ALBANY — The campaign to finance the building of the Civil Service Employees Assn new headquarters has gone full swing with the distribution of campaign fundraising materials to the organization’s State-wide membership.

The drive, offering winning donors an impressive array of valuable awards banded by five brand new automobiles, will continue through early 1967, culminating with the drawing of awards at the CSEA Delegates Meeting next March.

Based on initial returns to CSEA headquarters within the first five days following distribution of materials, the Employees Association expressed optimism that the drive “will really catch on and might well exceed expectations.” And a large number of requests for additional materials is coming into headquarters every day,” a spokesman said.

The newly-kicked-off campaign follows months of planning by CSEA’s special fund building committee and headquarters staff.

Ambrose J. Donnelly UTEICA—Ambrose J. Donnelly, 54, of 29 Kernan Ave., Whitehall, field representative for the Civil Service Employee Assn of New York State, died Sept. 27 in his home. Onondaga County coroner Dr. Preston H. Clark attributed death to a coronary occlusion.

Mr. Donnelly was born in Troy and was a graduate of the LaSalle Institute and Albany Business College. He was a member of the Air Force veteran of World War II.

He married Catherine Halton in 1948 and they have lived in this area five years ago. He had been with the CSEA for the past 11 years.

Mr. Donnelly was a member of St. Joseph and St. Patrick Church, Utica, the Holy Name Society, and the Whitestown Post of the American Legion.

Besides his wife he leaves a daughter, Miss Mary Donnelly, and four sons, Joseph, Michael, John and James Donnelly, all at home; two sisters, Mrs. F. Wray (Boat) Jordan, Troy, and Mrs. Paul (Mary) Flinn, Greenwich, and two brothers, George P. Donnelly and Edward L. Donnelly, both of Troy.

The funeral was held Thursday (Sept. 30) from the William Joseph and two sisters, Mrs. F. Wray (Boat) Jordan, Troy, and Mrs. Paul (Mary) Flinn, Greenwich, and two brothers, George P. Donnelly and Edward L. Donnelly, both of Troy.

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L.I. Park Commission Grants 1-60th Plan Following CSEA Bid

BABYLON — At a recent meeting between Long Island State Park Commission officials and the Inter-County Park chapter, Civil Service Employees Association representatives were advised by Vincent Leitch, administrative finance officer, that the two authorities under their jurisdiction had recently adopted benefits covering the Authority personnel. Under the new retirement benefits, $2300 life insurance, increased ordinary death benefit, and more salary to 36 months salary.

Li. Park Commission Grants 1-60th Plan Following CSEA Bid

The meeting is scheduled for the first evening of the session to take up many of the resolutions which will be on the agenda of the convention. The meeting is scheduled for the first evening of the session to take up many of the resolutions which will be on the agenda of the convention.

Nassau CSEA Wins Pay Boost On Cost-of-Living; Board OK’s 1-60th Plan

MINEOLA — Nassau County Board of Supervisors last week adopted major portions of an employee program proposed by Nassau County chapter, Civil Service Employees Assn. Included was approval of a cost of living increase in salaries that will average from four to five per cent and is effective Jan. 1. Irvine Flamenbaum, chapter president announced.

The Board also adopted CSEA proposal for:

• A non-contributory revaluation program which provided a cost of living increase in salaries that will average from four to five per cent and is effective Jan. 1. Irvine Flamenbaum, chapter president announced.

At Leader press time, it was learned that Nassau County Executive Eugene Nicotera announced, that not only had he approved the 1-60th retirement plan and cost-of-living increases for inclusion in the new County budget but had also added funds for unemployment insurance and cash payment for overtime work.

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Unemployment Invest. Title Realocated

ALBANY — The Civil Service Employees Assn. learned last week that reclassification and a grade upward reallocation had been approved by the State’s Division of Classification and Compensation for unemployment insurance investigators in the Division of Employment.

It was announced by the Division of the Budget that the action would change the job's title from “unemployment claims examiner” and move it to grade 14.

Candidates Eager For Civil Service Speaking Dates

POLITICAL cANDIDATES ranging from gubernatorial nominees to town clerks are eagerly seeking invitations to address civil service groups with an intensity that is unprec-
Two major political candidates, speaking in different contexts, last week urged public employees to a greater awareness of their role in creating a better society in America. Louis J. Lefkowitz, seeking re-election as the Republican nominee for Attorney General, told members of the New York City chapter of the Civil Service Employees Assn. that you must pursue your fight for the ever-increasing needs of a growing, vital America. "Human Capital"

Terming government services the new source of "human capital" needed to solve the social problems of the country, Howard J. Samuels Democratic nominee for lieutenant governor, declared "It is you, the public servant, who must now take over the role of the private sector in creating a better society in America."

