion that because of poor salaries "Broome County has become a training ground for personnel who gain experience and then leave for better paying jobs."

"In addition," the report continued, "chronic vacancies in authorized positions have forced department heads to resort to stop-gap methods to reduce the growing backlog of work."

"This has also meant that the remaining employees are usually overworked, inexperienced and underpaid."

The committee contends that Broome pays dearly for training new employees—$430,950 since 1960—only to see them quit once they gain sufficient experience.

"Not Fair To Taxpayers"

"This turnover costs the taxpayer money and affects the total governmental operation, resulting in inefficiency and subsequently, poor service to the public. We do not feel that this is fair to the taxpayers of Broome County."

Research by the employee committee indicated that 223 of the people who terminated their county employment since 1960 "definitely accepted other positions because of higher salaries."

County department heads cooperated in the survey, which showed that since June, 1962, 125 persons have quit at the County Health Center. About 100 left the county infirmary during 1963 and the Welfare Department lost 65 workers.

Broome Technical Community College had a turnover of 94, while the Public Works Department lost 33 employees.

"For too long a time the management of county finances has proceeded without question and the taxpayer is sold a bill of goods behind a facade of 'false economy' and no prospective improvement in sight," the report stated.

"Vacancies continue to exist, especially in the following positions: welfare caseworker, probation officer, hospital aides, sheriffs department and environmental health technicians.

Committee Members

Other members of the committee which prepared the report and is engaged in discussions with county officials: Donald Bentley, Mrs. Roberta Cretenne, Mrs. Virginia Dostal, Joseph Martinovic and Mrs. Marilou Olszewski.

The Broome chapter last year was turned down in its original request for increased pay and other benefits. The Board of Supervisors later voted to assume a larger portion of the retirement fund payments for the employees. This gave take-home pay raises of about three per cent to most employees.

Seek Public Support

The chapter had printed and was prepared to circulate petitions asking for public support when the county received its action. The petitions were never used.

Speaker will be Earle D. Ridley, chairman of the key Employees Committee of the Board of Supervisors.

For further information and applications contact the State Department of Civil Service until Oct. 18 for nine competitive promotion examinations.

These tests are open only to qualified personnel in the departments indicated.

INTERDEPARTMENTAL

Senior Employment Security, Exam number 9074, Salary is $9,070 to $12,335.

Assistant Employment Security, Exam number 9071, Salary is $7,520 to $8,875.

Associate Employment Security, Exam number 9072, Salary is $8,070 to $12,935.

Senior Employment Manager, Exam number 9073, Salary is $9,070 to $10,035.

East Hudson Pay General Parkway Foreman, Exam number 3838, Salary is $5,835 to $7,120.

For further information and applications contact the State Civil Service Department, the State Campus, Albany; the State Office Buildings, New York City; Buffalo and Syracuse or any office of the State Employment Service.

PRESENTATION—Blanche Redd, secretary of the Nassau Chapter, Civil Service Employees Assn., was honored during the chapter's annual dinner at Caroly's Restaurant in Baldwin. Left to right are: Joseph F. Felty, president of the statewide association; Mrs. Reith and Irving Flaumenbaum, president of the chapter.

Promotion Exams

Applications will be accepted by the State Department of Civil Service until Oct. 18 for nine competitive promotion examinations.

For further information and applications contact the State Department of Civil Service, Post 89, Jenson Road, Vestal.

Senior Employment Security Manager, Exam number 9076, Salary is $9,070 to $12,335.

Assistant Employment Security Supervisor, Exam number 9071, Salary is $7,520 to $8,875.

Associate Employment Security Manager, Exam number 9072, Salary is $8,070 to $12,935.

Senior Employment Manager, Exam number 9073, Salary is $9,070 to $10,035.

East Hudson Pay General Parkway Foreman, Exam number 3838, Salary is $5,835 to $7,120.

For further information and applications contact the State Civil Service Department, the State Campus, Albany; the State Office Buildings, New York City; Buffalo and Syracuse or any office of the State Employment Service.

CITY MANAGER, Exam number 9075, Salary is $9,070 to $12,935.

Labor

ASSOCIATE EMPLOYMENT SECURITY SUPERINTENDENT, Exam number 9071, Salary is $10,000 to $12,115.

Senior Employment Manager, Exam number 9073, Salary is $9,070 to $10,035.