Nassau CSEA KOs
Union In Village
Recognition Fight

By PAUL KYER

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Although the village fought a union recognition battle, according to most observers, it has been defeated by other union attempts in Nassau County. The Plaumenbaum approach to unionization has consistently been the concept of the Civil Service Employees Assn., in public service, as managerial relationships were more conducive to the civil servant and general public employee than that of labor unions.

In addition, it was felt that Village Trustees were impressed by the Civil Service Employees Assn., which is the largest union in the country, with about 20,000 members in the New York City area. It is the largest union in the country, with about 20,000 members in the New York City area.

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Phillips Two

Wfts rejected  president  of  Uhe Board of  Visitors  of  Warwick board president  for  20  years.

WARWICK — Fred  W.  Guild WHAT

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NOW CHOOSE THE BEST!

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WHAT DOES MEAN?

MEANS

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CIVIL SERVICE LEADER
Tuesday, November 23, 1965

Public Relations Roundup

PUBLIC RELATIONS is bound to play a key role in the administration of Mayor-elect John V. Lindsay. It helped elect him, and there's every reason to believe that he'll use PR on a continuing basis.

FOR EXAMPLE, Mr. Lindsay has publicly announced that if he runs into difficulty with any part of his program with a Board of Estimate and a City Council which are overwhelmingly of the opposite political party, he'll "go to the people."

"GOING TO THE people" simply means that Mr. Lindsay will stir up enough excitement among the taxpayers to pressure any recalcitrant legislators into line. That's public relations at its most powerful.

MR. LINDSAY would have everything going for him in any such situation. He would project a picture of a knight on a white horse, and anyone who opposed him would be cast as a villain.

IN THE early days of the campaign for mayor, we were convinced that the two principal candidates were "not projecting." Arthur W. Garfield, Mr. Lindsay's opponent, was projecting like a 1,000-watt bulb. But he was doing it on the sidewalk level where the votes were. And he'll go right back to the pavement to get his programs across. This is "public relations the hard way," but the technique works.

ONE PROBLEM Mr. Lindsay faces is recruiting top-notch "names" to join his administration. He will find that the biggest stumbling block will be the reluctance of many successful and able men to become a target in the very public political arena. Mr. Lindsay is getting more and more public-relations-oriented. This IS not merely a matter of tapping someone as for a college fraternity. It is a serious public relations problem that every elected or appointed official finds to handle without looking ridiculous. Good public relations training could prevent such TV screen disasters. Mayor Wagner is a master at handling these disasters. Mr. Lindsay is getting more and more adept. But what about the highly competent young man whom Mr. Lindsay may want to draft?

POSTMASTER GENERAL Lawrence O'Brien, who rates high in the political genius class, insists that in government "your skin better be thick than you can become disillusioned and disgruntled and cynical." It takes lots and lots of public relations' experiences to acquire an elephant skin. Men who lack the rough-and-tumble of campaigning cannot take the abuses every public official, elected, or appointed, finds he must endure.

THERE IS a partial solution to the problem. Why not a formal orientation course in public relations techniques, government administrative procedures, etc. etc. for all appointees in the Lindsay administration? Of course, the instructors would have to be most knowledgeable teachers available, chosen from among such professionals as Prof. Max- well Leaman of New York University, himself a Density City Administrator; Prof. Sidney Mailick, also of N.Y.U., and many others.

SUCH AN orientation course, perhaps of two weeks duration, could save a lot of good men from abandoning a promising career with the New York city administration for the protective padding of a Wall Street law firm.

Occupational Therapist

The New York City Civil Service Commission has recommended that a list with one name on it should be established Dec. 1 in the title of occupational therapist, group I.

CIVIL SERVICE LEADER
America's Leading Weekly
Leadership: William L. Gray, President
In Charge: A. W. Bowerman
Published Weekly
SOLDiers' and Sailors' Monument, Park Row, New York, N.Y.

"How to Succeed" as a High School "Drop-Out"

The National School of Home Study offers a short High School Diploma course which you can complete in your spare time and in your own home. The National School Diploma helps qualify you for many jobs in both Civil Service and private industry that ordinarily require a full four year High School Diploma or four college entrance.

For a FREE HOME STUDY HIGH SCHOOL BOOKLET, call OR 7-7190 in N.Y. or 401-NI-2440 in N.J. or write to National School of Home Study, Dept. C51, 221 Park Avenue, New York, New York 3, N.Y.
CSEA Fears Stall On Oneida Wage, 5-St. Promises

ALBANY—A growing fear that Democratic members of the Oneida County Board of Supervisors are stalling on a plan to provide county employees with a new salary plan, and adoption of a five-point pick up of retirement contributions has prompted Joseph F. Feily, president of the Civil Service Employees Assn., to prompt Joseph P. Roberts, acting majority leader of the board, Feily pointed out that there can be no misunderstanding on the part of the members of the good faith of the Democratic members of the Board of Supervisors.

