

# The Belleville Times

News

Entered as second class matter, May 26, 1958, at the Post Office at Newark, N. J., under the act of March 3, 1879.

BELLEVILLE, N. J., SUNDAY, APRIL 30, 1961

## Are You One of the 4,621 Voters Flouted by the Padula Government?

### AN EDITORIAL

#### What's 'In It' for Us

What is The Belleville Times getting out of it?

What will be the material benefits for this newspaper of a change of government in Belleville?

In what way will The Times gain when the people vote for a change in government on Tuesday?

Where will The Times benefit when the present Commission form is ousted and it is replaced with the council-manager type of government?

These are questions being asked by Mayor Isadore Padula and other leaders of the effort to retain the Commission type of government in Belleville.

As dyed-in-the-wool politicians of long standing, Mayor Padula and his crowd cannot conceive of anyone doing anything without the promise of material reward. Whatever the Mayor does has a gainful purpose. This being so much a part of his thinking, the Mayor simply may not understand anyone doing anything without expecting a gainful reward.

Because he himself may not do it, he cannot believe anyone would do anything just because it is the RIGHT thing to do — just because it is GOOD for the people of the community.

Yet, quite simply, that is all there is behind the support being given by The Times to the campaign to change Belleville's form of government. The Times believes a change in government is good for the people of Belleville. The Times believes the Mayor and his cohorts are not giving the people of Belleville the sort of government the people want and deserve . . . so it has joined those patriotic men and women who are working for the best interests of Belleville by campaigning for a change of government.

Newspapers are like that. They have a deep sense of responsibility to their communities; they feel they owe it to their readers to be alert to any attempt to defraud the people — and to have the courage to combat the forces of evil without ANY expectation of material reward.

This may sound crazy to practical politicians. But we know the people understand our position. We believe they respect us for it . . . applaud our determination to fight for their welfare . . . and listen to us when we give them advice that is not tainted by selfish motives.

#### CCC Hits Last Minute Untruths

James V. LaMotta, chairman of the Citizens Change Committee (CCC), took issue today with statements made in a political circular distributed yesterday. La Motta was criticized in the circular for omitting the name of George H. Brown when the CCC Chairman quoted the 1954 report of the Charter Study Commission in a release appearing in last Thursday's Belleville Times.

Saturday's circular suggested that LaMotta omitted Brown's name because Brown was against council-manager type government which is up for adoption here this Tuesday.

"Brown was against commission form, not council-manager form," LaMotta told The Times today.

"Mr. Brown was not an elected member of the 1954 Charter Study Commission and that is the only reason I did not mention his name in the CCC release Thursday," LaMotta said. "Moreover, Brown was not against council manager government, per se, he was strongly opposed to commission government and urged in his report that commission government be abandoned."

While Brown agreed with the elected members of the 1954 Charter Study Commission that "commission government in Belleville has proven to be unsatisfactory," he differed with the Commission's elected members by recommending adoption of mayor-council government rather than the manager plan suggested by the Charter Study Commission. The council-manager plan, recommended by the members of the 1954 study group, is up for adoption by Belleville voters at town polls Tuesday.

#### LAST MINUTE CHARGE

LaMotta said that while the CCC had been warned by public officials (in towns other than Belleville) to be on the lookout for last minute allegations by commission proponents, "I am

(Continued On Page 3)

#### Town Hall Takes Full Advantage Of 'Loop Hole' Costs Taxpayers \$179,000

Remember this headline in The Belleville Times of Nov. 5, 1959?

**POLICE-FIREMEN'S PAY RAISE IS DEFEATED BY 575 VOTES, 4,621 TO 4046, IN BIG TURNOUT**

And do you recall the following headline in The Belleville Times of March 16, 1961?

**ADOPT TOWN BUDGET INCLUDING ALL RAISES DESPITE OBJECTIONS**

Between the two headlines lies a sordid story of governmental chicanery of vital importance to the people of Belleville.

