MINEOLA — Nassau County employees will not have to go to court to protect their salary rights. County Executive Eugene Nickerson has announced that he will recommend to the Board of Supervisors that it adopt a salary plan which "will assure that the salary of no county employee will be adversely affected, now or ever, in the future."

Nickerson's position was clarified after speaking fluently Somali, president of the 10,000-member Nassau chapter, Civil Service Employees Association, vowed a court fight against a proposed salary reallocation under which many County employees would be reduced in salary or lose their future increments.

The proposal was made following a salary audit made by the County, the firm of Cremp, McDouglas and Page.

Nickerson's announcement was made after meeting with Plueumenbaum and two other chapter officers, Mr. and Mrs. Frank Nicola, member of the chapter's Board of Directors.

In making the announcement, the county executive explained, "This approach to the new classification and salary plan, will eliminate the possibility of any County employee being penalized as regards present past or future salary as a result of a difficult problem and one to which I have wholehearted sup- tport."

Plueumenbaum, commenting on the controversy against the unfair provisions of the salary report, noted that "I am thankful that we did not have to go to court to protect the rights of our membership. But we were ready."

The announcement by Nickerson is the second revision made by the County's proposed schedule of salaries for County employees. Earlier, CSEA had successfully objected to the scale recommended for the nursing profession.

Felly's announcement was made after meeting with Flaumenbaum, conference president, are: Brooklyn, New York 11210. After taking steps to overcome the omission in the Division's proposal for the two clerk titles involved in the realignment, with these revisions included, we fully intend to pursue final approval through the Division of Budget without compromise at any level."

In notifying employees of the

8 Days In London
For $299 Complete

For less than the price of airfare alone, Civil Service Employees Association members will be able to spend an eight-day Thanksgiving week holiday in London, England, for only $299.

Included in this unusually low priced tour are round-trip jet transportation via KLM Airlines with first-class meal and liquor service. Also, room with private baths in London's newest hotel, the Royal Garden, continental breakfast every morning, theater tickets and a sightseeing tour of London.

The flights will leave John F. Kennedy Airport on Nov. 19 and return on Nov. 27.

The number of reservations is strictly limited and the offering applies strictly to CSEA members and their immediate families. Applications, with a $10 deposit, may be had by writing to Samuel Emslag, 1000 East 28 Street, New York, New York 11101. Tape deposit tickets are acceptable. No deposits should be made payable to Emslag.

CSEA WINS ON FRONTS

Nassau Chapter Gains
Salary Guarantees
From County Executive

(Special To The Leader)

ALBANY—Salary adjustments proposed for aides in 27 D of F titles have resulted in a "blanket pay boost" for employees in the Division's Field Operations Bureau.

And, as a result of CSEA's demands, Alfred L. Green, executive director of the Division, announced last week that the department had petitioned the Division of Classification and Compensation of the Division of Budget. The Division of Classification and Compensation, however, had no other alternatives than to recommend the terms of the salary increase, and the Division of Classification and Compensation and the Division of Budget — which must act — are the only ones who can recommend the terms of the salary increase.

In the meantime, the Department of Classification and Compensation and the Division of Budget — which must act — are the only ones who can recommend the terms of the salary increase.
Two Fall Courses For NYC Aides

The Fall Long Island University Municipal Personnel Program will again include two popular courses given by Deputy Commissioner of Traffic Harold Mayer, it was announced.

The fee for each of these 10-session courses is $15.

These are two of more than 30 free or low-cost courses described in the bulletin "Evening Courses for City Employees." To receive a copy of the free bulletin, write or call the Training Division, New York City Department of Personnel, Room M-6, 40 Worth Street, New York, N.Y. 10013. Phone: 666-8816.

Registration will be made from Sept. 6 through Sept. 23 at the Training Division Clauses will begin Monday, Sept. 26.

Whether you come by boat or car you'll just naturally relax in the quiet beauty of the rustic shore line setting here at Montauk's famous yacht club.

For your vacationing pleasure there is boating, fishing, swimming and golf nearby.

* No ties... no jackets! 

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APPROVED FOR VETS

CIVIL SERVICE LEADER

Tuesday, September 6, 1966

Don't Repeat This!

(Continued from Page 1) trends have been continuing not only in the federal level where it has received much publicity but among state and local agencies. In fact the rate of hiring for State and local agencies has lagged far behind the needs of the expanding population, particularly the section of the population which requires greater service.

