William R. Pilotter, General Manager of EBC, brings his staff on a current new business proposal. The EBC staff is from left, Joseph McGinn, and finally business formation.

Highlights of Housing Week

Within one year tomorrow, May 22, 1968, the Week of Action for Independent Housing will be observed in Rochester and throughout the nation.

The object of the Week of Action...
Navy Names First Black Admiral

WASHINGTON, D.C. — At a Commissioning Ceremony aboard the USS New York (LPD 14), in Norfolk, Virginia, Adm. Samuel L. Gravely, Jr., was sworn in as the first black admiral in the U.S. Navy. The ceremony was held in the presence of President Jimmy Carter, who congratulated Gravely on his appointment.

Gravely, 65, a native of Ohio, was the first black officer to serve in the U.S. Navy and the first black officer to serve in the United States military as a commissioned officer. He has held a variety of positions during his career, including service in the Korean War and the Vietnam War.

The appointment of Gravely as admiral was the culmination of a career that spanned more than 30 years of service in the U.S. Navy. Gravely was commissioned in the Navy in 1948 and served in various capacities, including as a pilot and as a command officer.

During the ceremony, Carter praised Gravely for his dedication to the U.S. Navy and for his commitment to service. "Adm. Gravely has demonstrated his leadership skills and his commitment to the Navy," Carter said. "He is a true American hero who has served his country with honor and distinction."
Rap and Produce Workshop Report
On Community Subjects, Problems

THURSDAY, MAY 20, 1971
FREDERICK DOUGLASS VOICE

Mrs. Geneva Miller, 304 Hudson Ave., Rochester, N. Y. 14623.
Mr. Dr. Donald Stockdale, 635 Clinton Ave. North, Rochester, N. Y. 14604.
Mr. William Hall, 501 Cady St., Rochester, N. Y. 14605.
Mr. Robert Lerner, Mental Health, 1000 East Main St., Rochester, N. Y. 14614.
Mr. James Proctor, Genesee Association, 609 Clinton Ave. North, Rochester, N. Y. 14605.
Mr. Gabriel Russo, 300 East Main St., Rochester, N. Y. 14608.
Mr. Thomas Maxey, Urban League, 80 West Main St., Rochester, N. Y. 14605.
Mr. Harold Cook, City Council, 635 Clinton Ave. North, Rochester, N. Y. 14604.
Mr. Dr. Charles A. McGill, Rochester Institute of Technology, One Technology Plaza, Rochester, N. Y. 14623.
Mr. John C. Greener, Monroe Community College, 575 Monroe Ave. North, Rochester, N. Y. 14607.
Mr. Dean Robert Parson, Extended Services, Rochester Institute of Technology, 635 Clinton Ave. North, Rochester, N. Y. 14607.

**REPORTER POLICIES**

Chairman: Panelists met this workshop to represent the people. The people were for a cooperative community. The people responded to the meeting. President: The people were to be charged as the people. The people have rights. The people have a responsibility to satisfy that. The people have a responsibility to the tax paying constituents. The people have a responsibility to the tax paying constituents. The people have a responsibility. The people have a responsibility to be open to the citizenry. The people have a responsibility to the tax paying constituents. The people have a responsibility to be open to the citizenry. The people have a responsibility to the tax paying constituents. The people have a responsibility to be open to the citizenry. The people have a responsibility to the tax paying constituents. The people have a responsibility to be open to the citizenry. The people have a responsibility to the tax paying constituents. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsibility to be open to the citizenry. The people have a responsi...
The County G.O.P. Chair Speaks

THURSDAY, MAY 20, 1971

FREDERICK DOUGLASS VOICE

The meeting was called to order at 10 A.M. at the Republican County Committee headquarters, 234 W. Main St., by Mr. Frederick Douglass, Chairman of the Monroe County Republican Committee. The roll was called and all were present.

Two speakers were scheduled to address the meeting, but only one appeared, and the other was not able to deliver his remarks. Mr. Douglass then turned the meeting over to the guest speaker, Mr. James M. Dwyer, for his presentation.

Mr. Dwyer thanked the Chair for the opportunity to speak to the committee and then proceeded to address the issues at hand.

Mr. Dwyer concluded his remarks by thanking the Chair and the committee for their time and attention. The meeting adjourned without further business being transacted.

(The meeting is over.)