The first headline, that of Nov. 5, 1959, tells the story of the referendum held two days before on \$250 annual increases for Belleville's policemen and firemen.

The fire and police department petitioned for increases. The Board of Commissioners, following the law, put the matter before the people in the form of a referendum. The people said "NO". The people — 4,621 of them — went to the polls to say they did NOT want the pay increase granted. 10,195 voters went to the polls that Tuesday in November, 1959 and 8,667 of them voted on the pay increase question. Of this number, 4,621 voted AGAINST the increases.

Now let us turn the page of time and see what happened.

The budget for 1961 was drawn up by Mayor Padula. In this budget pay increases were provided for firemen and policemen FAR GREATER THAN THE \$250 ANNUAL RAISES TURNED DOWN BY THE PEOPLE THE PRECEDING NOVEMBER. The budget was adopted March 14, 1961, and our second headline tells this story.

The following tables show the increases provided in the budget.

	Annual Increase
Police Division	
Police Chief	\$984
2 Deputy Chiefs @	965
1 Captain	948
2 Lieutenants @	916
5 Sergeants	875
41 Patrolmen @	600
4 Patrolmen @	800
1 Patrolman	374.75
3 Patrolmen @	730.90
2 Patrolmen @	646.20
1 Special Officer	755.80
Court Clerk	903
Sr. Traffic Man	826
Traffic Maint. Man	1092

	Annual Increase
Fire Division	
Fire Chief	\$984
3 Deputy Chiefs @	965
8 Captains	916
1 Captain	758
36 Firemen	600
1 Fireman	788.65
2 Firemen	707.80
12 Firemen	750
3 Firemen	692.50
1 Fireman	800

WHAT HAPPENED?

(Continued on Page 4)

#### NEWS BLACKOUT CONTINUES

#### Padula's Dept. "Can't Find"

#### Important Tax Records

Mayor Isadore Padula's Tax Assessor, Emanuel De Noia, whose sister is married to the Mayor's brother, told The Times Wednesday afternoon he "Couldn't find" the assessment record on which he noted the reason he gave preferred assessment treatment to the vacant land for which developers Krugman-DePetro paid \$23,750 and which Padula's department assesses at \$3,400. Ordinarily a property selling for \$23,750 would carry an assessment of \$9,500.00.

DeNoia told Frank Orechio, editor-publisher of The Times,

who personally visited Town Hall Wednesday afternoon; "I can't find the record. You see me searching through the files where it is supposed to be. A copy of the record is filed with Trenton. I'll tell you what I will do. I'll call Trenton tomorrow morning first thing — and give you a ring and tell you what the record shows."

Two days later, Fri., at 5 p.m., E. DeNoia had failed to call The Times office as promised. Phil White of The Times visited Town

(Continued on Page 4)



EMANUEL DE NOIA  
"Can't Find Tax Records"





# Commissioner GRUHIN Was Right In 1954

THIS IS AN EXACT REPRODUCTION OF A STATEMENT MADE  
BY "CANDIDATE" ROBERT C. GRUHIN ON MAY 7, 1954

**FROM PRESENTMENT TO  
INDICTMENTS WITHIN 10 YEARS!**

**The Record of the Last Three Administrations Is a Willful Refusal to Recognize the Right of the People to Have Proper Administration!**

1942 - - - 1946

(Gruhin listed the names  
(of all commissioners.  
(We have deleted the names  
(of all officials listed to  
(protect the innocent.  
(Moreover Tuesday's  
(Election is concerned  
(with form of government  
(and not personalities.)

The Board of Commissioners permitted a vacancy to continue (vacancy caused by the death of Commissioner Clark) from October 9, 1942 to July 27, 1943. The resultant squabble between Commissioners Williams and King resulted in a Grand Jury Presentment in 1944. (A situation where one commissioner operated two departments during the vacancy.)

1946 - - - 1950

A wilfull refusal from October 15, 1949 to May 9, 1950 (Election) to fill the vacancy caused by the resignation of Commissoiner William H. Williams resulted in, again, one commissioner operating two departments.

