New Salary Schedule Adopted
Broome CSEA Wins Hefty Pay Boosts; Sees Even Better Wage Improvement

BINGHAMTON—The Broome County Board of Supervisors has adopted a new salary schedule which will give higher salaries to virtually all of the county's 1,100 employees.

The schedule gives higher starting salaries for all jobs and raises the minimum amounts furnished by the state for 1,000 county officials to raise the salary areas for a number of jobs which it claims are "out of line" with pay in private enterprise and in other governmental units.

It based its claims on a study of salaries in Broome and how they compare with similar jobs elsewhere. The study was made by the Binghamton office of the New York State Department of Labor at the request of the county group.

"The new schedule is going to help everybody," Herrick said. "But we hope the county officials will go a little further now."

"We hope that adjustments will be made for those jobs which are still underpaid, I know Mr. bald.- (Continued on Page 16)

CSEA And Ralph Caso
Ring Up $820,000 For Hempstead Employees

With no advance fanfare, negotiations between Town of Hempstead Supervisor Ralph G. Caso and the Nassau County chapter of the Civil Service Employees Association, produced a $820,000 package of benefits for all the town's regular 1,900 workers and 1,000 seasonal employees.

Plamenack said similar negotiations are underway with the County administration and the towns of Oyster Bay and North Hempstead.

Future Candidates: Democrats Have A Strong List Of Bright, Young Men

ECONICALLY this column took note of three bright, young men who could form a "dream slate" for the Democratic Party in the state's gubernatorial election this fall. The three—Stephen E. Smith, Clifford Alexander and Edwin Weisz, Jr.—

(Continued on Page 6)
Self Examination

UNLESS PUBLIC relations is geared to reality, it is not public relations. Public relations must deal with the facts as they are, not what one thinks they should be. All employee organizations kid themselves into thinking that "everything is great." Everybody tells them what they want to hear. "Everybody thinks they themselves into thinking that "everything is great." Everybody tells them what they want to hear. But nothing is more important than the facts as they are.

WE HAVE yet to find a civil service employee organization which uses the most elementary techniques of public relations. For example, finding out by a simple poll exactly what various public think and estimating the scores of occasions we have cautioned our readers that you cannot use public relations unless you know your problem.

AND YOU CANNOT know your problem unless you know your public. And yet, recently, one of the most knowledgable men in public administration, Maxwell Lahnem, former Pass Deputy City Administrator, asked some questions and received some startling answers.

HE SURVEYED a sizeable cross-section of eight different publics to learn their opinion of 14 different problems. For instance, when employees were asked their opinion of 14 different problems such as "salary is at an all-time high and their duty to give service."

WE HOPE that the leaders of civil service organizations will take the time to think about these problems and how they relate to their organizations and their members.

WE SUGGEST civil service employees keep their eyes on the ball and begin to do something about repairing their bad public relations with some solid performance by their members and a deep sense of responsibility to the publics they and their members serve.

Library-SURVEY, which was made up by New York University, revealed a strong feeling among the eight different publics surveyed that "the civil service employee is out for everything, while giving little or nothing in return." Remember, this is a feeling that people have. It does not say that what they feel is really true.

FOR EXAMPLE, one recent incident mentioned by almost everyone interviewed was the demand for City employees to continue the extra hour off during the entire month. We have said before that this did serious damage to the civil service employee's good name but we never realized how great is the extent of this damage.

THREE OTHER points seemed to those thinking of those interviewed:

1) THE CIVIL service employee fails to give service.

2) THEY ARE too arrogant.

3) THEY ARE disorganized.

IT WOULD seem from the survey that many civil servants have forgotten that it is their job and duty to give service.

IT IS paradoxical that in this day and age when the civil servant finds himself in a situation where his salary is at an all-time high, while prestige is at an all-time low.

WE HOPE that the leaders of civil service organizations, present and former, will take these points to heart. If they do not they may be thinking that problem is not any future collective bargaining with the city. Their problem is a public relations problem which involves their organizations and their members.

WE SUGGEST civil service employees repair their public relations on the back and begin to do something about repairing their bad public relations with some solid performance by their members and a deep sense of responsibility to the publics they and their members serve.

Books In Review

YOUR CAREER IN CIVIL SERVICE

by Robert A. Liston, Julian Messner Company; $3.95

Ten million jobs in city, state, local and federal government are described for the career-seeker in a new book called "Your Career in Civil Service," published last week by Messner Company, New York.

To clarify the concept of the range of opportunities offered by Federal Government, Liston emphasizes that government service is not made up of "an army of clerks." Jobs are described for almost everyone. The book, from cartographer and cook to freight rate specialist, surveyor, accountant and sales examiner. No small number of jobs deals with electricity, electronics, mechanics, civil engineering, physical science, shipbuilding and a thousand fields of science.