By last month the community of government employes in New York has grown to over a million—just about 20 per cent of the 3,200,000 employed persons in the city. Of these, 245,000 is the number of employees are in New York State or local service. Understandably therefore, the civil service community with its homogeneity of interests and with its closely knit organization is expecting even demanding, very substantial attention from all political units.

Mayor To Teach

Two Fall Courses

For NYC Aides

The First Christmas and New Year's Cruise Now Open

The First Christmas and New Year's cruise to be offered members of the Civil Service Employees Assoc., their families and friends, is now open for bookings. The 13-day Caribbean vacation will be on board the luxurious flagship of the Greek Line, the Queen Anna Maris.

Sailing from New York City on December 22, the ship will cruise to the ports of San Juan, Puerto Rico, St. Thomas in the Virgin Islands, Curacao and Kingston, Jamaica. Those booking under CSEA auspices will receive a free land excursion in St. Thomas. Planned activities will include dances, movies, sports, midnight suppers, cocktail party and a host of other pastimes.

Cruise Now Open

One-day, 25-hour week and ase entitled "Court Re-Organization and the City Charter." These are two of more than 30 free or low-cost courses described in the bulletin "Evening Courses for City Employees." To receive a copy of the free bulletin, write or call the Training Division, New York City Department of Personnel, Room M-6, 40 Worth Street, New York, N.Y. 10013. Phone: 666-8816.

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Without obligation rush full information on your money-saving insurance.

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Address

City

Zone

Phone No.
Some Progress Noted In Rensselaer County Employee Negotiations

(Special To The Leader)

ALBANY — Representatives of Rensselaer County chapter of the Civil Service Employees Assn. met again last week with County officials in continuing negotiations over salary increases and various fringe benefits for County employees.

The meeting with members of the Finance, budget, and civil service committees of the Board of Supervisors, was described as long, but amicable.

County Treasurer James H. Graham, as budget officer, and representatives of the State Assn. were present.

The CSEA has limited its praise for the new standard salary schedule, effective Jan. 1, and job reclassifications the Board of Supervisors voted Aug. 2. It noted that not all county employees were affected and requested that further job descriptions and job reclassifications be completed.

Agreements reportedly reached last week included payments of overtime above time over time, bonus time for overtime work when implemented after January 1, and a three year commitment for all department heads in the County budget to be committed to the Board of Supervisors for the first 36 years membership in the Retirement System.

5. Pension credit based on 1/126th final average salary, for each year of membership in the Retirement System prior to April 1, 1960. For all members who were hired before the 55-year or 60-year Plan. (The old law provided only 1/120th for 65-year plan members.)

Men's of the new law provides for the first 36 years membership in the Retirement System prior to April 1, 1960. For all members who were hired before the 55-year or 60-year Plan. (The old law provided only 1/120th for 65-year plan members.)

The final retirement allowance is based on the pension credit plus the contributions to the annuity savings accounts made by the employee. Under the new law, all contributions made by the employee since April 1, 1960 will be covered in addition to the contributions made by the employer.

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The case of the NICKED NOSE

A noisy and extremely nosy fly was molesting an Accident Insurance policyholder while the latter was shaving. The irritated shaver made a pass at the fly with his straight-edge razor, missed the fly and nicked off the tip of his own nose. A check from the insurance company took much of the sting out of the unfortunate incident.

We admit this might never happen to you, but each year accidents and sickness cost millions of Americans a staggering toll in both disabilities and money.

The CSEA Accident and Sickness Income Insurance program, administered by Ter Bush & Powell, Inc., covers over 52,000 members. As a group they have already received benefits totaling millions of dollars. It could also pay you an income each month if an accident or sickness disables you.

We will be happy to send you complete information.

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U.S. Service News Items

House To Go Ahead With Insurance System Vote

Although there is still stiff Presidential opposition to the revised Senate legislation liberalizing the Federal employee insurance system, the House will vote on the bill this week and hope for the best.

The bill sponsored by Sen. Monroney of Oklahoma and Rep. Dominic Daniels of New Jersey was unanimously approved in its revised form by the Senate and is expected to be approved by a wide margin whenever it does go to a House vote.

As it affects the average Federal employee the measure would extend their maximum life insurance coverage from $1000 above annual salary to one and one third times yearly wage. And for those over the age of 40 or in retirement the coverage policy will no longer limit their insurance to as low as 25 percent of annual salary. Under the new bill the policy holder will always be insured of at least a flat $2000 in coverage although their policies may still gradually decline to 25 percent of annual salary.

The bill was held back from a House vote until this time because of the staunch opposition of the Administration to some of its provisions.