1950 - - - 1954

**INDICTMENTS!**

**YOU KNOW THE STORY**

Again - - - One Commissioner  
Operating Two Departments

**Must Each Commission Re-adopt the Resolution of October 22, 1944, Adopted Following a Session with the Prosecutor and the Grand Jury, Which Resolution Concludes as Follows - -**

"The commissioners recognize that five separate governments do not exist in fact or in theory but that we as board members individually and collectively pledge ourselves to cooperate to supervise our individual departments and jointly assume our full moral and legal responsibility in the management of all other departments."

## Gruhin Proves Commission Government Is No Good For Belleville

**Gruhin Could Have Said This Today And Still Be Right**



# Times-News Refuses Retraction

## We Stand by Our Editorial About Civil Service Exam

Saturday the "Belleville Telegram", which Mayor Isadore Padula said he owns, printed a statement attributed to a Mrs. Irene L. Brenneman in which she is alleged to have asked the Times for a retraction of an editorial which appeared in our issue of April 6.

If it is true that Mrs. Brenneman requested the retraction, we wonder why she waited almost four weeks and until the eve of Tuesday's election to demand a retraction.

The Times-News refuses to retract one word of the editorial. We stand squarely behind it. To refresh our readers' recollection we reprint the editorial below:

(Reprinted from April 6 Issue)

Longtime Belleville residents have witnessed strange things happen under the dome of Town Hall, but nothing has been stranger than a recent occurrence concerning a vacancy at the Town Hall switchboard.

It appears that Mayor Isadore J. Padula, Director of Revenue and Finance, ordered a Civil Service examination be held for the position of telephone operator. The examination was held on Dec. 4, 1959. An eligibility list consisting of two persons was promulgated on Feb. 4, 1960. The Mayor was not content with making an appointment from the eligibility list, despite the fact that Rule No. 39 of the Civil Service Law and Rules Handbook reads as follows:

"Unless other determined and announced at the time of examination or promulgation of an employment list, employment lists shall be considered as in force for two years from the date of such promulgation."

As we read this rule, the eligibility list should have been in force until Feb. 4, 1962. For reasons not quite clear, a new examination was ordered and a second eligibility list was established, and after the promulgation of the second list, someone ordered the merging of the two lists. As we understand the Civil Service Handbook Rule No. 39, the individuals whose names appeared on the Feb. 4, 1960 list should have been offered the vacancy before a second examination was ordered.

We have looked in this matter and our preliminary findings are most startling. We find that an employee of Mayor Padula's Revenue and Finance Department made an indirect approach to one of the two individuals whose names appeared on the 1960 eligibility list and asked her to withdraw her name from the list. This shenanigan is not only irregular but to us it appears highly illegal.

We have asked the New Jersey Department of Civil Service to investigate this incident and more on this subject will be reported in future issues of The Times-News. Involved in this job may well be our strongly-held suspicion that jobs at Town Hall are held open for those in favor with the powerful political machines. Time will tell whether or not our suspicion is supported by fact.

There is another section of the Civil Service laws and rules which may have been breached by Mayor Isadore Padula. Rule No. 47, Page 39 of the Civil Service Laws and Rules Handbook, reads as follows:

"No authorization for a temporary appointment shall be given when the name of any person eligible and willing to accept appointment remains on any employment list."

The eligibility list was promulgated Feb. 4, 1960. The names on the list were those of two Belleville citizens qualified, willing and able to accept appointment to the vacancy. Despite this knowledge, Mayor Padula continued a temporary appointee in the job. We believe this procedure was contrary to the rules of the Civil Service Commission.

Belleville taxpayers have a right to all the facts in this weird case. To deny this job to Belleville citizens who took the time and trouble to sit for a Civil Service examination advertised at taxpayers' expense is unfair

## Commissioner G. Kiernan Is 100% for 'YES' Vote

Commissioner George F. Kiernan today reconfirmed his support for a "yes" vote in Tuesday's election. "Proponents of the retention of commission form would have you believe that I am against this government change," Kiernan said, "and I hope this statement will make it clear, once and for all, that I am 100 per cent behind the change to a council-manager government form in Belleville this Tuesday."