"LET ME JOIN YOU" — Howard J. Samuels, Democratic candidate for lieutenant governor, is seen as he told of his desire to "join public service," wherein was contained the "future of America." He was a speaker at the installation meeting of the New York City chapter, CSEA, With him are Mrs. Samuels and Seymour Shapiro, chapter president.

Making A Point — Attorney General Louis J. Lefkowitz is seen here as he made a point while addressing the New York City chapter of the Civil Service Employees Assn. Last week, with him is Seymour Shapiro, chapter president, and (tablarded) Al D'Ambrosia, first vice president. Lefkowitz installed chapter officers.

Civil Service Leader Tuesday, October 4, 1966

H. S. DROPOUTS DIAL: OR 7-7380 for our FREE BOOKLET telling how you can receive a high school diploma by learning AT HOME!! Call or write John B. Stagg, 229 Park Avenue South, New York, N.Y. 10003, Dept. CBS.

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at 6TH AVENUE & 25TH STREET, NEW YORK CITY

MAKING A POINT

CIVIL SERVICE LEADER

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At West Conference Meet

Senator Hastings Urges CSEA To Keep Close Eye On Constitution Changes

(Special to The Leader)

CSEA-Delegates and guests attending the dinner session of the Western Conferences of the Civil Service Employees Assn. here recently were urged by State Sen. James F. Hastings (R-Cattaraugus) to pay close attention to amendments proposed to the forthcoming Constitutional Convention.

The Senator was principal speaker at a dinner for which Cattaraugus and Chautauqua chapters were hosts to the Conference. Toastmaster was Frank Talonie.

CSEA Shows Strong Arguments On New Thruway Benefits

ALBANY - The Civil Service Employees Assn. last week submitted to the State Thruway Authority extensive justification of its demands for $800 salary increases for rank-and-file workers. The requests included in earlier reallocations are significantly behind their counterparts in private industry.

In its arguments, the Association stated that average salaries paid in comparable public agencies were long enough to screen 100 prospects than the rating process is a milestone in the civil service system. As a result of the earlier reallocations, the requests would upgrade our clients, from the Civil Service Employees Assn., learned last week that a proposal to establish blood banks under the aegis of the State Health Insurance plan to serve the needs of state employees will soon be submitted for approval. He said: "The Department of Civil Service conducts what is probably the most complex and varied testing program in the United States, I know of no other organization," Governor Rockefeller said. "This conducts 4,000 different tests annually for several thousand classes of jobs. In addition to all the agencies of New York State, the Department also gives examinations to more than 100 local civil service agencies."

"Citizens of the civil service system often overlook the basic distinction between what a private employer can do and what we can do," Governor Rockefeller said. "This involves recruiting for positions in the public service and under merit system principles, we afford all qualified citizens an equal chance to compete. Fair hiring practices mean nothing if we don't offer qualified citizens the same opportunities in New York State employment. It is one of the fundamentals of our system."

"A private employer can fill a vacant position with the first qualified person. We consider all qualified individuals and offer the job to the most highly qualified. It takes much longer to screen 100 prospects than to rate half a dozen," Governor Rockefeller noted.

"Routinization of the rating process is a milestone in the advancement of the civil service examinations program," according to Marvin R. Root, OSEA Field Representative.

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By joining the CSEA during their first 60 days of employment with the State or any of its political subdivisions, new employees under 39 1/2 years old can apply for Accident & Sickness Income Insurance without a medical exam.

This means that The Travelers Insurance Company guarantees the issuance of this important insurance to all qualified new employees.

Since it is impossible for us to personally contact each new employee within the eligible time period, you can help them by passing on this important information.

Accident & Sickness Insurance is one of the many benefits available through CSEA membership. You can do new employees a favor—urge them to take advantage of this worthwhile coverage by filling out the coupon below. We'll be happy to send complete information by return mail.

STATE—Room 1100 at 270 Broadway, New York, N. Y.

corner of Chambers St., telephone 7-1616. Government Union office of the

There are no formal education or experience requirements for these jobs although candidates must be able to type at least 40 words a minute.

There are both line and form clerical positions available.

Applications are also available at the Personnel Department, 53 Madison Ave., New York, 10, N. Y., and also at the Personnel Department, Capital Building, 500 Midtown Tower, Rochester, 4,. Applications may be obtained throughout the State of New York, including the New York City Personnel Department.

