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WILKES-BARRE, PENNSYLVANIA



# *The Luzerne County News-letter*

VOL. XVII, NO. 1 WILKES COLLEGE, WILKES-BARRE, PA., JANUARY 15, 1968

## SOCIAL REDEMPTION

The Church, a group of Newark priests agreed, has to shift gears, change speed and direction: personnel in inner-city parishes should be priests who feel an apostolate to all the people living there; the Church should sell little-used property and reinvest in new projects in high-population areas; and it should stabilize neighborhoods by sponsoring low-rent co-operative housing for families.

An internship for clergymen in the Urban Ministry has been established at Western Reserve University, Cleveland College, in Cleveland, Ohio. It is a pilot program funded by the National Institute of Mental Health. Fifteen persons will be admitted each year to the program which has been funded for three years. Experienced clergymen from any denomination are eligible for the program. In most instances the internship will be combined with service in a local congregation, parish, temple, etc.

John Cardinal Krol of Philadelphia, in speaking to his church's Commission on Human Relations stated that seminarians would be put in inner parishes one day a week to have them experience interracial work.

The Methodist Church will make a large investment of funds in inner city Detroit.

Well, isn't it about time?

The only comment that can candidly be made of these gestures on the part of the American church is that it is "too little" and it may be "too late."

The record of institutionalized religion in America on metropolitan problems has not been good. It talks earnestly about the Cross and endorses the idea of everyone carrying one, but it draws back at the thought of risking its life in an undesirable neighborhood.

Motivation of people is the key to the revitalization of aging urban neighborhoods. City neighborhoods, which are increasingly vulnerable







rating housing, racial tensions, blighted commercial districts, traffic, over-crowded schools, and hardcore unemployment, sustained efforts of all citizens for their preservation and betterment. Intelligent people, with capable leadership, utilizing all the resources there are in a city, can, with professional guidance, bring about an environment conducive to good living for themselves and their neighbors. This is the goal of the Model Cities program.

It is where the church, a soundly based institution in any community, can take the initiative in stimulating people to want to live better. Lay leadership to help solve local problems.

Both clergymen and laymen of the three faiths feel generally the same responsibility for community improvement. However, they have generally little precise knowledge as to what to do. Continuity of religious institution is apparently the strongest motivation to community improvement among all three faiths. The preservation organization is usually more important to the members than the development of community development.

Some of the churches that have been studied in many of the large cities have clearly defined goals which could guide the direction of the program. Churches always seem to be pleased with an urban renewal program which removes low-income people or Negroes to provide land for middle income apartments. Catholic parishes seem to resent it when they move into their neighborhoods--relocated from a former slum area. Protestant congregations seem to resent the transformation of their church area into a blighted commercial area with its public facilities. Jewish synagogues seem to want to move to the suburbs.

Churches seem to follow their memberships to the suburbs. If a city church remains, its members become completely unattached to the church's neighborhood.

Churches continue to draw people of similar backgrounds and from all parts of the metropolitan area, this mitigates against their concern for the neighborhood and therefore any concern about the problems of the future of the city. If the underprivileged residentially deteriorating areas do not become the recipients of the attention of the churches of the future, the church as an institution of our society has failed to understand the problems of nearly one third of the population.

Churches should pay attention to the neighborhoods around them, as well as to their members who live out of the area. If a city is

to revitalize itself, how can the church not give support to neighborhood organizations--some of which may not even be of the same denomination or faith? The people brought together into neighborhood organizations are striving to realize their socioeconomic goals as set forth by the "Great Society". This is where the "store-front" churches perform an almost impossible task in the changing city. All churches must recognize their obligations to the total urban area. Churches must, therefore, learn to deal with the organizations, the political forces, the power structures, and the social welfare programs that have human implications. The clergy must seek out information on urban renewal, urban change, and the broad problems of community change. And yet, the last group of citizens in a city to know about the renewal projects are the members of the clergy, the very people who should play an important role in formulating community goals.

Isn't it clear then, that churches of the future must move from primary concern with the individual ethics to a true understanding of social ethics? The social ethics and the social concern of the city of the future is quite different from the compassion with individual ethics in the village setting of the past. Church leaders and church members must see the cities of America as essential to our civilization, and must therefore modify their organizations so that they remain relevant in the future. The church which stresses only personal ministry will become increasingly irrelevant in the exploding metropolis of the future. This means participating in the power struggles, in the development of vocal organizations, in the automated society of the future.

The Church in the America of the future must recognize that "social redemption" is as important as "personal salvation."

#### NEW JUSTIFICATIONS FOR THE COORDINATOR

Nearly two years ago the National Association of Counties (NACO) suggested that each county create the position of County Urban Advisor or Federal Aid Coordinator. We suggested that this position be created to provide several important services to the community.

This new official would keep fully informed on all federal and state fiscal and technical assistance programs. He would coordinate grant applications, satisfaction of eligibility requirements, and relationships among various county departments. The office was also designed to be a liaison between the county and the respective state and federal offices and to serve as information center and program coordinator for municipalities, school district, and even private groups in the county which receive federal assistance.

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Some four hundred counties established such an office. At the present time, in cooperation with our National Conference of County Development Coordinators (NCCDC), the National Association of Counties is preparing a series of manuals which should be very helpful to counties wishing either to establish the position of County Development Coordinator or to revise and strengthen this position. On the basis of nearly two years of experience, we have ample evidence that the County Development Coordinator position is extremely valuable and repays its cost many times over.

by Bernard F. Hillenbrand, Executive Director, NACO

#### 1967 ACTS OF INTEREST TO LOCAL GOVERNMENTS

Act 38. Amends the First Class Township Code by increasing the maximum rate of the annual tax for fire fighting from one mill to two mills and allowing the revenue from the tax to be used for operating fire apparatus as well as for purchasing and maintaining it.

Act 41. Amends the Optional Third Class City Charter Law by prohibiting any member of city council from heading an administrative department under the council-manager plan of government.

Act 47. Amends the Local Tax Enabling Act to give municipalities imposing earned income taxes discretion (rather than requiring that they do so) on crediting payment of income taxes to other political subdivisions by their residents, where the residents of the political subdivision exercising that discretion are similarly given credit.

#### THOUGHTS FOR TODAY

A good woman inspires a man: A brilliant woman interests him:  
A beautiful woman fascinates him: And a sympathetic woman gets him.

Behind every successful man stands a woman who couldn't be more surprised.

#### PUBLICATION

This News-letter, published monthly as a community service, originated in the Institute of Regional Affairs of Wilkes College. Notes and inquiries may be addressed to Dr. Hugo V. Mailey, Institute of Regional Affairs, Wilkes College, Wilkes-Barre, Pennsylvania.

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VOL. XVI, NO. 2 WILKES COLLEGE, WILKES-BARRE, PA., FEBRUARY 15, 1968

#### A SOUND MERIT SYSTEM

A merit system is peculiarly an American term as applied to public personnel management. No one else uses this term. The British and some others occasionally speak of "merit principles", but only in the United States is the phrase "merit system" used to describe a governmental personnel system with three very general characteristics: (1) selection by merit through competitive examination; (2) protection from partisan removal while on the job; and, (3) some limitations on the partisan political activity of civil servants while on the job.

The Pendleton Act was revolutionary. It was not revolutionary by the curbing of patronage, important though that idea was. It was the more subtle provisions that acted to set United States public personnel management off in a direction that no other country has explored to the same extent. The "revolutionary" concepts that created an exceptionally fluid style of merit system mechanism were as follows: (1) the idea of nationwide examinations open to all, with no restrictions because of social class, the university attended, residence in some particular part of the country, or prior political affiliation; (2) the specific requirement that examinations be practical and as little tied in with formal education as possible; and (3) the omission of upper age limits for entrance into the public service.

A merit type of personnel system must be consonant with good management. If a merit system is consistent with good management, it will answer the following:

1. Does the system recognize individuality and provide opportunity for that individuality to express itself in both competition and cooperation with others?
2. Does the system provide for the recognition of superior talent?
3. Does the system provide for the rejection of the inferior?
4. Does the system permit managers to manage?
5. Does the system help encourage responsiveness to the general will of the body politic?



Our merit systems do represent merit. Nevertheless, while they are well-designed to let a person into the public service easily and to let him move around fairly well if he has the initiative and drive to do so, they are not well-designed to bring the recruit in. They are, in most cases, even less well-designed to help the new person utilize his talents to the utmost. In other words, our merit systems have provided opportunity for persons of ability, but most civil service commissions have tended to wait for them to appear. This is especially true of local government.