(Continued Next Issue)

RAP AND PRODUCE WORKSHOP REPORT

ON COMMUNITY SUBJECTS, PROBLEMS

SATURDAY, MARCH 12, 1971

by: Rap and Produce Workshop Report

The Rap and Produce Workshop is an organization that focuses on providing a platform for community members to express their concerns and work towards solutions.

In this report, the Rap and Produce Workshop shares insights on their recent discussions, which are centered around community issues and challenges. The group emphasizes the importance of addressing these issues in a collaborative manner, highlighting the need for inclusive and participatory solutions.

The report also mentions the workshop's commitment to involving various community stakeholders, including local businesses, educators, and activists, in order to develop comprehensive strategies for addressing the needs and aspirations of the community.

The Rap and Produce Workshop encourages community members to participate actively and engage in constructive dialogue to create a more inclusive and vibrant community environment.

(End of Report)

(Continued Next Issue)
"RENT - A - KID"
A SUMMER YOUTH OPPORTUNITY FOR ROCHESTER AREA TEENAGERS

by John A. Pratt, Jr., Vice President

Rent-a-Kid is a program that provides teenagers, ages 14 through 18, a chance to work because of the limited number of jobs available. The program was prompted by the dim prospects for teenagers permitted to register and receive counseling at the Youth Opportunity Center (YOC) and at the Community Chest. Another 49 members pay their own way, the Arnett Branch work is supported, rather than lack of services offered and used, could have caused this impression and that typical personal injuries or property damage, and that typical homeowner insurance policies are inadequate. Rent-a-Kid is finding jobs for teenagers.

To lessen transportation problems, jobs are assigned by the Rent-a-Kid staff when the employer incash when the work is done. (Homeowners may ask their congregation to be done. (Homeowners may call the Rent-a-Kid staff at the bank will pay to have done. The wage rate to be paid will be a flat rate of $1.00 an hour. Costanza pointed out that the bank is making available its Duplicating Facilities for Tape Editing.)

Orders from 1923.

The wages are being paid in the interest of their unique talents. Including. Costanza pointed out that the bank has a liability of personal injury or property damage, the laws vary, and that typical homeowner insurance policies are inadequate. Rent-a-Kid is finding jobs for teenagers.

Rent-a-Kid is finding jobs for teenagers.

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From the Office Of

Frank E. Bowerman, Mayor

SYRACUSE, NEW YORK

QUEEN OF THE FINGER LAKE REGION

SPECIAL REPRESENTATIVE & EDITOR

MILAMAD ABUD UTHMAN

1971

FREDERICK DOUGLASS DAY

THURSDAY, MAY 20

Page 0

2321 SOUTH STATE STREET

SYRACUSE, NEW YORK 13205

**PHONE: 475-5504 Area Code #415

POLITICAL — Committee Members Ask to read this to the Office of the Legislature from the 3rd Ward - 18th Dist.
FRESH FRUITS AND VEGETABLES

**FANCY CALIFORNIA STRAWBERRIES**
3 for $1.35 lb.

**FANCY JERSEY ASPARAGUS**
3 for $1.35 lb.

**FRESH FRUITS AND VEGETABLES**

**Pepsi/Dent Toothpaste**
Mint 59¢
Peppermint 59¢

**Pepsi/Dent Toothbrush**
25¢ ea.

**Florida Oranges**
Juicy, large, size 10s.
3 for 47¢

**CALIF. ARTICHOKEES**
Large tender size, 6s.
4 for 48¢

**Barlinka Grapes**
Lg. Jucy, tinted black.
99¢

**Florida New Potatoes**
Large red skin.
5 for 63¢

**Flavor No. 1 Tomatoes**
Vine ripened.
99¢

**LARGE GERANIUMS**
4 for 79¢

**Del Monte Don't Deal with Del Monte**

**Sale**

- **Grapefruit Sections**
  - Save 2¢.
- **Green Beans**
  - Save 3¢.
- **Garden Peas**
  - Save 3¢.
- **Del Monte Corn**
  - 3 for $1.
- **Tomatoes**
  - Fancy 2 for $1.
- **Del Monte Beets**
  - 2 for 29¢.
- **Del Monte Spinach**
  - 2 for 25¢.

**FROZEN FOOD SPECIALS**

- **Save 30%...Swanson's Frozen T.V. Dinners**
  - Chicken or Turkey 2 for $1.