Candidates must be 19 years old, have a high school education, and must be able to type at least 40 words per minute.

Maintenance Trainee List

The Department of Personnel has established the open competitive eligible list for maintenance trainee with 157 names. The list became effective Oct. 4.

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in or near City Hall, complex of buildings located at 40 Thomas St., New York 7, N. Y. (Manhattan). It is three blocks south of City Hall, one block west of Broadway.

State

New York State Employment Service

Office Building, Buffalo; State Office Building, Syracuse; and

148 Clinton St., Schenectady, N. Y.

Please send me information concerning the CSEA Accident and Sickness Plan for new employees.

Name

Home Address

Place of Employment

Employee Item No.

A. Memo To:

CSEA Members

U.S. Service News Items

Revising The Hatch Act—An Old Idea Gets Wheels

How to revise the Hatch Act, the law forbidding Federal employees to actively participate in partisan politics, without diminishing its original intent—that of a disallowing abuse of Federal workers

Tell the President of the United States, and the Congress of the United States, the best way to make the Hatch Act effective in the interests of better Government service and good public service in the Federal Government.

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Employee Item No.
State Offering Careers For College Graduates in Variety of Fields

College graduates may now avail themselves of an opportunity to start careers in New York State Professional Career Test Program now open for filing.

The test is open to college seniors as well as graduates, with opportunities available in the fields of administration, physical sciences, mathematics, economics, research, mathematics, accounting, electronic data processing, and education, among others.

Vacancies may be found in the New York City and Albany areas as well as throughout the State.

Most recent graduates begin work as trainees at a salary of $4,300 a year. After completion of the training period, successful trainees will be appointed to State positions at a salary of $5,660 a year. Those who have had one year of appropriate postgraduate experience or study, may be employed directly at the first professional level at a salary of $6,660 a year.

A bachelor's degree is required from any public or private four-year college. Draft or reserve status is not disqualifying. Applicants must be U.S. citizens. Draft or Reserve status is not a disqualification.

The examination is administered on the dates announced in the Civil Service Leader. Applications are available from the Civil Service Commission of the city in which you intend to work, or may be obtained through local state offices.

The only ear in one of the civil service positions is based on the results of the State Professional Career Test Program.

Help Wanted
FIND THE JOB YOU NEED AT THE CIVIL SERVICE LEADER

You can learn about the most exciting and challenging careers that are available in New York State government. The Civil Service Leader is the only source of confidential information about the State's Civil Service positions.

The price is $5.00. That brings you 52 Issues of the Civil Service Leader, filled with the government job news you want. You won't miss a single Issue. Enter your subscription now.

In the near future, the salary for this position will increase to $6,151 to $7,490 per year. Top salary is reached from $6,151 to $7,490 per year.

For Career Opportunities and Personal Advancement

The City's Department of Personnel will be holding an examination for school lunch manager, a grade 15 position, in the near future. The starting salary for this position will be from $5,151 to $7,490 per year. Top salary is reached after five annual increments of $240 each.

Applications will be accepted on a continuous basis with periodic testing until the City's needs are met. Application forms are available from any public library branch in the City. An examination paper is required to be filed with the Department of Health, 49 Thomas St., N.Y. 10013 prior to the test date.

Minimum requirements for this position include: a bachelor's degree with a major in foods, nutrition, institutional management, hotel administration, or restaurant management from an accredited college or university and two years of full-time paid experience in the field or two years of full-time work in an accredited college with a major in foods. Experience in related specialized occupations and completion of at least eight college courses in either foods, nutrition, institutional management, and quantity cookery is required.

Employees in this title are eligible for promotion, after specified periods of service, to supervisory titles up to and including assistant director of school lunches.

(Continued on Page 12)
Civil Service Law & You

Civil Service Review Board

The twentieth century is an age of totalitarianism. Japan, Germany and Italy in the second world war, and, currently, China are examples of par-olitical totalitarian states which have risen to great importance in our times. In such times, we Americans cannot afford to take our democratic tradition for granted. The basis of that tradition is the opportunity for community participation in governmental operations in the best sense of our democratic tradition.

Accordingly, the manner of operation of the Lindsay Civil Review Board is of special interest not only to members of the Police Department of the City of New York but to all Civil Service employees. Indeed, it may not be too long before civil review boards for the Department of Welfare, the Board of Education, and other administrative agencies are established. And not the least of the advantages for the opportunity for community participation in governmental operations in the best sense of our democratic tradition.