The high-school graduate wins a local contest or ability and will find a wealth of information in this basic book.

What’s Doing

Mrs. Annabelle Schwarzberg, career civil servant, has been named manager of the New York City Department of Welfare, the Department of Welfare ran the annual bandarade for senior citizens recently.

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Special Act or Service

Theodore D. Bennett, John Condon (deceased), Mario DeStefano, the Department of Commerce and Herbert E. Mullan.


Adopted Suggestions


Fred Dukelich received the Getting Commission’s special commendation for his submission of the incentive awards committee’s merit.

Continual Filing For Fed. Correctional Officer Jobs

Applications are being accepted on a continual basis by the United States Department of Justice, Bureau of Prisons, for correctional officer jobs. Both men and women are desired for these positions, which are located in Federal institutions throughout the country and are in the good physical condition and vision required.

Further information may be obtained at The New York Regional Office of the Federal Bureau of Prisons, 232 South 42nd Street, New York City. The application number is 5000-26.

Send applications to Executive Secretary, Board of U.S. Civil Service Examiners, 232 South 42nd Street, Philadelphia, Pennsylvania, Lewes, Delaware, Kansas, Iowa, Georgia.

Senior Attorney Job With State

New York State is accepting applications until August 1st for an examination for senior attorney. Salary in this position is $10,000.

For further information contact the State Department of Civil Service, State of New York, Albany.

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CSEA’s Special Mental Hygiene Committee & Commissioner Miller Discuss Improved Work Conditions

Twelve points affecting working conditions of employees within the Department of Mental Hygiene were discussed recently here by Dr. Alan D. Miller, commissioner of Mental Hygiene and the Special Committee of the CSEA Service Employees Assn.

The committee has met regularly with the commissioner and the department since its formation.

Items discussed were:

1. Eliminate Deletion of Mental Hygiene Hospital Items (positions)

CSEA asked that the Department of Mental Hygiene cease the practice of deleting items (positions) from State hospitals and State schools, except in situations where wards or buildings are actually closed down or services cut back, until such time as the department can survey each State hospital and State school to determine the actual number of employees required by each institution, based on posts staffing.

The commissioner indicated that the elimination of positions in State hospitals and State schools has ceased, and that post staffing surveys are continuing and will continue until each institution has been surveyed. The old procedure or method used in determining the number of positions necessary, namely, patternist, staff ratios, are not being used under the post staffing procedure. As a matter of fact, under the Intendent of the State Armory at 68 Lexington Ave, New York City.

2. Time Work for Institution Office Employees

CSEA asked for renewed action for solution of this problem at the earliest possible date.

Commissioner Miller indicated that he is greatly concerned about this problem and will continue departmental efforts with the Division of the Budget to seek a solution. CSEA suggested that the Division of the Budget be required to approve the 37 1/2 hour work week for institution office employees on a trial basis. The Commissioner indicated that this suggestion could be a possibility.

3. Dr. Miller Indicated that he will send CSEA a formal letter on the progress being made at Brooklyn.

4. Food Service Personnel at West Senate State School

CSEA asked for a progress report on the food service items at West Senate State School in order to eliminate the necessity of having food service attendants perform the functions of food service personnel. The Commissioner indicated that he has requisitioned the establishment of 13 new food service positions at West Senate State School, with the result that six such positions have been granted by the Division of Classification and Compensation.

5. Hour Work Week for Institution Office Employees

The request, accompanied by an 11-page statement in support of CSEA’s arguments for an immediate reallocation, was sent last week to Dr. Alan D. Miller, commissioner of Mental Hygiene.

In its request, CSEA outlines the history of the supervising nurses’ (psychiatric) salary history and relates it in detail to other comparable positions in State service.

The application also presents detailed comparisons with comparable titles in other public jurisdictions which compete with the State for nursing personnel.

It also examines closely the duties and responsibilities of the supervising nurse’s (psychiatric) position and orientation to those of other comparable positions in State service.

The application also presents detailed comparisons with comparable titles in other public jurisdictions which compete with the State for nursing personnel.

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3-Grade Boost For Psychiatric Nurses Sought

ALBANY — An application for a three-grade salary re-allocation for supervising nurses (psychiatric) in State institutions, prepared by the CSEA Service Employees Assn., has been transmitted to the Department of Mental Hygiene for enforcement and transmission to the Division of Classification and Compensation.

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President Expected To Sign Pay Bill This Week

Last week the Congress gave its final approval to the pay raise legislation for Federal employees. The 3.2 pay raise and fringe benefits bill went to the White House where it should be signed by the President this week.

Once the Senate members overcame their hesitation to pass the legislation its procedure was stepped up considerably. Rep. James H. Morrison made a motion in the House that it accept the Senate's amendments to the basic House bill and speed its approval. A point made by Morrison was that the Senate's changes were relatively minor and that it had reduced the overall cost of the bill by $24 million annually. The bill will cost $505.8 million annually.