In Mental Hygiene Patient-Chaplain Ratio Review Is Urged By CSEA

ALBANY — The Civil Service Employees Assn., last week urged the Department of Mental Hygiene to review the chaplain-chaplain ratio in state institutions—so that a proper ratio is established and maintained.

In forwarding the request to Dr. C. Jerome, commissioner of Mental Hygiene, CSEA president, Joseph P. Feily said that "we understand that at present state institutions in New York State there is allowed only one full time chaplain to every 1,500 patients of any one faith." Federal Ratios Cited

Feily pointed out that it was the association's understanding that "in Federal veteran's hospitals a chaplain is provided for every 500 patients of any one faith" and that "the standard set by the Association's understanding that the proper ratio of Mental Hospital Chaplains also calls for the same ratio." Feily also asked Dr. T. Norman Hur, director of the Budget, to review the situation and to take whatever steps are necessary to assure that "patients in our mental institutions are given adequate religious help." Federal Ratios Cited

Wyoming County Chapter ToInstall

WARSAW — The Wyoming County chapter of the Civil Service Employees Assn., will hold their annual installation of officers at a dinner Dec. 7 at the Moose Club here.

DISCUSSION—Officials of the Civil Service Employees Assn. met recently with officers of the Long Island Conference, CSEA, to discuss a proposed upgrading of titles in the building cleaning service. Looking over the proposals are, left to right, the first vice-president of the Assn.; Fred Cave, Jr., fifth vice-president; Charles Monroe, chairman of the special conference meeting, and Tom Coley, salary research assistant from the CSEA headquarters in Albany.

the titles to be submitted for consideration by Long Island Conference are: domestic, from grade 4 to 5; cleaner, from grade 3 to 1; janitor, from grade 4 to 6; supervising janitor, from grade 4 to 10; head janitor, from grade 4 to 13; assembly hall custodian, from grade 4 to 15; window washer, from grade 4 to 6 and chief janitor, from grade 13 to grade 16.

In addition to Coley, the Association was represented by two statewide officers: Ted Wenas of Albany, then vice-president, and Fred Cave, Jr. of New York City, fifth vice-president.

Letchworth Village Honors Retiring Dr. Podwinska

A tea was given in honor of Dr. Maria Podwinska by the staff and employees of Letchworth Village recently on the occasion of her retirement from service.

Dr. Podwinska, a senior psychiatrist, had been employed at Letchworth Village since August 13, 1967; for the first three years in the building hospital, and then covering charges of the Female Infirm Group. Dr. Podwinska graduated from the University of Cracow, Poland, and was a school doctor there for a short time. She then spent eight years working in England before coming to the United States in 1955. She served her internship at Richmond Memorial Hospital on Staten Island, prior to coming to Letchworth Village.

Dr. Podwinska is residing in the local area with her sister.

Chapter To Install

Honors Vrooman

SALAMANCA — Members of the Board of Supervisors, Civil Service Employees Assn., honored Jan Vrooman, a landscape architect, in the hospital building, and then presented gifts to Vrooman.

Gov. Praise Schuyler And OGS Aides

ALBANY — The fifth anniversary of the establishment of the State Office of General Services brought a tribute by Governor Rockefeller to Generals Curtis V.R. Schuyler, its head, and all OGS employees.

"You are the front-line troops in the endless struggle to promote economy and efficiency in government regardless of ever-increasing complexity of modern life," Schuyler said at recent special ceremonies.

Rockefeller praised the agency for continuing to streamline procedures and setting up the State's first centralized computer service as well as utilizing direct-dial telephone systems in Albany and Buffalo.

FARMINGDALE — Upward reallocations of eight titles in the building cleaning service were asked by a special meeting of chapter presidents and conference officers of the Long Island Conference last week at the State University at Farmingdale.

Charles Monroe, president of the State University at Farmingdale chapter, Civil Service Employees Assn., chairman of the meeting, noted that some of the employees in the titles were receiving less than what they should receive on public assistance.

"It is impossible to hire employees at those salaries," he continued.

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SOUTHWESTERN UNIT

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Nassau KOS

(Continued from Page 1)

for their membership without financial compensation.

While granting recognition to the Employees Association, the board, in another action, approved a vacation policy for employees in the building cleaning service. Their policy follows systems promoted by CSEA and Nassau County and the Town of Oyster Bay.

