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Paul W. Michaelson
Correction Officer
New York



Correction Officer



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Thomas V. Lelaman

*From
The
Editor*

We are coming to an end of an era—the Administration of Mayor Robert F. Wagner. Twelve years of unprecedented progress in the history of civil service.

No where in the world has one man done so much with so little in administering to a city of eight million people from all walks of life. His accomplishments in the fields of Transportation, Housing, Health and Welfare, Police, Fire, Sanitation and Correction are unequalled anywhere.

The Office of Mayor is a thankless and tiresome position. He must forsake his family and his former enjoyments to dedicate his life to a 25 hour a day job.

We, The Correction Officers Benevolent Association wish all the happiness and success that God can bestow on him for whatever the future may hold.

We also want to extend to Mayor John V. Lindsay and all the newly elected officials at City Hall all our best wishes for the coming years.

THE EDITOR

Introducing Correction Officer Kalman E. Reich



Officer Reich, a veteran of 31 years of service with the Department of Correction, and a member of the Correction Officers Benevolent Assoc. just as long. Officer Reich was appointed January 15, 1935, and assigned to Blackwells Island Prison Hospital where he was appointed a delegate to the Keeper's Association. In March of 1936, he was transferred to Harts Island and was promptly appointed delegate there. The membership at Harts Island doubled under the new delegate. In January of 1938, the Department of Correction acquired jurisdiction over all Hospital Detention cases from the Police Department. The dynamic Officer Reich had no trouble in his new assignment in gaining 100% membership to the Association. It was here that he and others were instrumental in getting the Rotation Law passed. In July of 1938, our now popular delegate, was transferred to the Women's House of Detention, where his work was to start. Officer Reich, after years of experience in the organization, noticed that among the women assigned to the House of Detention; they lacked organization and he promptly started to organize them for the betterment of all. It was here that he and a few others worked hard at changing the title of "Keepers," to Correction Officers commencing in January of 39.

It was also in this year that Officer Reich was given the privilege of signing the original Certificate of Incorporation of The Correction Officers Benevolent Association. Through the past years, Officer Reich has held many assignments throughout the department and is presently assigned to the Queens Court Detention Pens.

We take notice of Officer Reich because without men of his caliber, our organization wouldn't be where it is today. The C.O.B.A. was formed for the welfare of all and can only function with the support of all. In the 65 years of existence, your Association has had to fight hard for the gains it accomplished. There have been groups trying to infiltrate this organization for many years; none have succeeded. The dues you pay are returned to you many fold in benefits only for the Correction Officer and his family. Your dues never goes to support other groups. There are no affiliations with clerks, elevator operators or others who by far are well behind you in benefits. It was the hard work of your Executive Boards, delegates and members throughout the years accomplishing this work. You the membership, are the organization; the future belongs to you and let no one fool you, there still lies ahead a long hard struggle, but with all pulling together we will attain our goals.



Frank J. Priol II, Attorney, COBA

Legal Topics

Following last year's enactment of a law granting the uniformed Correction force new and substantial pension benefits, the Correction Officers' Benevolent Association, acting in cooperation with the other Correction line organizations and the major employee groups in the city, sought a form of insurance which would protect those eligible for retirement against the laws of these valuable rights.

Out of this campaign came the adoption of what is popularly called the "death gamble" law. Signed by Governor Rockefeller on July 16, 1965 and effective that day, the new law is Chapter 860 of the Laws of 1965 (Assembly Int. 6043, Print 7225).

Such a law is long overdue. The principle of protecting hard-won pension benefits was established several years ago when a "death gamble" statute was enacted for State employees. Subsequently the same protection was granted to teachers, police, firemen and court employees. Now some 125,000 members of the New York City Employees' Retirement System, including the 2,400 members of the city's Correction force, also have this "death gamble" insurance.

What does the law do, and how valuable is its protection?

First, a little background. Upon retirement, you receive a retirement allowance which consists of a pension (derived from the city's contributions) and an annuity (derived from your own contributions). No problem arises where a member retires and starts to collect his retirement allowance, because he is getting full advantage of both the city's and his own contributions. But if he died in service after becoming eligible for retirement, he would have lost the advantage of the city's contributions (the pension part) under the old law, although he had fulfilled all service requirements.

Thus, prior to July 16, 1965, when a member who was eligible for retirement remained on the force and died, his beneficiary received a return of all his contributions plus interest, and a cash

sum equal to his compensation earned in the 12 months preceding death. He lost all the city's contributions which were set aside to pay the pension portion of his retirement allowance.

Happily, the death gamble law has corrected this injustice. It includes the following provisions:

- After the date six months prior to eligibility for service retirement, a member may file an application for "presumed" retirement, electing an option but requesting that it become effective on the date immediately preceding his death. While this application is held by the Retirement System the member has the continuing right to select a new option or nominate a new beneficiary.

- This application for presumed retirement is held by the Retirement System until the member files an application for actual retirement, ceases to be a member, or dies, whichever occurs first.

- If a member dies after becoming eligible for retirement and while his application for presumed retirement is held by the System, retirement benefits will be paid as if he retired the day before death. These benefits will be paid under the option selected, to the designated beneficiary, or to the legal representative if a beneficiary was not named or predeceased the member.

- If a member who is eligible to retire dies before filing for presumed retirement, or if he filed for actual retirement and dies in service before the effective date, he is deemed to have retired on the day before death. If he has not elected an option, he shall be considered as retired under Option 1.

- The beneficiary or legal representative may elect to receive an ordinary death benefit instead of benefits for service retirement. This death benefit consists of the accumulated pension deductions plus interest, and one year's salary (for more than 10 years of service).

- In the event of line-of-duty accidental death after becoming eligible for retirement, the accumulated pension deductions will be paid to the beneficiary or legal representative, who, together with the dependents entitled to receive the accidental death benefit, may elect instead to take the benefits for service retirement.

An example is the best means of estimating the value of this protection.

Assume Correction Officer John Smith, age 45, was eligible to retire after 20 years service on July 1, 1965 but continued in service to January

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Correction Day Ceremonies

Mayor Robert F. Wagner has authorized ceremonies at City Hall on Wednesday, July 28, 1965 at 12 noon to honor the Uniformed Force of the Department of Correction for its faithful and loyal service to the City.

Present at the ceremony were Hon. Paul Screvane and members of his staff, as well as Commissioner of Correction Anna M. Kross and members of her executive staff. The ceremony includes the granting of awards to members of the Uniformed Force of the Department of Correction who have distinguished themselves in the performance of duty while in the institutions or acting as peace officers outside in the community. In addition, three members will receive recognition for their scholastic efforts in obtaining high scholastic achievements in courses at the Borough of Manhattan Community College where courses are held in Correctional Administration for members of the Department. These men have received a scholarship grant from the Correction Officers' Benevolent Association for the purpose of continuing their education at the Municipal Colleges of the City of New York.

Commissioner of Correction Anna M. Kross stated, "Correction Day Ceremonies such as the one we are witnessing today, gives evidence of the awareness on the part of city officials and the public of the importance of the work that is performed on an everyday basis by members of the Uniformed Force." In addition she stated "This is an occasion which gives recognition to the work that is accomplished in our correctional institutions for the true administration of justice."

Alcoholics Anonymous

Alcoholics Anonymous is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism.

The only requirement for membership is a desire to stop drinking. There are no dues or fees for AA membership; we are self-supporting through our own contributions. AA is not allied with any sect, denomination, politics, organization or institution; does not wish to engage in any controversy, neither endorses nor opposes any causes. Our primary purpose is to stay sober and help other alcoholics to achieve sobriety.

I am an alcoholic, my name is Tom and I have just returned from Ireland after a three week visit with my mother who I haven't seen in 38 years. This to me was a miracle because a little less than 9 years ago I was as low as a human could go. I was living to drink and drinking to live. I did not want this kind of life and I thought there was no way out. My family could not help me, medicine was no help and my religion failed me, so I thought; my youngest son had never seen me sober and he would pray at night asking God not to make his father sick anymore. I promised him over and over again that I would stop, but I knew it was futile. It was on my second trip to the hospital that I heard of the A. A. and in desperation I inquired as to their purpose. I attended a few meetings and found a new way of life based on the Twelve suggested Steps of A. A., these to me are like the Ten Commandments. At the start of each day I apply these steps to my daily life and find there is more happiness, contentment and above all peace of mind for myself and above all my family.

Being an alcoholic is nothing to be ashamed of, it is being one and doing nothing about it. The alcoholic rarely suffers, it is their loved ones who go through a living hell. If any of your family or friends have a problem with drinking don't feel ashamed to contact the A. A. at OR 9-3355 or you can reach me through the Deputy Wardens office at Rikers Island.

My Best Always,
Tom Hynes
Rikers AA Group Sponsor



An Era Gone By - Recollections

By: Warden Milton Klein
President: United Council of Uniformed
Organizations Association of Wardens

It was a bright sunny day in August 1965 and it so happened that I was obliged to visit the largest installation in our Department on Rikers Island. On the way over I had a box seat view from the bow of the good ship Gotham. The scene that unfolded was a panoramic view of "The Rock," "The Cons" term for Rikers Island.

As I pondered on the familiar scene ahead I was aware of a strange awesomeness, that what I was about to see had undergone startling and dramatic changes.

And then I experienced mental flash-backs starting with the year June 1935, 30 memorable years ago. The Department had activated the new Penitentiary, and Commissioner Austin H. McCormack assigned me as one of the Cadre, to assist the Commanding Officer, Warden Richard A. McGee and Deputy Warden Harry T. Ashworth in the development of the New Pen. I felt that this assignment was an unusual honor to actually contribute in, a small way, towards development of a modern up to date Correctional Institution.

Allow me to describe Warden Richard A. McGee, the composite of all that could be desired. Warden McGee had no Command experience in a penal institution. However, he did top the open competitive list for Warden, and thus became the Commanding Officer of the largest and most complex institution of the Department. Mr. McGee was young, ambitious, well schooled and above all, eager to learn the business, applying common sense to administrative talents.

Second in command, and the Warden's closest assistant, was Deputy Warden Harry T. Ashworth. A military type martinet, experienced in the ways and peculiarities of New York City Institutions, a strict disciplinarian and yet, kind and humane, when the occasion required it. To complete this characterization of Warden McGee and Deputy Warden Ashworth it can be accepted that this

team was, and has been, the best unified and precise combination of two Executives in my long years in the Department. They possessed an affinity that is difficult to describe.

I was assigned to the Deputy Warden's Office. My duties were to assist in preparation of employees working schedules, keeping time records, control of keys and firearms, make messhall reliefs and miscellaneous duties of a custodial nature.

When the New Pen was first opened in 1935, there were few prisoners on the island. One week after my arrival, the first detachment of inmates were received from the Old Pen on Welfare Island and what a motley group they were. 150 trouble makers, junkies, drunks, and ~~...~~ were prominently included in this group. This dreary group were housed in cell block no. 2, which was the most secure structure on the island. I recollect two days later, Warden McGee received a petition signed by 25 inmates, demanding exorbitant concessions from the Warden. They wanted lights on until 10 PM, cell doors opened until 9 PM, radio reception until 10 PM, they named the "HACK" to be assigned to their area. Incidentally this "hack" was significantly named "BUD." Warden McGee and his Deputy realized that this was a critical situation. In the balance, lay a well operated institution, or, a continuation of the scandalous reputation that Welfare Island bore prior to the new administration takeover.

A committee of five prisoners were given an opportunity to explain and stipulate their demands. I happened to be the recorder of this hearing. The inmates demands were interspersed with arrogance, defiance, and a veiled threat of rebellion.