It was reported that the White House was actually very sympathetic toward the need for revision of the insurance system but at the same time in direct opposition to its estimated cost of somewhere around $90 million. This would amount to 4/10 of one percent of annual payroll and be in excess of the wage-price guidelines.

Conclusively the wage price guidelines in fact, was reason number one for the hesitation of the House to vote on the bill this year. After the battle for the annual wage increase for Federal employees, in which the rejections of the 1.2 guideline were barely exceeded but its spirit scarcely bruised, it was agreed by almost everyone in the House that the insurance bill would have to wait until next year.

However, that time however, the guidelines have taken quite a battering in the airline strike and other disputes within private industry. Add to this the fact that business itself has been caught off guard not playing the econome boom game as the rules were drawn up in the early sixties and you get a picture of everybody getting as much for themselves as their leverage will allow transmitted to the Federal worker.

Congress has become aware of this widespread realization among both Federal employees and the legislation has been made to attempt to

(Continued on Page 15)

Open Filing For Sanitary Engineers

The New York State Department of Civil Service is accepting applications on a continual basis for an examination for sanitary engineer positions.

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

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Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

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CITY

NEW YORK CITY—The Applications Section of the New York City Civil Service Department is located at 49 Thomas St., New York T., N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 5 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 668-6728.

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or application otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 1st Avenue Lines and the IND 8th Avenue Lines. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Chambers local stop is City Hall. Both lines have entrances from Chambers Street, a short walk from the Personnel Department.

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STATE

STATE—Room 1100 at 210 Broadway, New York 7, N.Y., corner of Chambers St., telephone BANC 7-1016; Governor Alfred E. Smith Municipal Buildings, State Capitol, Albany; The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 560 Midtown Tower, Rochester (Wednesdays only).

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street and 2nd Ave., New York 17, N.Y. Just west of the United Nations building. Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Pluto train from any point on the line to the Grand Central stop.

Hours are 9:30 a.m. to 6 p.m., Monday through Friday. Also noon, Saturday, Telephone YU 6-6306.

Applications are also obtainable at main post office except the New York, N.Y. Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
Telephone Operators Needed in Hospital

An examination for telephone operator positions at the Veterans Administration Hospital, 120 Kingsbridge Road, the Bronx, has been announced by the United States Civil Service Commission.

These positions are in the GS-1 to GS-4 grade levels with salaries ranging from $3,600 to $4,710 per year, depending on the applicants’ experience.

To qualify applicants must meet the following requirements:
- For GS-1, no experience or education is required.
- For GS-2, six months of experience or graduation from high school.
- For GS-3, one year’s experience as an operator; and for GS-4, two years experience as an operator.

For further information and applications, contact the Board of Civil Service Examiners, V.A. Hospital, 120 Kingsbridge Road, the Bronx.

Ooneda County Needs Auditor

Oonda County is accepting applications until Sept. 30 for an examination for auditor. Salary in this position is $4,000 to $5,000 per year.

For further information contact the County Department of Personnel, Utica.

FREE BOOKLET by U.S. Government on Social Security, Mail ONLY, Leader, 97 Duane St., N.Y. City, N.Y. 10007.

Truck Driver Jobs Available

The New York State Employment Service is accepting applications on a continual basis for positions as stevedores, typists, and key punch operators.

Starting salaries are $3,810 for stevedores, with annual increases to $4,755; $5,000 for typists and key punch operators, with increases up to $4,755; Positions are available throughout the State and with some located in New York City.

Examinations for these positions are given regularly at offices of the State Employment Service. In New York City, the office contact for the exam is at 575 Lexington Avenue, Manhattan, except for the key punch positions. This test is given by the State Civil Service Commission and the agency should be contacted for the time and place of that exam.

There are no education or experience requirements for these exams. However, candidates will have to pass a spelling and vocabulary test and a practical test in typing, stenography or key punch operation, whichever one applies to your position.

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

BUY U.S. BONDS

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

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Classes Now Meeting in Manhattan & Jamaica

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Saturday, Sept. 24 — 7:30 p.m.

Electrician’s License

Saturday, Sept. 24 — 7:30 p.m.

Also covers City Electrician and Electrical Inspector.