"Despite statements made by me to the newspapers," Kiernan continued, "circulars are being distributed inferring that I am against the movement to change Belleville's form of government. This absolutely is not true."

and requires a thorough investigation not only by the Civil Service Commission but also by the Attorney General.

Undoubtedly Mayor Padula will try to hang his hat on Rule No. 42 of the Civil Service Handbook, which reads: "Forthwith upon receipt of the appointing authority's request for the certification of eligibles, certification shall be made to the appointing authority . . . of the names, addresses as last shown on the records of this (Civil Service) department and general averages of the three persons highest on the appropriate employment list for the class and willing to accept appointment under the terms and conditions offered shall be certified."

Since there were only two applicants who passed the exam for the job of telephone operator and subsequently were certified to Padula as eligible, neither one of whom was his favorite for appointment, the Mayor apparently requested a second examination in the hope that his favorite would qualify on the second go-around.

It wasn't so long ago that Mayor Padula called for an Assistant Treasurer's examination. By a strange coincidence the qualifications outlined in the job specifications were in line with the experience and background of the Mayor's son, Isadore Padula, Jr., who then was temporarily holding the job. An exam was held. There was only one name certified to Mayor Padula. You guessed it. The Mayor did not call for a second exam but immediately appointed his son to the vacancy. This is the same job which the Mayor now scheduled for a top salary of \$10,056.

We wonder if Padula has one set of values for his family and political cronies and another for other citizens somewhat removed from the Mayor's personal and political family? The young lady who was on the eligible list for the position of telephone operator and passed over by the Mayor is one of 14 children. She is trying to get a job with security so as to help her widowed mother raise the remainder of her 14 children of school age.

## Why Not \$3,000,000?

Advocates of vote "NO" on government change headed by Ralph Risoli in an 11th hour release state as a "fact" that if Council-Manager government is adopted Tuesday, \$300,000 in new jobs will be created. This statement is an outright lie. It is deception at its worse. It is the product of politicians who pay no tribute to your intelligence by foisting lies upon you.

The surprise is that they didn't use a Three Million Dollar (\$3,000,000) figure instead of Three Hundred Thousand (\$300,000). Maybe the \$300,000 appeared more plausible.

It is a false statement deliberately made at the 11th hour to deceive the voter. The authors of this statement could have raised it at anytime during the past two months. To do so would not have served their ulterior purposes. To do so would have given advocates of a "YES" vote the opportunity of reply. But this would have been fair play. Fair Play is too much to ask of people who peddle lies at the last minute to rob you of your vote.

One word of caution — don't be misled by the gang that peddles tripe like the \$300,000 lie — moments before you enter the polling booths — and too late for honest campaigners to reply.

"As a member of the present Board of Commissioners, I have seen what goes on inside Town Hall and what I have seen in recent days has prompted me to more strongly support the change to council-manager this Tuesday. I urge my friends to carefully consider the question and to vote Tuesday — of course I hope they will vote 'yes.'"

"It is a well known fact that I circulated petitions to change our government type to a strong mayor-council form. Personally, I still prefer the mayor-council form, but I, as a public official, am obligated to tell the taxpayers of Belleville that the change to council-manager will keep down government costs."

"Again, I am supporting without reservations of any kind a change of our town's government structure. I am supporting without reservation the change to council-manager this Tuesday," Kiernan concluded.

## Dougherty Urges 'Yes' Vote Tues.



WILLIAM C. DOUGHERTY

William C. Dougherty of 3 Rutan Road prominent civic leader, over the weekend issued a statement endorsing the Council-Manager form of government and urging Belleville citizens to vote "YES" Tuesday. Mr. Dougherty said, "A change is a certainty. We changed from horses to horsepower. We changed from molecules to atoms. We changed from outhouses to modern plumbing. Did you ever regret the change? Belleville needs a change badly — and now. I am voting 'YES' on Tuesday and urge all citizens interested in a better Belleville to consider voting 'YES' Tuesday."