The Warden and Deputy Warden then made the crucial decision. Ten ring-leaders who gave evidence that their stock in trade was inciting trouble had to be segregated from the others. A picked squad of ten Correction Officers (our title actually was Prison Keeper) were armed with heavy duty night sticks and persuasive pocket bills. We removed three inmates at a time from cell block 2 to an area known as administrative segregation. Unfortunately several of the inmates resisted this transfer, and needless to say, that the isolation block at Rikers Island Hospital had a full quota in a short time.

The staff knew that this was the making or breaking of a well run, well supervised and good disciplined institution and we, were now convinced that our Commanding Officers were of the quality, reliability and experience that earned our full confidence in their policies and programs.

Warden McGee was reputedly related to Correction Commissioner Austin H. McCormick. Warden McGee was from the 'new school' and introduced and practiced modern principles of contemporary correctional treatment. One of his outstanding accomplishments was the promulgation of a full scale educational program for inmates. School classes were conducted day and evenings, staffed by civilians and inmate teachers.

Modern techniques of Classification and Orientation were introduced and improved. The Industries, although of a basic quality proved that inmates could be given an opportunity for self improvement. There were vocational, religious, recreational and social programs launched, and I vividly recollect the friendly and cooperative rapport between the custodial and civilian staffs engaged in these programs. Each employee group recognized their purpose and limitations, and as a consequence serenity and harmony prevailed.

Around that time, the Penitentiary benefited tremendously from the W.P.A. Program as provided by the United States Government. The hard years of the depression era provided well qualified and willing employees, supplementing the municipal staff on the island. The institution being new, a friendly Commissioner at the helm departmentally, and an extraordinary Warden in Command, with a tough experienced Deputy Warden as back-up support, formed a combination never again duplicated to my knowledge.

I worked as a Correction Officer from 1935 to 1938 at which time I received my Captaincy. In this role my duties were transferred to the field, in a limited supervisory manner. Then World War II broke out, and four years later I returned to Rikers Island once again, this time as Warden. Some of the most unique and notorious prisoners that I have known were:

Nick Montana, narcotics and vice lord, who subsequently died from parisis of the brain. He was greatly feared because of his wild and unruly temper and unpredictable behaviour. He carried a "shiv."

Joe Rao, and Ed Cleary, each of these mobsters had their own gangs in the Old Pen. They were the stars of the raid made by Commissioner McCormick, of Welfare Island back in '34. Rao was the leader of the Italian Mob and wielded tremendous power. Smuggling narcotics via carrier pigeons; he 'resided' in the Hospital Dormitory and was politically protected. Ed Cleary was the leader of the Irish Mob. He controlled special contraband, special visits and also had spe-

cial quarters for himself and cronies; incidentally, Ed Cleary was one of the group present when Prisoner Holshoe was stabbed to death at Warden McCann's feet.

Next, 2 Gun Bishop, long time burglar, escape artist and trouble maker. He distinguished himself by blackening Warden McGee's eyes while seated in a wheel chair in the Hospital. The assault was absolutely unprovoked. P.S. Bishop spent the balance of his time in a prone position, in the hospital. He subsequently was killed in a fight with another prisoner on another sentence. Issy Greenberg the sharpest and most proficient pick-pocket I ever knew, assigned as house captain at the Old Workhouse, Welfare Island. I observed by invitation Issy remove from a medical intern's pocket, stethoscope, prescription pad, pocket watch and a wax paper wrapped sandwich, a remarkable performance under the circumstances. Issy returned the articles.

Joe Bendix artist extraordinary, mild mannered, suave, could have earned a fortune for his cultural talents if lawfully applied.

Joe Connelly, ex-Borough President of Queens, made his fortune (2 million) in Queens sewer scandal. He was assigned to work in the institutional revolver range on Welfare Island. Rumor had it that Connelly would visit the mainland evenings and be seen at night clubs. In those days it could have been so.

There were a few snap-shot events and conditions that occurred and existed over 30 years ago. Let me briefly wander reversely for another 10 years to back to year 1925, and this is what we would have seen.

The Custodial Staff on duty 12 hours a day, generally 6 days a week but on the prison island, Old Rikers and Hart's two pass days a month. Sentence prisoners serving time were obviously frustrated for completing a successful escape. They were clothed in the traditional black and white striped uniform. Incidentally this was abandoned shortly after. Custodial Officers under the title of Prison Keeper were actually without uniforms. The most popular garment that served as an excuse for a uniform was a shabby trolley car conductors regalia. During the first few weeks on duty at Hart's Island, I wore a college type V neck sweater and a motorman's hat. Salaries in 1925 were \$894 per annum, one meal was included except during required reserve duty which took place

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MAILBAG

... Congratulations ...

It is with great interest that I read the publication "COBA NEWS" which launches a practical means of communication between the Correction Officers and everyone else. Your publication was appropriately and deservingly dedicated to our beloved and revered friend, His Honor the Mayor, Robert F. Wagner. The contents are indeed informative and factual and definitely enhances the spirit of cooperation and understanding within the Uniformed Ranks. The Wardens wish to direct allocades to you as its Editor, a commendation to John Martine your esteemed leader, to Frank J. Prial its eminent counselor, and to the hundreds of Correction Officers, its supporters and contributors.

With best personal regards,
WARDEN MILTON KLEIN
President, Association of the Wardens

Just finished reading the first copy of the "COBA NEWS," congratulations. There has been a need for a publication of this type for many years and I'm pleased to note that it has finally been filled. Lots of luck and best wishes for a successful future.

ARTHUR SINGERMAN
Deputy Warden, Manhattan Court Pens

I received my first copy, Volume 1, No. 1 of the "COBA NEWS", with great pride. I read it from cover to cover and enjoyed it immensely. Particularly interesting to me were the articles on Legal Topics, concerning our new twenty year pension plan, The Feature Article and also "Around the Dept." You, and all those who worked towards the publication are to be commended. A job well done! Although you mentioned its present title is temporary, I feel it will serve well as a permanent name. I was most disappointed to read that our magazine is a semi-annual publication. Two issues a year are to few and far between. How about a quarterly publication? (We hope to extend it in the future, Editor.)

Sincerely,
Officer John Clidas
R.I. Pen., Adult Div.

I am a Correction Officer at Great Meadow Correctional Institution and a member of the Union. I have published the union paper for the members of this local, but due to illness I am

now on the sidelines. Richard Wagner has shown me a copy of your publication sent to him. He is president of the Correction Officers Association of which I am a member. They are anticipating having me put out a publication for the COBA and I would appreciate being put on your mailing list.

Respectfully and fraternally yours,
George E. J. Lehman
Glens Fall, N. Y.

I would like to inform you that the "COBA NEWS" is not the first publication that we have had. Our first magazine was called "ON GUARD" and was published for several years. (We stand corrected having received old copies through the courtesy of Deputy Warden James Slattery, Retired.)

Jim Corrigan
Manhattan Court Pens

I received a copy of your splendid Vol. 1 No. 1 edition. I read and re-read it from beginning to end. It brought back many happy moments, and I was glad to gaze at the many familiar faces and names in this edition.

By way of introduction, I am William P. Drudy and I was employed as a Correction Officer and Acting Captain for 17 years from 1938 to 1955, at which time I resigned to accept a Civil Service position as Court Officer with the Supreme Court of Nassau County. I am still affiliated with the Court, but now as a Clerk of a Trial Part, and I am very content in my new surroundings.

Each article of this issue contributes to the tremendous strides that have been accomplished for the betterment of the inmate and the uniform force as a whole. The COBA is to be complimented for the wave of increased benefits that, through their hard work and earnest efforts, together with the backing of their Commissioner sought after benefits which have added to the stature of their position before the general public and has brought them respect by the community.

I am very pleased at the gains made by the earnest efforts of the COBA. I was a member of the COBA, as well as a delegate and elected officer, namely, Corresponding Secretary. For years the accomplishments that you had attained in such a short period were expounded before every legislative body, elected official and Commissioner

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First Duties

By Dr. Abraham Burstein
Chaplain, Rikers Island

There is no more significant passage in the Pentateuch than that declaring the sanctity of the firstborn. In the third chapter of Numbers we read: "Because all the firstborn are mine . . . I hallowed unto Me every firstborn . . . both men and beast."

All the biblical firsts . . . man and beast, first fruits, the tithes, the very staff of life . . . all are primally devoted to God. It will be remembered that those who received the Testament, even in the most wretched and fearsome circumstances, were in this wise enabled to create a kingdom of God on earth.

The principle applies to all faiths but is most remarkably demonstrated in the history of the most persecuted ethnic group of all ages. If a first child was a son, the parents determined to devote the babe to the uses of God. He was to become a man of great learning, and if possible a rabbi and leader. Leadership of the "chosen" folk, as Moses himself discovered, always entailed heartbreak. But the overwhelming purpose of consecrating the firstborn overcame all qualms of parents and sons.

Every new home was religiously dedicated as a sanctuary in miniature. First energies were expended on spiritual rather than physical ornamentation. The interpretation of the biblical phrase used by Herman Wouk in part as a book title, "This is my God, and I shall adorn Him," is that it refers not to the visible beauties of the House of God, but to observance of His spiritual commands, which were first given to Israel. No enterprise was to be undertaken until it was found in accord with the spiritual regulations of human conduct. Whatsoever man did, howsoever he lived, was patterned on a First Cause that never ceased to demonstrate His primacy.

The first years of the child were and are the important period of training in religion and morals. A passage of homily on the Song of Songs presents this basic teaching.

"At the time that Israel stood before Mount Sinai to receive the Law," the Holy One spake unto them . . . 'I shall give you the Law, but you must offer Me proper pledges that you will ob-

serve and maintain it.' They replied, 'O Master of the universe, our fathers, our patriarchs, will be our security.' But He answered, 'They too would require pledges for themselves.' Then they declared, 'Our prophets shall be our security.' But again He rejoined, 'Even with them do I find fault.' Then they cried, 'Let our children be pledges for us! To which the Holy One, blessed to He, answered, 'Now you have offered pledges of true worth; for their sakes shall I give you the Law.'

The firsts of human life and practice are closest to the First Cause of all. Men of all faiths must give primacy to the spiritual; only so can we avoid hatreds, sin, and war.



Father Laurence Gibney
Catholic Chaplain "Tombs"

TEN WAYS WE CAN ALL BEGIN NOW TO MAKE THIS ADVENT SOMETHING SPECIAL BY STARTING AN . . . ADVENT CLUB

Catholics are ruining Christmas, Father!"

This complaint was made to me early last December by an officer of a New York City bank. Because he was a good Catholic, I had asked him why he permitted his institution to commercialize Christmas by decorating the bank in mid-November with completely secular Christmas decorations. Now four weeks before December 25, sacred Christmas carols, made to sound like TV beer commercials, were being piped through the building.

Although this violated the spirit of Advent, the banker pointed out that this was what the public, the Catholic public, demanded. He reminded me that a nearby Catholic church had its Christmas crib on the parish lawn since the Sunday after Thanksgiving, that the Catholic Guild of his fellow employees was holding its annual Christmas party on December 9, that his children were singing Christmas carols in parochial school. "People accuse us of keeping Christ out of the market place when we don't go along," he said.

Another bank officer, a devout Episcopalian had for years fought to check the premature and commercialized decorations. He would not attend

Christmas parties during Advent, nor would he approve the use of Christmas carols to entice customers. "Catholic customers and fellow workers berated him the most," my friend told me. "They could not understand his argument that such commercialization degraded Christ, using Him as a boost for business."