Many jurisdictions could do much better in terms of incentive awards systems. Where these systems have been well worked out and where the awards are really worth something, they have proved bonanzas in idea production.

If talent is recognized, the inferior can be left behind. Supervisory improvement is left to chance in too many jurisdictions. But this is not enough. Better supervision and guidance of the individual employee can help in many cases. The most important device for the elimination of inferior employees - the probationary period - is not used enough. This is true at all governmental levels, and especially at the local level. Some sort of severance pay system to provide more of a cushion than is now customary for those to be -- and who should be -- let out of the public service should be built into a merit system. Performance ratings do not always present the adequacies and inadequacies of employees.

Perhaps American public employees are almost too responsive to the public. At the state and local levels such problems of responsiveness seem mainly to derive from inadequate rules and regulations with respect to ethics and conflicts of interest. Moreover, even where such regulations exist, they are seldom adequately explained and interpreted so that employees understand or know what is expected.

Personnel programs started in government to combat the spoils system. In the beginning, government was far ahead of industry -- in recruitment, testing, training, classification, and employee rights. As a matter of fact, government pioneered the entire field of personnel. In recent years, industry has seen the need to develop good personnel programs. Governmental jurisdictions, especially the local units, now lag behind.

Governmental units are constantly faced with recruitment problems. This is especially true in competition with industry. Financing its operation, retaining employees, getting the most from them, and utilizing their highest skills requires a much better job of training. The

only answer for the future lies in labor and time saving equipment, and the highest utilization of employee skills.

Merit systems will continue to increase. Of greatest significance is the question of whether a merit system, once established, meets the aforementioned criteria of good management.

When the ordinances creating a merit system were passed by the Board of Luzerne County Commissioners and the Wilkes-Barre City Council, the Institute of Regional Affairs greeted the news with cautious optimism. Whether the County Commissioners exercised powers within the framework of the County Code and whether the City Council utilized powers within the meaning of the Third Class City Code was and still is a legal question beyond the scope of this article. And although both experiments were short lived, the establishment of a merit system is bound to come to local governments in the not too distant future.

What then? Will a system be created that will recognize individuality? How? Will provision be made for superior talent? Will an active recruiting and testing program be incorporated into the merit system? What about pre-service and in-service training? Will a system of incentives be included as an integral part of the in-service training program?

These questions, and many others, must be discussed now, lest undue importance be attached to but a single aspect of a merit system, such as the prohibition of political activity by public service employees.

#### LIGHTING IMPROVEMENTS IN PLYMOUTH

Luzerne Electric has received enthusiastic approval from Plymouth Borough officials and business leaders to further develop two proposals for beautifying and modernizing the community's Main Street.

The proposals would involve elimination or substantial reduction of the number of poles lining Main Street and the maze of wires crisscrossing overhead.

A "workable" suggestion presented by Richard H. Demmy, UGI vice president and general manager of Luzerne Electric, and Robert L. Casselberry, Luzerne Electric operating manager, is to move present electric lines behind the buildings fronting on Main Street.

The plan also calls for the removal of one-third of the present wooden poles and replacing those remaining with aluminum poles only



eight inches in diameter and some 15 feet shorter. Modern street lights would be affixed to the aluminum standards.

According to Demmy, this plan would improve Main Street's appearance tremendously. "It would appear wider, neater and uncluttered," he said pledging Luzerne Electric's willingness to initiate the program and cooperate with borough leaders.

Underground wiring was a second alternative. But this system, while possible, may be impractical because of underground conditions, Demmy said.

Luzerne Electric joined the community in seeking a solution to the problem at the request of the Plymouth Business and Professional Men's Association.

#### A RULE OF THUMB

For those who may wonder how to deal with ethical problems, what standard to use for maintaining honor, consider Senator Joseph Clark's rule of thumb: "Using influence on behalf of constituents is not itself immoral; indeed, it is appropriate. Benefiting personally from the use of the influence or taking reprisals against parts of the Government when the influence is unavailing is unethical."

The late Senator Claude Swanson of Virginia who, when asked to what he attributed his long and successful political career replied:

"To my unflinching adherence to three maxims of political conduct -- First, be bold as a lion on a rising tide. Second, when the water reaches the upper deck, follow the rats. And third, and most important, when in doubt, do right."

#### THOUGHT FOR TODAY

The trouble with the modern generation is that it has made super-highways out of almost every path except the straight and narrow one.

#### PUBLICATION

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# The Luzerne County News-letter

VOL. XVI, NO. 3, WILKES COLLEGE, WILKES-BARRE, PA., MARCH 15, 1968.

## WHAT ABOUT WILKES-BARRE???

Which American cities are most likely to have race riots? An article with many local implications appeared in the January 1968 issue of Public Management, the Journal of the International City Managers Association.

Northwestern University's Urban Journalism Center has completed a study which picks out riot-prone cities. The computerized study of 85 cities by Professor John Maloney, the Center's acting Director of Research, also sorted out factors that make certain cities susceptible to high rates of murder, rape, general crime, suicide, auto deaths, and unemployment.

The overall purpose of the study was to examine the characteristics of such areas and determine what city planners, journalists, or interested citizens could reasonably expect in terms of problems.

Maloney's statistical analysis used 70 different kinds of information for each city. This ranged from the percent of citizens over 65 to the percent of workers using public transportation. When sorted out, these facts could be grouped into eight bunches or factors--metropolitanism, urban growth, southern syndrome, sporadic employment, highway spending, Negro concentration, suburban syndrome, and low density.

Of the 25 cities calculated to be the most riot-prone, 22 actually had had riots in the four years prior to August, 1967. Maloney's table ranks the 85 cities as to their susceptibility to riots and indicates their past riot experience.

Wilkes-Barre/Hazleton was ranked 64th on the list. Scranton did not appear on the list.

Here are some hard questions which arise from the study:



1) How did the researchers use the factors mentioned above in arriving at Wilkes-Barre/Hazleton's rank, and are the factors that differ as between Wilkes-Barre and Scranton--both of which are located in Northeastern Pennsylvania? Should the citizenry give a second look to murder, rape, auto deaths, etc. in Wilkes-Barre/Hazleton? Or, perhaps, the researchers are led to a conclusion that is wholly unwarranted? Were the researchers on sound ground in using data on a Standard Metropolitan Area when the two principal cities in the Standard Metropolitan Area are 25 miles apart?

2) If Wilkes-Barre is a riot-prone city (which could be open to question) as indicated by the Journalism Center at Northwestern, what, if anything, have the city officials, the city police, and all of the volunteer agencies done to ameliorate the conditions that could lead to a riot this summer? Is the Wilkes-Barre citizenry fully aware that it has been classified as a riot-prone city--ahead of Norfolk, Wilmington, Charlotte, Nashville, Birmingham, Chattanooga, Knoxville, Fresno, and Mobile? Do the people in the Wilkes-Barre/Hazleton Standard Metropolitan Area care about their "image"?

#### LOCAL COMMUNITY--THREAT AND OPPORTUNITY

The local urban community is in a great deal of trouble. The metropolitan region is made up of groupings of subcommunities only in a weak and weakening sense. Much of what is said about city life is based on a romantic view of the city as it existed 50 years ago. The ethnic community is a dying phenomenon now that immigration has virtually ceased and the processes of assimilation are continuing. The Negro community is a community only in the sense that it is a geographic location containing a great many demoralized people. It does not represent a distinctive way of life cherished by the residents....

I believe that the quality of community life is declining in contemporary America. Alienation is only one aspect of the decline in the quality of community life. One of the most significant sources of the decline is a deficiency in social organization, in the whole complex of durable relationships among people. We must face squarely the urgent need to build social organization in radically different ways than in the past....

The conflicts surrounding these cleavages in our society take many forms, one being a struggle for power. Leaders cannot avoid these cleavages. But in a pluralistic society, the kind of leader who can deal with them has to be a political leader who is responsive to conflict and diversity, rather than a civic leader who tries to represent a common way of life. The kinds of social organization members of the old middle class

had in the past have been largely destroyed. They are increasingly isolated in their own communities.