Commenting on the village's action, Plaumann said that the vote was a "great victory for the CSEA's conception of government employee recognition."
An Important Announcement for CSEA Accident-Sickness Insurance Policyholders

Many policyholders are now eligible for increased benefits under their CSEA disability insurance. If you are not over 59 years of age and were issued less than the maximum insurance to which your present salary entitles you (as shown in the following table), you may apply for an increase in your basic monthly indemnity benefits.

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<th>ANNUAL SALARY</th>
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*For each $1000 over 60, actual benefits paid are appreciably greater than the basic benefit after one year of participation.

Take advantage of this opportunity to increase your insurance benefits.

How To Apply:

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: Ter Bush & Powell, Inc.
   Civil Service Department
   148 Clinton Street
   Schenectady, New York
3. Or, call your nearest Ter Bush & Powell representative for details.

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BUFFALO SYRACUSE

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For increasing your insurance benefits.
New York City Clerk
Jobs Open December; Starting Pay Is $3,750

The City of New York Department of Personnel will begin accepting applications next week for positions as clerks in the City Civil Service.

In addition, clerks are eligible for promotion to police clerk with a salary range of $4,550 to $5,990 a year. They may, through certain promotional exams, reach the position of chief administrative assistant at a salary range of in excess of $12,000 annually.

High school graduation, a high school equivalency diploma or a General Education Development certificate will be accepted as the only requirement necessary for appointment to this position. There are no experience requirements.

The written examination will be held Saturday, April 23, 1966, and will include questions designed to test the applicant's clerical aptitude, ability to follow instructions, and may include questions on vocabulary, arithmetic, grammar, machine spelling, reading comprehension, and other pertinent subjects.

A minimum passing mark of 70 percent is required.

Filing will open December 1 and continue until December 21. Do not wait until the last minute to get your application in to take this examination before the opening date. Applicants are not available.

Albany Supervisor

ALBANY—Louis J. Oliveri, head of the Middletown Giants baseball team, has been named as assistant manager for the Albany area. A career employee of the Civil Service, he has most recently been a personnel manager for the State Education Department.

The United States Civil Service Commission has announced that it is currently competitive examination for the position of chief administrative assistant in the Manhattan office of the United States Internal Revenue Service.

Most of these temporary positions will be filled early in 1967 for duty during the peak tax-filing period which runs from February through April. Besides the regular daytime duty hours it is expected that there will be late afternoon and evening hours available.

The pay for this position is $3,600 for GS-1 and $4,977 per hour for GS-2. There are no experience requirements for the GS-1 position; however, the GS-2 rating requires that the applicant have a high school diploma or the equivalent and two years of progressively responsible clerical or office work.

For applications or further information contact the U.S. Civil Service Commission, 211 Town Hall Building, Albany. The examination is scheduled for March or April.

For information on all Civil Service jobs open in the City of New York, contact any of the Civil Service offices in the City.

The annual salary in this job is $3,750 with increments to a maximum of $4,550.

To Help A New Mayor

(Continued from Page 1) announced in a forthcoming issue of 'The Leader,' will comprise the traffic is not hindered during the day in the City;' that policemen can be used. The New York State proved that during the power failure that plagued this area two weeks ago.

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Award $1,000 For Best Idea On City Problems

NYC of the appeals made to the people of New York City of the civil service employee. Mr. John V. Lindsay during the recent mayoral campaign, was that he would bring to City Hall a new set of ideas for working out old problems. In the gigantic task of solving the problems of this great metropolis, he will not only have to depend on his own solutions but those of others that have merit and originality.

For that reason we wish to point out to Mayor-elect Lindsay that he has at his fingertips a truly great collection of talent—that of the civil service employees. This newspaper believes that the problems of government have a need to be worked out, not merely by the theorists who are outside the government structure, but by the very men and women to whom these kinds of difficulties are the everyday practice of dedicated careers.

Just as they proved during the recent power blackout that they really have a stake in this City, the public employees send in their suggestions on how New York City can become a better place to live, work and play. We will forward these suggestions to Mr. Lindsay.

We are also proud to announce that a prize of $1,000 will be presented to the civil service worker who sends in the best solution or idea on City problems. Four special Civil Service Leader Gold Medals will also be presented to those persons who send in the next best proposal.

The awards are being presented by the Jerry Finkelstein Foundation. Mr. John V. Lindsay, is the publisher of The Civil Service Leader and the New York Law Journal.

It should be noted that entries need not be fully outlined and that the submission of a simple idea will be considered.

Price & Broderick

Mayor-Elect John Lindsay has started off on the right foot with the appointment of a young, energetic and capable man for his deputy-mayor in the person of Bob Price.

In his new position Price will be able to continue in his proven role as top political advisor to Lindsay, while bringing into that office the dedication hopefully needed to get the job done.