The memory of this conversation came back to me during Christmas when I heard so many Christians deploring the pagan, greedy and extravagant aspects of the celebration of the feast. I saw more clearly the banker's point. Perhaps we are to blame.

Every year Catholics lament the improper celebration of Christmas when Christmas is actually upon us. We blame the storekeepers, the advertisers, radio and television, the public schools—everybody but ourselves. Yet people in these fields strive to give the public what it demands. They study us to see what our taste is, what will attract us, what we will buy. Christmas sales campaigns are planned months ahead of time, based on what we have patronized in the past.

Unfortunately, we Catholics to a great extent are carried along by these merely commercial, inartistic and unchristian displays. Then when Advent is over we grumble about how Christ has been removed from Christmas . . . when it is too late to do anything about it. By the next Advent we have usually forgotten last year's mistakes.

Businesses, on the other hand, keep a clear record of errors and start planning to remedy them the following year. Banks start their Christmas saving clubs 13 months ahead of time. Then those who have been caught short can start immediately to prepare for the next Christmas at the very time they are suffering from their mistake.

In a like manner I suggest that Catholics start informally now, months ahead of Christmas, an Advent Club. The only requirement for membership is a sense of disgust over the profanation of Christmas and the willingness to do something about it.

For the benefit of members I am giving 10 suggestions of ways to have a better Christmas this year. Some of these ideas have been practiced for years by veteran members of the Advent Club. The principle behind the club is not new. The Church enunciated it centuries ago when she gave us Advent. Members of the club will be able to think of other suggestions, perhaps more suitable to their circumstances and opportunities. Members will succeed in the restoration of Christmas if they are convinced that the only way to keep Christ in Christmas is to keep Him in Advent. Here are the 10 suggestions:

Preaching. Priests should start explaining the significance of Advent in early November at the latest. Just as the stores start weeks ahead of time to announce the number of days left before Christmas, so sermons should prepare us to be ready for Advent. But preachers should make it clear that Advent, far from being just a time of preparation for Christmas, is a sacred season having its own observances, teaching and special graces.

Decorations. Members should not decorate for Christmas during Advent. We will use Advent wreaths; O-Antiphon towers, Advent scenes like the Annunciation, the Visitation, St. John the Baptist in the Desert, etc. Just as we do not decorate our churches, homes and school for Easter during Lent and Passiontide, so we will not rush Christmas and spoil Advent by too early decoration.

Carols. Advent Club members will not sing Christmas carols during Advent. We will encourage the singing of Advent carols like *O Come, O Come Emmanuel; On Jordan's Bank; Creator of the Stars of Night; Wake, Awake, the Night Is Dying; The Coming of Our God and Ye Heavens, Open from Above.* Advent's four weeks are hardly time enough to really appreciate these and the other wonderful hymns like them. They are delightful, instructive and too infrequently heard.

One parish singing group decided to use only Advent hymns during their annual pre-Christmas visit to the local hospital. The patients were enthusiastic, although surprised. During the 12 days of Christmas the group returned for the singing of Christmas carols.

The secular world now has finished with Christmas carols by December 26. The work of the Advent Club will not only help to restore the popularity of the Advent hymns, but will enable the world to have a chance to really hear the Christmas carols, so many of which are now neglected.

Parties. Advent Club members will encourage their parishes, schools and organizations to have Christmas parties during Christmastide, not during Advent. They will try to make it clear that Advent recollection can be destroyed by such parties. Since Advent is a season of joy, however, they will strive to bring about a restoration of some of the traditional Advent parties on St. Nicholas Day, the Sunday of Rejoicing, St. Lucy's Day, etc.

Magazines. Catholic magazines could be a bulwark to the club. Most frequently their December issue comes out in late November or early December with a Christmastide theme—

from the cover Nativity scene, to the articles, to the editorial deploring the abuses of Christmas-time. Let them instead give over the December issue to Advent. Then the January issue could appropriately be dedicated to Christmas, coming out, as it does, during the 12 days.

Business People. We of the Advent Club will ask storekeepers, managers of restaurants and public buildings and community decorating committees to put up their Christmas decorations as close to Christmastide as possible and to leave them up until January 6. One New York restaurant placed an Advent wreath in the main dining room after the suggestion was made. The electric company of a small town turned the street light decorations off a few days after December 25. One man phoned, explaining to them that Christmas lasts until January 6. They turned them on again and were happy to do so. Nobody had ever explained this to them before. This year they are planning to light a village Advent wreath on the main square.

When we see stores tearing down their decorations after the Christmas rush, it is easy enough to complain that these stores are commercializing Christmas. If only we will observe Advent and Christmastide fully ourselves and ask them to help us, we may be surprised at their willingness to co-operate.

Shopping, Cards and Gifts. These fine customs are endorsed by the Advent Club. The members will not find them as exhausting to the pocketbook or person as others, nor will our Advent recollection be destroyed by them. We won't worry about the race to be finished by December 24. What we don't get done by then we can do during the 12 Days. What is more we will have time during Advent for shopping because we won't be so busy trying to crowd Christmas parties into our schedule. Pioneer Advent Club members report that gifts received between December 26 and January 6 receive more attention from the recipients. They are delighted at this opportunity to extend Christmas and have more time to give attention to the opening of one gift than the multitude received on the 25th.

Reading. Members of the Advent Club will read books and pamphlets like the Liturgical Press' *Family Advent Customs and Religious Customs in the Family*. Of course, they will use as their Advent family prayer and meditation books: the Sunday Masses of Advent, the Advent Psalms, the Book of Isaiah and the other prophecies of the advent of the Redeemer.

Special Advent Observances. The Advent em-

ber days; the use of the joyful mysteries of the Rosary; the feast of the Immaculate Conception; and the other Church, diocesan and parish observances at this time will gain meaning and depth when seen in their Advent surroundings.

Children and Adults. Parent, priest and teacher members of the Advent Club will show children how to celebrate Advent. Youngsters respond to the challenge and joy of Advent if they are given the opportunity. Many grandparents and uncles and aunts will be valuable members, too, because they can recall for us and help us restore the Advent customs of their childhood in this or other lands.

Members of the Advent Club will be able to help restore Christmas. They will lead us to a better observance not only of Christmastide but also Epiphanytide and the whole year in Christ.

Let the Advent Club start to plan and work Christian Christmas until Advent is kept properly. Let us keep Christ in Christmas by keeping Advent.

LEGAL TOPICS—Cont. from Page 3

I, 1966, when he died without having retired; that his pay was \$8,483 annually; that his own contributions, with interest, totalled \$10,000; that the amount in the initial reserve on his pension (contributions by city) was \$53,000.

**Under the new law, his beneficiary will receive:*

Annuity reserve	
(member's contributions)	\$10,000
Pension reserve	
(city's contributions)	\$53,000
Total	\$63,000

**Under the prior law, his beneficiary would have received:*

Annuity reserve	
member's contributions)	\$10,000
One year's salary	\$ 8,483
Total	\$18,483

**Extra amount under the new law* \$44,517

Last year's 20-year, half-pay pension law (effective July 1, 1965) provided the benefits; this year's "death gamble" law assures that they will be paid for those who died in service after becoming eligible to retire.

Congratulations To All

The Correction Officers Benevolent Association wishes to extend to the following former members of this organization, a long and prosperous retirement.

Correction Officers

Warden

Herman J. Ruthazer

Deputy Warden

Joseph Casey	Thomas Costello
Jeremiah Donovan	John J. Godfrey
James Slattery	Michael J. Sullivan
	Francis J. Sweeney

Asst. Deputy Warden

Lawrence Sheehan	Benjamin Shepard
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Captain

Mayes Du Bose	Joseph Duignan
John J. Flanagan	Stephen Hartigan
John G. Jones	Daniel J. Leonard
Thomas Orchard	Samuel Schneider
Joseph Silverberg	Bernard Tax
Albert G. Walker	Robert G. Waltenberg
William Warfield	George Wilund

Warren Annunziata	John Benevenga
Patrick Cannon	Cleveland Chamberlain
Anthony S. Corcoran	Michael J. Corcoran
Walter Czubay	Thomas Daley
Patrick Dolan	Henry Doerfler
James Ferriter	Michael Flanagan
Michael Foley	Mathew Gay
Daniel Gleeson	Thomas Glendon
John J. Goggin	Frank J. Grubbin
Arthur Gronberg	John F. Hayden
Henry C. Henderson	James J. Hickey
Thomas Hogan	Thomas Hynes
Arthur Joyce	Frank Karga
Edward Kerns	Charles Krumm
Joseph Lang	Dominick Laperuta
John J. Mackin	Jeremiah Mahoney
Joseph Mc Brien	James Markey
John Mc Gurk	Dennis Mc Daid
Thomas Moore	James Mc Avoy
Thomas Mulvey	Charles Morris
Timothy O'Sullivan	Martin O'Donnel
John Reilly	William Pressey
Martin A. Rosenthal	Michael Ricciardone
James Rynne	Max Ruditz
John J. Sullivan	John J. Stewart
Michael Sweeney	John Sweeney
John V. Williams	John Tolan
Mae M. Martin	Majorie Collins
Agnes M. Murtagh	Ella Mc Carthy
Ann Schrab	Mary Reynolds
Antoinette Tummarello	Mildred Wilund



Times have changed since this class attended the Correction Academy. Among this group are today's leaders of the Uniformed Force. How many of the above men do you know? If there are other pictures around we would be glad to publish them, it would be of interest to all members, active and retired.

AROUND THE DEPARTMENT

BRANCH QUEENS—NEWS

The Baron, C.O. Doerfler is retiring again!! He likes the parties. Seedy, CO Connolly has all the C.O.s up for 10¢ beers at the K. of C. Red Light District, Hudson Council.

Mother Maloney, new Alternate Delegate for the COBA, 3rd Vice Pres of the Catholic Guild, Latrine orderly for the Emerald Society.

C.O. Burton's wife brought a future C.O. home June 9th, congrats to both.

C.O. Longo eating at C.O. McHugh's, too bad Lynn.

C.O. Lavery's wife brought a driver for the G.T.O. in the way of a baby boy May 19th.

C.O. Garrity back to work after short illness rushing to the kitchen to get back his bay window.

Two eligible bachelor's, C.O. Rogers and McHugh taking a walk up the last mile.
C.O. Geoghean hustling Emerald tickets.

BRONX HOUSE OF DETENTION—NEWS

Now that we have pay and pension parity, most Correction Officers would rather fight than switch.

C.O. Herlihy and Marzano are kept busy walking their newly adopted puppies.

C.O. Danny Zemann seen strolling with his books on the campus at R.I.

C.O. John Bronner fully recovered from his gall bladder operation and eating everything in sight.

C.O. Scorzello planning to vacation in Puerto Rico again.

With all the new benefits, Correction is fast becoming a father and son job.

Welcome aboard Mr. Viadero. Ed. note—His father was the only Sgt. in this job.

Another liter of kittens for the Bronx.

We deeply mourn the passing of Dr. Vincent Herlihy and Dr. Joseph Karpowski, both assigned to the Bronx. As friends and doctors they will both be difficult to replace.

C.O. Viadero sweats his barber worked in a doughnut factory and that is why his haircut always has a hole in the middle. (he is not alone).

KINGS COUNTY HOSPITAL PRISON WARD

D/W James J. Slattery, Ret. spending his retired hours improving his summer home in L. I. after 35 years service.

C.O. Warren Annunziata Ret., enjoying most of his leisure time on his country home in Pennsylvania.

C.O. James Markey starting terminal leave after 35 years service.

C.O. and Mrs. Thomas McKiernan, Boy, Kevin Michael, Nov. 24.