## La Motta Says

(Continued From Page 1)

still shocked by the fantastic statements circulated Saturday by the political throw away. It merely adds to the great disappointment that Belleville citizens have already expressed about the manner in which our taxdollars are being handled in Town Hall."

The CCC Chairman was in possession of the complete booklet issued by the 1954 Charter Study Commission which recommends the adoption of council-manager government.



## Facts About Council-Manager Plan From National Municipal League

The council-manager plan is being used in 1961 by more than 1,750 cities and counties. It has long since outstripped the once popular Galveston-Des Moines commission form; both cities now have the council-manager plan. It has passed the mayor-council form in cities over 10,000 and is fast becoming the dominant pattern of local government.

Voters prefer it because it is more efficient and more democratic than the older forms. The setup is like that of a modern school system, corporation or other operation. The voters choose a city council (board of directors) to decide policy and hire a trained man as chief administrator.

This permits a unified administration under a qualified, non-political executive.

### THE OLD SYSTEMS

The trouble with the commission plan is that it sets up five or more separate little governments, each headed by a commissioner who also acts as a legislator.

The trouble with the mayor-council plan is that the chief executive is elected for his vote-getting talent. He may have no administrative talent at all. Not even the smartest voter can tell from photographs and radio speeches how competent a candidate may be.

The manager plan solves this problem by having only the council (generally a small one) elected. Voters pick councilmen as their representatives. The council then hires a manager to carry out policies acceptable to the electorate.

### IT'S DEMOCRATIC

This is a simple way of making majority rule really work. It conforms to the sound principle that policy-makers should be elected and skilled administrators appointed. If the manager fails to make good, the council fires him forthwith. If the councilmen fail, the voters can fire them at the next election.

Nonpartisan election has proved the best method of choosing councilmen. National party labels in a local election are silly since there is no parallel between municipal and national issues. The question before the voters is not national policy but, say, the fu-

ture of the sewer system.

### BETTER OFFICIALS

The manager plan almost invariably puts better people into government.

It means a better council. When the job of councilman is divorced from endless detail and the work is eased by a trained manager, high caliber citizens are willing to serve.

It means a better administrator. Obviously a manager trained for his job and free of political ties is pretty sure to surpass a mayor selected for a fine profile.

It means better department heads and employees. The manager knows his record will determine whether he gets the gate or wins a raise. Therefore he appoints department chiefs with the technical competence required for their jobs. By the same token, the rest of the employees are hired on merit under the civil service system. Managers do not hand out jobs to the boys who give \$20 to the war chest and ring doorbells on election day.

### MAYOR'S JOB BROADER

The mayor, who is chosen by the council from among its own membership, presides during council meetings. Relieved of administrative duties for which he may be unsuited, freed of harassment by jobseekers, yet clothed with ample emergency powers, he can concentrate on formulating policies and being the city's political leader in the best sense of the term. The mayor reports to the voters and campaigns for reelection of his administration. The manager keeps his hands out of politics.

City employees are sometimes misled into fearing that adoption of the plan may bring wholesale dismissals. Not so. In 1958 it was found that 40 cities which had put the plan into effect within two years had removed only 48 out of 7,530 employees — two-thirds of one per cent. In 23 there had not been one removal.

On the other hand managers commonly develop up-to-date salary rates and modern fringe benefits.

### WASTE ELIMINATED

The manager plan almost always brings vastly improved government services and it frequently cuts the tax rate at the same

time. Waste is eliminated by centralized purchasing and other modern fiscal procedures. Unwise borrowing is avoided. Delinquent taxes are collected. Government becomes businesslike.

Whether taxes go up or down depends ultimately, of course, on what the voters want. If the voters want new sewers and parks, there's a price tag. But the plan gives the taxpayer better value.

