

JACK TELL'S NEWSPAPER


LAS VEGAS ISRAELITE
OF NEVADA

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TELL TALES
"One Man Plus The Truth
Constitutes A Majority"



BY JACK TELL

Enlightened Personnel

Modern, enlightened personnel administration is one of the keys to effective state government. Since 1953, Nevada has been among the majority of state governments operating within the framework of a statewide personnel system, usually referred to as the merit system.

This concept is based on the democratic assumption that each citizen is entitled to an equal opportunity for employment within the limits of his capabilities.

Another fundamental principle of merit system legislation is to establish favorable job conditions that will attract and retain high caliber employees. This is essential in view of the ever increasing complexity of government.

Merit systems have been successively endorsed by Presidents Roosevelt, Truman, Eisenhower, Kennedy and Johnson as well as by countless leaders in public and private life. They have recognized that voters and taxpayers deserve strong guarantees of efficiency, quality and economy in public service.

With one-fifth of our country's labor force currently on government payrolls, personnel program emphasis has shifted from mere opposition to political patronage to the more positive concepts of modern personnel management.

In Nevada, personnel administration is handled by the Personnel Division of the State Department of Administration. The division and department are headed by James F. Wittenberg and Howard E. Barrett, respectively. They are primarily responsible for Nevada's progress in personnel administration in recent years.

Three basic functions of the Nevada Personnel Division are: Classification and pay, recruitment and exam-

ining and training and employee development.

Equal pay for equal work is a universally - accepted concept of sound personnel administration. The salary scale within the classified state service is one of the most important factors in attracting and retaining competent employees. Nevada must remain competitive with other states in this area or face loss of key administrators.

A vigorous and imaginative recruitment program is essential in the attraction of qualified job applicants. The Personnel Division cooperates with the Nevada Employment Security Department and news media in publicizing existing job opportunities in state government.

For the first time since the inception of the personnel system, the division last August opened a branch office in Las Vegas to service the needs of both state agencies and the general public in Southern Nevada.

Written examinations of several varieties are utilized by the Personnel Division to measure job knowledge, skills and abilities. Many times oral interviews are combined with written examinations to determine applicant's qualifications.

Nevada's merit system, fortunately, contains provisions giving management general authority to take effective disciplinary action. This prevents incompetent or insubordinate employees from being immune to proper discipline.

The rights and privileges of the individual state employee must be balanced against his obligations to the general public. Considering the length of time Nevada's personnel law has been in effect it appears the merit system has worked well to promote good government.

TO BE CERTAIN THERE IS NO MISUNDERSTANDING, THE OBSERVATIONS EXPRESSED BY JACK TELL ARE HIS AND HIS ALONE, AND SHOULD NOT BE CONSTRUED AS THE OPINIONS OF TEMPLE BETH SHOLOM OR THE JEWISH COMMUNITY AT LARGE.

No More Free-Bees

This week, all of those who are receiving the Las Vegas Israelite by mail will also receive a letter asking them to subscribe for one year, until February, 1967. The cost for the annual subscription is \$6.00

When we started the Israelite one year ago, we publicly stated we would send the newspaper each week to anyone who desired to receive it, whether they paid for a subscription or not. At the same time, in order to defray the cost of publishing this newspaper, we asked those who so desired to send in their subscription fee of \$6 for one year or \$10 for two years. Hundreds who felt the necessity of an English-Jewish newspaper, devoted to the welfare and growth of Nevada's Jewish community, have complied. To those we are grateful and sincerely look forward to their continued support.

We are also grateful to those who allowed us to send them the paper, hoping they would climb on the band wagon and become paid subscribers. Many have already done so, since we have been running the announcement on the back page.

But to all others, who have been receiving the paper, but who may feel it is not worth \$6 a year, we reluctantly state, that after the end of this February, we will be forced to remove their names from the free listing. After careful consideration of all the facets, and due to many of those who are paying complaining about the non-payers, we have decided to discontinue the free ones -- with one exception.

In the letter you will receive, will be enclosed a self-addressed envelope for which no postage stamp is necessary. If you would like to continue to receive the newspaper, but cannot afford the subscription fee, please let us know and we will continue your name on the listing as our guest.

Therefore, if we do not hear from you by the end of February, you are hereby advised, that you will no longer receive the paper.

It may be of interest to note at this time that many of our constant readers who are also paid subscribers are of a Faith other than Jewish. We are flattered to know of their interest in the Jewish Community and hope that any messages they may have for those of our Faith will find its way into the pages of this newspaper.

We remind all our readers that the Israelite, instituted at the request and with the support of many died-in-the-wool Jewish leaders, is always available and open for comment from anyone who desires to express opinion on matters relating to our community.

This paper is for those who support it and we expressly urge all organization heads to give full and careful consideration in asking their members to become paid subscribers.

During the past year, the Israelite has not failed to honor and publish the request of any worthy group seeking publicity for fund raising affairs or membership drives. Because space is limited, and because we must in the future publish reports of those who support the newspaper, all others will have to be relegated to "maybe" spots, depending on the importance of the news or the timeliness of the release.