C.O. and Mrs. S. Fassberg, Girl, Beth Sheryl, Dec. 5.

C.O. and Mrs. Phillip Carpenito, Girl, Liane, Dec. 9.

C.O. and Mrs. James Sollitto, Girl, Ellen Jean, May 25.

Former C.O. Thomas Connelly (Tiger Tom) sends regards to Correction Personnel, he joined the Transit Police Force on April, 64.

TRANSPORTATION DIVISION

C.O. Capobianco kept busy during the month of April—on the 16th, his wife presented him with a baby girl, Barbara Ann, 8 lbs. 14 ozs. On the 17th, he made an arrest for Grand Larceny. Auto stolen a half hour earlier. On the 19th the defendant was sentenced—mighty quick work, congrats.

BROOKLYN HOUSE OF DETENTION— WOMEN'S DIVISION

There's something new in Brooklyn, Women!!! The Brooklyn House of Detention for Men now has a Women's Division. It consists of five Capt's and forty Officers.

Female inmates are housed in three areas of the institution: The dormitory, which has a capacity of 24, is occupied by the adolescent inmates; the 4th and 5th floors, both having capacities of 120 each, are occupied by detention and sentenced inmates respectively.

Upon arrival in the institution, the female staff was met with and survived many problems. How to operate in a maximum security institution where both male and female inmates would be housed was by far the most difficult one. It necessitated many changes such as additional facilities and equipment utilized by females; rescheduling the movement of the entire inmate population to afford the separation of male and female inmates; additional civilian staff such as social workers, psychiatrists, doctors, nurses, podiatrists, and recreational staff; and a tremendous amount of patience and cooperation between the administration and the staff, both male and female. It was not an easy task to do, yet the women have made great strides in the six months that the division has been operating.

Other problems are still arising day by day, as the care, custody, and control of female inmates differs decidedly from that of male inmates. These too will be handled in the same conscientious manner which has been exhibited by the staff in

the past.

This is truly a unique experience for the female staff to which they are proud to be playing such a major part.

RIKERS ISLAND R. & C.C.

Les Baer seen buying "boating books" seems he's looking to purchase a larger boat.

C.O. Osborne is a card holder in scuba diving. Understand he's cleaning up the area around City Island of old anchors and motors.

Vinnie Romero of the Receiving Room fixing up his house which he just purchased, after all the alterations are completed he's having a big house warming.

Mike Riccadone was the first to retire from C76, word has it that Mike loves his retirement. Looks great these days.

Big Sam Perry keeping in trim by attending the "Y" twice a week. Notice how Sam goes for those short sleeve shirts now that the summer is here.

John Guzman keeping the bowling alleys busy with his league. Anyone interested should contact "John."

John Glidas "The Smiling Greek" has been overheard to say he loves C76. Rumor also has it that George Givot the Greek Ambassador of Good Will is a distant relative.

George Coleman won't admit it but on his day off he's been seen pushing the baby carriage, his daughter is now six months old.

Jack Evelyn looking for someone to go fishing with him on their day off.

Gene Distelhurst fixing up his new home, he just purchased.

Louie Gallo looking around for a house, anyone knowing of a good buy please see "Louis."

C.O. Joe Davidson can hardly be recognized these days with his new teeth. Bet he can't eat apples.

Jim Hecker keeps looking and talking boats, if anyone knows where he can pick up a nice clean 26 footer for about \$250 please contact "Jim."

Norman Hockhauser got the bright idea since his recent visit to Atlantic City to make the Metro Buses of C 76 "Jitney Buses" and charge a 15c fare. Who'll get the money Norman?

Bob Howard doing a fine job in the General Office keeping the Journal up to date. Understand since he got the job he's learned to add, how about that!

Sam Husbands keeping in trim by working as an umpire in his little league.

Louie Skinner of the Clinic looking more like a doctor every day, now that he has the clinic steady.

COBA Annual Affair

About 800 Correction Officers and guests attended the testimonial dinner-dance for Frank J. Prial II, publisher of THE CHIEF, on Oct. 9 at the Boulevard supper club, 94-05 Queens Blvd., Elmhurst, Queens.

John A. Martine, president of the Correction Officers' Benevolent Association, which sponsored the dinner-dance and entertainment, presented a plaque and honorary shield to Mr. Prial, who also is counsel to the Association.



Frank J. Prial II being presented the COBA Plaque and honorary shield by John Martine, Pres. and John Raftery, 1st Vice Pres. of the COBA.

Speakers introduced by Harry McGann, the toastmaster, were: Bronx Civil Court Judge Mario A. Procaccino; Queens District Attorney Frank D. O'Connor; Raymond E. Diana, Assistant to the Mayor for Labor Relations; Correction Commissioner Anna M. Kross; and Mr. Martine. Rev. Laurence A. Gibney, Tombs Chaplain, delivered the benediction.

Cited for Support

John Raftery, COBA first vice president, presented the plaque to Mr. Prial "in appreciation for your support in putting us on the road to success." He received the shield from Mr. Martine.

Mr. Prial paid tribute to Mr. Martine and the COBA's executive board and to Mayor Wagner for his "tremendous work he has done," along with his aides.

"John Martine and your executive board," Mr. Prial said, "deserve recognition for their great leadership of your Association. It has made tremendous progress in the last 10 years, particularly the last three, under John Martine and before that, under Steve Hartigan.

"I should also like to thank those in the city administration who have been so helpful. Many of us may not realize how helpful they've been. I am thinking of Tony Russo (Deputy Labor Commissioner Anthony C. Russo), who has the responsibility of carrying out City Hall policy.

Praises Wagner

"Also Ted Lang (Personnel Director Theodore H. Lang) who has done an excellent job as Personnel Director. Also helpful, not only in personnel problems, but also at the collective bargaining table has been Ray Diana, who referred to my grandfather, and my good friend, Fred Rieber (Deputy Commissioner of Correction), and also Commissioner Kross and Deputy Commissioner Irma Santella.

"We also owe a debt of gratitude to Mayor Robert F. Wagner for the tremendous work he has done in our behalf. He has a great policy of compassion. We are fortunate we have had Mayor Wagner. His progress has been truly outstanding.

"I am grateful for the honor tonight and for the very fine cooperation of the last few years."

The entertainment was headed by Marge Cameron, comedienne, and Vic Ames, singer. Music was provided by Johnny Morris and his orchestra.

"Have You Ever Been Convicted of a Felony?"

In sentencing two high-school boys who had thoughtlessly made a practice of "borrowing" automobiles to go joy riding, a Midwestern district judge made the following remarks. They will be remembered by anyone who reads them.

You come from good homes, both of you. Yet now you have been convicted of a felony—a crime for which you might be sent to the penitentiary. In this case I do not have to send you to the penitentiary. I am permitted to give you a parole.

But even if you never see the inside of a penitentiary or jail, you will not have escaped the

Questions and Answers

penalties of your crime. The record of your conviction will be here as long as the courthouse stands. No amount of good conduct in the future can ever erase it.

Next year, or ten years from now, or when you are old men, if you are ever called to be witnesses in any court of law, some lawyer will point his finger at you and ask: "Have you ever been convicted of a felony?" You will hang your head and admit that you have, because if you deny it, the records of these proceedings will be brought from the vaults and read to the jury.

The question will be asked for the sole purpose of casting doubt on your testimony. Convicted felons are not believed as readily as other persons.

Someday you may have a chance to live and work in one of the expanding countries of South America, and you will apply for a passport. You may not get it. You might enter Canada for a fishing trip, but you would not be allowed to stay. No country will allow you to become a resident. Your world is so much smaller than it was.

Someday you may seek a position in the civil service of your state or nation. On the application blank you will find this question: "Have you ever been convicted of a felony?"

Your truthful answer will bar you from appointment. An untruthful answer will be detected because appointments are made only after investigation. The record is here to be found by anyone interested.

In a few years you will be 21, and others your age will have the right to vote—but you will not. You will be a citizen of your state and country, but you will have no voice in public affairs.

Someday the governor may pardon you and restore your rights, but it is going to be humiliating to ask him. He'll want to know your whole record. It is a bad one.

I am granting you a parole. A parole is in no sense a pardon. You will report to the men who have accepted your parole as often as they may ask. Your convenience is not a matter of importance. You will also obey your parents. If your parents send you to bed at nine o'clock, you will go without complaint. You will perform such tasks as are assigned to you. Your parole is a fragile thing.

Should the slightest complaint of your conduct reach this court, your parole will be revoked immediately and you will begin serving your sentence. You will not be brought back here for questioning and/or explanation. You will be picked up and taken to prison—without notice to you and without delay.

The following test for promotion to Captain given in 1962 is reprinted for the benefit of all members of this Association to assist them in preparation for the next examination at the suggestion of Officer Patrick Losquatro. The correct answers are on page 24.

1. When a correction officer, who has been efficient and conscientious, suddenly becomes less attentive to duty and makes numerous mistakes, the cause of such a change.

(A) is usually that the officer is responding to a subtle change or modification in the job situation (B) is usually apparent to a discerning supervisor and to observant fellow correction officers (C) may be readily discovered by a close study of reports and personnel records (D) may have no direct relationship to the job or to the supervisory situation.

2. In spite of a fairly common feeling among the staff of an institution that many procedures are superfluous and are just "red tape," the best justification for such procedures and so called "red tape" is that

(A) certain standard procedures are needed to help achieve the over-all objectives of an institution (B) standard procedures insure accuracy although slowing down the pace of work (C) standard procedures usually result in the creation of important and necessary records (D) uniform procedures have the definite merit of eliminating opportunities for favoritism and special privilege.

3. Forms for reporting work, which in the past were often criticized as just some more paperwork, are considered by progressive management today as

(A) an effective system for informing higher management echelons of goals at which to aim (B) an effective way to record and to control work and assignments (C) a way of taking the monotony factor out of report keeping (D) a method of arriving at a fairly precise measure of an employee's morale.

4. The principal purpose of a formal employee grievance procedure should be to

(A) demonstrate that top management is interested in staff morale (B) prevent employee grievances from building up to a point where they may receive undesirable publicity in the public press (C) provide a safety valve for employees who might otherwise resort to quite serious misconduct (D) reveal the existence of inequitable situations and afford an opportunity for their correction.

5. One of the most important relationships involving employees in an organization is called the employee "grapevine." A characteristic of this employee "grapevine" is that it generally

(A) is informally organized and operates vertically rather than horizontally (B) has a well-defined structure and is an indication of a breakdown in communications (C) is quite informally organized and thrives on information not openly available to the entire group (D) has a well-defined structure and may or may not serve the proper ends of an organization.

6. The most accurate of the following statements about employee supervision is that

(A) the abler the employee, the more likely the employee will benefit from intelligent supervision (B) the less exacting the supervisor, the better the quality but not the quantity of work performed by employees (C) the more dedicated the employee, the less the employee can accept supervision (D) the more incapable the employee, the more likely the employee will benefit from intelligent supervision.

7. If one of your officers disagrees with your evaluation of his (her) work, the best way to handle such a problem is for you to

(A) avoid discussing your actual evaluation but indicate the employee's specific strengths as well as the weaknesses (B) explain the basis of your evaluation and discuss it with the officer (C) indicate that in any person-to-person evaluation some individuals must necessarily receive less than a perfect rating (D) point out that by virtue of your supervisory role you are in a better position to appraise an employee's work.

8. In the forced distribution method of rating job performance, all the employees are considered in relation to each other and each is usually placed into one of three groups which represent levels of performance, such as the top 25%, middle 50%, and bottom 25%. The one of the following which is *true* about such a rating system is that

(A) it is useful for large employee groups (B) personal strengths and weaknesses of employees are meticulously indicated (C) raters make very precise distinctions between all employees (D) all raters use the same standards.