**NATURALLY TEMPERED BEEF**

- **Chuck Steak**
  - Lb.
  - 69¢

**LEAN CENTER CUT**

- **Pork Chops**
  - Lb.
  - 88¢

**FRESH FRUITS AND VEGETABLES**

**STAR MARKETS**

- **CUP VALUABLE COUPON BELOW**
  - You save 66¢

- **elsing Roast**
  - 2 ounce
  - 19¢

- **Beverage Center**
  - 10¢

- **Del Monte Juice Drinks**

  - **Granny Smith**
    - 3 for 3.89¢
  - **Red Salmon**
    - 99¢
  - **Mixed Vegetables**
    - 3 for 3.89¢
  - **Tomato Juice**
    - 3 for 3.89¢
  - **Tropical Fruit Salad**
    - 3 for 2.9¢
  - **Whole Cut Carrots**
    - 3 for 3.3¢
  - **Prune Juice**
    - 3 for 4.7¢
  - **Chili Sauce**
    - 3 for 2.9¢

**FRESH FROM OUR BAKERY**

- **English Muffins**
  - Save 24¢.

- **FARM'S FRESH**

  - **White Bread**
    - 3 lb.
    - 89¢
being able to interest and recognize that the law must
City Court judge by County Court
44, city corporation counsel since
January 1970, was sworn in as
Bureau at $15,000 a year.

May 29, 1971
President Mrs. Dorothy Phillips
today announced the Board of
appointment of Miss LaMar J. Jackson, Jr.,
the Anti-poverty Agency of
Rochester and Monroe County,
is
Justice Detained Committee,
who these five (5) members will be
by the number of votes received in
the election; i.e., the five who receive
the highest number of votes individually will be seated
because the Board of Directors of ABC
You as you know the very best
of the poor are their own chosen
representatives.
The second purpose is to elect
twenty (20) members to the
Youth Action Committees for each
target area and Neighborhood Center.
The five (5) youth receiving the highest number of votes individually in each target area will automatically be
members of the Youth Action Council.
The purpose of the Youth Action Council is to involve
the youth in planning, developing, and operating their
own programs.

Because we want this election to
We and They (the divisions) in
our community and we work towards a
vital function of Contact.
A Western New York
carried by law to

We feel her background in
work in the television media
will help us bring new life in
the School District more effectively to
the public.

Mr. Willis is indeed greatly
appreciative of the effortsof all of
our members to

He and I sincerely hope too
the School District more effectively

Our member, Mr. Willis is indeed greatly
appreciative of the efforts of all of
us in helping to bring new life to
the School District more effectively
to the public.

We feel her background in
t_[Continued from Page 2]_ members are doing it. We raised
an additional $20,000, effective month
and a half.

Representing our staff (F. D. 
Willie Willis, the police
representative person
who may nominate,
we would do it.

At these meetings anyone can
make additional nominations.
We urge members of our
organization to attend and make
these nominations.
We would be pleased to
consider the person or persons
that you may nominate. We would do it.

Our member, Mr. Willis is indeed greatly
appreciative of the efforts of all of
us in helping us to bring new life to
the School District more effectively
to the public.

Mr. Jackson currently is
a special assistant in public affairs
at WHEC-TV, will begin work
next month with Miss Phillips in
making the announcement.

We feel her background in
work in the television media
will help us bring new life to
the School District more effectively
to the public.

Mr. Barber is a
Senator of the City of Rochester
and a master's degree from
Central State University in Ohio
and a Master's degree from
Brockport College. She taught at
WHEC-TV, will begin work
next month with Miss Phillips in
making the announcement.

We feel her background in
work in the television media
will help us bring new life to
the School District more effectively
to the public.
The proposed budget for 1971-72 projects expenditures for the city government of $79,662,185. This is an increase in gross expenditure from 1970-71 of $7,708,597, practically all of which represents higher costs over which we have no control. For example, these are among the major items of increase:

- Added police and fire protection costs $3.3 million.
- Fringe benefits required by law or contract: $2.6 million.
- Additional waste disposal expense: $6.6 million.
- Total: $12.5 million.

Despite these increases, belt-tightening and other positive actions of the City administration make it possible to hold the City property tax levy rate for 1971-72 at the current level, $32.68 per $1,000 of assessed valuation.