In line with this, we respectfully urge the new Mayor to consider keeping Police Commissioner Vincent Broderick in his job.

In the short time he has been in office, Broderick has shown the capability to effectuate a strong police force for New York City. He, too, is a young and energetic man, with a dedication to duty and deserves more time to fully implement his ideas in the Department.

Four Are Honored

By MH Association

NEW YORK—A Brooklyn State Hospital supervisory is one of four men honored by the MH Association for the Improvement of Mental Health.

Jake Savage, supervisor of volunteer services at the Brooklyn hospital has been awarded an Adolf Meyer Award. He was given the award at a luncheon Nov. 22 held in honor of the late Alexander Krinsley, first executive director of the MH Association.

Others receiving the Meyer awards were: State Senator George B. Metcalfe; Dr. Marvin E. Feinberg, commissioner of Mental Health Services for New York City and John C. Shafer, host of the CBS radio program, "Ask the Expert."

Harsh Penalty

DISMISSAL FROM Civil Service employment is a harsh legal penalty indeed for incompetency or misconduct. Surely, it should not be lightly given. It is much too easy to misjudge. Factors to be weighed include the length and the quality of service and the employee's past disciplinary record.

MAY THE COURT review the excessiveness of punishment imposed at an Administrative hearing? Is the Court restricted to the penalties imposed by the Agency, or may the Court fix an entirely different penalty? May the Court substitute its own judgment for that of the Agency in fixing a new penalty, or must the Court remand the matter to the Agency for reconsideration? The Court of Appeals resolved these questions in a determination whether the Authority was arbitrary or capricious in dismissing the employee.

AFTER TWENTY years of service as a station agent, Mitthauer was charged by the Transit Authority with collecting fares from passengers and then directing them to enter the station platform through an exit gate to their fares would not be registered by the passimeter totalizer (turnstile). Two of the specifications charged Mitthauer with retaining the fares collected from those passengers for her own use. The hearing officer sustained the charges, but the legislative recommendation of dismissal was adopted by the Authority.

IN SEEKING judicial review, Mitthauer contended that the decision to dismiss her was not based upon competent and substantial evidence. Assuming, however, that the decision was supported by the evidence, the petitioner also contended that her summary dismissal constituted a shocking abuse of discretion.

THE SEVEN Judges of the Court were unanimous that the evidence at the hearing sufficed to support the determination of guilt. On the issue of the severity of punishment, there were two dissents from Chief Judge Desmond's majority opinion that the penalty of dismissal was excessive.

THE DISSENTING Judges expressed themselves as follows:

We do not see how it may reasonably be said that when a trusted employee is found guilty of stealing sums of money, they should be small in amount, as here, and that the penalty should not be discharge. By the determination below, it appears that the Authority considered that the legislative recommendation of dismissal was adopted by the Authority.

THE AUTHORITY contended the Court was required to remit the case to it to fix the new punishment. This contention was rejected. The Court was unable to discover the legislative intent. The Court concluded that the basis of material in the New York State Legislative Annual that the Court had complete power over the whole subject.
The Reason Why

But it would be political foolishness not to count Rockefeller, and equally important, the GOP, as definite losers in the 1966 gubernatorial race. Here are some of the reasons why:

1. In the public eye, Lindsay will be acting as a Republican, even though he has attempted to describe his forthcoming administration as a fusion of all political elements in the city. While Lindsay will undoubtedly have a "honeymoon" with the press during his first months in office there are tremendous problems to be solved. A poor performance would reflect on the whole Republican party while a good showing would aid the OOP statewide.

2. Rockefeller's personal appeal should never be underrated. He was the Lindsay of a decade ago and has never lost the truth completely. His name alone is still a glamorous and poezz factor, especially when Rockefeller has the desire and intensity to rebuild his political fortunes here and there are still a lot of people who felt that Rockefeller had the only real "guar" in taking on Harry Goldwater at the last Republican convention. Thums may never have existed for Rockefeller with the GOP gaining control of the State Senate again.

3. But even should Rockefeller not decide to run or should the OOP leaders in the State try to keep him from running there are reasons why the Democrats should not be too overconfident about the race. One wonders what they would do if Sen. Jacob Javits should decide he would like to try and swap jobs with Rockefeller—that is, run for governor and, if elected, appoint Rockefeller to fill out his term in the Senate. With Javits heading the OOP ticket, the Democrats would have to take on one of the champion vote getters in New York State history. If this column were "running"...
### DON'T REPEAT THIS

(Continued from Page 7)

has had ambitions in the state for years and has also been a Lindsay-type figure for some two decades, could still have one more shot left at the gubernatorial office here. He has always had cordial relations with the White House when Democrats were there and was appointed to high Federal offices by both the late President John F. Kennedy and by President Lyndon Johnson.