Practical Vocational Courses: Licensed by N.Y. State—Approved for Veterans

Auto Mechanics School

5-11 46 Road at 3 St., Long Island City
Complete Shop Training in “Live” Drive-Ins with Specialization in Automatic Transmissions

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Jamaica: 323-11 Broadway, Ave.
Architectural—Mechanical—Structural Drafting Piping, Electrical and Machine Drawing

Radio, TV & Electronics School

117 East 11 St., or Ave, Manhattan

For Information on All Courses Phone GR 3-6900

The Park Avenue Institute

11 East 53 St., New York

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11 East 53 St., New York
A Prompt Solution

THIE Nassau County chapter of the Civil Service Employees Assn. will not have to go to court to prevent salary reductions for any of its 10,000 members as a result of an announcement by Eugene Nickerson, the County Executive. Under his order, the County Executive's Department is to terminate new and lower wages against a proposed salary grade schedule under which some of the employees would be reduced in grade or prevented from receiving further increments. The proposal was made by an outside consultant firm which the county had hired to review its classification system.

In making the announcement, Nickerson pledged that the harmful provisions of the proposals would be changed so that no employee would lose either salary or increment rights.

We congratulate County Executive Nickerson for his understanding of the problem and his prompt solution.

Bread & Butter Strike

THE hurt of most strikes by public employees falls directly on the public in a way that puts strong pressure on officials to settle on pain of public disapproval. The transit strike and the resignation of nurses were, of course, obvious examples.

Some groups of employees, however, work more indirectly for the public good and the effects of their work, though often vital to society, are not felt immediately with the same poignancy. The City can ill afford to stop any of its services to the community, but most of a small group of employees in probation and parole has special significance for all the City, in helping to rectify injustices and to mitigate injustice, in helping to keep disabled personalities on the road away from crime, and in lessening recidivism and crime in the City.

Today, the plight of probation and parole employees, in the social security disability on its malfeasants, is a particularly sorry one. Dedicated to their work, they are not derided, they have been placed in a limbo of non-jurisdiction, denied increments pledged to them for two years, and now after a court decision, they must fight City attorneys through a proposed salary grade schedule under which some of the employees would be reduced in grade or prevented from receiving further increments. The proposal was made by an outside consultant firm which the county had hired to review its classification system.

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REVIEWS OF GRADES

IN JUDICIAL proceedings for review of grades on civil service examination results, it seems customary on order to show cause why they are invalid. The stay of appointments from a final determination is made. A provisional police captain who had passed the examination involved in the action of Mark V. Lang and sought to vacate the stay. The court allowed intervention of the defendant by section 1660(6) of the Civil Practice Law and Rules, providing:

The court may direct that notice of the proceeding be given to any person. It may allow a party to intervene. The party may appeal from the final determination.

THE MARK petitioners had failed a promotional examination for police captain. They sought a court order under Article 70 of the Civil Practice Law and Rules directing the Personnel Department of the City of New York to vacate the examination and give them credit for their answers on specified questions on the multiple choice part of the examination, as well as full credit for their answers on the essay part of the examination.

The police commissioner by affidavit supported the intervenor's motion to vacate the stay. The stay had the effect of suspending the promotion of the defendant from police lieutenant to police captain, the certification of eligibles and promotion.

That part of the proceeding which sought review of the essay answers was dismissed on a prior motion because of failure to institute the request for relief prior to the expiration of the four months' statute of limitations. Such dismissal was affirmed by the Appellate Division and was not subject to further appeal.

As to the request for full credit for the answers on the essay part of the examination, Justice Vincent A. Lupiano held that a sufficient showing had been made that the intervenor was entitled to a promotion.

The court determined that the certificate of eligibles was not subject to further appeal.

There were six essays required in the Mark case. They dealt with questions as to steps that should be taken by a police captain with a "hard-boiled reputation" to maintain the good morals of his new command, arguments for and against fingerprinting of juvenile offenders, the course of action to be followed by a police captain in a situation where the law was in a mass demonstration at the station house, evaluation of proposals for a Civic Review Board, and factors to be considered if evidence obtained during investigation of a crime is to be used in court. The examiner rated the candidates' answers against a number of "key" points. The points were stated to be "furnished solely to illustrate the general type of material and responses which was required and not to be considered as the answers contended. It is adequate that he establish that his own answer is as good as or better than the official answer. The Acosta case corrected the numerous Appellate Division holdings in earlier decisions that the court answers which deserve credit if it did not coincide with an official answer. The Court of Appeals thus put an end to the requirement that the candidate be a mind reader who had to guess at the answer desired by the author of the examination and required instead that the candidate use his intelligence to discover a proper answer.

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

EVER SINCE a poll at New York University revealed teachers rated next to last on the prestige totem pole, we have given considerable thought to the reasons for the low state of that profession's public relations.