Prior to July, 1965, the patron had particular reason to fear civilian complaints. Such complaints, even if unsubstantiated, became part of his personnel file. Such unsubstantiated complaints might plague the officer later when a promotion was under consideration, depending upon the attitude of the Police Commissioner at the time. This is poignantly illustrated by an actual case which, no doubt, is typical of many others. The patrolman, with eight years of service, failed a promotional examination. Such concern is characteristic of a civilized society. Furthermore, the relationships between such minorities and police officers can be much improved through the civilian domination of the Review Board. The very availability of such a Board has already had a stabilizing effect in reducing tensions between minority groups and the Police Department.

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The official answer for which the Civil Service Commission gave full credit was: "knowledge that a human being was in the building." The patrolman received no credit for the equally correct, but different answer, "dwelling house." While the official answer was correct pursuant to the Penal Law, Section 222(1), the correctness of the patrolman's answer, too, was apparent from the Penal Law. Subdivision 3 defines arson in the first degree as willfully or maliciously setting fire to a structure or building or other dwelling house in which to the offender's knowledge there was a human being. The Commission's credit is accepted the patrolman's contribution without awaiting a ruling by the court. Accordingly, the patrolman was placed upon the Sergeants' eligible list.

His troubles, however, were not over, because when his name was reached, he was tried under the one-out-of-three rule. The Police Commissioner at an interview told him there were complaints in his file and that he would reconsider him only if he made a good arrest. Even on his own time, the patrolman was court-martialed to make such an arrest, but without avail. On the last day of the list, he was finally rejected. He therefore instituted a second Article 78 proceeding, this time for the purpose of reviewing the Commission's ability to make such a refusal.

The Court directed a trial of the issues. During the trial, over objection, the Corporation Counsel introduced in evidence the employee's personnel folder. This folder revealed that complaints had been made by civilians charging the officer with excessive force. The complaints were not proven. Yet, it was manifest that these
Rockefeller Announces New Training Program for Local Government Officials

Governor Rockefeller announced last week that he plans if re-elected to inaugurate a cooperative program of comprehensive training for local government employees to help assure a dependable flow of qualified persons into government and to help upgrade skills of present government employees.

The Governor's program would provide for a one- to two-year course at any state university for local government officials, various municipalities, private institutions, state departments and the State University system.

The Governor made his announcement the day before a two-and-a-half hour-long Clarence A. Sanford lecture on Local Government and Administration at the State University Agricultural and Technical College in Delhi.

A careful study has been made of the need for qualified municipal personnel as "preparation" and "urgent" to the point that he suggested the possibility of state financial assistance to municipalities to "assure that the most critical training needs are met."

The strength and effectiveness of local government, the Governor said, "depend on competent personnel to carry out the complex functions and duties which present-day conditions impose upon the municipalities of the day."

The availability of competent personnel dedicated to the service of the people is directly related to good personnel practice.

A vital aspect of modern personnel management is training to assure a dependable flow of qualified persons into government service and enable public employees to increase their skills and realize their full potential.

"There are 90,000, in the State of New York alone, many local government training opportunities."

Such opportunities comprise a most valuable manpower training resource.

They are provided by associations of local officials, by various municipalities, by private institutions, by state departments and by the State University system.

"However, so pressing is the need for qualified municipal personnel and so urgent is the necessity for retaining and upgrading the skills of those already in the public service that every encouragement should be afforded to these training agencies."

"In addition, existing training programs should be expanded in relation to growing needs."

"Therefore, if re-elected Governor, to achieve these goals by inaugurating a cooperative program of comprehensive training for local government officials and personnel administration is training—"

"Membership of the new training program will be open to the required personnel of local government, associations of local officials, private and public institutions of learning, and state departments having close working relations with local communities."

"The proposed council will have a small, highly competent staff staff strong enough to meet the growing number, and to operate the necessary training agencies."

"As the Council's program develops, it may be found that, in certain instances, state financial assistance will be necessary to assure that the most critical training needs are met."

One Stop Testing

And Applications For Caseworkers

The New York City Department of Welfare has established for the benefit of caseworkers. These positions categorized as case worker I, are being filled through the City's Department of Personnel. Applications are being accepted at weekly Monday mornings and afternoon examinations.

All examinations are given at the Personnel Department's office at 40 West St., Manhattan. Salary for this position starts at $90 a month. Increases to $100 for the remainder of the first year. Automatic promotion is given salaried employees in this trainee title at the end of the first year to case worker II at a salary range of from $100 to $120 a year.

Requirements for this position are a high school education and two years of require plans to qualify for Federal aid or other educational purposes.