One can expect that Sam Stratton, the upstate Congressman who lost last year's Senate nomination to Robert F. Kennedy, and who has had ambitions in the state for years and has also been a Lindsay-type figure for some two decades, could still have one more shot left at the gubernatorial office here. He has always had cordial relations with the White House when Democrats were there and was appointed to high Federal offices by both the late President John F. Kennedy and by President Lyndon Johnson.

This model M7/N21D includes Mono Han Corduroy, a country estate setting for your FOR COMPONENTS OR COMPLETE SYSTEMS $95 dinner. Coarse linen napkins, crystal chandeliers.

Its modest price. Contributing to the audibly superior performance of the 345 are new, Scott-developed circuits like: Total performance of tuner/amplifiers selling for more than these past months by adverse publicity from his former publisher friends in the New York City press. He has already felt "mounted out." He is hurting. He wants to make a comeback.

The AR-4 does not have as wide a frequency range as every high and every low. The AR-4 does not have as wide a frequency range as every high and every low. System the sound you want; all the brilliant clarity of every high and every low.

SUGGESTED AMPLIFIER POWER (RMS): 15 watts minimum per channel.

**TECHNICAL SPECIFICATIONS:** Impedance 8 ohms. Frequency response and distortion curves are available on request.

**THE AR 2-SPEED TURNTABLE**

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**PROFESSIONAL quality. The AR turntable meets NAB specifications for broadcast equipment on wow, flutter, rumble, and speed accuracy. It is belt-driven and synchronous.

**COMPLETE WITH:"** Arm, walnut base, dust cover, and accessories including needle force gauge. Overall dimensions with the dust cover are 12 3/4" x 16 1/4" x 13 3/4". (Full 1 Year Guarantee)

HUNDREDS OF OTHER STEREO SYSTEMS AT EVERY PRICE LEVEL.

**CHARGE IT!**

LOW DOWNPAYMENT

UP TO 3 YEARS TO PAY

Woman Wins Right For Police Prom.

BUFFALO — The City Civil Service Commission, with echoes of the Civil Rights Act of 1964, has ruled that policewomen are eligible for a promotion to the rank of lieutenant.

The Commission said that Catherine C. Rebadow, a policewoman, is eligible for a promotion exam scheduled for next Jan.

The City Law Department said the New York State Constitution makes no distinction between the sexes. It said, "equal civil service promotions should be based solely on merit."

Nationwide, the State constitutions provision has been amplified, attorneys said, by Title VII of the 1964 Civil Rights statute.

Buffalo has never had a woman in the rank of police lieutenant.
Read these hard hitting questions from public school teachers who have chosen a health plan.

Q. Exactly what constitutes a "participating physician" and is there an adequate selection within each medical category in order that the individual subscriber may be provided with a substantial choice of doctors?
A. You are free to select any doctor you wish, participating or not. The term "participating physician" applies to the Blue Shield portion of your coverage. Over 19,000 participating physicians have agreed to accept Blue Shield's high allowances as payment in full for those subscribers within the annual income maximums. Doctor's home and office visits are covered by Major Medical under which there are no participating physicians. You can use your own doctor.

Q. In order to see any specialist outside of a hospital, does one always have to see a family physician first?
A. No. Metropolitan Major Medical places no limit on the number of specialist consultations or treatments and requires no prior referral by a family physician.

Q. Since many teachers now earn more than the $7,000-$8,500 income ceiling specified in the Blue Shield-Metropolitan plan, does it become financially unfeasible for teachers to select this plan?
A. No. Blue Shield pays its high allowances to your doctor regardless of your income. If your doctor's bill is larger than the Blue Shield cash allowance, most of the difference is picked up by the Metropolitan Major Medical portion of the plan.

Q. Does the Blue Shield-Metropolitan plan provide a prescription drug program and specifically how does that work?
A. Yes, the Blue Shield-Metropolitan plan provides benefits for prescription drugs. All that is required is that bills be submitted with the prescription number.

Q. Does a teacher travelling or working outside of the city, state or country, receive benefits from the Blue Shield-Metropolitan plan?
A. Blue Shield-Metropolitan protection is good everywhere.

Q. Since at this point Blue Shield-Metropolitan is the only one of the three plans offering out of hospital expenses for a psychiatrist, may we have some further details pertaining to just what the circumstances must be before an individual may avail himself of these services?
A. The only circumstance necessary is that a qualified psychiatrist submit a bill.

Q. How extensive is the laboratory coverage offered by the Blue Shield-Metropolitan Plan?
A. There is no limit on the number of laboratory examinations covered by the Major Medical portion of the plan and no set fee schedule. After a $50 deductible, Major Medical pays 80% of the charges.