9. If a correction officer attempts to conceal from the captain the fact that the officer has made an error, the most important assumption the captain should make in such a situation is that the

(A) officer-captain relationship needs study and improvement (B) error was not serious since otherwise it would have been revealed in the regular course of institutional operations (C) officer is willing to take a chance that the error will not be discovered until later (D) officer

may be shielding someone else who was also responsible.

10. As a captain, you have received from the head of the institution an order with which you in institutional operations. You discuss the matter with the head of the institution, who declines to change the order, giving reasons therefor. Later you issue this order to your staff and the correction officers find objections similar to yours. One of the officers asks to discuss the order with you. You should

(A) admit your agreement with this officer's views but state that the head of the institution wishes it done this way (B) discuss the matter with the officer indicating why the head of the institution feels the new method is superior (C) in company with, and reinforced by, the correction officer repeat your original objections to the head of the institution (D) tactfully refrain from discussing the matter at all, out of loyalty to the head of the institution and in deference to the command structure.

11. A group of correction officers strongly opposed a proposed change in procedure designed to reorganize the work of the institution. After a review of such protests, it was decided to institute the change on a trial basis with permanent adoption of the change if later indicated after such trial. Such a tactic is

(A) good; it is an indication that the administration is willing to surrender some of its authority in order to secure staff harmony (B) bad; it is an indication that the administration is unwisely yielding to group pressure (C) good; it is an indication that the realities of the situation are being considered by those in authority (D) bad; it is an indication that employee organizations had not been consulted prior to announcing the proposed change.

12. A correction officer has been complaining bitterly to fellow officers that another correction officer has received a desirable assignment by reason of influence. Via the grapevine, the captain learns of this allegation, but knows that it is untrue. In this situation, the captain should

(A) inform the complaining officer privately of the truth regarding the assignment (B) confront the complaining officer in the presence of others and demand absolute proof of the charge immediately (C) ignore the matter since it is not the captain's job to interfere in disagreements between officers (D) tell the complaining officer to apply for a desirable assignment also.

13. Your superior assigns you a new and difficult task which you honestly believe you will be unable to complete in the time set. The best procedure in such a situation would be to

(A) Inform your superior at the outset that the job cannot be done in the time limit (B) work as quickly as possible and periodically in (C) work as quickly as possible and when the deadline arrives remind your superior that the time allowance was insufficient (D) work as quickly as possible, taking whatever shortcuts are possible, but finish the job in the time allotted even though it may be unacceptable.

14. The one of the following which is generally regarded as a weakness of the lecture as a method of training is that it

(A) does not allow for the teaching of material in logical sequence (B) is suitable mainly for teaching small groups (C) is difficult to hold the interest of a group (D) requires the use of many visual aid techniques.

15. If a captain has a feeling that a certain correction officer is hostile to him, the captain should

(A) sound out some other correction officers as to whether this is really the case (B) try to discover the basis for this attitude (C) overlook the matter since first impressions are often valueless (D) point out then and there his displeasure with the correction officer's attitude.

16. Assume that there are certain duties that are not liked by correction officers. Because the work has to be done, the captain should, as much as practicable,

(A) assign these duties to the best natured officer (B) assign these duties to the junior officers (C) rotate these duties among subordinates (D) assign these duties as punishment details.

17. A special responsible job needs to be done in your area. The officer you should assign is the one who

(A) acts as captain in your absence (B) has had the least opportunity for special assignments (C) is the senior officer in your command (D) through past performance seems best suited to do the job.

18. The captain's chief function in regard to Departmental policies is to

(A) determine when they should be applied (B) interpret and transmit them to subordinates (C) make decisions about conflicts in policy (D) review them to see if they are workable.

19. To serve as an effective deterrent to future rule infractions by inmates, punishment for infractions is most effective when its application is

(A) certain but delayed (B) certain and physical (C) certain and prompt (D) prompt but moderate.

20. Reprimanding an officer for inefficiency in the presence of fellow officers usually is apt to

(A) arouse the officer's resentment (B)

cause the officer to resign (C) improve the performance of the crew (D) stimulate the officer to improve.

21. Organized rebellion by inmate leaders, except under very rare conditions, is not favored by the other inmates chiefly because

(A) it introduces an element of disagreement between the leaders and the followers (B) it usually leads to greater restriction of privileges for most of the inmates (C) the leaders are in the minority and therefore can not represent the wishes of the majority (D) the leaders, due to their distorted thinking, and their need to make an impression, fail to take into account the realities of the situation.

22. The Federal Bureau of Prisons, in its Correspondence Course for Jailers, states that "When an emergency alarm is sounded, be certain that all available officers do not rush to the scene." The principal reason given for this is that

(A) all officers will not have the opportunity nor the time to draw weapons from the armory (B) a rear guard or reserve force should remain away from the scene of possible trouble (C) it prevents uncontrollable panic from developing throughout the entire institution (D) the alarm may later turn out to have been false or unnecessary.

23. Select the one of the following sentences which is most correct as a statement of fact.

(A) A trial inmate cannot refuse to appear in a "line-up" but may refuse a request for an interview by a New York City police officer (B) A trial inmate can refuse to appear in a "line-up" but cannot refuse a request for an interview by a New York City police officer (C) A trial inmate can refuse to appear in a "line-up" and may refuse a request for an interview by a New York City police officer (D) A trial inmate cannot refuse to appear in a "line-up" and cannot refuse a request for an interview by a New York City police officer.

24. "It must be borne in mind that a fire allowed to get out of control endangers the lives of all occupants who are locked in cells." The principal cause of deaths in such a situation is usually

(A) actual contact with flames (B) panic (C) shock (D) suffocation.

25. An attempt to encourage participation by inmates in the educational program of a correctional institution would be most effective if institution officials

(A) emphasized that an inmate is less likely to get into trouble in the institution by such participation (B) indicated that such programs are in accord with the most progressive theories of penology (C) tried to equate the amount of in-

struction with the length of sentence to be served by an individual inmate (D) tried to show inmates the benefits to them individually of taking part in such a program.

26. If a rule is unpopular with the inmates, the captain should

(A) appeal to all inmates to obey the rule in question thereby preparing the way for its possible repeal (B) apply it especially against inmates who are disliked by the other inmates (C) consistently enforce the rule regardless of its unpopularity (D) continuously emphasize to all inmates the penalty for violating the rule.

27. According to the "Manual of Correctional Standards," counts in dormitory or open type units should always be made by more than one officer. The chief reason for this is that

(A) it assigns clear responsibility for a very important task to two men rather than to a single individual (B) it is a desirable show of strength which impresses all concerned (C) it minimizes the chance that inmates may move around undetected and thus cause an incorrect count (D) the two officers can each make independent counts and thus check each other.

28. According to authorities in prison administration, a pre-arranged plan for dealing with escapes should provide that officers on assigned posts may be moved only

(A) by the person in charge of the search operation (B) by the senior officer present at the assigned post (C) when such officers are positive such a move is desirable (D) when such officers are relieved by any superior officer.

29. The one of the following religions which has recently acquired a considerable number of converts among the inmates of prisons in this country is

(A) Buddhism (B) Islam (C) Mormonism (D) Pantheism.

30. "Velcro" is a trade mark that refers to a type of

(A) clothing fastener (B) identifying wrist band (C) intercommunication system (D) tamperproof plumbing fixture.

31. The library catalog in a correctional institution, to be worthwhile, must answer three questions. The one of the following questions it is *not* important for the catalog to answer is

(A) Does the library contain a book with a certain title? (B) How often is a certain book taken out by the readers? (C) What books are there in the library on certain subjects? (D) What books does the library contain by a certain author?

32. "A good correctional program should be carried on in such a way that problem cases are

revealed long before they reach a critical state." A correction officer could help most in carrying out such a program by

(A) consulting with superiors as to the type of disciplinary action to be taken with problem cases (B) learning to recognize the signs of trouble and how to deal with them (C) preparing a good case against the inmate in the event a disciplinary hearing is held (D) getting the help of other correction officers in dealing with critical situations.

33. Visual inspection of cell bars should be supplemented by tapping the bars with a leather hammer to detect the sound of a partially sawed bar. This sound can most accurately be characterized as

(A) a bell sound (B) a clanging sound (C) a dull sound (D) a grating sound.

34. In making a search of a cell, the officer should apply pressure against the shatterproof immovable glass fronting the compartment which houses the concealed cell light. If the glass yields to pressure it is most probable that

(A) an attempt was made to remove the glass so it could be used as a weapon (B) it is an unsuccessful attempt at vandalism (C) the wiring in the lamp housing has been tampered with in order to cause a "short" and thereby create a disturbance (D) an inmate may have tried to gain access to the light compartment as a possible hiding place for contraband.

35. After the officer starts the movement of the cell doors where such doors are opened and closed by a mechanical arrangement detached from the cells proper, he should stop such motion for a fraction of a second in order to

(A) additionally test the proper mechanical operation of the doors (B) be alert for any last minute instructions from superiors relative to opening or closing the doors (C) clear the slide of debris (D) give unmistakable warning to the occupants of the cells about the opening or the closing of the doors.

36. The desire for special clothing in a correctional institution usually is concerned with

(A) shoes (B) socks (C) trousers (D) underwear.

37. Several women's institutions have tried out "student government" programs in the form of cottage committees or of inmate councils representing the entire institution. About these programs, it is most correct to state that they

(A) can be of value both to the institution and to the inmates (B) have no positive value for either the institution or the inmate (C) may benefit some inmates but they are generally harmful to orderly administration (D) may contri-

but to orderly administration but are harmful to inmates.

38. All the processes in a correctional institution for women should lead toward educating the woman inmate for

(A) earning a living in a socially acceptable type of work (B) marriage and motherhood (C) successful community living (D) making the best use of leisure time after release.

39. A study entitled "A preliminary evaluation of the relationship between group psychotherapy and the adjustment of adolescent inmates (16-21 years) in a short-term penal institution" was conducted by the Diagnostic Staff at Rikers Island in 1959. A conclusion which was drawn as a result of the study was that

(A) a repetition of the study was necessary with smaller therapy and non-therapy groups (B) group psychotherapy subjects displayed a better institutional adjustment than those not receiving group therapy (C) no follow-up study was necessary because of the negative results from the original study (D) a smaller proportion of experimental group subjects improved after receiving group psychotherapy when compared to those who did not receive group therapy.

40. The one of the following statements which is most accurate concerning group psychotherapy is that group psychotherapy

(A) is in a way an outgrowth of the concept of inmate self-government (B) is of little value with deviant personality types (C) should make the group members resent help from their fellow inmates (D) reflects a punitive rather than a rehabilitative aim.

41. In group counseling and psychotherapy it is usually true that persons are more defensive and argumentative than in individualized counseling and therapy sessions. The reason for this tendency is that

(A) individuals in a group setting feel it more necessary to protect their personality (B) people in group settings are motivated by the characteristically free atmosphere (C) people would rather argue in a group setting than in an individualized setting (D) the group session is more poorly organized and therefore uncontrolled.

42. Research studies have revealed almost nothing, in an exact sense, of the possible effectiveness of any given approach to the problem of rehabilitation mainly because

(A) of the lack of motivation of and failure to cooperate by inmates involved in such studies (B) proper control (non-treated) groups have rarely been included in any such studies of the problem (C) of the relatively brief period during which any such rehabilitative programs have

been in effect (D) such studies cannot probe unduly into an inmate's post-release activities, as must be done if they are to be valid.