In addition, the council will be broadly empowered to:

• Formulation of the need for financial training through inventory of existing opportunities or government personnel requirements.

• Planning of programs to meet training needs.

• Formulation of programs to accomplish training goals and objectives.

• Likewise the Council will have the duty of processing the participating training agencies by providing the following:

• Guidance to council members.

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**Suffolk Needs Homemakers**

The Suffolk County Department of Welfare needs mature women to work as paid homemakers. The women will be paid $1.83 an hour.

Applicants should be relatively free of home responsibilities and available on a 24-hour basis serving as substitute mothers, the women will keep children in their homes during a family crisis.

A two-week in-service training course will be given. For further information contact Margaret Erwin, Homemaking Service Supervisor, 73 Fourth Avenue, Bayshore, New York.

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**State Jobs For Junior College Grads, Students**

Applications for professional career training open to two-year college graduates are being accepted until Nov. 10 by the New York State Department of Civil Service.

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

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**Assessor In Rockland County**

The Rockland County Personnel Office is accepting applications until Oct. 5 for a Nov. 5 examination for assessor. The salary range for this position is $6,500 to $8,500.

Applicants must be legal residents of Rockland County for at least four months prior to the test date. They must be high school graduates or hold a GED. Experience in real property assessment is required.

For further information, contact the Rockland County Personnel Office, County Office Building, New City, N.Y.

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**B.A. Needed For Probation Officers Jobs**

The New York State Civil Service Commission is accepting applications on a continual basis for the job of probation officer. The positions are located through the State and offer starting salaries as high as $6,440 a year. Full college graduates and college seniors may apply for these jobs, although a B.A. is necessary in order to be appointed.

**Suffolk Needs**

The family hotel "no extra charge for children same room with parents."

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**DO YOU SPEAK MEDIC?**

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Meat Inspectors Needed in State

Agriculture, have openings in New York State. The salary starts at $5,331 per year.

For further information and applications, contact the Executive Officer, Interagency Board of U.S. Civil Service Examiners for Illinois, Room 1330, New Federal Building, 219 South Dearborn Street, Chicago, Illinois 60604.

Senior Library Clerks Exam

Suffolk County has announced an examination for senior library clerk. The salary range for this position is $4,200 to $5,000. Applications will be accepted until Oct. 19. Candidates must have graduated from high school and have had four years experience in a clerical capacity in a public or private library.

For further information and applications, contact the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y.

Drive To Enroll Disabled Veterans

A drive to enroll civil service workers with service-connected disabilities is being made to Disabled American Veterans. All veterans who have ever made a claim for compensation are eligible for membership. Applications for membership to the post which meets on the second Friday of each month may be made by writing to Mr. Emanuel Finkel, 210 Central Park South, N.Y.C.

Don’t get us wrong. We like lawyers and accountants. But they have a special kind of talent and patience not available to the rest of us.

Few of us are keen on keeping records, filling in forms, puzzling over small print, figuring out percentages . . . or trying to crystal-ball how much we will be out of pocket for an operation or for specialist care.

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The Job Market

by V. RAIDER WEINER

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

In Brooklyn today, there is a demand for METAL POLISHERS. They earn $8.50 to $11.50 a week, but are needed for jobs paying $50-$55 a week. Run errands and move around the city... Apply at the New York State Employment Service.

Urban Renewal Director

Sought By Village of North Tarrytown

Applications are being received through Oct. 14, for a civil service examination for the position of director (urban renewal project administrator) at the Village of North Tarrytown, with an appointment anticipated at $11,000. The examination will be held on Nov. 19, and candidates must have been legal residents of Westchester County for at least four months immediately preceding the date of the written test. Preference in appointment may be given to successful candidates who have been legal residents of either the Village of North Tarrytown, Castle North, Castle, Greenhouse, or Mount Pleasant for the amount of time they have spent in the area. Further information and applications can be obtained at the Westchester County Office, Room 700, County Office Building, White Plains.

Requirements

To qualify for grade GS-1, no experience is required; for grade GS-2, six months of progressively responsible clerical or office work; or graduation from High School and another year of college. Applicants will also pass a written examination.

Qualifications applicants will receive consideration without regard to race, creed, color, or national origin. The examination will be scheduled for the second week of December.

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A competitive examination for clerks, grades GS-1 and GS-2, to fill temporary clerical positions in Manhattan and Brooklyn District Offices of the Internal Revenue Service has been announced by the Board of U.S. Civil Service Examiners. Applications for these positions, which pay $1.74 and $1.89 per hour, are being accepted until Oct. 26.