Q. The Blue Shield-Metropolitan plan being offered refers to an allowance being made for a "normal" delivery in obstetrical cases. Precisely what is meant by the term "normal"?
A. A normal delivery is one in which there are no complications. Blue Shield's allowance for normal delivery is $125.00 plus $25 for anesthesia.

Q. What age limitations does the Blue Shield-Metropolitan plan have in regard to the use of a pediatrician?
A. Under the Blue Shield-Metropolitan plan there are no such limitations.

If you have questions, call MUrray Hill 9-2800.
TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

<table>
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If you can answer yes to every question, you are either an H.I.P. member or you did not have occasion to use one of the other programs.

If you are in another program, we suggest you check the above list in the light of your own experiences over the past year.

If you do not now enjoy H. I.P.'s obviously more comprehensive coverage, your opportunity is at hand.

This is the enrollment period for City employees who have a choice of medical plans.

See your Payroll Clerk on how to join or change to the plan that gives you the broadest financial protection, while assuring you that its services meet the highest professional standards.

* Certain extended benefits are provided on a cash indemnity basis to subscribers of all three plans either on an optional basis or through employee organizations.

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Six City Employees Honored For Professional Achievement With Savings Bond Citation

Mayor Robert F. Wagner recently presented the third annual New York City Public Service Awards for Professional Achievement to six City employees in ceremonies at City Hall. The award winners had been selected from a large number of professional employees who had been nominated for the awards by agency heads, labor, civic and professional organizations.

Each award winner received a U.S. Savings Bond and a citation which commemorated the award winner's achievements. However, for the first time in the history of the awards two employees were declared joint award winners because of an achievement on which they collaborated.

Mayor Wagner in a brief address to the audience, expressed appreciation for the many significant contributions made by civil servants which aided in solving complex City problems during the many years that he served as Mayor and as an agency head. He further stated that he knew of no richer heritage that could be left to his successor than the corps of experienced, competent, dedicated civil servants dedicated to the service of the people of New York.

James A. Carawanagh, of Brooklyn, assistant chief budget examiner in the Bureau of the Budget was the recipient of one of the awards. Carawanagh received his award for outstanding achievements in the field of municipal budgeting. He was lauded in particular for his outstanding research in numerous areas which helped increase revenue and reduce expenditures and thus contributed immeasurably to the City's ability to meet the increased demand for expanded services to its people.

Benjamin L. Lee, a city surveyor, of Riverdale and his associate in the Real Property Assessment Department, Jerome H. Elrich, a Deputy Surveyor of Manhattan, shared joint honors. They collaborated on developing an improved process for the production of tax maps. Their innovations made it financially feasible for the City to meet the constantly increasing need for maps. They also introduced a

(Continued on Page 13)
City Award Bd. Citations Presented

(Continued from Page 17)

five efficiently produced for map

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A beautiful environment for the growth

wned, first assistant
corporation counsel in the Law

sward. Hendel received his award for

outstanding proficiency he
demonstrated in preparing and

uccessfully presenting the City's

case in what is regarded as the

most complex and prolonged con-

demnations proceedings in the

City's history.

John J. Murphy of the De-

partment of Welfare of Manhat-

tan, also received an award. Mur-

phy received the award for the

outstanding professional skill he

demonstrated in administra-

ting the Children's Ouster. The

success of his efforts to provide

welfare services for the City's

children is considered a remarka-

ble achievement in the field

of Child Welfare.

Samuel Ratensky of the Hous-

ing and Redevelopment Board was

the sixth employee to receive an

award. Ratensky of Manhattan

received his award for outstand-

ing achievement in the field of

urban renewal. He was lauded for

the vital role he has played in

maintaining social, economic and

elective harmony in the field of

community planning.

Mayor Robert P. Wagner ex-

pressed regret that illness pre-

vented Dr. Harold Jacobson of the

Health Department from be-

ning present to personally receive

an award granted to him. Dr.

Jacobson received his award for

a public health program he de-

veloped to provide high quality

medical care to reduce maternal

and infant mortality rates in

underprivileged areas in our City.

The Award Board which was

appointed by Mayor Wagner to

assist him in the selection of the

award winners was composed of

its Chairman, City Personnel Di-

rector of the Budget William P.

Shea and Dr. Albert H. Bowler,

the Chancellor of the City Uni-

versity of New York.


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Proposal

(Contnins from Page 12)

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Ten Citations In 12 Years As Policeman Riding The New York City Subway System

Aside from an outstanding record, there's nothing especially unusual about Charles William Juliano, Transit Authority police lieutenant with 10 citations in 15 years of service.