WE HAVE not ignored the even lower state of public relations of civil service generally, as disclosed by the same poll which showed civil service last in prestige among 14 different professions. Our readers are aware of some of the persons we attribute to this unhappy state of affairs.

UNDOUBTEDLY some of the relevant factors are significant, especially to the low esteem in which school teachers are held. In both categories, there is a continuing dilemma between professionalism and militant unionism.

NO APologies are made to our readers for discussing this delicate issue again. In our opinion, it is the most urgent public relations problem facing all public employees. Civil servants as well as school teachers.

SOONER or later, all public employees will have to make a clear choice between professionalism and militant unionism.

AS WE HAVE alerted our readers on more than one occasion, government executives and legislators currently are taking a hard look at civil service. There is a stronger feeling among most people that if public employees unions are becoming stronger and stronger, then civil service protection by law is losing its meaning and effectiveness.

WE HAVE no quarrel with school teachers if they choose militant unionism. If they want to take the risk of hurting their public relations, that is their choice they make.

But what concerns us is that many public employees, in their discussions, testify that unionization is losing its target sites — superior teaching and the students. They are willing to make a public statement about the actual convention last month of the American Federation of Teachers.

We did read about resolutions demanding job security when a teacher utilizes a form of non-coercion protocol. Including civil disobedience against when he considers any immoral and unjust laws and policies of any public agencies.

This is but one of several items teachers resolved that they want in their employment contracts. We could find not one item which promised that they would do everything in their power to improve their teaching effectiveness so that when student results decline they can meet corrective demands by the union, or stop teaching altogether.

add accurately, speak properly and grammatically.

If public relations are to mean anything to school teachers, then we have a message for you: YOU WOULD be appalled to know how many people there are who are absolutely convinced that in the last few years you have been so busy with other things, that you have forgotten to teach... and, unfortunately, too many of your students show it.

H.A. Polico Columbia Association To Honor Detective J.L. Balzano

Detective Joseph L. Balzano, president of the Housing Police Benevolent Association, will be honored at the sixth annual dinner-dance of the Housing Police Columbia Association, to be held on Sunday, Sept. 11, at the Astorium Manor in Queens.

Lieutenant Governor Malcolm Wilson will be the principal speaker of the evening.

Lt. Mario Binqo, president of the Grand Council of Columbia Associations in Civil Service, will install the new Housing Police Columbia Association officers. To be installed are: William D. Tiano, president; Vincent Wayne and Vincent Calabrese, vice presidents; William Abela, recording secretary; Alphonse Defimone, corresponding secretary; James Potugno, treasurer; and Henry Raimundo, sergeant-at-arms.

Nassau County Plant Supervisor

Nassau County is accepting applications until Sept. 14 for an examination for the position of Plant Supervisor, New York City Housing Authority.

Requirements:

High School Graduate or Equivalent

Salary: $6400 to $8200

APPLICATIONS OPEN: Sept. 7 to Oct. 25

EXAM: Jan. 7, 1967

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A new law (Chapter 509) makes it possible for Civil Service employees everywhere in New York State to sign up for the kind of comprehensive doctor bill coverage that enabled Group Health Insurance, Inc. — the oldest nonprofit medical care prepayment organization in the northeastern United States — to grow from nothing in 1938 to more than a million subscribers in 1966. Find out more — today — about the many unique advantages of GHI protection.
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CIVIL SERVICE LEADER
Page Nin

Eligible Lists
(Continued from Page 8)

HEAD CLERK (PERSONNEL), G-14, DEPT. OF PERSONNEL —
2 Holmes J  Albany  768

HEAD STENOCRAIIER, G-14, DEPT.
3 Chamberlain L  Chatham  783

HEAD CLERK (PURCHASES), G-15, INTERDEPARTMENTAL —
1 Eichelberger D  Schenectady  789

FOREST PEST CONTROL FISHERMAN —
2 Boring E  Ballston Lake  767

FOREST STATION, G-15 —
3 Sibley S  Canisteo  767

PRINCIPAL DRAFTSMAN (ENGINEERING), G-15, DEPT.
OF PUBLIC WORKS —
4 Baker R  Kingston  780

PRINCIPAL ENGINEERING TECHNICIAN,
DEPT. OF PUBLIC WORKS —
5 Kulick J  Schenectady  786

SPECIAL LIST OF ROADS, G-16 —
6 Smollin W  Troy  787

6 TRANSISTOR BARGAIN
MODEL P9141 — Torquemate
MODEL P9151 — Black
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State Promotion Exam
Filing Closes Sept. 12

The State Department of Civil Service is accepting applications until Sept. 12 for a series of promotion examinations. These exams are open only to qualified candidates in the department or promotion unit for which the exam is being held.