Priority of certification will be given to persons who live within commuting distance of the Brooklyn and Manhattan District Office areas. Certification will be based on availability:

- The District Office where services are required.
- The tour of duty required.
- A competitive examination of certain special skills, such as typing or shorthand, operation of various types of office machines.

The list of eligibles established under this announcement will be retained for a period of not to exceed one year.

In Brooklyn today, there is a demand for METAL POLISHERS. They earn $8.50 to $11.50 a week, but are needed for jobs paying $50-$55 a week. Run errands and move around the city... Apply at the New York State Employment Service.

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New Federal Service Entrance Exam
Open Again, 10,000 Jobs Expected
To Be Filled From One Examination

Internships are being offered to over 10,000 college graduates and near-grads via the 1967 Federal Service Entrance Examination. This annual examination is designed primarily as an avenue through which college graduates or those with an equivalent amount of experience may enter the Federal Service. There are over 200 kinds of careers available to the successful candidates in the examination.

In effect applicants for this test are reaching prospective employers in thousands of offices throughout the nation.

In addition, many overseas positions are filled from this test annually.

Those hired from this test are trained to work on programs of both national and international importance and will be prepared to take further examinations above the grade 5 ($5,331 per year) entrance level.

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social sciences, social security administration, management analysis, tax collection, criminal investigation, procurement and supply, housing management, archival science, adjudication and other quasi-legal activities or food and drug inspection.

To meet the requirements for the grade 5 position, candidates must have completed or expect to complete within the next nine months a four-year course leading to a bachelor's degree in an accredited college or university, or have three years of experience in administrative, professional, investigative or other responsible work which has prepared them for the appropriate specialties for which they are applying. Candidates may also take advantage of any equivalent combination of the experience and education. Thirty semester hours or 45 quarter hours will be considered equivalent to each nine months of the required experience.

Candidates with education or experience qualifications in excess of the minimum Grade 5 requirements may also be considered qualified for Grade 6 positions at $6,410 to start. For this grade they must have an additional year of study at the graduate level or have an experience of one year at the supervisory or equivalent level or an equivalent combination of education and experience. Additionally, an L.B. degree, or higher, from a law school is acceptable.

A new experimental program inaugurated this year permits those college graduates who have completed all the requirements within the last two years to expect to complete them within nine months, to place on the eligible register without examination provided they have a 3.5 index in all undergraduate courses or rank within the top ten percent of their class.

Those taking the test and obtaining a sufficiently high rating may be placed for the approximate positions in the Federal Service. In addition, an LL.B candidate must have been elected to membership in one of the national honorary legal society or have attained a high standing in the professional journals in the field.

(Continued on Page 13)
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Van Cott Named

ALBANY—Governor Rockefeller has named William G. Van Cott of Delmar as judge of the Albany County Family Court, succeeding Judge Robert J. Laflin, who resigned. The vacancy will be filled in the November election. Mr. Van Cott is a Republican.

Don't Repeat This!

(Continued from Page 1) concluded for public employees. The reason, of course, is that the knowledge of the size of the civil service vote — estimated conservatively at some 20 per cent of the electorate and constituting a political fact that was ignored in previous years and has now become fully recognized by the politicians.

Not so many years ago, a civil service organization would “respectfully request” political figures to attend their meetings and then, if the candidate showed, give him a brief appearance and a handshakes as an evening’s work. Now, it is the political party leaders who ask for the invitations ahead of time all over the State. Didn’t Wait

As an example, the Long Island Conference of the Civil Service Employees Association, voted recently to sound out all candidates for election to public office or election as delegates to the forthcoming Constitutional Convention concerning their stand on issues affecting civil servants. Before the Conference, composed of local chapters of the 140,000-member organization, could draw up its list of possible dates to hear the candidates, Nassau Republican leaders announced a reception for CSEA at which most of the local candidates are expected to appear for answering questions on public employee stands.

This last week, Howard J. Samuels, Democratic candidate for lieutenant governor, and Louis J. Leftowitz, seeking re-election as State Attorney General, accepted with alacrity invitations to address the New York City chapter of the Employees Asso.

New York City employee organizations report unusually swift response from candidates on various political questions — accompanied by a hint that the candidate would be more than happy to appear and explain things personally.

Upside Report

Reports from upstate are along the same lines. In Syracuse, city leaders had so many requests to support their candidate in the present pension system, the local fire organization there still hasn’t been able, as of this writing, to decide what their support will do them the most good.