The opportunities from in the New York City Transit Police Department are being held on Saturday, Nov. 29 at locations in Manhattan, Brooklyn, Queens, and Bronx. They offer a career for all similar to that offered to Lt. Juliano.

He wasn't a school dropout, a juvenile delinquent or the fastest gun on the force. The product of a middle-class family, he just wanted to be a cop and was willing to work for it.

In fact, work has been the secret of his success. Each of his nine medals—five for distinguished police work, eight for excellent police work—and his one citation was the result of painstaking, time-consuming investigatory work that paid off in arrests and/or convictions.


His reward has been a jump of three runs up the promotion ladder in a relatively short time. When he joined the force, he was graduated from James Madison High School in Brooklyn, he was the son of a used-car dealer and had an eye on a law career.

But as a result of World War II, he joined the Air Force and spent two years as a member of the 317th Air Police squadron in the Pacific theater. Upon his discharge as a 28-year-old sergeant, the idea of police work occurred, but his father, Charles, recruited him as a salesman. Job and man were incompatible, however, and in 1948, at his first opportunity, Juliano took the examination for transit policeman. About two years later he was accepted to the Board of Transportation. Meanwhile, he had passed the examination for city policeman. But by the time his number came up, he already had a year's seniority with the transit police, and stayed with the TA force.

The law career still simmered on the horizon. Taking advantage of the G.I. Bill of Rights, Juliano studied at Long Island University. After a year and a half, the combination of work and family— he has a wife, Frances, a son, Michael, 16, and a daughter, Frances, 13—out the school work short. From that point on, he was a cop.

In July, 1960, he was promoted sergeant and subsequently named to the Public Service Squad with supervisory duties. In 1961, he was made detective sergeant as squad supervisor. His first two medals came in 1963, then there were three others in 1966. Those honors were capped last month with four citations and a career of distinction.

Tomorrow, Lt. Juliano of the Transit Police will receive a return to his first love, detective work.

The examinations are being held on Saturday, Nov. 29 at the following locations:
- Manhattan: 42nd Street Police Precinct, 24th Precinct, 21st Precinct.
- Borough of Queens: 23rd Precinct, 42nd Precinct, 24th Precinct.
- Brooklyn: 42nd Precinct, 24th Precinct, 21st Precinct.

TALKING IT OVER — Lt. Charles Juliano of the Transit Police Department, right, and Sgt. Martin Sanders discuss the examinations which merit them hereinafter following the presentation ceremonies at the Transit Authority building recently.

Thousands of Part-Time Xmas Positions Are Now Available

Thousands of part-time, Christmas Retail Jobs for full-time workers. The Department of Labor's Division of Employment has advised men and women over 18 years of age to do their Christmas job shopping early.

To facilitate application for these jobs, the D. of E. has set up Christmas Job Centers at 15 East 42nd St., Manhattan and 135 Remsen St., Brooklyn. These positions are especially attractive to college students, housewives and civil service employees who are looking to earn extra cash for the holidays.

Necessary are sales persons, cashiers, checkers, stock clerks, markers and packers in large department stores and retail establishments. Most jobs pay $1.25 per hour, minimum permitted, and many others pay higher. Generous discounts on merchandise are offered to employees of these stores.

There will be plenty of jobs available this year but most will be filled by Thanksgiving. For further information and application form those interested should visit between the hours of 10 a.m. and 4 p.m. Monday through Friday.

Two Promoted At State U.

ALBANY—Two State University staff members have been announced. They are Dr. Kenneth M. MacKenzie, now assistant executive dean for faculty affairs and personnel, and David B. Owen, now assistant provost for Master Plan Development.

Both men are now in new posts. Until the appointments, Dr. MacKenzie was dean of academic personnel, and Owen was acting director of facilities research.

School Lunch Mgrs.

The Department of Personnel of New York City has recommended that a list be established of individuals willing to serve as school lunch managers.
CIVIL SERVICE LEADER
Tuesday, November 23, 1964

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U.S. News
(Continued from Page 4)
no place to lower job standards for the purpose of providing employment for members of minority groups who are otherwise unqualified. However, a Commission appointed by the President found that it was not altogether appropriate to "screen out and recruit at lower levels." In order to create jobs that require training, he said that such re-engineering of positions and functions is necessary to draw out the more routine functions and make the position more professional.

Eligibles
ASSISTANT INSPECTOR ENGINEER - GENEVA
Salary: $4,300-$4,800
FEE: $2

Law Column
(Continued from Page 4)
master in the course of judicial review as to abuse of discretion. Ord. 100 authorizes our review in two situations: (1) when the Court of Appeals itself, or an agency, mistakenly arrives at the same, or an equally damaging, conclusion. And, before it starts, some professional process must be avoided in the Milbank case when the Court of Appeals itself fixed a proper penalty instead of remanding the matter for reconsideration by the Author.