The newcomers whose power is increasing do not have the sense of the community's being theirs. They do not enter the community as a whole; they just move into a place to live. Thus, there is a great deficiency in organizational links to the community. In the case of Negroes this deficiency in social organization is almost total. Significantly, the initial proposal of local leaders in San Francisco's Western Addition was that all the federal anti-poverty money at the beginning be used to build organization on a block or neighborhood basis. This represented an effort to fill a vacuum of organization. Without organization there is no power. The Negroes want the power to say how the anti-poverty money is to be spent, what directions urban renewal in their areas is to take, and how legal services for the poor are to be administered.

This situation represents both a threat and an opportunity. It can be viewed as a threat because it offers a way of fighting city hall. Thus the large city mayors appear to be almost uniformly unhappy over the organization of poor Negroes. Again, the threat is that we will have only a devisive power struggle instead of a movement toward constructive solutions. But the opportunity lies in the possibility that the new organizations will generate new sources of energy and innovation to solve problems. The crucial question in places like Watts is whether social organizations can be developed by the residents so that they can govern their own communities (with the help of outside financial and professional assistance).

William Kornhauser  
Professor of Sociology  
University of California, Berkeley

#### RIDERS IN UTICA NOW OWN BUSLINE

There may not be anything different in the ride, but today Utica's 48 buses--some old, some not so old--are different. They're owned by the people of Utica and the lettering on the sides has been changed to read "Utica Transit Commission".

Transit Commissioner Joseph Cardassi said the immediate lettering change was the first step in what will be a series of innovations by the city-owned bus company.

"This is your bus company--you the people of Utica--let's use it," Cardassi appealed as he unveiled these future changes in the bus operation.



On July 12, and each Wednesday thereafter, "Ladies Day" service will begin. Fares during shopping hours will be reduced from 25 cents to a dime.

In the near future, at a date to be announced, express service from the New Hartford village line to downtown Utica will be inaugurated. The run is expected to be almost non-stop, with just pickups at Uptown and Oneida Square.

In the fall, Sunday and evening service will begin.

At close-out ceremonies in City Hall, the 19-year-old Utica Transit Corporation was sold to the city for \$690,250. The transfer ended three years of discussions on the sale. Wallace S. Sweet, president of the private company finally received approval of the sale from the State Public Service Commission, the last hurdle before city ownership. He had announced some years before that he could no longer operate the company profitably.

#### SOMETHING TO THINK ABOUT

The January issue of the FBI National Academy Newsletter carried an interesting article on a new pay incentive program put into effect September 1st by the Monroe, Louisiana Police Department.

A Monroe Police Officer with one year of college work receives a bonus of \$50 per month, \$75 per month for two years of college, \$100 extra for three years of college, and if he earns a degree, is entitled to an extra \$150 per month. These are bonus payments over and above the regular base pay for Monroe Police.

The program has already had a tremendous effect on recruitment with a number of applicants having college degrees and considerable college work. The ultimate goal of the program is threefold: to increase standards, increase proficiency of the individual officer, and to be able to offer the applicant higher salaries.

The program was conceived by Chief of Police James C. Kelly, Jr. 59th Session, FBINA.

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# *The Luzerne County News-letter*

VOL. XVI, NO. 4, WILKES COLLEGE, WILKES-BARRE, PA., APRIL 15, 1968.

WILKES COLLEGE

VOTE YES!!!

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"As our readers know, the Institute rarely takes a public position on local government matters. As a service agency for local governments in the region, we have accepted the policy that we should not, except in the most unusual instances, express an Institute position on public matters."

The above is the stated policy of the Institute of Local Government at the University of Pittsburgh. THIS IS NOT THE POLICY OF THE INSTITUTE OF REGIONAL AFFAIRS AT WILKES COLLEGE. The IRA has never hesitated to take a position on public issues which affect local government. At times, the IRA has deliberately stirred up controversy and debate because of the salutary effect that discussion produces.

The Constitutional Convention finished its work on revisions to the basic document and now the fruits of that Convention will be submitted to the voters. The local government article will appear as Proposal No. 6 on the ballot.

THE IRA URGES ALL OF ITS READERS TO VOTE YES ON PROPOSAL NO. 6 WHICH WILL BE SUBMITTED AT THE APRIL 23 PRIMARY ELECTION.

Six major topics have been singled out of Proposal No. 6. They are: Home Rule and Structural Options treated in Sections 2 and 3; County Government treated specifically in Section 4 and included in other sections by virtue of its inclusion within the term "municipality" as used in the Proposal; Intergovernmental Cooperation and Area Government treated in Sections 5, 6, and 7; Boundary Change treated in Section 8; Appropriation for Public Purposes and Debt treated in Sections 9, 10, and 12; and Local Apportionment treated in Section 11.

The proposed grant of home rule charter power and the concurrent grant of residual powers negates and reverses the rule of strict con-



struction of the municipal charters, commonly known as Dillon's Rule. Local governments operating under the "residual" powers philosophy will be empowered to exercise all those powers not specifically denied to them by their charters, by the Legislature, or by the Constitution. A home rule charter could encompass all those powers a municipality may desire to be a governmental unit responsive to the needs of the people. Whatever powers are to be included in a Home Rule Charter must receive an affirmative vote of the people in a referendum.

The most obvious problem that the Legislature will eventually have to solve under this section would be the allocation of the proper division of responsibility between counties and other local units since both levels of government would possess "residual" powers.

In Section 3 of the Proposal, the philosophy of "home rule" is again evident. If a municipality does not choose a Home Rule Charter form of government, this section provides for "Optional Plans" of government. A good illustration is second class townships. Today, these townships may have a three-man Board of Supervisors, or if the population is over 10,000 the township may elect a five-man Board of Supervisors. In addition to these choices, this section would permit additional forms which, by referendum, the voters of the township may adopt.

The Proposal would also insure to counties the flexibility to adopt forms of government suited to the characteristics of the counties. It would provide a slightly modified form of the present structure of county government for those counties not choosing to accept an optional form of government or a home rule charter form. This was done by the Convention because the county level of government is an ideal vehicle for the solution of metropolitan and area-wide problems that spill over municipal boundaries.

Some of the provisions of Section 4 are: the county office of coroner and surveyor would be discontinued; the appointive office of public defender is mandated; all county officers will be paid by salary, rather than fees; and county treasurers may succeed themselves.

The Proposal also contains three sections that would permit any municipality to cooperate, either voluntarily or upon voter implementation, with other governmental units, on public services such as police and fire protection, garbage disposal, and air and water pollution. Section 5 of the Proposal expands previous law to include voter implementation as an optional method of initiating intergovernmental cooperation. Further, it permits municipalities to transfer functions to other governmental units, including the State or Federal government.

Another approach to intergovernmental cooperation is area government, a concept of relatively recent origin and developing largely out of the rapid pace of urbanization. The General Assembly is empowered to provide for governments of areas involving more than one municipality, an "umbrella" government with intergovernmental jurisdiction.

The hot question of consolidation and annexation is resolved in the Proposal by leaving it to the voters--much to the delight of second class townships and to the greater chagrin of boroughs and cities. The Convention decided to permit partial annexation or merger only upon ratification of a majority of electors voting from each complete unit.

Section 8 of the Proposal gives the General Assembly two years to enact "uniform" legislation establishing the procedure for consolidation, merger, and boundary changes. The General Assembly is to designate an agency to study boundary changes and advise municipalities of the result of their deliberations. If annexation is recommended, then the agency may place the question on the ballot. The function of the State agency would be to serve as an impartial body to study potential annexations and to provide information on the possible impact of the boundary change to enable the voters to make intelligent decision.

The present limitations on municipal indebtedness limit municipal debt to 15% of the assessed valuation of taxable property, and further local borrowing may not be incurred beyond 5% without the consent of the electors.

The Constitutional Convention Proposal removes the debt limit based upon a percentage of assessed valuation and mandated a base that will be a percentage of revenues computed over a period immediately preceding the year of the borrowing. Thus the real criteria (ability to repay the borrowed money) for debt limits is tailored to fit each local unit of government.

The delegates to the Convention felt some restrictions on municipal debt were desirable, but they were anxious to avoid the rigid limitations which restricted local governments for the last twenty years. They felt greater flexibility could be achieved by leaving it to the Legislature to establish the restrictions within the base provided by the Constitution. While it is not possible to predict now what the Legislature will provide, it is probable that the debt limits will not be uniform for all types of municipalities and that rates will vary depending on the class or size of the local government unit.

The Convention made no attempt to eliminate authority financing because of its self-liquidating or self-supporting nature. Borrowing in



anticipation of current revenues has consistently been excluded from the term "debt". Both of these Convention clarifications are consistent with the decisions of the Pennsylvania Supreme Court.