From Buffalo ( Erie County) and Rochester (Monroe County), public employee organizations report not only the greatest response in memory on invitations to office seekers but also declare that their programs for civil servants are being given more consideration by local governing bodies.

What it all adds up is that the civil service vote once called a “forgotten Giant” is now a wide awake giant — and listening carefully to what the candidates have to say.

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13. Leon S. New York City
14. Michael S. New York City
15. Nathan S. New York City
16. Philip S. New York City
17. Robert S. New York City
18. Samuel S. New York City
19. Thomas S. New York City
20. William S. New York City

CIVIL SERVICE LEADER

Tuesday, October 4, 1966

REREALLOCATION EFFORTS—
Support from the State Labor Department was requested for its bid to have the titles of security clerk and senior security clerk allocated to higher salary grades by the Metropolitan Division of Employment, chapter, Civil Service Employees Assn.

Left to right at the meeting, are: Loretta Fischer; Nicholas Pellegrino; Thomas Coyle, ass't. research director, CSEA; Harry Smith, representing Industrial Commissioner Martin P. Cathervood; Edward Allen, chairman of the CSEA Statewide Division of Employment, Committee; Bernard Bryan and Robert Smith.
Many Language Specialists Are Sought by U.S.

The United States Civil Service Commission is accepting applications for an examination for foreign language specialists. The career positions are in radio, press and publication media and include Eastern European and Mediterranean languages. Other languages in group I are open for Spanish, French, and German; in group II: and Oriental languages

Many language specialists are needed to fill these positions. Jobs are open for Spanish, French, Italian, and German (group I languages). Other languages include Eastern European and Mediterranean languages (group II) and Oriental languages (group III).

Experience Requirements

Applicants for writer, radio adapter, and radio announcer must have had professional experience in the field for which they are applying. Also, applicants must have a good knowledge of American customs, history, economics, and culture, as well as those countries whose foreign language is required, and a good knowledge of the English language.

For further information and applications, contact the U.S. Civil Service Commission, Washington, D.C. or the Board of U.S. Civil Service Examiners, U.S. Information Agency, Washington, D.C.

Your Public Relations IQ

By LEO J. MARGOLIN

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.

Review Board PR Needs Review

THERE IS every valid reason for civil service organizations to get sound professional public relations advice when faced with a sticky problem.

... BUT to receive and act on bad advice, the civic service cause is deplorable. The hurt is even more evident when the civil service review board, which should have been sound advice, acted on bad advice, which resulted in a decision that could be characterized as a loss on the side of the angels, to the detriment of the mission of the Board's concern.

This column has been second to none in its opposition to a police review board, charged with reviewing civil service personnel. We have made our case on a dozen occasions in the last two years, and we repeat again:

THE CIVILIAN police review board is for the birds, not for police professionalism.

Thus, we have no hesitancy in telling John J. Chase, president of the Patrolmen's Benevolent Association, that when he had some bad advice when he charged that the idea of a police review board must be Communist-inspired.

It has been our experience that the Board has been a 40-year period that when a cause—or opposition to a cause—has no validity and all else fail, then the Board resonates, "Community!" as a last resort.

SOMEONE must have told Chase that when he makes a speech he should tailor his remarks to appeal to the specific public relations error, based on every public relations judgment. We offer this caution to all civic service people with a righteous cause.

When your cause is on the side of the angels, don't let mud or red paint get on your wings.

Prescott to State Post

ALBANY — William Theodore Prescott of Sandy Creek has been named a member of the Council of the State University of Oswego for a term ending July 1, 1972. He succeeds the late Miss Marian C. Mackin of Oswego.

Think of the price of a false alarm. It could cause death to a firefighter.

Do You Need A

High School

Equivalency Diploma

for civil service personal selection

By LEO J. MARGOLIN

For further information and applications, contact the U.S. Civil Service Commission, Washington, D.C. or the Board of U.S. Civil Service Examiners, U.S. Information Agency, Washington, D.C.

For more information on personnel utilization for the City Department of Personnel, Mrs. Liebert will play a key role in seeing that the position of assistant director of recruitment and public relations for the City Department of Personnel.

In her new position, Mrs. Liebert will play a key role in setting up the new administration and its constituent elements, which includes the Community Development Agency and the Manpower and Career Development Agency— for their many-faced operations.

An honor graduate of New York University, Mrs. Liebert served as supervisor of testing and testing for the Chicago Civic Service Commission. She studied personnel administration and economics at New York University and received a master's degree. She also has had close liaison with the Board of Education.

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Mrs. Esther Liebert Named Director of Personnel By Human Resources Admin.