43. It has been suggested that the Court of Appeals in the State of New York be permitted to establish an Institute of Sentencing similar to the one set up by Federal Law. The primary function of such an Institute would be to

(A) render assistance to judges in achieving more uniformity of sentencing in accordance with recognized criteria (D) to curtail the sentencing freedom of the judiciary which has resulted in inequitable sentencing practices (C) shift the sentencing from the judiciary to the Institute (D) hear appeals from inequitable sentencing.

44. Creative or guided restitution refers to a rehabilitation technique in which an offender, under appropriate supervision, is helped to

(A) adjust to a normal social life after release from confinement (B) become familiar with agencies whose programs include aid for the released inmate (C) find a way to make amends to those he has hurt by his misconduct (D) rid himself of anti-social drives, desires and associates.

45. The success of a public relations program in a correctional agency can best be measured by the

(A) amount of favorable publicity acquired by the agency over a given time period through the medium of the public relations program (B) creation of a satisfactory image of the correction officer as a custodial officer (C) rate and extent of improvement in the correction employee's job (D) degree to which the public relations program assists the correctional agency in accomplishing its general aims.

46. Concerning tear gas and its use it would be most correct to state that

(A) the only type of tear gas dispenser is the tear gas projection gun (B) tear gas munitions deteriorate rapidly (C) the psychological effect of using tear gas is negligible (D) the use of tear gas in quelling prison disturbances is usually considered inhumane.

47. The correction officer can contribute to the inmate's rehabilitation by helping him see for himself patterns of behavior which do not and will not bring satisfaction. This approach, to be most effective, is best used

(A) at critical moments of stress in institutional life (B) when the inmate first shows signs of a satisfactory adjustment to institutional life (C) when the officer-inmate relationship is strong and the inmate is himself discussing his problems (D) when the officer-inmate relationship is strong, and the inmate is receptive to suggestion due to fatigue or depression.

48. Of the following, the most important reason why psychiatric social workers find it difficult to achieve success in their work in prisons is that

(A) psychiatry and social work are not exact sciences (B) neither inmates nor correctional officials are in sympathy with their work (C) no precise goals have been established to guide them in their work (D) they must deal with cases with which other treatment services have previously failed.

49. The "Differential Association" theory of Sutherland holds that

(A) fundamentally, criminals are led into crime by socio-economic forces (B) criminals learn criminal behavior in much the same way as they learn non-criminal behavior (C) shrewder criminals induce individuals with low I.Q.'s to commit crime (D) status in a crime-oriented group is achieved by the successful commission of dramatic criminal acts.

50. A survey made in a large male correctional institution disclosed that 10% of the inmates had *nomadic tendencies*. "Nomadic tendencies" means most nearly

(A) assaultive tendencies (B) sadistic tendencies (C) narcotic tendencies (D) wandering tendencies.

51. There is a group of mentally ill inmates who have a *functional psychosis*. The word "functional" in this case indicates that

(A) it is an organic psychosis (B) the psychosis is caused by alcoholism or drug addiction (C) there are no demonstrable changes in the brain (D) there are clinical findings of senile arteriosclerosis.

52. "Sociopaths" is a fairly new word used to describe

(A) confirmed narcotics addicts (B) latent male homosexuals (C) neurotic adolescents (D) psychopathic personalities.

53. The incarceration of the geriatric presents many problems in correctional administration. The word "geriatric" means most nearly

(A) dipsomaniac (alcoholic) (B) moronic (mentally deficient) (C) pertaining to split personality types (D) pertaining to individuals of advanced years.

54. Those sections of a city where unfortunates congregate is usually called Skid Row. It would be most accurate to state that on a typical Skid Row,

(A) a high percentage of the men there are non-white (B) the men prefer organized group recreation rather than being alone (C) most of the men are over 40 years of age (D) there is a higher proportion of married men than is found in the general population.

55. The lowest parole violation rate is generally shown by parolees who have been sentenced for homicide and

(A) burglary (B) forgery (C) robbery (D) sex offenses.

56. Jobs for ex-inmates can most often be found in

(A) big corporations (B) domestic service (C) government agencies (D) small private enterprises.

57. The one of the following which probably could make a contribution in the correctional field that would be most productive of long range desirable results is the

(A) behavioral sciences (B) medical sciences (C) physical sciences (D) statistical sciences.

58. The one of the following statements about basket making as a prison handicraft which is most accurate is that

(A) it cannot be used for occupational therapy (B) the work involved is too simple and cannot hold inmate interest (C) tools are not usually needed in basket making (D) the end-products of basket making do not find wide-spread use.

59. The one of the following which would be considered a leading question in interrogating an inmate is

(A) "How old was your wife when you married her?" (B) "Tell me something about your wife." (C) "Do you want your wife to visit you?" (D) "You don't seem to like your wife, do you?"

60. There are 21 Borstal institutions in England. These Borstal institutions are designed to take

(A) only female inmates (B) only the most hardened offenders (C) the criminally insane (D) offenders over 16 and under 21.

61. Highfields is an institution in New Jersey that is mainly concerned with

(A) adult narcotics addicts (B) adult recidivists (C) juvenile delinquents (D) juvenile narcotics addicts.

62. A characteristic of the teaching machine used in the Department of Correction is that it

(A) is extremely costly to buy and to operate (B) has a built-in reward factor to stimulate use and study (C) is apt to be too inflexible and to permit no change-over to different subjects (D) requires close supervision while the student is operating it.

63. The New York State Department of Correction has established Conservation Work Camps and several of these are now operating. The one of the following statements about these camps which is *true* is that

(A) offenders assigned to them are a mixture of wayward youths and older felons (B) the

parole violation rate of inmates paroled from the camps has been disappointingly high (C) there is a definite age limit set for inmates assigned to them (D) transfers to these camps from other institutions are made on a non-voluntary basis.

64. A treatment program for alcoholics in correctional institutions is usually handicapped by the fact that

(A) alcoholics are extremely resistant to any kind of treatment (B) alcoholics feel superior to the institutional environment and will not cooperate (C) other inmates resent any special attention given to alcoholics (D) the sentence of most alcoholics is too short to permit effective treatment.

65. A psychoanalyst prominent in forensic (legal) psychiatry has written that "A criminal act is the sum of a person's criminalistic tendencies plus his total situation, divided by the amount of his resistance; or expressed symbolically, C T S." According to this statement, if a given

R individual's R is great, then it is most probable that

(A) it will exactly cancel out the T (criminalistic tendencies) and no criminal act will occur (B) it will increase just enough to annul the potentiality for crime implicit in S (total situation) (C) the criminal offense, if and when committed, will be great (D) the criminal offense is less likely to be committed.

66. In the history of American penology there is a period roughly from 1870 to 1900, characterized as the "reformatory system," which began with the building of the Elmira, New York, Reformatory. The one of the following which was a characteristic of this "Reformatory System" was that it

(A) had no provision for institutional industries (B) introduced the indeterminate sentence

(C) made no provision for parole (D) was used chiefly for recidivists.

67. The one of the following statements about the Board of Correction which is true is that

(A) it consists of nine members (B) the members receive a salary for their services (C) the stated term of office is five years (D) it is an all male body.

68. The one of the following which is normally the responsibility of the First Deputy Commissioner of Correction is the

(A) examination and approval of an extraordinary request from a lawyer for an interview or visit with an inmate (B) conduct of an investigation and evaluation of an unusual occurrence or complaint from the inmate population (C) issuance of information concerning correctional

activities through press releases (D) participation in the weekly conference of the New York City Parole Commission.

69. Of the following vocational training courses suitable for a women's institution, the one which has special value, more so than the others, because of its effect on institutional morale, is a course in

(A) beauty culture (B) home - making (C) practical nursing (D) child care.

70. A recent amendment to the state law relating to credit for time served prior to conviction and sentencing gives credit for such time to

(A) city workhouse, reformatory or penitentiary inmates under definite sentence (B) city workhouse, reformatory or penitentiary inmates under an indeterminate sentence (C) inmates of state penal institutions serving definite sentence (D) inmates of state penal institutions serving indeterminate sentence.

71. The \$5.00 per capita reimbursement to the New York City Department of Correction by the State of New York went into effect July 1, 1960. The one of the following not covered by this reimbursement is

(A) City Parole violators (B) Coram Nobis cases (C) Habeas Corpus cases (D) State parole violators.

72. The New York City Department of Correction is the only municipal correctional agency in New York State that houses sentenced inmates on indefinite sentences up to three years. This is due to that fact that

(A) New York City has created a New York City Parole Commission (B) New York City is the only city in the State of the first class, i.e. having more than a million population (C) the "home rule" feature of the State Constitution requires it (D) the New York State Parole Commission mandates this practice.

73. The continued expansion of correctional facilities on Riker's Island makes it imperative that a bridge to another part of the city be constructed. It has been proposed that this bridge go from Riker's Island to

(A) Astoria, Queens (B) Long Island City, Queens (C) Upper Manhattan (D) The East Bronx.

74. It has not been possible to include all employed inmates under the Pilot Inmate Wage Incentive Plan of the Department of Correction. However, the one of the following groups which is included is the

(A) housekeeping work force (B) kitchen work force (C) laundry work force (D) maintenance work force.

75. Promotion and the raising of pay levels in the Pilot Inmate Wage Incentive Plan is accom-

plished by

(A) a type of collective bargaining, with the inmates and institutional staff as the two parties (B) recommendation of the individual shop supervisors to the Warden (C) reference to the general wage rates prevailing in private industry (D) a work performance merit requirement of the individual inmate.

76. Hospital authorities have opposed the use of Welfare Island for prisons principally because

(A) it increases the hazard of outbreaks of contagious diseases (B) transportation facilities to and from Welfare Island would be overtaxed (C) hospital medical personnel would be unwilling to work in the area (D) inmates would require too much medical attention from the already overburdened hospitals on Welfare Island.

77. The term "State Use," in the correctional field, means that

(A) goods manufactured by inmate labor is for use by state departments and other political subdivisions (2) inmate labor must be paid (C) the state, by virtue of its sovereignty, has the right to make use of prison labor within limits as it sees fit (D) the state has a prior claim on inmate labor before cities and counties.

78. With respect to sentenced inmates in institutions of the Department of Correction the one of the following statements that is *incorrect* is that

(A) the greatest percentage had only a common school education (B) the majority fall into the 21 to 30 year age group (C) the majority are native born (D) the majority are unmarried.

79. Effective January 1, 1961, by State law, an Office of Probation in the City of New York was established to have charge of all probation work in the Domestic Relations and Family Court.

(A) but in no other court (B) and in the Magistrates' Courts only (C) and in the Magistrates' Courts and the Court of Special Sessions only (D) and in the Magistrates' Courts, the Court of Special Sessions, and the Girls' Term Courts.

80. State legislation effective July 1, 1961 has made it possible for the City of New York to appoint "public defenders." Such public defenders would

(A) assist the District Attorney to prosecute crimes of extreme violence (B) concentrate on crimes of subversion and espionage (C) encourage citizens to press charges against individuals suspected of having committed certain sex crimes (D) represent indigent (poor) defendants charged with a felony.

81. A recent survey made by the New York City

Parole Commission revealed that the average amount of pre-sentence city jail time spent by inmates is about

(A) 30 days for adults and about 30 days for adolescents (B) 90 days for adults and about 30 days for adolescents (C) 90 days for adults and about 90 days for adolescents (D) 30 days for adults and about 90 days for adolescents.

82. In February 1961, the Prison Association of New York changed its name to the

(A) Correctional Association of New York (B) Custodial and Correctional Association of New York (C) Correctional and Rehabilitation Association of New York (D) New York Correctional Society.