It was decided that there was little to be gained by sending the bill to a Senate-House conference for further negotiation, although many in the House felt that the Federal employees should have received more than the actual 2.8 across-the-board raise.

The pay raise bill provides a flat increase of 3.2 per cent for more than 1.8 million classified, postal, Foreign Service, VA medical and District government employees, retroactive to July 1. Exceptions to the flat rate are the few thousand Federal workers in the super-grade positions. Their raise will amount to approximately 1.3 per cent.

The maximum super-grade is raised to $25,890 by the bill. Also included under the bill as of a last minute amendment are 150,000 white collar workers in the Central Intelligence Agency, Defense Intelligence, the National Security Agency and the Tennessine Avenue Line and the District Authority, among others.

Some of the improvements in the benefits section of the bill made by last minute amendments are:

• Overtime pay for classified workers who are ordered to work in excess of the regular eight-hour day. Also, the maximum rate on which classified overtime can be paid will be raised from the minimum rate of Grade 9 ($7,419) to the starting rate of Grade 10 ($8,421) in the bill.

• Increased Government contributions toward the premium costs of the Federal employees' group health insurance program which will be raised from $1.30 to $1.50 for family coverage and from $3.12 to $4.10 for family coverage.

• A 25 per cent differential for Sunday work to be classified and wage board employees.

• Postal supervisions through Level 10 must be paid cash for overtime work at regular penalty pay rates. At present, supervisions above Level 7 can be given compensatory time off in lieu of overtime pay.

• Higher allowances for employees required to wear uniforms on the job, such as letter carriers, elevators, railroad conductors and the like. Those now receiving $5.00 a year would get $12.50; those getting $10.00 would be given a 25 per cent increase; from 50c to 75c, 50c to $1.00 and 25c to 50c for family coverage.

• A 25 per cent differential for employees of the Federal Employees Retirement System.

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Immediate Openings

Hospital Attendant Jobs Paying to $100 Are Open; No Test, No Requirements

A large number of career positions as attendants working with mentally ill and retarded are available at New York State Department of Mental Hygiene hospitals and schools throughout the State.

Dr. Alan D. Miller, Commissioner of Mental Hygiene, points out that these positions include extensive training programs and offer all benefits of State service. These benefits include wages, retirement, paid vacations, sick leave, holidays, insurance, and training to help them to move through the ranks of the State service.

"Moreover," Dr. Miller said, "the person entering this field has a real opportunity to help others, and to experience the rich personal rewards of such service. Through working with patients, offering them understanding and encouragement, the psychiatric attendant can help them along the way on their road to recovery."

Beginning psychiatric attendants are paid $4,235 a year with progressive, automatic salary increases, to $5,230. This may qualify for promotions through Civil Service tests, and may raise to the level of chief supervising attendant, with a salary range of $7,995 to $9,580 annually.

"Because of the expansion now under way in the Department of Mental Hygiene," Dr. Miller added, "opportunities for advancement will occur often and promotions will be made frequently."

Applications should be in good health, be U.S. citizens and have a real interest in helping sick people. There are no special educational or experience requirements and applicants do not have to be residents of New York State.

Beginning attendants are given a 24-hour basic training program, including a three-week orientation, 50 hours of formal classroom instruction and demonstration in nursing techniques and clinical practice. Classes deal with such topics as prevention of mental illness, treatment of the mentally ill and the mentally retarded and care of patients with social needs such as children, people suffering from alcoholism or narcotic addiction, the deaf and the blind. In addition, there are in-service training programs for aides in State service.

Those selected for the positions will receive all the benefits of state civil service employment, including a current job security, liberal vacation and sick leave, eleven paid holidays, state-financed retirement and health insurance programs, Social Security coverage and regularly scheduled raises.

Persons interested in applying for these positions, or finding out more about them, are invited to inquire at these institutions:

- State schools for the mental retardation: Letchworth Village, Tillyria, Rockland County; Home State School, Rome; Wassaic State School, West; and Willet State School, Staten Island.

- State hospitals for the mentally ill: Brooklyn State Hospital, Romney Thomas Street; Harlem Valley State Hospital, Wingdale, Dobbs Ferry County; Hudson River State Hospital, Poughkeepsie; Kinns Park State Hospital, Kings Park, Long Island; Metropolitan State Hospital, Ward's Island, New York City; Pilgrim State Hospital, Westchester County; Richmond Hospital State Hospital, Rochester; and Rockland State Hospital, Orange County.

For further information and application contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City, New York 10007.