Section 11 of the Proposal guarantees the principle of "one man, one vote". Since the decision of Baker v. Carr in 1962, U.S. Supreme Court rulings have created a political and legal controversy in reapportionment, focusing of congressional and state legislative reapportionment. Equality in local level representation has been excluded. In Pennsylvania, the present Constitution does not deal with local apportionment for local government. The General Assembly has provided that the power to erect and redivide wards within cities, boroughs, and townships be vested in the Court of Quarter Sessions.

In proposing Section 11, the basic considerations of population (not voters) and representation are mentioned. Federal census figures are to be used. More recent figures may be used if the governing body of a local unit deems it necessary. In determining standards for Section 11, districts are to be compact, contiguous, and substantially equal in population. No provisions were included to prohibit gerrymandering. The Legislature will have to enact a uniform law to make this Section operative.

The essence of Proposal No. 6 is that local government should be in the hands of the people. Under this Article, the electorate should, whenever feasible, have the opportunity to approve or disapprove local actions by majority vote.

The prerequisite is clear--only an intelligent voter can assist in operating local government in the future. But first--only an intelligent voter can even pretend to understand Proposal No. 6.

VOTE YES ON APRIL 23rd!!!!!!

#### THOUGHTS FOR TODAY

College presidents never die, they just lose their faculties.

I'm not denyin' that women are foolish: God Almighty made 'em to match the men.

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## *The Luzerne County News-letter*

VOL. XVI, NO. 5, WILKES COLLEGE, WILKES-BARRE, PA., MAY 15, 1968

### SIXTEENTH ANNUAL DINNER

The Sixteenth Annual Dinner for Award and Certificate winners will be held at the New Dormitory at Wilkes College on Tuesday, May 28, 1968, at 6:00 P.M. We expect to make this a gala occasion for local officials and local government employees in Northeastern Pennsylvania, particularly in Luzerne County. This Dinner really brings to a climax the year's activities in local government which the Institute of Regional Affairs has conducted.

The main speaker of the evening will be The Honorable Bernard C. Brominski, President Judge, Court of Common Pleas, Luzerne County. There have been many changes in the responsibility and role of municipalities in our expanding economy. I am certain that Judge Brominski will have a timely message for all interested in local government.

Every year at the Annual May Dinner the Institute of Regional Affairs presents Service Awards to those local officials and employees who have contributed untiringly over a long number of years in the service of their respective governments. The Institute will again award its annual service plaque to an outstanding public servant in Luzerne County.

Plan to be there, May 28th.

### THE SUPREME COURT AND POLICE

During the past seven years the United States Supreme Court has handed down a number of decisions which have completely redefined the police officers' role in protecting the rights guaranteed to all citizens under the Fourth Amendment to the Constitution of the United States. All well informed police officers should be familiar with these decisions and the nature of their effect on police work.



## Right to be Free from Unreasonable Searches and Seizures

### FOURTH AMENDMENT

The right of the people to be secure in their persons, houses, papers and effects against unreasonable searches and seizures, shall not be violated and no warrant shall issue, but upon probable cause, supported by oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.

Mapp v. Ohio (1961)

Police officers, without a search warrant, entered the home of Dollree Mapp, a suspected violator of the gambling laws of the State of Ohio, and seized a quantity of obscene books and pictures. The Supreme Court held that the seized material could not be used in evidence in a criminal prosecution. In effect, this decision applied the exclusionary rule, which had been in use in the federal system since 1941, to criminal prosecutions in state courts. The Court reasoned that "--- if letters and private documents can thus be seized and held and used in evidence against a citizen accused of an offense, the protection of the Fourth Amendment declaring his right to be secure against such searches and seizures is of no value, and, so far as those thus placed are concerned, might as well be stricken from the Constitution."

Wong Sun v. U.S. (1963)

Federal and State Narcotics Agents unlawfully entered the defendant's home and arrested him. As a result of this arrest, the defendant confessed involvement in narcotics activity and told the agents where they could find a quantity of narcotics. The agents went to the address given by the defendant and found the narcotics were not admissible into evidence against the defendant. The Court reasoned that since the evidence was found as a result of the confession which was given by the defendant after he was illegally arrested, the evidence was "the fruit of the poisonous tree". In other words, the illegality of the arrest tainted all evidence subsequently obtained.

Ker v. California (1963)

Police officers observed Ker making a rendezvous with a known narcotics distributor and then observed him taking evasive action in his automobile in an effort to shake the police officers who were following him. The police went to his apartment and, without explaining their purpose or demanding entry, broke into the apartment and seized a quantity of narcotics that was in plain view therein. The Supreme Court upheld

Ker's conviction, stating that although the Mapp decision imposed the same sanction of exclusion of illegally seized evidence to state courts as applies in federal courts, it does not imply an ironclad test of reasonableness, this test still being largely with the province of the individual state. Further, although the federal rules require the announcement of purpose of law enforcement officers, these rules are not of Constitutional status and do not apply to the states.

Aguilar v. Texas (1964)

San Antonio police officers entered the home of the appellant and seized a quantity of narcotics. The search and seizure was made under the authority of a warrant which gave as probable cause for the search the fact that the affiant had received information from a credible person that narcotics were being stored on the premises. In suppressing the evidence, the Court ruled that the same standard for obtaining a search warrant on the federal level applies to the states. The affidavit in this case was deficient because it gave no basis for crediting the informant's truthfulness and did not state how the informant came to have the information that he passed on to the police.

Stoner v. California (1964)

California police obtained incriminating evidence from the hotel room of the defendant which they had searched, without a warrant, upon the consent of the hotel clerk. The court suppressed the evidence, ruling that only the occupant of the room could give a valid consent to the search thereof.

Sanford v. Texas (1965)

Texas police officers raided a home under the authority of a warrant authorizing them to seize "books and other literature pertaining to the operating of the Texas Communist Party". The Court ruled the warrant invalid because it authorized a general seizure and did not meet the Fourth Amendment requirement of "particularly describing... the thing to be seized".

U.S. v. Ventresca (1965)

The Court upheld the conviction of the defendant for operating an illegal still. The bulk of the evidence in this case was obtained by a search and seizure made by Revenue Agents under the authority of a warrant based largely on hearsay information and the inferences drawn by the agents from related facts. The Court held that the use of hearsay was proper on an affidavit for search warrant and stated that in marginal



cases, judicial preference will be accorded those searches made upon the authority of warrants over cases wherein the search is made without a warrant.

Cooper v. California (1967)

Over-ruling, in part, an earlier case which held that a search of an automobile without a search warrant was illegal unless it was made contemporaneous in time and place with the arrest of the occupant of the auto, the Court upheld the search of a car which had been seized from a violator of the narcotics law after the vehicle had been removed to the police garage.

McCray v. Illinois (1967)

Two police officers, accompanied by a confidential informant, were on patrol on Chicago's South Side. The informant pointed out an individual standing on the sidewalk who he said was a narcotics pusher. The informant then got out of the car and walked away. The police approached the suspect, searched him and found narcotics. At the trial, the police refused to disclose the identity of their informant. The Supreme Court upheld the conviction, stating that there was ample evidence that the informant was of provable reliability, there was no necessity for the disclosure of his identity.

"A Survey of Recent Decisions of United States Supreme Court Affecting the Police" by Douglas D. McBroom  
Law Enforcement Bulletin  
February, 1968

#### THOUGHTS FOR TODAY

Parking space is the area that disappears while you are making a U-turn.

The speaker-to-be inquired of the chairman, "How long shall I talk?" The chairman answered cheerfully, "Why, take as long as you like - we all leave at 8:30."

#### PUBLICATION

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# The I.R.A. News-letter

JUN 20 1968

VOL. XVI, NO. 6, WILKES COLLEGE, WILKES-BARRE, PA., JUNE 15, 1968

## THE KING IS DEAD! LONG LIVE THE KING!

As you might note from the heading, the Luzerne County News-letter is no more. Because of the increased activities of the Institute of Regional Affairs and since the Institute is not limited to Luzerne County alone, this publication now officially becomes the IRA News-letter.

The Luzerne County News-letter which started as a community service of the Institute of Municipal Government must now give way to its offspring -- the IRA News-letter. There has been a subtle change in editorial policy but the News-letter will continue to be as helpful and informative as it has been in the past. We hope you will find it as useful as the old News-letter.

