

been provided. Why no such witness was called, although committee representatives said they would be called, only the Committee can answer.

Nevertheless, to set the record straight, the following is the background of some of the people hired by UCC in "key" jobs. We have already reviewed Mr. Tyson's background and his obvious outstanding qualifications require no repetition. Mr. Wendell, Associate Director, had served as Executive Director of an agency and was Program Associate of CPI, the New Haven, Connecticut Community Action Program Agency; Mr. Blair, Community Action Director, had been a senior probation officer with the Essex County Probation Department, with extensive knowledge of Newark and its problems and experience in community action work; Mr. Alba, Personnel Director, was formerly Manager of the Personnel Department of two plants of Pittsburgh Plate Glass Co., located in Michigan and New Jersey. Why the Bernstein list saw fit to exclude Fleming Jones, Comptroller of UCC, we cannot explain. Perhaps this was because he resided in Newark when hired. Prior to becoming Comptroller of UCC, he was employed in the Finance Department of the City of Newark and a graduate accountant. The foregoing discloses that in each instance, and without exception, men were selected for employment with UCC based upon their prior experience and suitability for the position in question.

And now to the salaries paid UCC employees and the question of whether they are excessive. We contend that the salaries paid by UCC are not excessive, are comparable, and in some instances, lower rated than salaries paid in similar municipal positions or other organizations engaged in Anti-Poverty work in the metropolitan area. It is regrettable that the Committee did not publish the salary information they gathered, if any, as the basis for comparison. This might have disclosed the error in the conclusion presented that UCC salaries are "out of line".

Attached to the Appendix are five graphs which pictorially demonstrate how UCC salaries compare with comparable jobs in comparable Anti-Poverty Agencies and with comparable jobs in the City Administration. Haryou Act and Mobilization for Youth were selected because it was felt that the areas each of them serve bear a close resemblance to the City of Newark, the area served by UCC.

Exhibit XXI is an executive group salary comparison chart between UCC and Haryou Act. The median of salary ranges was used for the comparison. In every instance UCC salaries are lower. Since moment has been made of the Executive's salary, it should be noted that Haryou Act's Executive receives \$27,000, in contrast to UCC's Executive who receives \$23,000 now, or \$24,000 in 1966.

Exhibit XXII is the same type of chart, except that it compares UCC executives to Mobilization for Youth executives. Without exception, the same fact appears, UCC salaries are lower. The MFY Executive Director receives \$27,500.

Exhibit XXIII is a comparison of Executive Group salaries actually paid, comparing UCC to the City of Newark in related jobs. While job titles are not identical we have compared jobs with similar job content to each other. Except for the Executive Director, and here the difference is limited to \$500, all UCC jobs are scaled lower than the City jobs. It should also be noted that, while much moment has been made of the Executive Director's salary in comparison to the Mayor's salary, the Superintendent of Schools and Executive Director of the Newark Housing Authority each receive salaries substantially in excess of the UCC executive, and also larger than the Mayor's. This is not intended as criticism of salaries paid to either of these men who have outstanding reputations and abilities. It merely reflects the need for fitting the man to the job and then paying what is necessary to procure the best services for the community.

Exhibit XXIV is a sample group of Administrative-Clerical jobs, based upon median of salary ranges, comparing UCC to Haryou Act and MFY. Once again, it is clearly demonstrated that UCC people are paid less.

Exhibit XXV is the last chart. It compares administrative clerical jobs, based upon median salary ranges, as paid UCC and City of Newark employees. When the 30-hour week and overtime premium for City employees is compared to the 35-hour week and no overtime premium to UCC employees, the differential is widened even further, depressing UCC salaries lower again than those paid City of Newark employees.

Thus, when the facts are disclosed the glitter removed and UCC salaries are by no means excessive, or out of line with other comparable positions, and in point of fact are uniformly lower. In addition to thinking of the dollars paid for