83. According to the latest Annual Report of the New York City Department of Correction, the critical nature of the problem of the alcoholic sentenced to the Workhouse under the customary charge of disorderly conduct is pointed up by the fact that

(A) many of them die soon after their commitment (B) they are a disturbing influence on the normal institutional routine (C) they are not readily amenable to institutional discipline (D) they take undue advantage of the services and facilities of the Workhouse.

84. With respect to the Cottage Plan Separation Unit of the Department of Correction, it would be most accurate to state that

(A) admissions to the Cottage Unit are scheduled so that there is a complete inmate population turnover every four weeks (B) a psychiatric social worker is available for service, but a psychiatrist is not (C) the Cottage Supervisor, who is the administrator of the Unit, is a member of the custodial staff (D) the correction officers assigned thereto function in a house-father relationship.

85. In most states in the United States, the test of insanity is whether or not the defendant knew right from wrong at the time of the crime and whether or not the defendant

(A) is declared by qualified experts to be sane or insane (B) at the time of the crime gave sufficient evidence to support a finding of sanity or insanity (C) appreciated the nature and consequences of his act (D) by his actions at the time of the crime met the test of rationality.

86. The use of an "information" in the prosecution of a misdemeanor does *not*

(A) serve as the basis for the warrant arresting the accused (B) serve as a ground for holding the accused in custody until trial (C) protect the accused from the jeopardy of a further trial for the same crime (D) prohibit the granting of a bail to the accused.

87. Section 357 of the Code of Criminal Procedure entitled "Preparation for Trial" states that "After his plea, the defendant is entitled to at least two days to prepare for his trial

(A) if he require it" (B) if the court so directs" (C) if he is not represented by counsel" (D) with the consent of the district attorney".

88. In New York State the statute CCP (Code of Criminal Procedure) section 165 concerning the right of a defendant, upon arrest, states that the defendant must, in all cases, be taken before the magistrate

(A) "with all deliberate speed" (B) "as soon as practicable" (C) "without unnecessary delay" (D) "forthwith".

89. Writs of Coram Nobis, a type of writ of error, sometimes operate to free prisoners from incarceration. Such a writ usually refers to an error or errors committed by the

(A) court where judgment was rendered (B) District Attorney who had refused to permit bail for a bailable offense or crime (C) law enforcement officers who made the original arrest (D) prison authorities where the inmate is incarcerated.

90. The principal disadvantage of using a punch clock system in connection with regular tours of inspection in a correctional institution, similar to that used by night watchmen in factories or in warehouses, is that

(A) it is subject to excessive tampering and vandalism (B) it is too costly unless it is a part of the original electro-mechanical control system (C) it tends to emphasize clock punching to the detriment of actual inspections (D) 'ringing in' can be faked by untrustworthy personnel.

91. Correction Officers derive their peace officer status from the Correction Law and the

(A) Administrative Code (B) Code of Criminal Procedure (C) New York City Charter (D) Penal Law.

92. A commitment which sets aside another commitment is called

(A) a direct commitment (B) an indirect commitment (C) an interdepartmental commitment (D) a superseding commitment.

93. The Grand Jury may decide that a crime has been committed but the evidence does not indicate a crime of felony grade. In this event, the Grand Jury usually

(A) directs the appropriate court to issue a court summons (B) has no further duty in the matter (C) will request the Police Department or a court officer to make an arrest (D) will instruct the district attorney to file in information.

94. Appeals from convictions by a city magis-

trate sitting as a magistrate are usually taken to the

(A) Appellate Division of the Supreme Court (B) Appellate Term of the Supreme Court (C) Court of Special Sessions (D) the Court of General Sessions or County Court.

95. When "shaking down" an inmate, the officer should

(A) always have the inmate strip (B) be casual in order to put the inmate off guard (C) order the inmate to face forward if there is a suspicion that the inmate may have a weapon (D) when bending over, hold his head to the side of the inmate for protection.

96. The following are four significant events in the recent history of the New York City Department of Correction:

1. The establishment of a Youth Guidance and Counselling Unit in the Manhattan House of Detention for Men

2. The establishment of the Pilot project for the Cottage Plan Separation Unit

3. The city-wide transfer of adolescents (16-21) to the newly built Brooklyn House of Detention for Men

4. The establishment of Public School 616, Bronx, for the Adolescent Division of the New York City Correctional Institution for Men.

The correct chronological sequence, from first to last inclusive, of these four events is

(A) 1-2-3-4 (B) 4-3-2-1 (C) 1-2-4-3 (D) 1-3-4-2

97. With respect to P.S. 616 at Riker's Island, it would be most accurate to state that

(A) full time academic and vocational instruction is available for two thirds of the adolescent population (B) generally, only those with I.Q.'s over 90 are admitted to the school (C) most of the pupils are released to the supervision of the New York City Parole Commission (D) the pupils range in age from 16 through 23.

98. A method attempted to overcome the lack of nursing personnel in the Department of Correction was the development of a training program for inmate nurses' aides. This program failed mainly because of

(A) the inability to obtain qualified teachers of nursing (B) the opposition of the medical profession (C) the requirements of the state law regarding licensing of nurses (D) the security and contraband risks involved.

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ANSWERS TO WRITTEN TEST

1.d	26.c	51.c	76.c
2.a	27.c	52.d	77.a
3.b	28.a	53.d	78.b
4.d	29.b	54.c	79.c & d
5.c	30.a	55.d	80.d
6.a	31.b	56.d	81.b
7.b	32.b	57.a	82.a
8.a	33.c	58.c	83.a
9.a	34.d	59.d	84.d
10.b	35.d	60.d	85.c
11.c	36.a	61.c	86.d
12.a	37.a	62.b	87.a
13.b	38.c	63.c	88.c
14.c	39.b	64.d	89.a
15.b	40.a	65.d	90.c
16.c	41.a	66.b	91.b
17.d	42.b	67.a	92.d
18.b	43.a	68.b & d	93.d
19.c	44.c	69.a	94.c
20.a	45.d	70.b	95.c & d
21.b	46.b	71.c	96.d
22.b	47.c	72.a	97.c
23.c	48.d	73.a	98.a
24.d	49.b	74.b-c-d	
25.d	50.d	75.b & d	

Attention All Retiree's

It has been suggested that an organization be formed consisting of all former retired members of the uniformed force. As you all know in unity there is strength and there are many benefits that can be attained by such a group. It will also give you a chance to get together and renew old acquaintances. Retired Correction Officer Harry Henderson, a Past President of the COBA, has agreed to help organize this group. If you are interested contact him at:

COBA CO. 6280 AVENUE 208 North Bellmore, New York

Attention All C. O.'s

A call is out for volunteers living in the Woodhaven-Richmond Hill area for the Woodhaven-Richmond Hill Volunteer Ambulance Corps. They need clerks, typists and ambulance drivers. Anyone interested contact the membership chairman Mr. Joseph Buzinski at AX 6-7865. Ambulance quarters at 79-10 Jamaica Ave., Woodhaven, N. Y. Phone number 624-0900.

AN ERA GONE BY—Cont. from Page 6

after a normal pass day. We were obliged to remain on the island as a standby for reserve and emergency requirements. Sick leave was exclusively dependent on the benevolence of the Warden, and/or the whim of politics. Two deleterious conditions, retarded progress. First there lacked a mandatory rotation of tours, and a unpopular employee, or active organization man could be "buried" on the graveyard tour indefinitely. The second departmental disease was Maintenance, (lettuce and tomatoes it was termed) granted to influential Superior Officers and occasionally to subordinates. It is understandable that such inequitable acts of favoritism, caused disharmony, demoralization with subsequent resignation of excellent officers. No holidays off or payment in lieu thereof. Political influence was shamefully prevalent, and accepted as a way of life in the Department. There was absolutely no training or indoctrination provided for the staff. We depended on the 'Trial and Error', and 'hit and miss' methods in supervising our cell blocks and dormitories. Although we knew we had pension rights it was so inadequate that little attention was paid to it. We expected to remain in the job until we could physically work no longer. Health insurance, welfare provisions, security benefits funds were dreams on the horizon.

It is with a profound feeling of nostalgia to recall such memories many of which encompassed hardship, injustices, disillusionment and disappointment.

However, would I do it again. You bet I would.

MAILBAG—Cont. from Page 7

of the department, to no avail. Your Commissioner, Hon. Anna M. Kross, has, by her public appearances before groups, radio and television audiences and her intercession on behalf of your cause with the elected officials of New York City and Albany, been a great factor in helping to secure these measures.

You have been persistent in your demands in a fair and reasonable manner. Always maintain that attitude and you will continue to enjoy additional benefits. Continue to be firm and fair with those under your charge and you shall reap the praise which already has been accorded you by the leading penologists and correctional associations throughout the country.

Best Regards to all,
William P. Drudy
North Merrick, N. Y.

Know Your Benefits

The COBA agreement with the City provided for the creation of a Security Benefits Fund. We believe that our program of benefits prepared with the advice and guidance of expert consultants, compares more than favorably with benefits provided by similar funds. The benefits are as follows:

1. Life Insurance:

Every Correction Officer will be covered for \$7,500.

2. Hospital Coverage:

Fifty percent of hospital room and board charges, including miscellaneous hospital charges from the 22nd day of hospital confinement for 99 days thereafter will be paid by the Fund for the member, his wife and his dependent children up to age 19.

Since Blue Cross pays 50 percent for a hospital stay past the 21st day, we can assume that our members will be covered in full for a total of 120 days.

3. Anesthesia Coverage:

Bills for anesthesia administered in hospital by an anesthesiologist will be paid in accordance with a schedule, depending on the surgical procedure performed, up to a maximum of \$70.00.

This coverage applies to all members of the family as defined above.

4. Ancillary Benefits:

A. The following also applies to all members of the family: (A total of \$1500 benefits per family per year).

1. Payment of cost of replacement of blood and its transfusion.
2. The cost of replacement of blood and its transfusion in the event of Leukemia is limited to 10 pints.
3. The cost of ambulance service (maximum \$15.00 per call).
4. The cost of oxygen and the use of a tent.
5. The cost of rental of crutches.
6. The cost of rental of a wheel chair.
7. The cost of rental of a hospital bed with or without traction for home use only.
8. The cost of an iron lung.

B. Each Correction Officer will also be covered for \$500 non-occupational accidental death and/or dismemberment in addition to the life insurance.

This entire list of benefits is effective as of July 1, 1963 and all claims from that date to the present will be met upon the presentation of certified bills and the establishment of eligibility.

The Association also takes great pride in bring-

ing you this description of your new Dental Insurance Program. This Dental Insurance coverage became effective April 1, 1965 and is in addition to your Group Life, Accidental Death and Dismemberment, and Health Insurance Benefits already provided.

Allowances are paid not only for basic dental services such as cleanings, examinations, fillings and extractions, but also for much more costly dental work. This includes oral surgery, periodontia and repair of prosthetic appliances. What's more, unlike many other dental plans, there are no waiting periods for any of the benefits.

You may use any dentist you choose. You will be reimbursed for dental services up to a scheduled amount shown in this booklet, not to exceed the dentist's actual charges.

We are understandably proud that the Security Benefits Fund can provide this means of achieving and maintaining good dental health. These benefits are another striking example of the Association's concern for the welfare of Correction Officers.

DENTAL EXPENSE INSURANCE

Who is insured

Every active Correction Officer of the City of New York. Dependents are not covered under this plan.