## THE NEW INGREDIENT IN POLITICS 1968

Previous to the 1900 Era local governments were rather simple and were chiefly made up of three particular departments with three particular functions. The Fire Department, the Police and the City Clerk - their respective jobs were to protect property - keep the peace - and to keep the records.

The advent of the automobile demanded better roads and bridges. This also created an engineering and planning problem. This new era too necessitated solution of new sewers and additional parking. All in all governments then found it necessary to find a new kind of political figure. Villages and cities began to look for a man of ability and background rather than a vote procurer. Then came the greatest Technical Evolution in our history. Times have changed -- haven't they?

There is no question that the elected Councilman feels an increased responsibility in this growing America. This age of automation - this era of technology has soared up like a rocket, thus the demands of modern government must be geared at every level to keep pace with great



industrial growth of the 20th century. The city resident makes continuing insistent demands on his local government, which, therefore, necessitates important decisions. Every facet of our taxpayers' welfare must be considered before that right decision can be made. On the local level, the urban citizen has a variety of needs. He needs greenery and fresh air, as well as good sewers and pure water. He needs shopping and entertainment facilities, as well as fire and police protection. He needs mass transit lines, as well as four-lane expressways. He needs planning, zoning and enlightened tax administration to protect the value of his home, his business, and his job.

As we moved toward a more urban society we moved to an era of inter-dependence. The American people began to see that government required the services of the skilled, the trained, and the professional to face up to the complex problems of today. Today municipal government is demanding the development of a new type of elected executive. The stature of this modern political executive - or politician - if you will - must be upgraded to keeppace with this age of speculation. Taxpayers, today, should settle for nothing less than the best qualified and highest type of candidate to perform the serious legislative tasks and policy making demanded in this age of a moving America.

There is a great need for the career type politician dedicated to good government to replace the old-fashioned office holder whose sole thought is for winning the next election. This is the type of political leader we need today. This is the type of political leader our urban survival demands. This new political leader must supply the new ingredient in government. With men like that shouldering the responsibility we will surely write a new page in good government and a brand new chapter in the welfare of mankind. (Norman M. Gaffney)

#### SHOPPING CENTERS AND CHURCHES

The church is the latest element to be added to the shopping center according to Strouse, Greenberg & Co., a firm that has just launched the Landmark Shopping Center in Alexandria, Virginia. This is what Sydney N. Greenberg, Jr. had to say of the unique project.

"In 20 years of shopping center development, we have watched the shopping center take the place that Main Street used to hold as a gathering place in towns and cities in America," said Greenberg. "In our suburban-based population, people are reviving old patterns of behavior in shopping centers and the centers have assumed the social uses of the old marketplace or village green. Friends meet in shopping center restaurants for lunch, stop to chat on the shopping center malls. There's no reason, in

my mind why the church, which played such a large part in our 'Main Street Culture' can't move with the population and take its services to where the action is."

Isn't it strange that finally a spot has been found in shopping centers for God's work? Will this be a new kind of "Marketplace Ministry"? What kind of Marketplace Ministry will develop in view of the fact that over 80% of the 5 million shoppers who use shopping centers are "un-churched," or will the new Marketplace Ministry be a new kind of counseling service dealing with the family, personal problems, adjustment, and child care?

#### TAX EXEMPTIONS

The International Union of Electrical Workers, AFL-CIO, has requested that the Philip Murray House - an apartment house for the elderly - be exempted from local real estate taxes in Philadelphia.

"There is no question that we will not build unless the Murray House is given a tax exemption," said Harry Block, the Union's National Housing Director. "This is a program for the elderly who have limited incomes." Block also predicted that four other organizations will abandon plans for similar projects, "if they can't get tax breaks."

When will all the tax exemptions end? Can local governments afford to increase amounts of tax exemption properties? With the enormous treasuries that local unions have been building up over the years, do they really need a tax exemption for such apartment houses? Are they really performing a service to society when they ask for a tax exemption?

#### IT'S TIME FOR A CHANGE IN EDUCATION

Today's typical classroom still resembles the classroom of thirty or more years ago. Resistance to change is understandable in the field of education since it is a complex field and deals with human lives. But this resistance should not endure much longer.

The time is coming, in fact it may already be here, when children can learn far more and far faster in the outside world than within a classroom. The modern urban environment is one of energy and diversified, forceful information.

Dr. Louis Bright, Associate U.S. Commissioner of Education for Research, has shown in his studies that in large cities, where figures are attainable, dropouts have higher average I.Q.'s than high school graduates. This would seem to indicate that something is wrong. It



could be that educators are busy preparing us for a world that no longer exists.

A person can possess a high intelligence but the old method of teaching may cause him to be insolent or rebellious, as in the case of the dropout.

#### MUST READING: THE KERNER REPORT

"Our Nation is moving toward two societies, one black, one white -- separate and unequal." This is the controversial conclusion of the National Advisory Commission on Civil Disorders report released this March. The report is must reading for every city official.

The report raps local governments for the lack of communication and the absence of regular contacts with ghetto residents. Even when needs of the ghetto are known, city governments are poorly organized to respond effectively to them, the report says. It adds that ghetto residents increasingly believe that they are excluded from the decision-making process and that this feeling of exclusion, intensified by racial discrimination, has produced a deep-seated hostility toward the institutions of government and has compromised the effectiveness of programs intended to provide improved services to ghetto residents.

These developments, the report says, "have coincided with the demise of the historic urban political machines and the growth of the 'city manager' concept of government. While this tendency has produced major benefits in terms of honest and efficient administration, it has eliminated an important political link between city government and low-income residents."

#### THOUGHTS FOR TODAY

Some girls are like cars; if you don't keep them filled with alcohol, they freeze up on you.

The average American male is outspoken -- by the average American female.

#### PUBLICATION

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# The I.R.A. News-letter

VOL. XVI, NO. 7, WILKES COLLEGE, WILKES-BARRE, PA., JULY 15, 1968

## ANNUAL SERVICE AWARDS

JUL 25 1968

WILKES  
LIBRARY

A special service plaque is awarded annually by the Institute of Regional Affairs at Wilkes College to a dedicated public servant whose contribution has been beyond the call of duty. This year the service plaque was presented at the Annual May Dinner to Dr. David Kistler, former president of the Board of Education in Wilkes-Barre. He was president of the Board during a period of change in the city school system and was responsible for instilling a philosophy of keeping the citizens of Wilkes-Barre informed of all school activities, including all of the problems of administration and taxation.

Other Service Award winners were: Peter Patrylak, Zigmund May, and Louis Vargo, Hanover Township fire truck drivers; Hazleton City Fire Department Chief Paul E. Ziegler; Luzerne County Civil Defense instructor, Anthony Broody; Plains Township planning commissioner, Arthur Fanelli; Plymouth Borough police sergeant, Alfred Mundy.

Police Chief Eugene R. Brown, Nescopeck Borough; West Wyoming Borough Councilman, Joseph Salvo; White Haven Borough police chief, Ervin G. Carter; Police Captain Charles Wills and Fire Captain Edward Williams, Wilkes-Barre; Yatesville Councilman, Frank Bonomo; Forty Fort school director, Herman Plieskatt.

## IRA POLICE SCHOLARSHIPS

The effectiveness of law enforcement is determined by the public cooperation and support it receives. If a police department cannot gain and maintain the confidence of the citizens in the community, its effectiveness will be curtailed, and its integrity and ability questioned. Although physical facilities and equipment contribute to the effectiveness of police services, they alone cannot create and keep public confidence.



One of the essential factors which elevates a "job" to the level of a respected profession is the fact that the group establishes its own code of ethics. Since 1956, law enforcement has had a code and related canons of Police Ethics. Article II of the latter, entitled Attitude Toward Profession, stresses the point that by diligent study and sincere attention to self-improvement, a police officer can strive to apply science to the solution of crime and to make for effective leadership and influence in human relationships.

To this end, many cities have established police training programs for high quality public service. Many communities, large and small, have enacted training ordinances which spell out compensation, incentives, and promotion for on-the-job and off-the-job training. Contracts with colleges and universities have been entered into for special courses or for joint staffing. Leaves of absences have been extended to include college based training. In some instances, the police officer pays the cost of tuition and other expenses and is reimbursed after successfully completing the course.

Therefore, the Board of Trustees of Wilkes College has instituted a scholarship program for regional police to be administered by the Institute of Regional Affairs. The scholarship will include tuition and textbooks.