State Jobs Open For Two-Year College Graduates

Applications are being accepted by the New York State Department of Civil Service Commission until November 10 for exams to be held in November for New York State Bush Scientific and Ordinance College graduates and undergraduates in two-year colleges.

There are many openings throughout the State in administrative, professional and technical fields.

Salaries vary but are in the range of $4,725 to $6,300 per annum. It is expected that the test for these positions will be held on December 6.

For further information and applications contact the State Department of Civil Service Commission, 252 East 17th Street, and ask for announcement 130.

Printing Buyer Opens In City

Applications will be accepted now through July 26 for an examination for printing buyer, the New York City Department of Personnel announced.

Salary in this job is $4,000, a pay range of $7,600 to $9,600.

The training and experience requirements for this position are to take place in November, but it is tentative and is subject to change.

For further information and application contact the Applications Section of the Department of Personnel, 49 Thomas Street, Manhattan.

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NYC Social Worker Jobs

Applications for an examination for social worker jobs are being accepted on a continual basis by the New York City Department of Personnel.

The position is salary grade 17 with a pay range of $6,750 to and including $8,550 per annum. Applicants will not be required to take a written test.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.

Gov. Nurse Jobs Here And Abroad

The United States Government is accepting applications on a continual basis for a variety of career jobs for professional nurses. Positions will be located throughout the U.S. and abroad.

Salary ranges from $4,545 to $10,635. There are positions as staff nurse, head nurse, nurse in charge, operating room nurse and many more.

There is no closing date for this announcement.

For further information, contact the New York City Regional Office of the Civil Service Commission at 252 East 17th Street, and ask for announcement 130.

The CITY OF NEW YORK CIVIL SERVICE LEADER Page Five

The CIVIL SERVICE LEADER

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!

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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:

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ADDRESS —______________________________
Transit Police Equality

In order to correct inequities in tour assignments, the Patrolmen's Benevolent Assn. of the Transit Authority Police Department has successfully guided through the State Senate working hours for its 2,700 members.

Governor Rockefeller has already received this guarantee as the result of similar legislation in a former session.

The State's only larger department, the New York City Police Force, has already received this guarantee as the result of similar legislation in a former session.

We urge Governor Rockefeller to sign this bill so that

A Lesson In Logic

Goverments ranging from the size of New York City to the smallest New York County might examine with some profit the recent worker benefits produced for employees in the Town of Hempstead after negotiations between the town supervisor, Ralph O. Caso, and Irving Flamanbaum, president of the Nassau County chapter of the Civil Service Employees Assn.

The same can be said for negotiations on benefits recently concluded by Broome County officials and the local unit of the CSEA.

In both cases, public employees won good, solid gains in the area of salary improvements, health insurance, retirement and other benefits. The important factor is that these negotiations were conducted with patience, mutual understanding, and without any need to resort to strike threats or work slow down.

We think this was possible because of the logic of a statement made by Mr. Flamanbaum when he said: "It only goes to prove that negotiations between honest and responsible people generally end up favorable to both sides."

When Mr. Caso announced that all the Town of Hempstead employees would receive fully-paid health insurance and retirement plans, cash for overtime and night work, better pay, his reasoning was equally logical. "Fringe benefits for public employees have lingered behind those in private industry," he said. "We are trying to bring them into line to improve service and the caliber of people attracted to government work."

We suspect that any city, town or county now engaged in employee negotiations take a lesson in logic from those two statements.

Salary Insufficiency

Salary Ranges of civil service employees do not keep track with inflationary trends. Consequently, it becomes increasingly difficult to recruit people on the basis of established rates of compensation. When better starting salaries are offered, the recruitment problem is solved. However, the continuous recruitment procedure authorized by an amendment to the Civil Service Law which became effective March 1965, has authorized the establishment of a continuing eligible list in which names are inserted from time to time on the basis of successive examinations. Manifestly, the procedure is of doubtful constitutionality in that it wreaks havoc on the merit system requiring that civil service employees competing for appointment be selected on the basis of successful participation in the same competitive examination. While one may attempt to excuse the disorganization of the merit system as the result of the inadequacy of qualified persons, it is often more likely that there is no shortage of well qualified persons, but rather a failure to attract salaries at the market rate.

SOLVING THE problem of recruitment by paying going rates may require adjustments of salaries of other employees who have been doing the same work for lesser compensation. Section 131, subdivision 1a, of the Civil Service Law authorizes appointments in certain cases above the minimum salary when the appointee presents training or experience substantially in excess of the minimum requirements. The determination of the relative bar at rates in excess of four increment steps above the minimum salary of the grade. Such authorization is applicable to technical, administrative, and scientific positions in skilled and professional trades. Approximately 80% of the minimum rate must be authorized by regulations promulgated by the Director of the Budget.

In Defense, the respondents pleaded the four months' statute of limitations and that, in any event, the position is legally incontestant.