Mrs. Esther Liebert, has been named director of personnel of the Human Resources Administration, according to Henry Cohen, acting administrator.

Mrs. Liebert is taking over this assignment after retiring from her position as assistant director of recruitment and public relations for the City Department of Personnel.

In her new position, Mrs. Liebert will play a key role in setting up the new administration and its constituent elements, which includes the Community Development Agency and the Manpower and Career Development Agency— for their many-faced operations.

An honor graduate of New York University, Mrs. Liebert served as supervisor of testing and testing for the Chicago Civic Service Commission. She studied personnel administration and economics at New York University and received a master's degree. She also has had close liaison with the Board of Education.

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School Directory

WE'VE TAKEN MORE SPACE TO ACCOMMODATE OCTOBER CLASSES ENROLL NOW!

A new fall class schedule has been released. To receive a complete catalog or register for classes, contact the Adult Education Office at 718-380-1180.

For an in-color, free brochure showing the type of courses that are available, contact the Adult Education Office at 718-380-1180.

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Broome County Weighs Paying Overtime; CSEA Seeks Time And A Half

BINGHAMTON — The Broome County Board of Supervisors is considering a plan to pay county employees for overtime work.

The county has given compensatory time off for extra hours worked in most departments.

John E. Herrick, acting president of the Broome County chapter of the Civil Service Employees Assn., praised the plan which has been recommended by the county's Board of Employees Committee.

He said, however, he hopes the

Blood Bank

(Continued from Page 2)

approval to the State Civil Service Commission.

Representatives of CSEA, the State Civil Service Department, New York State City Community Blood Council and other interested parties have met periodically over the past months to explore the practical consideration of implementing such a program, with a view to eliminating recognized regional iniquities, both qualitative and quantitative duplication of facilities, and other shortcomings in blood services now available to State and municipal workers.

According to a State Health Insurance official, one of the significant features of the proposal is the scope of the family coverage provided. Under the plan, first-class blood would be available not only to the employee and members of his immediate family but, also, to parents and grandparents.

CSEA President Joseph F. Felty was hopeful of early action to approve the program and make it operative. "This is a long-chered need," he said. "Many of our chapters have had their own blood bank facilities for some time. It is certain they will be most eager to coordinate their efforts with a Statewide plan in any way possible."

Broome County Board of Supervisors decide to pay time and a half for overtime. The resolution, awaiting action by the full board, calls for straight time pay.

Several supervisors are pushing for an amendment so that time and a half would be paid.

The resolution was discussed at the meeting of the board recently but it was tabled at the request of Henry M. Badwino, board chairman.

Wants Further Study

Balder asked the board to withhold action pending a study of the matter. He did so after John Lasky, Binghamton's First Ward supervisor, moved to amend a motion for time-and-one-half pay for any work by a county employee over eight hours in a day.

The county for several years has followed a policy of giving compensatory time off to make up for overtime work. The board's Employees Committee, headed by Harold Kinder, Chenango supervisor, has decided the current system is not working well.

Committee members said that some employees have accumulated several weeks of time off. When they take the time off, the employees must be replaced. Frequently by part-time helpers.

Called Inefficient

Kinder said it is an inefficient arrangement because the replacements need training before they can start work. He said the committee decided it would be better for the county to pay overtime.

FREE BOOKLET by U.S. Gov't on Social Security, Mail ONLY, Leader, 87 Bausman St., N.Y. City, N.Y. 10007.

Fund Drive

(Continued from Page 2)

that CSEA's public relations staff will soon set into motion a promotion program to encourage even further, and sustain interest among the chapter leaders and general membership. This will include brochures, frequent articles in 'The Leader' on the campaign's progress; colorful banner strips for members' personal cars.

Construction of the new, three-story CSEA office structure got underway last summer at 31-15 Eirck Street, several doors west of the organization's present address where the Association has maintained its headquarters since 1948. Occupancy of the new building is anticipated in the late Fall of 1967.

In a joint personal message to each CSEA member announcing the official opening of the campaign, CSEA President Joseph P. Felty and Flanagan Ramblou were noted that the Association's project of a new office building and staff has tripped up since 1948 when we moved into our present quarters. Our present one-overcondensed condition prevents the full efficiency service we must furnish all CSEA members.

"The new headquarters will be dedicated to serving you. You and your fellow 14,000 CSEA members, who in the past have made such a successful fund-raising campaign, can raise the funds necessary for this building and thus relieve dues income, which is our only income, of this burden. You have a personal interest in doing this fund-raising campaign..."