Scholarships to the Wilkes College Institute of Regional Affairs for extended education have been awarded to Detective Walter E. Wint, Wilkes-Barre Police Department, and Corporal Eugene J. Brennan, Pennsylvania State Police, according to Dr. Eugene S. Farley, president of the college.

Detective Wint, 78 Sheridan Street, has been affiliated with the Wilkes-Barre Police Department for 14 years, six of which were spent as a patrolman. Prior to his present post, he was cruiserman, jailer, and ambulance driver. Corporal Brennan, 547 Miller Street, Luzerne, has been with the Pennsylvania State Police for 21 years. He received his promotion to corporal in June of this year. He is a criminal investigator.

Detective Wint and Corporal Brennan have attended numerous in-training classes during the inception of the IRA. For the past eight years, Detective Wint has served as an instructor. These scholarships will make available to them related courses in police training.

It is hoped that the completion of college courses by police officers will encourage their communities to establish incentives in the development of professionalism in law enforcement work.

## THE TIME IS NOW!

The Governor recently approved a new police paylaw which will become effective in August. It guarantees an annual minimum wage of \$5,200 to all full-time police officers in boroughs and townships with a population of 2,500 or more.

It is no longer the time to consider the arguments against the law: that it strikes at the very heart of local government - the right of locally elected officials to determine matters for themselves; that the legislature is saying to the councilmen, commissioners, and supervisors that they aren't competent to decide on police salaries; or that the economic effect of the \$5,200 minimum salary in a wealthy suburban community is quite different from the effect in an impoverished community in a depressed area of the state. That time is past.

What will the effect of this law be locally? According to a wage and salary survey prepared by the IRA in early 1968, only Kingston Borough and Hanover Township budgeted at or above the \$5,200 minimum. Of course, a few of the municipalities have raised the salary minimums for police officers since the survey was completed. Nevertheless, there are still seventeen boroughs (with a population of more than 2,500) which did not allocate this minimum. Only one of the four first-class townships in Luzerne County provided for it. Surprising and shocking though it may be, not one of the four third-class cities in the County budgeted for this minimum. The low state of affairs is amply illustrated when only two municipalities approach the new minimum in police salaries which takes effect in August.

There is not much time left. What are the municipalities going to do? There are a number of alternatives to be considered, since it is too late to increase taxes.

Obviously, one solution would be to curtail some of the services offered by the municipality in order to reach the minimum, or reduce the number of police officers and allocate the salaries of the dismissed officers to those remaining. Neither solution is practical or economically feasible.

A more logical solution is to consider the possibility of joint hiring of policemen by contiguous and adjacent municipalities. This method is quite wide-spread in the western part of the State. The details of such joint hiring are very easy to implement, requiring only the rescheduling of patrol routes.

Another logical solution is available. During the past few months, 24 municipalities in the County have indicated a desire to join a County-



wide radio net for police, fire, ambulance, and civil defense. Such a jointly operated emergency network would provide efficient service to all municipalities. The application has been reviewed and approved by the State Office of Civil Defense and has now been approved by the Federal Office of Civil Defense in region II.

It is a sad commentary on the principle of intergovernmental cooperation that only 24 municipalities have availed themselves of this method to provide more efficient police protection at low cost.

It is a sad commentary that many of the municipalities which will have to meet the \$5,200 minimum for each full-time policeman will take the uneconomic way out by raising taxes to pay the salary and totally ignore participating in the County-wide net.

It is a sad commentary when hard economics may cause local governing bodies to back into a common sense method of providing more efficient police service.

There is still ample time for the remaining communities to participate in the County emergency communications system. The time is now.

Will these communities pass up an opportunity to provide the pay minimum and efficient service?

Or will it be just another sad commentary.

#### THOUGHTS FOR TODAY

Your conscience can't keep you from doing wrong, but it can do a lot to keep you from enjoying it.

In this day and age it sounds like we put better air in our tires than our lungs.

Today when you see a father and son having a man-to-man talk, the one with the beard is the son.

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# The I.R.A. News-letter

VOL. XVI, NO. 8, WILKES COLLEGE, WILKES-BARRE, PA., AUGUST 15, 1968

## EIGHTH ANNUAL COMMUNITY GROWTH CONFERENCE

You are cordially invited to attend and participate in the EIGHTH ANNUAL COMMUNITY GROWTH CONFERENCE to be held at Wilkes College, on Wednesday, September 25, 1968.

In an attempt to come to grips with the more pressing problems of our area, the sponsors of the COMMUNITY GROWTH CONFERENCE are pleased to provide this unique opportunity to share experiences with nationally known authorities who have been invited and will participate in the CONFERENCE with us. This EIGHTH ANNUAL COMMUNITY GROWTH CONFERENCE will provide an opportunity for the exchange of ideas among the various organizations and individuals concerned with the solution of the more practical problems related to the social and economic well-being of our area. The CONFERENCE will bring together all those people interested in planning for the area. It is designed to set a pattern for future cooperative efforts among local government officials, builders, realtors, industrialists, developers, and interested citizens.

The theme of this year's Conference will be "The Crisis of Human Resources in Northeastern Pennsylvania."

MARK THIS DATE ON YOUR CALENDAR. DON'T MISS THIS IMPORTANT MEETING!

## GUIDELINES FOR SEARCH WARRANTS AND INSPECTIONS

The recent decisions of the Supreme Court of the United States in *Camara v. Municipal Court of the City and County of San Francisco* and *See v. City of Seattle* call for a thorough reexamination and revision of the concepts and procedures which have previously guided the conduct of housing, sanitation and safety inspection programs in this country.

The *Camara* case arose out of the refusal of *Camara*, the lessee of the ground floor of an apartment building, to permit a housing inspec-



tor access to a part of the leased premises used by Camara as a personal residence. This residential use was alleged to be in violation of the occupancy permit for the building. Camara was advised of section 503 of the San Francisco housing code, but he persisted in refusing the inspectors access to his apartment without a search warrant. Thereafter he was arrested and charged under section 507 of the code with refusing to permit lawful inspection. Contending that section 503 was contrary to the Fourth and Fourteenth Amendments, Camara sought a writ of prohibition in the Supreme Court against his trial on the charge of violating that section.

Upholding Camara's contention and overruling *Frank v. Maryland*, Justice Byron White, writing for the Supreme Court, held that administrative searches for housing violations are significant intrusions on the privacy and security of individuals--interests which are protected by the Fourth Amendment against arbitrary invasions by government officials and enforceable against the states under the Fourteenth Amendment. The Court declared that such searches when authorized and conducted without a warrant procedure lack the traditional safeguards which the Fourth Amendment guarantees to the individual.

Recognizing that "the only effective way to seek universal compliance with the minimum standards required by municipal codes is through routine periodic inspections of all structures," he declared that the area inspection approach was a reasonable search of private property within the meaning of the Fourth Amendment, and provided the following guidelines for the determination of "probable cause" to issue a warrant:

"... it is obvious that probable cause to issue a warrant to inspect must exist if reasonable legislative or administrative standards for conducting an area inspection are satisfied with respect to a particular dwelling. Such standards, which will vary with the municipal program being enforced, may be based upon the passage of time, the nature of the building (e.g. a multi-family apartment house) or the condition of the entire area, but they will not necessarily depend upon specific knowledge of the condition of the particular dwelling."

The Court noted three significant reservations to its general holding:

1. Nothing in the opinion is intended to foreclose prompt inspections, even without a warrant, that the law has traditionally upheld in emergency situations.
2. In the light of the Fourth Amendment's requirement that a warrant specify the property to be searched, "it seems likely that warrants should normally be sought only after entry is refused, unless there

has been a citizen complaint or there is other satisfactory reason for securing immediate entry."

3. "... The requirement of a warrant procedure does not suggest any change in what seems to be the prevailing local policy in most situations, of authorizing entry, but not entry by force, to inspect."

In *See v. City of Seattle*, the owner of a locked warehouse refused to permit a representative of the Seattle fire department to enter and inspect the warehouse without a warrant. Such inspection was part of a routine, periodic city-wide canvas to compel compliance with Seattle's fire code and was authorized by section 8.01-050 of the code. That section authorized entry into buildings and inspections without a warrant. *See*, who was convicted and given a suspended fine of \$100 for violation of the section, contended that the warrantless inspection authorized by the code would violate his rights under the Fourth and Fourteenth Amendments.