This is vitally important to people who cannot give their children junior memberships at the country club to make up for inadequate parks and playgrounds. An inflated tax rate bears most heavily on low and middle income groups.

### THE MANAGER'S JOB

Managers are often promoted from one city to another. An experienced outsider with a fresh viewpoint, directed by a council that knows local conditions, can do a better job than a local man hampered by local ties. The administrative problems of all cities are similar. It's an advantage to have an outsider who has already proved his ability.

In 1960 80 per cent of newly appointed managers were from out of town and obviously unconnected with local politics; most of the other 20 per cent moving up by promotion were equally professional. Every manager must for his own good keep clear of factions. Councils which thus select an out-of-towner for the city's highest paid post are clearly not playing patronage!

### POPULARITY GAINING

Among all of the nation's cities of more than 10,000 the manager plan stands first. In recent years four of every five cities adopting new charters have chosen it. Over 34,000,000 Americans live in communities which have the plan, a long stride since 1912 when Sumter, South Carolina, became the first city in the world to try it. The plan is working with equal success in small villages and in a city as large as Cincinnati (\$62,550).

There have been few setbacks. Only about 4 per cent of the cities and counties that have adopted the plan have later voted to abandon it. The usual reasons were local politics or personalities.

## BETTER DAYS ARE COMING

## Town Employees and the Manager Plan

When Brunswick, Maine, was considering adoption of the council-manager plan, the city employees published a quarter-page newspaper advertisement against it; a year after adoption they published a full page advertisement testifying they never had fared so well.

When adoption of the council-manager plan is at issue, one of the commonest and phoniest attacks on it is the charge that the city manager will probably fire a lot of the municipal employees. Those who propagate such fears do not and cannot ever name even one city among the 1700 now having the plan in which the coming of the first city manager was followed by wholesale firing. This simply doesn't happen.

### FALSE ALARM

In 1958, weary of such lies, the International City Managers' Association questioned the managers of cities which had adopted the plan within two years and got replies from 40 cities ranging in size from 5,000 to 150,000 population. It found "These 40 cities have a total of 7,530 full-time employees. In 23 of these cities the employees during their first six months in office. The 17 other managers reported a total of 48 removals" — two-thirds of one per cent.

Another trick to alarm city employees is to whisper around that they will lose their civil service protection and pension rights. This whisper is usually spread at the end of the campaign when it is just too late to point to the laws which make this impossible. It hasn't happened and can't, but that doesn't stop some people from predicting it.

### EXPERIENCE WANTED

It should be expected that adoption of the plan will bring in an experienced manager hired by the council from among managers in smaller cities with records of being well-liked and successful, like school superintendents under school boards. The first city manager comes from out of town in over 90 per cent of the cases. (In later years the average drops to 77 per cent, due to promotion of local department heads.)

A manager hired in this way knows nothing of local politics and cares less. He stays in office undisturbed through successive elections of the council and so do his subordinates. There are city managers who have served a city for as long as thirty years. A manager is a builder, not a wrecker. He does not want earthquakes. In cities where elections formerly were followed by political

shake-ups in the administrations, the manager plan has been steady.

### BUILDS A TEAM

Where city employees were underpaid, with high turnover, bad feeling, friction, intrigue and low morale, it has often been because under old forms of government their appeal for consideration had to be made to a part-time or inexperienced mayor, or a committee of council or even to a political clique outside the government, and the response to complaints was feeble, dilatory, superficial and evasive.

But a city manager has to be on the job full time with full charge of personnel and budget-making. He comes to his position anxious to develop a loyal, helpful team. He needs it if he is to make a good professional record that may, some years later, bring him an offer from a bigger city at a bigger salary.

Naturally, he wants every department to show progress and that means cooperating with it to obtain good working conditions and an enthusiastic, willing, experienced staff. This, of course, includes getting them proper compensation.

### PAY GOES UP

Thus in Des Moines, the first city manager found city salaries

## Were You Flouted?

(Continued From Page 1)

How come the Padula government flouted the wishes of 4,621 voters as expressed at an election a few months earlier?