In support of the defense of the statute of limitations, the respondents concluded that the cause of action arose on September 24, 1965, the date of the subsequent appointment. The Court noted that the petitioner demanded a salary adjustment on October 13, 1965. As the court proceeding was instituted on February 2, 1966, it certainly was brought within four months of an adverse determination of petitioner's request for equal pay.

In support of the defense of legal insufficiency, the respondents submitted affidavits purporting to show that the petitioner had lesser responsibility than the subsequent appointee, in that the former handled the Workmen's Compensation claims and the latter litigation.

In sustaining the petition, Justice Hoyt observed that the only question to be decided was whether the petitioner was held to the same title calling for the same qualifications, experience and duties. Therefore, the respondents should have increased the petitioner's salary to bring it up to the salary of the subsequent appointee. The salary to which the petitioner was entitled was $9,330, subdivision 1a, which states that the "salaries of other employees serving in the same title in the same geographical area or location having qualifications of training or experience equivalent to those of the person appointed shall be increased by such amount as may be necessary to equal the rate of compensation of the person appointed."

(Continued on Page 18)
Six more reasons why your Statewide Plan Identification Card is New York State's Number One Get Well Card . . .

Effective July 1, 1966, the STATEWIDE PLAN increased benefits in three areas for the greater protection of its subscribers:

Maternity
1. Blue Cross benefits for normal delivery are increased from $75 to $100, a 33.3% increase in benefits.
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1. Benefits begin after the first 48 hours instead of the first 72 hours.

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1. The maximum Major Medical benefits during a calendar year are increased from $7,500 to $10,000.
2. The maximum benefits during a lifetime are increased from $15,000 to $20,000.

Based on 1965 experience, these new benefits will save STATEWIDE PLAN subscribers more than $553,800 per year.

RATES . . . Effective July 1, 1966, subscription charges for the protection provided by the STATEWIDE PLAN have been reduced significantly. The lower deductions have already been reflected in your June paychecks.

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THE STATEWIDE PLAN — COORDINATING OFFICE — 1215 WESTERN AVENUE, ALBANY, N. Y. 12203
any particular person as a candidate for any particular office. Here are some more bright, young men who could serve the Democrats, now and in the future.

CHARLES MALOY: Maloy entered Monroe County politics six years ago at the age of 28 and when he later was elected a Rochester city councilman he was the youngest man in the history of the city to be named to that office. His brilliant rise in these few years has led to the chairmanship of the Monroe County Democratic Committee, one of the most important party committees in the state.

VICTOR ANTUSO, Jr., son of New York City's Supreme Court judge, he did an outstanding job as the chairman of Young Citizens for Johnson in 1964. The younger Antuso is a graduate of Vassar College.

SARAH and VICTOR KOVNER: We have to include one bright young woman here because Sarah and Victor Kovner have been a successful team in Greenwich Village. Mrs. Kovner is a former Democratic State Committee woman and her husband is a district leader in the Village. They are a bright, attractive couple.

WILLIAM VANDEN HEUVEL: A former assistant of the U.S. Attorney General's office when Robert F. Kennedy held the post, Vanden Heuvel continues his close association with the Kennedy team. He received wide publicity when fighting school segregation in Virginia during the days of President Kennedy's administration and is considered to have given the most intellectual and liberal support.

More On List

It is important to have a detailed sketch of all the potential gifted young men in the Democratic party, because in the days of the Kennedy brothers they claimed them all. But here are some other, "star" material names of the future.

CHARLES RANGLE: This young district leader in Harlem is considered a "comer" by many Democratic pros. Bright, young and articulate.

WILLIAM VANDEN HEUVEL: A former assistant of the U.S. Attorney General's office when Robert F. Kennedy held the post, Vanden Heuvel continues his close association with the Kennedy team. He received wide publicity when fighting school segregation in Virginia during the days of President Kennedy's administration and is considered to have given the most intellectual and liberal support.

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The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

MERCHANDISER-SALESMAN will earn $80 to $110 a week in physi-
icians’ offices. Must be good at typing and stenogra-
phy. Duties include reception and

and Chandler and Price ... A
SAMPLE CARD CUTTER experi-
enced on Linwood and Rayhold
paper cutters will get $90 a week
and up to cut sample cards using
guillotine. Will cut fabric and
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Apply at the Manhattan Indus-
trial Center, 444 Madison Ave. at

needed in Queens is a fully ex-
perienced TELEVISION SERV-
ICEMAN with a driver’s license.