Followings are the exam titles, numbers, and locations:

**SPECIAL LIBRARIAN**

- Interdepartmental STATIONARY ENGINEER
- 32-228

**Farms & Country Homes**

- Ulster County
- Ulster Country Property
- Hudson River Estates
- PO. Box 210, Hudson, N.Y.

Real Estate, Ulster County
- 106-116 High St. Avenue, Kingston, N.Y.

**ASSISTANT SUPERVISOR, PROMOTING TO LEGAL NOTICe**

CIVIL SERVICE LEADER

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Employees in the title of typist are accorded promotion opportunities when eligible, to the title of senior clerk at a starting salary of $4,550.

Tests

All candidates will be required to pass a practical typing test at a minimum speed of 40 words per minute.

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

Do not contact the Department until filing opens.

File by Sept. 12
For Forestry Exams

The closing date for filing applications with the New York State Department of Conservation for three examinations in the forestry series is Sept. 12.

For Forestry Exam

File by Sept. 12
For Janitor Exams

The closing date for filing applications until Sept. 16 for an examination for Janitor. Salary to start is $3,850 a year.

For further information contact the County Civil Service Commission, Plattsburgh.

FREE BOOKLET by U.S. Gov't on Social Security, MAIL ONLY. Leader, 97 Duane St., N.Y., New York City, N.Y. 10007.

HONORED — Eight employees of the Watertown district of the State Public Works Department were recently honored at a retirement party in Watertown. Shown from left to right at the party are: James H. Elliott, assistant maintenance supervisor; John C. Stedem, Jefferson county resident, engineer; Walter C. Wallack, assistant resident engineer; Walter F. Daly, Floyd L. Corbin, Kenneth H. Rienbeck, motor equipment maintenance supervisor; Seymour H. Wallace, Richard Spry, assistant motor equipment maintenance supervisor; William B. Sylvester and Edward F. Reynolds.

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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

An ARCHITECTURAL MODEL MAKER will earn $30 a week to make engineering and invention models. Must be able to work in wood, metal, and plastic and work from sketches and on different scale sizes. Will use all power tools—hacksaw milling machines, band saw, table saw, router and planer and will spray paint. Excellent opportunity for young craftsmen. Background required — but notMtHER MARKET with six months, experience as a kick-press operator on cloth covered buttons will get $31.76 an hour and up. Apply at the Manhattan Industrial Office, 255 West 54th St between Broadway and Eighth Ave.

MULTIPLE OPERATORS will enjoy work in printing and other commercial shops. A salary range from $85 to $110 a week. Experienced TRANSCRIBING MACHINE OPERATORS are needed at various Manhattan locations. This work is likely to be done with electric typewriters with some manual. Salary ranges from $85 to $95 a week. Apply at the Office Personnel Placement Center, 780 Lexington Ave. near 51st St., Manhattan.

FARM WORKERS are needed for about six months in New York, New Jersey, and Connecticut. Those with recent farm experience are preferred, but any person able to do heavy labor may apply. The pay range is $1.00 an hour plus five cents an hour end-of-year bonus up to $1.25 an hour for a 40 hour, 60-hour, six-day week. Free government-approved housing is provided. Apply at the Farm Unit of the Manhattan Service Office, 247 West 54th St between Broadway and Eighth Ave. A SILK SCREEN PRINTER is needed in Queens as a machine or hand screen printer. He must be able to read blueprints and microscober. No set-up required. Job pays $2.25 an hour . . . Apply at the Brooklyn Industrial Office, 260 Schermerhorn Street in downtown Brooklyn.

Experienced TRANSCRIBING MACHINE OPERATORS are needed at various Manhattan locations. The work is mostly with electric typewriter, with some manual. Salary ranges from $85 to $95 a week . . . ASSISTANT BOOKKEEPERS with general marketing experience are needed. Must have knowledge of typing and sales. Salary ranges from $85 to $110 a week . . . Apply at the Office Personnel Placement Center, 750 Lexington Ave. near 51st St., Manhattan.

EMPLOYMENT INTERVIEWERS are needed to interview, counsel and place applicants in various kinds of jobs. College graduates, any year, any major; or six years of combined schooling and business with one year of specialized experience in personnel or counseling may qualify. There are openings for Interviewers with short experience and for Interviewers with at least six years of combined experience in personnel or counseling. A WAREHOUSE FOREMAN is needed, a man with at least 5 years’ experience in supervising loading, unloading and shipping, $100 a week . . . Apply at the Queens Industrial Office, 42-15 Crescent Street, Long Island City.