The teaching of these cases is that an entry upon and inspection of private property--residential property or commercial property not open to the public--by government officials without proper consent is an "unreasonable search and seizure" within the Fourth Amendment and may not be enforced unless authorized by a valid search warrant. Accordingly, the occupant may not be punished for refusing to permit a warrantless inspection. The restriction against entry on private commercial property would, of course, be applicable to the portions of multi-family houses reserved by the landlord.

#### MORE PARKINSON'S LAWS

C. Northcote Parkinson, expounder of Parkinson's Laws ("work expands so as to fill the time available" and "expenditure always rises to meet income"), writing in a supplement of the *Times of London*, finds that bureaucracy's Abominable No Man ("who says 'no' to every proposal") is being replaced by a more subtle and effective breed of administrator: The Prohibitive Procrastinator. The Prohibitive Procrastinator (or PP) doesn't say "NO" to a new idea. He forms a committee to study it. The committee drafts an outline proposal, referring its various subparts to "subcommittees formed to deal with the legal, financial, cynical, technical, political, hysterical, statistical, ineffectual, and habitual aspects of the scheme." Braced by this wisdom, this committee issues an interim report which is laid before a committee of inquiry. The body will convene in about six years and eventually set up procedures for deciding whether there is any point in proceeding further. By this time the PP has won the game without firing a single "no".

"That fact finding is thus a substitute for decisions is very gen-



erally known," Parkinson declares. "What we fail to recognize is that fact finding is also a substitute for thought."

Donald Olesen, Milwaukee Journal

### PUBLIC WORKS CONTRACTORS' BOND LAW

Act No. 385, the "Public Works Contractors' Bond Law of 1967" was drafted in conformity with the Federal Miller Act enacted in 1935, as interpreted by the U.S. Supreme Court, pertaining to Federal Construction Contracts. The features of the Act are simple and clear. It applies to all public works contracts exceeding \$5,000. Prime contractors must provide the contracting agency with (a) a Performance Bond in the amount of 100% of the contract; and (b) a Payment Bond, also in the amount of 100% of the contract. The payment Bond is to be solely for the protection of claimants supplying labor or materials to (a) the Prime Contractor; or (b) to any of the Prime Contractor's subcontractors. The Act applies to all labor or materials whether or not it becomes a component part of the public work.

### CORRECTION

In the last issue of this Newsletter, reference was made to the new police pay law setting the minimum salary at \$5,200 in boroughs and townships. According to the Act, it was to become effective in August, retroactive to January 1, 1968. Since the Newsletter was prepared early in July, it was then discovered that the Attorney General ruled on July 11, 1968 that, since it affects municipal budgets, it cannot become effective until January 1, 1969. This will provide local municipalities a little more time to prepare for the increase.

### THOUGHTS FOR TODAY

Training is everything. The peach was once a bitter almond: cauliflower is nothing but cabbage with a college education.

People who fly into a rage always make a bad landing.

### PUBLICATION

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# The I.R.A. News-letter

VOL. XVI, NO. 9, WILKES COLLEGE, WILKES-BARRE, PA., SEPTEMBER 15, 1968  
WILKES COLLEGE

SEP 11 1968

### EIGHTH ANNUAL COMMUNITY GROWTH CONFERENCE LIBRARY

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### POVERTY NEVER AND ALWAYS

Poverty is never having enough.

Poverty is always running out of money, of food, of clothes, of fuel, of soap, of bedding, of equipment, of furnishings, of room, of time, of any way to go any place, of anything to do anything with, of any way for the family to stay together and live.



Poverty is never having hope of having enough.

Poverty is always knowing that there is no way to get ahead, no way to save up in order to later "have"; always knowing that what little you have is wearing out, being used up, going "down-hill"; always knowing that "getting by," eating some, keeping covered and as clean as you can, is the best you can ever do.

Poverty is never being comfortable.

Poverty is always being crowded, cold in winter, sweltering in summer, half-hungry, craving red meat - juicy fruit - rich milk, always living in drafts, smoke, dirt, grime, clutter, unrepaired and unkempt housing, poor plumbing (if you're lucky), broken windows, torn screens, peeling paper and paint, poor places to work, poor arrangements of your place for your family; always being unable to do anything easy or to have anything handy or convenient.

Poverty is never feeling that you are a part of the rest of the world - never being informed - never understanding.

Poverty is always being uneducated, untrained, half-equipped, always being told you are dumb, ignorant, can't understand.

Poverty is never feeling dignity or self esteem.

Poverty is always trying to express, trying to be heard, trying to communicate - being insulted, ignored, belittled, criticized, talked "down to", being unable to show or to demonstrate.

Poverty is never pretty - pleasant - peaceful to the eyes - to the ears - to the nose - to taste - to touch.

Poverty is always ugly - ugly houses, ugly buildings, ugly halls, ugly rooms, ugly yards, ugly neighborhoods, bickering, arguing, yelling, weeping, cursing, jangling, garbage, rot, mold, mildew, sweat, urine, defecation, smoke.

Poverty is never having joy or peace.

Poverty is always fear - fear of the landlord, the welfare, the police, the storekeeper, the "sometime" boss. It is always grief - for the man

that is gone - the woman you can't be with - the children you can't do for, or enjoy, or be with. It is always emptiness and loss and lack. It is always tears, yearning, sickness, depression, desolation and hopelessness.

Poverty is never being able to plan, never being able to see a way to do better.

Poverty is always receiving too little to "catch up" - seeing your children sifted out and forced out. It is always hope being shattered. It is always listening to "big talk" by "big people." It is always broken promises. It is always rising a bit and always being crushed down again.

Poverty is never being considered honest or good or well-intentioned.

Poverty is always being considered a crook, an immoral person, a "dead-beat," a malingerer, a parasite, a "no-good."

Poverty is never fully living.

Poverty is always being just half-alive.

John R. Gage, Field Services Chief  
American Public Welfare Association

P.S. How much of this article fits you, or people that you know?

### ENGINEERS VS. PLANNERS

There is some conflict, and feeling, between the Engineering and Planning Professions, at times each one contests the decisions of the other, and trespasses on the others' prerogatives.

Engineers, as a professional group, have been associated with planning for years. To many of them planning seems to be one link in several logically related processes. Without a doubt there are many engineers who are highly competent in dealing with the problems of translating a map into the reality of highways, sewers, building lots, and the like. On the other hand we have seen cases where engineers take what can charitably be called an arbitrary attitude in the location of a highway, or shatter the ecological balance of a region by a water project, with the barest pretense of listening to anyone else. Looking on themselves as "practical" men, they are as ferociously conservative a group as I've ever met.



Planners, as a practicing group, are a newer breed of cat. While quite as intolerant of "outside" advice as the engineers, they often try to mask the relative newness and insecurity of their profession by a recourse to the involved jargon of the social scientist. Since so many of the gospels of modern democracy have become hardened into political shibboleths, trying to discuss an issue almost as risky as defaming the Flag and Motherhood - and especially when the case is buttressed by masses of analytical statistics.

Well, the planners may consider themselves to be the wave of the future, and the engineers may think they're the conservators of the past, but they'd better stop fighting each other. The engineers would do well to stress their technology and equipment less, and emphasize the value of a man making a sound decision. If the public thinks that the gadgets are doing the work, how much respect can the engineers expect?

And surely the planners can do much more to enlist the cooperation of engineers, as equals in furthering common objectives.

An obsessive respect for technology, or a readiness to invoke unproved social theses, can do damage to far more than the professionals involved, however good their intentions.

Leonard N. Abrahms  
President, Panoramic Studios  
Philadelphia, Pennsylvania

#### THOUGHTS FOR TODAY

A husband is a man who would like to have as much fun as his wife thinks he has.

The man with a new idea should expect to be considered a crackpot until he proves that his idea can hit the jackpot.

Passion often makes clever men fools; sometimes, it even makes fools clever men.

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# The I.R.A. News-letter

VOL. XVI, NO. 10, WILKES COLLEGE, WILKES-BARRE, PA., OCTOBER 15, 1968

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#### CITIZEN COMMITTEE

If the citizen is to carry out his responsibilities to and for controlling his local government, he needs to give considerable time to the study of politics in his community. The citizen, however, needs to be informed about his government. Once informed, he can encourage and promote changes and reform in it. Many of the most effective reform movements in government in the past, springing from citizen interest, have contributed greatly to the improvement of local government, as can be seen in the wide use of the merit system, the short ballot, executive budgeting, central purchasing, the council-manager plan, and many others.