Needed in Brooklyn are JOB
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An experienced JOB PRINTER
will earn $85 a week and more.
He will be 2nd composition; do
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STATE OF NEW YORK

Intra. 662
Print 662

SENATE—ASSEMBLY
January 10, 1966

In Senate—Introduced by Mr. MACKELRE, read twice and

AN ACT

To amend chapter three hundred sixty of the laws of nineteen

The People of the State of New York

This is an actual reproduction of first page. Now passed by the Senate and Assembly. Refer to the

At this point their morale is at the lowest—they need instant relief.
We urge the Governor, the Mayor, and the Transit Authority to take
immediate steps to adjust this one-sided duty chart. Why should our
men be second-class citizens?

The CRISIS that prevailed has passed! The serious emergency that existed
last spring and the return to normalcy is here.
Our three Commissioners: Joseph E. O’Dwyer, John G. Gilroy
and Daniel T. Scannell have stated that crime on the subways has been dras-
tically reduced and returned in the extent of a 64% reduction. You can-
now ride the subways in confidence.

Daniel T. Scannell have stated that crime on the subways has been dras-
tically reduced and returned in the extent of a 64% reduction. You can-
now ride the subways in confidence.

This advertisement tells a story of profound importance to every
New Yorker. It is the story of the official beating of our Transit Polic-

We want your help. We need your help. Please write to the
Governor today—request him to sign this all important bill.

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New York City Transit Police

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Recreational Resource Specialist Positions

Applications are being accepted on a continual basis for recreational resource specialists. Jobs are available with the United States Civil Service Commission for recreation resource specialists. Work will be with the Department of the Interior and other U.S. agencies.

Recreational resource specialists assist governmental and non-governmental organizations in locating and establishing needs for recreation facilities. For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Office of the Secretary, Department of the Interior, Washington, D.C. 20240.

Shelter Inspector

The New York City Department of Personnel made public an eligible list July 19 with 17 names in the title of shelter inspector (CD).

Start salaries are as high as $6,440 per year. Applicants must be either college graduates or college seniors. To be appointed, candidates must have received their bachelor's degree.

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

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MANHATTAN

Public Health Advisor; Pays $7,200 a Year

The United States Civil Service Commission is accepting applications for the position of Public Health Advisor in order to fill jobs in this category throughout the United States.

Starting salaries for this position begin at $7,220 through $18,460, from grade GS-9 through GS-15, to be determined according to experience.

Competitors will be required to pass a written test and show experience in administrative, professional or other responsible work which gives evidence of ability to assume responsibility in the field of public health. Some educational advances may be substituted for experience. Specialized experience requirements are also demanded.

For further information and applications write to the New York Region Office, U.S. Civil Service Commission, 220 East 42nd Street, New York City. Ask for form 57.

Stenos Needed By Board of Education

The Board of Education has a number of openings for stenographers at $4,000 per annum with vacation, sick leave, health plans and other fringe benefits. The positions are located in all boroughs except Richmond.

Apply in person at the Office of Personnel, Room 103, 110 Livingston Street, Brooklyn, N.Y.
BRONX SPECIAL

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Constant Job Openings For Office Workers With State

Filing is open on a continuous basis for stenographer, typist and key punch operator examinations, which are held periodically throughout the year by the New York State Employment Service. The State, with some in New York City.

Telephone Operator Exam Set For Sept. 10 In State

Telephone operators are needed by New York State to work in various institutions and agencies in New York Counties. A civil service examination to fill the vacancies is scheduled for Sept. 10. Applications must be filed by Aug. 8.

For further information and application forms, write Field Recruiter, New York State Employment Service, 122 Washington Avenue, Albany, N.Y. 12216.

Local Librarian Positions Open Throughout NYS

New York State is accepting applications until Oct. 17 for librarian positions in municipalities, school districts and cooperative library systems. Salaries vary according to location.

For further information and application forms, write State Civil Service Commission, Albany, N.Y.

Accountant Jobs Open With State

The New York State Department of Civil Service is looking for senior accountants and principal accountants.

For further information and application forms, write Hearn: State Civil Service Commission, Albany, N.Y.

Specialist Needed In New York State

New York State is accepting applications until Aug. 8 for an examination in Consolidation equipment specialist. Salary is $7,065 to $8,390.

For further information and application forms, write State Civil Service Commission, Albany, N.Y.
<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
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</thead>
<tbody>
<tr>
<td>Deputy Inspector Irving Masonson of the Transit Authority Police Department in the latest entry of the TAPD in the Capital District of Washington, D.C. He is shown on the firing line at the academy's firing range at Quantico, Virginia.</td>
<td></td>
</tr>
<tr>
<td><strong>Thruway Needs Radio Engineer, Test Is in Sept.</strong></td>
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<tr>
<td>- The State of New York is accepting applications for a position as radio engineer with the Thruway Authority. This position entails the handling of the Thruway's communications systems. The job pays from $13,500 to $10,000 in five annual increases. A civil service oral test for the position will be held in September. To qualify, candidates must have a bachelor's degree in electrical engineering; possess experience with complex communications systems; possess a firm grasp of technical radio-telephone fundamentals; and have at least five years of experience with complex communications systems. Additional experience may be substituted for the college training on a year for year basis. New York State residence is not required. For more information write Recruitment Unit No. 255, New York State Department of Civil Service, The State Campus, Albany, 12225.</td>
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</tbody>
</table>

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Mental Hygiene Meeting

(Continued from Page 1)

that the department is continuing its efforts to maintain adequate food service personnel at West Seneca State Hospital to acquire the additional seven needed positions.