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A P P L I C A T I O N S
CIVIL SERVICE LEADER

Dr. Young Appointed
ALBANY-Dr. GI. Young, winner of the Nobel Prize in Physics in 1967, has been appointed as Distinguished Professor of the State University of New York at Albany. He will assume the Albert Einstein Chair in Science at the University Center on April 1, 1966 at a salary of $45,000 a year.

CITY EXAM COMING SOON FOR

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Co-Educational
Give Applicants Yes, No After Interview For Jobs, CSC Advises

ALBANY — The president of the State Civil Service Commission last week urged all State departments and agencies to provide some means of official notification to employees who are not chosen for positions after having been interviewed for them.

Mary Goode Krouse, the board's personnel officer in all State departments and agencies and said: "There is a feeling since 1963. jobs have risen by 7.4 per cent between January, 1963, and production workers in manufacturing, city government, private industry, elsewhere. That we are behind other municipalities, especially the city. That is one of the reasons that we are behind other municipalities.

These employees would also be shifted to higher salary brackets, different categories of employees would be included in the 1966 budget. A two-bracket shift has the ceiling in case worker salaries. It is virtually impossible to retain the better ones due to the low pay rates in comparable city and state agencies. Speaking before 150 members of the State Personnel Association At Installation of Officers the Division has grown. I will continue to depend on you and I am grateful to you and CSEA for making it possible. This organization represents the best interests of the civil servant. Over the years the value of the Division has grown throughout the State, this could not have been accomplished without the support and ability of the civil servants within the Division. The Division is constantly involved in new programs, and I will continue to depend on my staff and I am grateful for your support and the contribution to the housing program of the State.

Oswald president Meyer Poos welcomed the membership and presented certificates to the

CSC To Appeal

(Continued from Page 1) employment counselor also involved. The high court will continue to sustain the Employee Association view, the consensus is that the employee who was interviewed and senior employment interviewers would have to be upgraded to the higher salaries proposed in the counselor series. The case is expected to be argued within the next few weeks.

Gaynor Praises Role of Employees Association At Installation of Officers

At a recent cocktail party given by the Division of Housing & Community Renewal Chapter, Civil Service Employees Assn. to salute the outgoing officers and to install the newly elected officers State Housing Commissioner James William Gaynor praised the Civil Service Employees Assn. for its support and ability in promoting the voice of the Division of Housing & Community Renewal throughout the State. Speaking before 150 members of the New York State Division of Housing & Community Renewal chapter, CSEA, Commissioner Gaynor said: "I will continue to depend on you and I am grateful to you and CSEA for making it all possible. This organization represents the best interests of the civil servant. Over the years the value of the Division has grown throughout the State, this could not have been accomplished without the support and ability of the civil servants within the Division. The Division is constantly involved in new programs, and I will continue to depend on my staff and I am grateful for your support and the contribution to the housing program of the State. Oswald president Meyer Poos welcomed the membership and presented certificates to the

Suffolk CSEA

(Continued from Page 1) proved vacation schedule, payments in some form for unused sick leave credits, stabilization of the work week and a standard statement of working hours for uniform employees. The chapter leader said these items would be presented for re-evaluation at the November 23 meetings of the Board of Supervisors.

The state increased an average of 7.6 per cent between January, 1963 and January, 1965. Pay in key executive positions, as reported to the Interstate City Managers' Association, climbed 11 per cent between 1963 and 1965.

Good Ones Leave

The report also noted the Monroe County Social Welfare Department's request for bracket changes for welfare workers. It said: "While it is not overly difficult to recruit case workers, they claim it is virtually impossible to retain the better ones due to the low ceiling in case worker salaries."

The board recommended a two-bracket hike for senior case workers, for example, raising maximum pay from the present $7,600 to $7,929, counting the 7 per cent increase.

CSEA Headquarters Thanksgiving Holiday

Albany Headquarters of the Civil Service Employees Assn. will be closed Thanksgiving Day and the Friday after. Joseph F. Puleo, CSEA president, announced. The Board of Directors, at its meeting last week voted to give CSEA staff members the additional day off as a tribute to the exceptional work they performed, including working on off days, at the recent annual delegates meeting.

Stud's Results

The Board found:

- Pay rates in comparable city jobs rose by 7.4 per cent since 1963.
- Salaries in nine counties over $500,000 in population in other states increased an average of 7.6 per cent between January, 1963 and January, 1965.
- Pay in key executive positions, as reported to the Interstate City Managers' Association, climbed 11 per cent between 1963 and 1965.
- Good Ones Leave
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