The Padula government was offered a loop-hole — and it grabbed it.

The State Legislature passed a bill during the past year making it possible for Boards of Commission to raise the salaries of policemen and firemen WITHOUT going to the people for permission. In other words, the State Legislature showed Mayor Padula how he could legally ignore the expressed wishes of the people of Belleville — and he grasped the way out as fast as he could.

Why ask the people to vote on the matter in the first place?

It is obvious that Mayor Padula did it only to show how "democratic" he is — but it is also obvious that he did not intend to be bound by what the people wanted.

The Times points out that it has no objections to the firemen and policemen getting more pay. In fact, The Times openly and strongly supported the petition for \$250 increases during the referendum campaign.

What we object to — and what he believe has made the people angry — is the deception of Mayor Padula. On the one hand he boasts of the "democratic" structure of Commission-form of government and of his own personal "democracy." On the other hand, the Mayor brazenly tells the people he has no use for their opinion and will do what he pleases — thank you — with your money that is.

And not only does he flout the wishes of the people but he pours salt into the wound as well. Take note: the petition by the firemen and policemen — turned down by the voters on Nov. 3, 1959 — was for \$250 per man.

The budget put through by Mayor Padula provided for increases from \$600 to a thousand dollars per man. That's what we call "rubbing it in"!

The people of Belleville who were treated so shabbily in 1959 have a way to let Mayor Padula know how they feel in 1961:

They can — and will — vote "YES" in the referendum on changing the form of government Tuesday.

The budget which Mayor Padula introduced and approved by the Commission provides for salary increases averaging \$665.00 per man or a total of \$179,153.20 for a two year period.

## Tax Records

(Continued From Page 1)

Hall Friday afternoon looking for DeNoia or Mayor Padula. While was advised the men were out and wouldn't return. The Times of May 4 will publish a complete disclosure of all the facts surrounding the mission assessment records, the failure of Padula's department to send tax bill to owners of record, and other irregularities now existing in Padula's Revenue and Finance Department.

low and employee morale poor. He quickly brought about equal pay for equal work, improved working conditions, fair procedures for handling grievances, and uniform working hours, vacations and sick leave. In addition, he found ways to boost the pay checks by \$250,000 a year.

Peoria, Illinois, put in the council-manager plan to clear out corruption and improvident financing. When the cleanup was completed salaries of police and firemen were up 23 per cent and their hours reduced — and taxes and debt reduced, too.

In Mount Kisco, New York, the first manager in 1959 secured two salary raises for full time employees, saved \$23,000 and reduced the tax rate.

Evanston, Illinois, during its first five years with the plan, increased salaries \$1,000,000, reduced firemen's hours from 67 to 56 and policemen's from 48 to 40 and lower the tax rate 10 per cent.

## Average Starting Manager's Salary Is \$7,961 in N.J.

Last minute charges that Belleville would be slapped with a \$22,000 starting salary for a city manager if Tuesday's government change referendum is adopted prompted The Times to survey managers' salaries in New Jersey municipalities.

Telephone calls were made directly to governing officials in 17 of the municipalities where city managers are employed. The results of the survey prove the charge to be reckless and irresponsible that Belleville would have to pay \$22,000 for a manager.

In contrast to the \$22,000 figure quoted in a circular distributed yesterday, the average starting salaries paid in New Jersey is only \$7,961.

Starting salaries for city managers in the 17 New Jersey municipalities answering our inquiry follow:

Asbury Park	\$5,000
Cedar Grove	8,500
Parissipany-Troy Hills	8,000
Lakewood	9,000
Franklin Twp.	8,500
Fair Lawn	7,500
Lodi	10,000
Medford Lakes	8,500
Mount Holly Twp.	7,000
Pequanock	7,500
Teaneck	7,500
Hackensack	7,200
Keansburg	4,500
Newton	8,700
Sparta Twp.	7,200
Ridgewood	11,500
Cape May	9,000

Average  
Managers' Salary \$7,961