Overlake Employment of Nurses (including Licensed Practical Nurse and Attendants)—CSEA re-
ported that very often our men-

have been made eligible for the examination

are college graduation, and

many of its members in posi-

tion, the Department of Motor Vehicles; Joseph Egero, Brooklyn, tax examiner, Department of Taxation and Finance; Benjamin Davidow, Brooklyn, home investigation, De-

partment of State; John H. Morten, Watervliet, laboratory technician, Department of Agriculture and Markets.

A joint award of $25 was ear-

nered by Anthony DiMatio, New York City and Arthur White,

the full file china, Workmen’s Compensation Board.

Shirley Scott, Troy, senior clerk, Department of Taxation and Fi-

nance, received a $10 award.

-10 Awards

Ten dollar awards went to Sam-

Marks, Albany, publications pro-

duction assistant, State Health

Department; William Comerford, Ni-

agara Falls, employment secur-

ity manager, Division of Employ-

ment; Mary Petrie, Brooklyn, as-

sistant examiner; Dennis Mark-

man, Rockaway Beach, typist, and

Molly A. Gelman, Brooklyn, typist, all with the Workmen’s Compensation Board.

Certificates of merit without cash grants went to Donald Mc-

Carthy, Albany, principal clerk, Department of Motor Vehicles; Dorothy Bell, Albany, senior clerk, Department of State; David Geib, New York City, sales fis-

cian representative; Banking and Markets, and to five employees of the Department of Taxation and Finance: Maurice Kafook, Mal-

boro, assistant examiner; Joseph Unzler, Albany, offset print-

ning machine operator; William Landis, Webster, William Mur-

rey, Schenectady, and Robert Hulse, Troy, all tax examiners.

On Art Council

ALBANY—$50 Prize of New York City national executive sec-

retary of the American Federation of Musical Artists, has been named by Governor Rockefeller to the

State Council of the Arts.

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ernment on Social Security. Mail the Name on this Blank to:


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ernment on Social Security. Mail the Name on this Blank to:


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Promotion Examinations Are Announced by State; Filing Will Close Aug. 8

The State Department of Civil Service is accepting applications until Aug. 8 for a series of promotion examinations. These jobs are open only to qualified candidates who are permanent employees in the Department or promotion unit for which the examination is announced.

Following are the exam announcements:

- 32-158, Associate budget examiner, $13,500—$16,050
- 32-159, Associate budget examiner, $10,895—$13,080
- 32-160, Senior identification clerk, $5,295—$6,525
- 32-161, Principal identification clerk, $5,940—$7,280
- 32-162, Senior Accountant (Property), $9,290—$11,215
- 32-163, Senior identification of-...
All Broome County Aides To Receive Salary Hikes

(Continued from Page 1)

win and members of the Employees Committee are aware that adjustments must be made between now and October to satisfy us."

Seeks Other Benefits

The county CSEA chapter has asked for an increase in travel allowance for those using their own cars on county business from the present $8 to $11 cents a mile.

A Board of Supervisors Committee is studying the request.

The chapter also is seeking fully-paid retirement benefits although the request never has been formally made to Baldwin.

"If Mr. Baldwin and the committee agree to make the adjustments in some salaries we hope they will make, the Association will be more than happy this year," Herrick said.

Herrick is filling the unexpired term of Philip Bell, who recently left the county to take a job in Newburgh.

In drafting the new schedule, Baldwin obtained the 30-grade regular salary schedule and the 60-step professional salary schedule which have been used by the county. Baldwin said the many-grade schedules had become "too cumbersome to work with."

Reasons Cited

Other reasons he gave for formulating the simplified, 30-step schedule when covers all county jobs were these:

1. To raise salaries in lower grades to a "satisfactory level."
2. He noted that the new system means that the county will meet the new $1.50 an hour minimum wage law, although, he said, the county is not now obligated to do so. The lowest hourly pay will be $5.14, based on a 2,000-hour work year.
3. A $3,000 minimum wage has been a Broome CSEA goal for several years. Former Superintendant Richard H. Knaut of the 11th Ward sponsored a resolution aimed at the goal last year, but the measure was turned down.

Baldwin explained that most board members, in his opinion, favored the Knaut suggestion but believed the only equitable method of raising the pay for the lower grades was to adopt the new schedule.