AUTO MECHANICS are needed in Brooklyn to do general automotive repair work. This includes inspection, brakes, front and rear end, some alignment, repair of engine and drive clutch, and standard transmission. Must have his own tools and operator’s license. The pay is $80 to $125 for 4-6-4 day, 40-46-48 hour week. A LATHER OPERATOR is needed to work on Engine Lathe or Turret Lathe. He must be able to read blueprints and micrometer. No set-up required. Job pays $2.25 an hour . . . Apply at the Brooklyn Industrial Office, 260 Schermerhorn Street in downtown Brooklyn.

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Reader Seeks To Find Basic Solutions For NYS Retirement System

(continued from Page 1) program, Green said they were designed to:
1. Reflect the impact of the new civil service programs and grants from the Bureau on the duties and responsibilities of administrative, professional and clerical classes.
2. Provide salary relationships among these classes which will:
   • Adequately compensate employees in relationship to their responsibilities.
   • Provide relief for very serious problems of recruitment and retention by enabling us to compete fairly with both other state agencies and with private employers for recent college graduates.
   • Provide additional promotional opportunities within the clerical grades by substantially increasing the number of Grade 11 positions and, at the professional levels, to provide greater incentives for geographically mobile employees and good performance.

CSEA had followed up an earlier general appeal to Gov. Rockefeller and to the New York State Legislature to make any needed changes. CSEA had said it is not possible to achieve some of the objectives without increasing the number of Grade 11 positions and, at the professional level, to provide greater incentives for geographically mobile employees and good performance.

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"If so, very often there is grief for the family of a member who passed away within a year or two after retirement. In the best case, the family is left without the burial insurance they had hoped for. Good conscience and fair dealings demand that the employee be provided with a reasonable facsimile of his retirement which he may not realize or appreciate," Mr. Levitt is to be congratulated for his clarity of vision in advocating the introduction of a Retirement System which would be more effective than the present one. It is an appalling fact, that the average member has a much younger age with less years of service, the wife is assured of a retirement benefit depending on length of service. The foregoing illustrates...

Page Fourteen

CIVIL SERVICE LEADER
Tuesday, September 6, 1966

Salary Adjustments For Aides in 27 D of E Titles

Aides in 27 D of E Titles

Table Given:

<table>
<thead>
<tr>
<th>SPECIFIC TITLE</th>
<th>PROPOSED TITLE</th>
<th>CURRENT SALARY RANGE</th>
<th>PROPOSED SALARY RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.I. Claims Clerk</td>
<td>Sr. U.I. Claims Clerk</td>
<td>$27,000 - $31,500</td>
<td>$28,000 - $32,500</td>
</tr>
<tr>
<td>Empl. Security Clerk</td>
<td>Sr. Empl. Security Clerk</td>
<td>$20,000 - $23,500</td>
<td>$21,500 - $25,000</td>
</tr>
<tr>
<td>Empl. Interviewer</td>
<td>Sr. Empl. Interviewer</td>
<td>$16,000 - $19,500</td>
<td>$17,500 - $21,000</td>
</tr>
<tr>
<td>Empl. Counselor</td>
<td>Sr. Empl. Counselor</td>
<td>$18,000 - $21,500</td>
<td>$19,500 - $23,000</td>
</tr>
<tr>
<td>Empl. Security Manager</td>
<td>Sr. Empl. Security Manager</td>
<td>$21,000 - $24,500</td>
<td>$22,500 - $26,000</td>
</tr>
</tbody>
</table>

Order to make it possible to achieve the objectives of matching annuity payments with pension benefits. When the System discovered its oversight, the members who had deposited their annuities were found to have deposited amounts totaling to thousands of dollars, which it was neither possible nor economical to refund. To the extent of payments made by members on account of their annuity, subject to reimbursement as follows:

(a) All Options should be amended to allow for a period of 5 years following the death of the Member or the Member's beneficiary to any beneficiary of the Retirement System, including the annuity reserves, and the annuity reserve, the annuity reserve, and the balance of such initial reserve shall be paid to the estate of the Member or that of the beneficiary who owns it.

In order to make it possible to achieve the objectives of matching annuity payments with pension benefits, the Retirement System must be liberal enough to make it possible for a retiree to maintain a reasonable facsimile of his former standard of living and to the same time afford some protection to a surviving spouse.