When The Insurance Begins

You will be insured on the later of April 1, 1965 or on the date of your appointment as a

What is Covered

You will be reimbursed for expenses incurred while insured for dental treatment described in the Schedule of Maximum Allowances up to the maximum amounts set forth in the Schedule.

When Benefits Begin

Benefits are payable when an individual incurs expenses after being covered under this plan.

Not Covered

Services, supplies or treatment:

- (a) except those prescribed as necessary by a Doctor of Dental Surgery or a Doctor of Medical Dentistry or a legally qualified physician.
- (b) incurred in a Veterans' Administration Hospital, or which, in the absence of insurance, would have been furnished without cost, or if the charges are furnished under conditions where you are not legally obliged to pay, or are reimbursed by a local or government agency.
- (c) incurred on account of war . . . received from a medical or dental department maintained by an employer, a mutual benefit association or similar type of group . . . performed by a member of your immediate family . . . in-

curring due to loss or theft of dentures or bridgework.
 (d) for dentistry for cosmetic purposes including alteration or extraction of sound teeth to change appearance or for dentistry arising out of any employment.

SCHEDULE OF MAXIMUM ALLOWANCES

Maximum
Allowance

Examinations

Initial examination, including any combination of prophylaxis, x-rays and diagnosis \$ 10
 Subsequent examinations with prophylaxis (no more than one per calendar year)
 Including x-rays \$ 6
 Without x-rays \$ 4

Simple Extractions

(Extractions except impacted or malposed teeth or teeth with markedly enlarged roots as described under "Extractions;" each tooth \$ 4

Extractions

Impacted teeth
 Upper third molars, each \$20
 Other than upper third molars, each \$35
 Malposed tooth \$15
 A tooth having markedly enlarged roots requiring bone removal \$15
 All other extractions, each \$ 5

Fillings

Silver Amalgam:
 One surface \$ 4
 Two surfaces \$ 7
 Three surfaces \$ 10
 2-Two surfaces \$10

Synthetic porcelain fillings \$ 4

Gold Inlays

One surface \$ 5
 Two surfaces \$10
 Three surfaces \$12

Cast Gold Crowns

3/4 \$12
 Full \$15
 Full with Veneer \$15

Oral Surgery

Fracture of upper or lower jaw
 Simple, reduction, fixation \$65
 Compound and/or comminuted, reduction, fixation \$100
 Surgical extraction of tooth with bone impaction \$15

Palliative Service

Each emergency visit for relief of pain \$ 3

Periodontia

Root scaling, prophylaxis, medication, and

minor bite correction; each visit \$ 4
 Maximum in any calendar year, 3 visits \$12
 Maximum for periodontic services, including gingivectomy, by general dentist and dental specialist to any Insured person, per calendar year \$45

Repair of Prosthetic Appliances

Dentures, acrylic, repairs
 Repairing body of broken denture \$10
 Replacing broken teeth in broken denture, per tooth \$ 5
 Replacing broken teeth in denture not requiring other repairs; First tooth \$10
 Each additional tooth \$ 5
 Adding teeth to partial denture to replace extracted natural teeth: First tooth \$18
 Each additional tooth \$ 5
 Replacing clasp on denture, clasp intact \$12
 Replacing broken clasp on denture with new clasp \$20

You will be reimbursed for dental services not specified above which the Equitable determines to be in the categories of examinations, tooth extractions, fillings, oral surgery, periodontia and repair of prosthetic appliances. The maximum allowance for such services will be determined by the Equitable on the basis of the allowances for similar listed services.

GENERAL INFORMATION NON-DUPLICATION OF BENEFITS

If you are entitled to any medical, dental care or major medical benefits or services from another source (excluding an individual insurance policy), such benefits under this plan may be reduced to an amount, which, together with all other benefits, will not exceed 100% of any necessary, reasonable and customary item of expense covered under this plan or any such other plan.

YOUR CERTIFICATE

You will receive a certificate outlining the essential features of the plan. The insurance briefly described in this booklet is subject to the terms of the Group Policy issued by The Equitable.

Your insurance terminates when you are no longer eligible or when the Group Policy terminates, whichever happens first.

HOW TO FILE FOR PAYMENT CLAIMS

1. When you know that Dental Treatment is necessary, you should request a Claim Form for Dental Expense Benefits from either your delegate or the Correction Officers' Benevolent Association Security Benefits Fund, 53 Broadway, New York, New York.
2. A Claim Form for Dental Expense Benefits will be given to you, in duplicate. Before sub-

mitting the Form to your dentist, you should complete the section headed "Correction Officer's Claim for Benefits."

- Your dentist should complete the Form in duplicate, retaining a copy for his files. The original Form must be returned to the Correction Officers' Benevolent Association Security Benefits Fund, 53 Broadway, New York, New York within 20 days from the date each course of treatment first begins. If treatment for any one condition is continuous, it will be necessary for you to have another Form completed at least every 90 days, or an earlier completion of the dental work.
- The Security Benefits Fund manager, located at 53 Broadway, New York, New York will validate your Claim Form and submit it to the Equitable for payment.
- The Equitable will make payment in accordance with the contract. The Equitable's check for payment will be made payable to you unless you assign the benefits; in which event the check will be made payable to your dentist.

It is in your own best interest to discuss the level of charges with your dentist before treatment commences. In this way you will be fully aware of the expenses to be incurred.

Arranged for by: PROFESSIONAL PLAN ASSOCIATES

Underwritten by: THE EQUITABLE LIFE ASSURANCE SOCIETY OF THE UNITED STATES

Scholarship Awards

The Correction Officers Benevolent Association (COBA) of the New York City Department of Correction presented scholarship fund checks to three correction officer scholarship winners at a ceremony held at 11 a.m., Wednesday, July 7, 1965, in the office of Commissioner of Correction Anna M. Kross, at 100 Centre Street, Manhattan.

The checks, each in the sum of \$75, were presented to Correction Officers Richard Sprague, Benjamin Garrison and Russell Thomas to cover fees and book costs for the three-semester school year of the Borough of Manhattan Community College. A total of \$675 will be donated by the COBA during the school year to scholarship winners on the basis of three winners each semester.

Present at the ceremony, in addition to Commissioner Kross, were Dr. Gustave G. Rosenberg, president of the Board of Higher Education; Chancellor Albert H. Bowler of the City University of New York; Dr. Martin B. Dworkis, president of the Borough of Manhattan Community College; Dean Donald H. Riddle of the College of Police Science; and Warden Henry J. Noble, director of the correction administration program at the Borough of Manhattan Community College. Also attending the ceremony were 1st Vice-President John Raftery of the COBA, and Correction Officer Henry Maher, chairman of the COBA Education Committee, who was instrumental in setting up the scholarship fund for correction officers. President John Martine of the COBA presented the checks to the three scholarship winners.

The winners of the scholarship awards were selected on the basis of their scholastic achievements while attending the six-week full time in-service college accredited course at the Rikers Island Correctional Training Center. The course in correctional administration is accredited at the Borough of Manhattan Community College.

"These awards will serve to encourage many correction officers to continue their education toward the attainment of a degree in their field of specialization," said President Dworkis of the Borough of Manhattan Community College. "It is encouraging to note," he added, "that the City of New York as well as the City University of New York have given continuous support to correction officers to improve their education."

"The creation of this new community college," observed Commissioner Kross, "offering a special curriculum in correction administration, is a significant step in our department's aim toward the establishment of an Institute of Behavioral Sciences. We have long felt that the science of correction can be developed through the combined activities of correction personnel, educators, psychiatrists and sociologists. Much as the science of medicine was developed from the efforts of biochemists, anatomists, epidemiologists and other allied scientists. I am encouraged in this hope now that a line organization of our department has shown such an interest in the increasing professionalization of the correction officer."

Warden Henry J. Noble also expressed his gratitude to the COBA as the first contributor of scholarship money to the officers attending the correction administration curriculum at the Correctional Training Center.

DEPARTMENT OF CORRECTION - CUSTODIAL PAY SCALE - EFFECTIVE JULY 1, 1965

TITLE, SALARY RANGE AND INCREMENTS	SALARY AND ALLOWANCES	MINIMUM SALARY	AFTER 1 YEAR	AFTER 2 YEARS	AFTER 3 YEARS	AFTER 4 YEARS	AFTER 5 YEARS
WARDEN OR SUPERINTENDENT \$18,238 - \$19,416 2 AT \$589	SALARY	\$18,238	\$18,827	\$19,416			
	UNIFORM ALLOWANCE	170	170	170			
	HOLIDAYS (11)	769	794	819			
	TOTAL	\$19,177	\$19,791	\$20,405			
DEPUTY WARDEN OR DEPUTY SUPT. \$12,608 - \$15,353 5 AT \$589	SALARY	\$12,608	\$13,197	\$13,786	\$14,375	\$14,964	\$15,553
	UNIFORM ALLOWANCE	170	170	170	170	170	170
	HOLIDAYS (11)	531	556	581	606	631	656
	TOTAL	\$13,309	\$13,923	\$14,537	\$15,151	\$15,765	\$16,379
ASST. DEPUTY WARDEN OR ASST. DEPUTY SUPT. \$10,479 - \$11,313 3 AT \$278	SALARY	\$10,479	\$10,757	\$11,035	\$11,313		
	UNIFORM ALLOWANCE	170	170	170	170		
	HOLIDAYS (11)	442	453	465	477		
	TOTAL	\$11,091	\$11,380	\$11,670	\$11,960		
CAPTAIN MALE & FEMALE \$9,344 - \$9,899 3 AT \$185	SALARY	\$ 9,344	\$ 9,529	\$ 9,714	\$ 9,899		
	UNIFORM ALLOWANCE	170	170	170	170		
	HOLIDAYS (11)	394	401	409	417		
	TOTAL	\$ 9,908	\$10,100	\$10,293	\$10,486		
CORRECTION OFF. MALE & FEMALE \$7,032 - \$8,483 1 AT \$221 1 AT \$551 1 AT \$679	SALARY	\$ 7,032	\$ 7,253	\$ 7,804	\$ 8,483		
	UNIFORM ALLOWANCE	170	170	170	170		
	HOLIDAYS (11)	296	305	329	357		
	TOTAL	\$ 7,498	\$ 7,728	\$ 8,303	\$ 9,010		

In Memoriam

IN SERVICE

Name & Rank	Date Apptd.	Date Deceased	Assigned Last
Leon Soffein, Capt.	1- 1-38	10-25-64	Adult R.I.
Joseph Andor, C.O.	3-23-45	3-28-65	Branch Queens
Dominic Lacenera, C.O.	7-16-53	4- 4-65	Hart Island
Frank Cannon, C.O.	5- 2-49	4-17-65	Queens Hse. Det.
Arthur Jones, Jr., C.O.	2-19-51	5-13-65	Recp-Class RI
Robert Fasanello, C.O.	4-18-39	5-22-65	Recp-Class RI
Maxwell Robinson, C.O.	7-30-62	1-25-65	Transportation
Joseph Kavanaugh, C.O.	1- 1-38	7-25-65	Queens Ct Pens
Thoems Deir, C.O.	10- 1-52	8-13-65	Branch Queens
Daniel M. Clarke, C.O.	1- 2-57	9- 1-65	Branch Queens
William Doherty, Warden	10-10-29	9-28-65	Queens Hse. Det.
Walter McManus, C.O.	5- 1-39	11- 3-65	Transportation

Your organization takes great pride in announcing the opening of its new office at 150 Nassau Street, Room 1223. You may contact the office during the hours of 9 A.M. to 5 P.M., Monday through Friday with any problems that may arise concerning your job or benefits that you are entitled to. The telephone numbers are 964-6066 or 67.