The employees who will benefit with a direct salary raise plus an increase in increments will be primarily hospital aides and food service clerks.

Baldwin told board members that with the increased demand for hospital workers caused by Medicare, the pay of aides may have to be boosted even higher than the new $1,900 starting salary.

Two-To-One Salaries

In drafting the new schedule, Baldwin combined the 50-grade regular salary schedule and the 60-step professional salary schedule which have been used by the county. Baldwin said the many-grade schedules had become "too cumbersome to work with."

New Pay Examples

Some of the salary range changes under the new plan are these:

- Cleaners would be in the $5,000-$6,005 range compared to this year's $5,700-$6,550 with the increment raised from $154 to $185.
- Typists and labor foremen would be raised from $3,970-$4,125 to $4,340-$4,645, with an increment raise from $170 to $205.
- Secretaries, engineering aides, X-ray technicians and insulation machine operators, would be raised from $3,970-$4,125 to $4,340-$4,645.
- A salary Teward would be raised from $5,970-$6,160 to $5,990-$7,235, with an increment increase from $324 to $355.
- Probation officers would be in the range of $6,900-$8,700, compared with this year's $6,450-$8,700. The increment would be $320 instead of the current $230.

The CSEA committee which is conferring with Baldwin on salary rates and benefit increases includes Herrick, Joseph Gabor, Mrs. Marion K. Oltred, and Mrs. Mary E. Simmons.

Cass Renamed

ALBANY—Edward H. Cass of New York City, a noted personnel specialist, has been reappointed to the state Correction Commission. His first was named to the board by Governor Lehman in 1938 and has been reappointed by Governors Dewey, Hartman and Rockefeller.

CSEA Members Can Now Convert Group Life Plans

(Continued from Page 1)

Pensions being charged by the Travelers Insurance Company as certain areas for those whose occupations do not require extra premiums. Those premiums are for a plan of individual life insurance which will be paid up at age 70.

Conversion to other forms of permanent insurance will be allowed and information concerning cost at particular ages will be furnished any insured member.

<table>
<thead>
<tr>
<th>MALE</th>
<th>FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
<td><strong>Nearest Birthday</strong></td>
</tr>
<tr>
<td><strong>$1000</strong></td>
<td><strong>$2000</strong></td>
</tr>
<tr>
<td>50</td>
<td>$45.98</td>
</tr>
<tr>
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<td>107.00</td>
</tr>
<tr>
<td>63</td>
<td>111.90</td>
</tr>
<tr>
<td><strong>If date of birth prior to May 1st</strong></td>
<td>Rates will apply when conformed by the converted insurance contract.</td>
</tr>
</tbody>
</table>

Benefits Grow

During the 27 years the CSEA Group Life Plan has operated, it has been underwritten by the Travelers Insurance Company, Hartford, Connecticut, and the agent has been Ter Bush and Powell, Inc. The plan has grown to cover more than 75,000 CSEA members. Ten percent additional insurance is available to the state employees for those whose occupations do not require extra premiums. Those premiums are for a plan of individual life insurance which will be paid up at age 70.

Conversion to other forms of permanent insurance will be allowed and information concerning cost at particular ages will be furnished any insured member.

Premiums for the converted insurance must be paid on at least a quarterly basis. Any insured member of the CSEA Group Life Insurance Plan who on or after January 1, 1967, reaches 50, 55 or 60, may, during the calendar year in which he attains such age, convert the same amounts of insurance, $1,000 or $2,000 by filing a request form prior to September 1 of such year, with the Association. The converted policy will become effective as of November 1 of such year. Accordingly, the amount of insurance to be underwritten by the group plan is re-duced by the amount of insurance converted.

**Benefits**

- **During the 27 years the CSEA Group Life Plan has operated, it has been underwritten by the Travelers Insurance Company, Hartford, Connecticut, and the agent has been Ter Bush and Powell, Inc. The plan has grown to cover more than 75,000 CSEA members. Ten percent additional insurance is available to the state employees for those whose occupations do not require extra premiums. Those premiums are for a plan of individual life insurance which will be paid up at age 70.**

Conversion to other forms of permanent insurance will be allowed and information concerning cost at particular ages will be furnished any insured member.

State U. Officers—Officers of the Civil Service Employees Assn. at the State University College at Geneseo were installed by installation officer, Melba Blum, president of Western Conference CSEA, at a dinner recently. Back row, left to right: Helen S. Weber, alternate delegate; Joanne E. Dobbs, secretary; Harriet McCaughley, vice-president; Arthur Lunt, member of the CSEA executive council; Melba Blum, installing officer; and Edna Randell, delegate. Front row, left to right: Mary Manumattson, member of CSEA executive council; Angela B. Saunders, treasurer; and Florence Beckwith, president.