As an added inducement, and in appreciation for those who send in their subscription checks promptly, we have acquired the cooperation of Pat Ginn, proprietor of Pat's Chinese Kitchen, who has consented to send a FREE GIFT. The FREE GIFT will be a large box of authentic Chinese tea (100 bags) with a retail value of \$2.25.

All of you who have so graciously subscribed for two years will be included on the list to receive the FREE GIFT, along, of course, with those whose \$6 checks are received prior to end of this month.

To those, whose minds have not been fully established one way or another concerning the value of the Israelite to the Jewish Community, we feel that after a full year of "sampling" if you cannot decide now, it will never be done. It is for this reason we ask you to give full and careful consideration to our request at this time.

If you should not receive the newspaper after the end of this month, we call your attention to the large quantity being left each Friday evening at Temple Beth Sholom, to encourage your attendance at Services. We will continue this free service for as long as our condition allows, but

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Editorial

ORT's 5 Year Plan

Although ORT is now 86 years old, it shows no sign of aging. Quite the contrary. The recently concluded 44th national conference of American ORT adopted goals which are as relevant as they are dynamic and imaginative.

What distinguishes the decisions of this conference is the projection of what ORT plans to do between now and 1970, the adoption of policies that add up to a veritable five year plan. The elements of this plan make clear once again the vital and constructive place that ORT occupies in world Jewish life. They are part of ORT's strategy in the war on Jewish poverty overseas.

First, is the decision to double the ORT schools and students in Israel by the end of the present decade. The dimension of this undertaking can be grasped when one realizes that ORT is now enrolling 25,000 students in its Israel technical schools, which are spread across 31 localities. This expansion dovetails with the overall growth of secondary education in which the UJA's Israel Education Fund is now involved.

As Dean Haber of the University of Michigan, who is president of American ORT, put it: "By 1970, we should have helped to stimulate the kind of educational explosion that will open the way for every Israeli youth who can make the grade to attend a high school and acquire the kind of skill that will assure him a productive future." At the same time, we shall have gone a long way toward leveling the hurdles of the Second Israel."

In France, ORT proposes to enlarge its facilities commensurate with the lasting needs of a community of a half million, almost 200,000 of them the same kind of people it has been introducing into the modern age in the Moslem lands of North Africa.

In other communities in the 21 countries in which ORT serves, plans are afoot to introduce more sophisticated technical levels of training so as to prepare youth for the technological age. And ORT will carry forward in the coming years its technical aid projects on behalf of the U.S. government and various United Nations agencies.

This totals up to quite a sizeable order. On the basis of past performance, we can be confident that ORT will do what it says it will. AM

Abraham Lincoln

More than a century has elapsed since the death of Abraham Lincoln. The face of the world has undergone a tremendous change in that century. The total American population in Lincoln's day was little more than thirty million. The Jewish population in the United States then numbered two and three hundred thousand.

There were the beginnings of the railroad and telegraph but little else beside of the machinery which now dominates the landscape.

The slavery which Lincoln fought seems antiquated as the flint which our ancestors rubbed for matches. Probably the historians of the future will say that the Civil War only hastened the abolition of slavery. Slavery could not have co-existed with the industrial age. The more significant achievement, they may say, was his preservation of the Union. Had the Union perished, not only our country's history, but the history of the whole world would have been vastly different.

Yet, while so much has changed, it is remarkable how many things have changed so little. Prejudice has changed little. There is still discrimination on account of color and race and religion. There is still the battle of civil rights. If there are Nazis today, there was the Know Nothing movement against Catholics and Jews in Lincoln's day.

Indeed, considering how strong prejudice and militarism is, one might even despair of humanity. But the memory of Abraham Lincoln is an antidote to this despair. Not only by what Lincoln did, but by what he was. If humanity can produce Abraham Lincolns, may we not be hopeful of humanity?

U.S.Y. YOURS

by Jan Klein

They're forming a choir at temple for all teenagers interested -- I signed up; so I hear, did Sharon Kersch, Beth Weinstein, Ken Schmitzer, Dave Cobert, and Larry Lebowitz (did I miss anyone??)

Congratulations to Jeff Osheroff, who made the straight A honor roll at Clark High.

For those of you who didn't attend, the USY-AZA basketball game last Sunday was a big success. Losing by a mere eight points, the USY team played a terrific game and a credit to the organization (credit where credit is due department: The AZA

team did pretty well, too). We would like to thank Referees Myers and Goldfarb for their help.

There will be a USY meeting February 13 at 7:00 p.m. in the Danny Kolod Youth Center -- this meeting will be very interesting as Dr. Schwartz, of Nevada Southern University's Psychology Department, will be the speaker of the evening.

This Saturday, February 13, from 11:00-12:00 a.m. will be USY and AZA joint services. On the same day, there will be a meeting in Room 1 to work on decorations for the March 6 Purim carnival.