(a) Amend the law to provide for a Board of Trustees, to include employee representation thereon.

"Since the System and its assignments, at least in part, belong to employees it is desirable and just that they have a voice in administration and development thereon.

(c) Consider the enactment of a specific law setting up, after the Federal Retirement System, by creating an unemployment insurance program realistic One Fund Pension System, responsive to the demands of an inflationary economy. Consideration of a specific law setting up, after the Federal Retirement System, by creating a realistic One Fund Pension System, responsive to the demands of an inflationary economy.

CSEA had pointed out that it had processed salary appeals through the appropriate channels over a long period with virtually no ultimate effect on the pay checks of its D of E members. . . .

The Employee Association had said the current system is quite obviously required an immediate total reorganization and renumbering of its personnel, and the creation of new positions for achievement and classification within the Division of Employment, which we formally recommended to the Department of Labor two years ago. In addition to the upward reallocation of positions and employees to end up in the case of the Security Claims by more than 10,000 employees better than in the past, and the role of the Civil Service Employees Association in the creation of legislation, calculated to improve retirement benefits.

As an example, he is forced to look to the future in order to be sure of the financial security of his family in the event of his death.
Congratulations are in order for Charlie Stephens who was re-elected president of the Uniformed Fire Officers Assn. last week. This will be Charlie's second term as leader of the organization.

The annual ball game and picnic sponsored by the Oradell, N.J. Vamps for members of Ladder 14 and Engine 36 was a well attended affair.

The new tower ladder or aerial platform will be delivered very shortly and following a training period for members, it will be assigned to Ladder 14.

Also ready for delivery to the firehouses are new station cars. Only one disagreement resulted and that hasn't taken place yet. But when the umpires score the game in the same way—New York City 6, Oradell 5—they are going to say It went the other way but this column is completely subjective. I still believe we are going to win.

Last week it was announced that the legislation to be introduced in Congress would provide an added incentive to the current Federal civil service pay system which calls for the government to pay 33.3 percent of any raise, with the employee to pay 66.7 percent of any raise. The annual insurance system will go up presently and following a training period for members, it will be assigned to Ladder 14.

Under his leadership, the UFOA has progressed on both fronts. Under the Government and the State Legislature resulted in gains almost unheard of in the field of civil service. A gentleman at all times, he is one of the most respected and successful leaders of the UFOA in its 26 year history.

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HONORED — Citied recently for 55 years of service to the State of New York in the Department of Mental Hygiene, Daniel J. Dohr, residing assistant commissioner for administration and management, held a Citation for Distinguished Service signed by Governor Rockefeller, shown with a dinner attended by 50 persons are, left to right: Dr. Christopher F. Teznerme, first deputy commissioner; Patrick J. Hennessey, chairman, Rochester State Hospital; Dr. Alan D. Miller, Commissioner; and C. Gilbert Beck, assistant director of business administration.

Mental Hygiene Takes Softball League Crown For Third Year Straight By Dropping D.P.W.

Mental Hygiene, managed by Bill Fealey and Jim Forde, has won its third straight State Employee Softball League championship in only its third year in the league as it defeated Bob MacDowell's Public Works Nine in two straight games.

Mental Hygiene behind Pete Minahan, defeated Public Works 1-0 in the final act of the playoffs as Bill Tyrell knocked in the winning run. In the final game, John Gracey pitched a four-hitter and Pete Barbazon hit a bases-loaded homerun as Mental Hygiene won 9-1.

Pete Minahan scored the on with an 8-1 record, a league-leading 1.81 earned run average, one no-hitter, one one-hit, and one two-hit. Most valuable player Ed Piere hit .408 and pladed shirtop and catcher. Brian Pay led the team with a .422 batting average. Bob MacDowell's .536 and Irving Miomieto's .300 led the Public Works team, which had to win a three-way playoff for second place in the Gold Division and defeat Blue Division champion

in order to make it play off.

Members of the championship Mental Hygiene team included:


Final statistics for the league show that Herman Miller of Bridges, led the league with 28 runs, 28 RBIs, and five home runs. Herman's .339 batting average was second only to Conversation's Furman Freeman's .353. Brian Pay led the team with 23 runs scored.

Minnie led the league with a 1.01 earned run average. State of New York's Churches, led the league with 22 home runs, and had a .283 average. Mental Hygiene's Pete Minahan and Brian Pay hit .353 and .360.

1,820 Tested In Recruitment Program in State

ALBANY—Seeking to rem-...