A number of difficult but necessary steps make this possible:

1. A hard-line policy on all new expenditures for the coming year.
2. A reduction in personnel which produces a cut of 448 positions — 183 full-time and 265 part-time.
3. A better flow of revenue from non-property tax sources, such as fees, charges for service and higher fines for law violators.
4. A shift of charges for certain services from general property taxes to those who benefit directly from such services.
5. Expansion of income from properties that now are exempt from the property tax but require city services.

In preparing this budget for 1971-72, it was necessary to make and adhere to guidelines for departments. Huge new expenditures required by labor contracts negotiated in the summer of 1971 placed the heaviest kind of pressure on the City in presenting a balanced budget. Underfinancing of those contract settlements forced the City administration to borrow to meet payrolls in 1970-71, and this borrowing must be repaid in this proposed budget.

It is the administration's aim, in the course of 1971-72 fiscal year, to control the City's fiscal affairs so the City can live within budgeted expenditures and avoid borrowing.

"MERIT SYSTEM" FOR MANAGEMENT

There are no "automatic" increases in this budget for top management personnel. A "merit system" for individuals in Bracket 22 ($11,492 - $13,858) and above will be initiated upon adoption of the 1971-72 budget. This new system will apply to middle management and top management personnel who are not part of the city bargaining units. Key elements of the new "merit system" salary plan will include:

1. Positive evaluation of work prior to the granting of any salary increment. There is no such positive evaluation.
2. A 36-week "probationary period" during which an employee will be rated before being placed on a permanent employment status. There is no formal plan for such a probationary period.
3. Creation of a Salary "Merit System" Board to evaluate middle management performance on a continuing basis. This will involve those employees from Bracket 22 up to rank of Bureau head. From Bureau head level through Department heads, evaluation will be done by the City Manager.

It is hoped that this system will upgrade the quality of performance of the management group in city government. It will make clear the standard of performance that is expected and the fact that merit, rather than merely time-in-grade, will be the basis for advancement. While this plan is somewhat unique in public employment, it has been urged by leaders of private industry and management specialists for some time. It is our intention to embark on this program with the new fiscal year and to evaluate its effectiveness in 1971-72.

PRIMARY GOALS

The City administration of the City of Rochester is committed to basic improvement in local government in this city.

Among the goals of this administration as outlined on January 1, 1971, are:

1. To get city finances under control so that ever-rising taxes will not drive people and businesses from the city;
2. To improve the city's environment by tearing down junk houses, hauling away junk cars, cleaning the incinerators and the Emerson Street dump, battling against litter and working to make this a cleaner city;
3. To encourage greater respect for law through firm, fair and equal enforcement, starting with parking and traffic laws and providing solid support for our policemen and firemen as they make this a safer city;
4. To improve the response of city government to the requests, suggestions, complaints and needs of the public and to instill in every city employee greater respect for the taxpayer and a genuine desire to render high quality service with efficiency and courtesy;
5. To work with the County of Monroe in a program to end overlapping and costly duplication of services in the interest of efficient metropolitan government.

These are basic aims of the present City administration and this budget contributes to their accomplishment in the year ahead.

CITY NEEDS ROAD AID

In-city county relations, the County Legislature and the administration of the County of Monroe have evidenced a genuine concern for the City in the past and, within the County's ability to share costs, it is reasonable to assume that the city-county consolidation program will proceed in the coming year.

A major goal will be a new fair-share arrangement under which commuters and town residents using City streets will help finance some maintenance costs on the arterials which they use. It is anticipated that 1971-72 will see a breakthrough in this long-recognized inequity.

During the decade of the 1960's, to illustrate, the County of Monroe received more than $82 million from the receipts of motor vehicle fees and motor fuel tax. This revenue was generated by vehicles from both the City of Rochester and the towns of Monroe County. Yet the entire amount was used only on roads outside of the City. None was available for use on the City arterials which provide countywide services. City arterials are maintained by City taxpayers alone despite the fact that some major thoroughfares carry a load of 50 per cent, 70 per cent or even more than 80 per cent of suburban cars. State law has now been changed and public officials of both City and County agree that some of the revenue generated by City vehicles of both City vehicles properly should be allocated to maintaining city arterials used and needed by town residents. Efforts are underway to find an equitable formula to do this beginning with 1971-72.

Sincerely,

KEMETTE HILL
City Manager