There is no one reason why reform movements have failed in so many instances. Some causes of failure seem more conspicuous than others. It could be due to lack of financial support or competent leadership. It could be due to the fact that organizations working for the betterment of a community begin to work at cross purposes. Or, it could be due to the fact that two or more citizen groups feel the reform is at an end with the adoption of a program. Quite often action groups lose their momentum out of exhaustion. More often, it is just plain citizen apathy and disinterestedness. The ordinary citizen becomes apolitical after a campaign for reform. He wraps himself up in a cloak of "no-politics".

Informed citizens are active citizens and these are two of the surest safeguards against uncontrolled local government. The aforementioned safeguards are basic to the council-manager form of government, to planning commissions, to school boards, and other local government bodies.

Take a look. Is there a need for some kind of citizen advisory committee in your community? Not a committee of partisans and critics. But one that can promote and encourage good governmental leader-



ship. If your community needs one, what are you waiting for?

### POLICE, FIRE FUNCTIONS

Effective Jan. 1, Boulder, Colo. (pop. 50,000), will combine functionally its police and fire departments on a two-year trial basis. A complete re-evaluation will be made at the end of the trial period. Approximately 50 to 60 cities in the United States and Canada have adopted some degree of police-fire merger over the past generation.

Boulder City Manager Ted Tedesco estimates that for 1969, \$208,794 will be saved over the present program of separate departments and over a five-year period \$598,912 will be saved.

"While the apparent efficiencies and cost savings are significant, the real benefit will be received in a higher level of response, patrolling activity, etc.," he predicted.

Tedesco recommended the plan of functional coordination as an alternative to decreasing the level of service or substantially increasing expenditures for police and fire fighting.

His plan retains both police and fire departments as separate entities but provides for a pool of public safety officers (dually trained in police and fire work). Command ranks and specialized personnel (such as detectives, fire engineers, etc.) will be retained to continue to provide necessary expertise in these areas.

The public safety officer will be responsible for general police patrol and investigations presently performed by patrolmen. In the event of a fire call, the PSO will be immediately dispatched to the fire -- having already been trained in fire fighting.

Under the plan, Tedesco estimates that the response time to any emergency, police or fire, will be significantly reduced and the likelihood of saving lives increased. The plan will also permit an increase in the number of men on patrol throughout the city to provide a greater deterrent effect for crime and other law violations.

Under the new system, each fire station district will be covered by at least two public safety officers at all times -- one of whom will be close to any reported incident.

Other advantages cited by Tedesco are optimum use of manpower, greater job satisfaction for the PSO whose range of skills and duties are

widened and whose compensation is increased accordingly, and making more trained men available at major fires where maximum manpower is needed.

Reprint  
Public Management  
October 1968

### LOCAL COMMUNITY -- THREAT AND OPPORTUNITY

The local urban community is in a great deal of trouble. The metropolitan region is made up of groupings of subcommunities only in a weak and weakening sense. Much of what is said about city life is based on a romantic view of the city as it existed 50 years ago. The ethnic community is a dying phenomenon now that immigration has virtually ceased and the processes of assimilation are continuing. The Negro community is a community only in the sense that it is a geographic location containing a great many demoralized people. It does not represent a distinctive way of life cherished by the residents...

I believe that the quality of community life is declining in contemporary America. Alienation is only one aspect of the decline in the quality of community life. One of the most significant sources of the decline is a deficiency in social organization, in the whole complex of durable relationships among people. We must face squarely the urgent need to build social organization in radically different ways than in the past...

The conflicts surrounding these cleavages in our society take many forms, one being a struggle for power. Leaders cannot avoid these cleavages. But in a pluralistic society, the kind of leader who can deal with them has to be a political leader who is responsive to conflict and diversity, rather than a civic leader who tries to represent a common way of life. The kinds of social organization members of the old middle class had in the past have largely been destroyed. They are increasingly isolated in their own communities.

The newcomers whose power is increasing do not have the sense of the community's being theirs. They do not enter the community as a whole; they just move into a place to live. Thus, there is a great deficiency in organizational links to the community. In the case of Negroes this deficiency in social organization is almost total. Significantly, the initial proposal of local leaders in San Francisco's Western Addition was that all the federal anti-poverty money at the beginning be used to build organization on a block or neighborhood basis. This represented an ef-



fort to fill a vacuum of organization. Without organization there is no power. The Negroes want the power to say how the anti-poverty money is to be spent, what directions urban renewal in their areas is to take, and how legal services for the poor are to be administered.

This situation represents both a threat and an opportunity. It can be viewed as a threat because it offers a way of fighting city hall. Thus the large city mayors appear to be almost uniformly unhappy over the organization of poor Negroes. Again, the threat is that we will have only a divisive power struggle instead of a movement toward constructive solutions. But the opportunity lies in the possibility that the new organizations will generate new sources of energy and innovation to solve problems. The crucial question in places like Watts is whether social organizations can be developed by the residents so that they can govern their own communities (with the help of outside financial and professional assistance). -- William Kornhauser, Professor of Sociology, University of California, Berkeley, "Power and Participation in Local Communities," in *Local Government in a Changing World*, pp. 48-51.

#### THOUGHTS FOR TODAY

TID BIT: The best mirror is an old friend.

TID BIT: The tragedy of today is not so much the noisiness of the bad people, but the silence of the good people.

TID BIT: There's only a slight difference between keeping your chin up and sticking your neck out, but it's worth knowing.

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# The I.R.A. News-letter

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WILKES COLLEGE

Vol. XVI, NO. 11, WILKES COLLEGE, WILKES-BARRE, PA., NOVEMBER 15, 1968

#### LOOKING BACK

Resolution was passed yesterday by Wilkes-Barre Council to select a patrolman of suitable age and education to attend New York City Police School and, upon certification, return to the city to organize a police school here.

From the Record, October 23, 1968

#### NOTHING IS EVER NEW, IS IT?

Plans for the sewage desposal plant for Wilkes-Barre were reviewed yesterday by the engineer hired by the city to draw up the plans by the commissioners. Work will not be started until after the war.

From the Record, October 11, 1968

#### WHAT TOOK THEM SO LONG?

#### REGIONAL CONFERENCE

A regional conference on the Public Employees Relations Act and Solid Waste Management will be held from 9:00 A. M. to 4:00 P. M. on Saturday, November 23, 1968 at Wilkes College.

The Public Employee Law and Collective Bargaining session is one that all officials should be interested in. Subjects such as compulsory arbitration for policemen and firemen, and the proposed public employee law, which will affect every municipality and its employees, are of great and immediate concern to all officials.

The Regional Conference has been arranged so that no official will have to drive over more than 50 miles to attend.

This particular regional conference is made possible and sponsored by the Pennsylvania State Association of Boroughs. The Association, however, has issued an open invitation to all local officials in



Northeastern Pennsylvania. More information will come to you from both the Institute of Regional Affairs and the Pennsylvania State Association of Boroughs.

### PUBLIC EMPLOYEES RELATIONS ACT

There has been a tremendous increase in the number of public employees and a corresponding increase in the number of labor disputes. This has posed many questions for the Legislature and all public employers. Recognizing the gravity of the situation, Governor Raymond P. Shafer appointed the Hickman Commission and directed it to revise the Public Employee Law of Pennsylvania. This group filed a report and recommendation dated June 1968. The conclusions briefly of the Hickman Commission were:

1. That the Public Employee Act of 1947 should be replaced by an entirely new law governing relations between public employers and employees.
2. The new law should recognize the right of all public employees, including police and firemen, to bargain collectively, subject to enumerated safeguards.
3. The law should require both parties to bargain in good faith, the steps in said bargaining being outlined in the report.
4. Except for policemen and firemen, a limited right to strike should be recognized subject to certain safeguards as set forth in the report.

Prior to the filing of this report there was enacted Act No. III of 1968, requiring compulsory arbitration in the event of dispute involving police and firemen.

Because unresolved disputes between public employers and employees are injurious to citizens of the Commonwealth, Governor Shafer proposed the Public Employees Relations Act which would apply to all public employees, state or local, with the exception of elected officials, persons appointed by the governor with advice and consent of the Senate, supervisors and confidential employees.

Undoubtedly the most revolutionary aspect of this Act centers on the machinery established for resolving impasses that continue to exist after all collective bargaining procedures have been utilized. Therefore, it is deemed to be against the public interest to permit or condone

concerted stoppages of work in areas involving the performance of governmental functions. The Act prohibits public employees from engaging in such practice. It further requires as a condition of public employment that public employees acknowledge that they waive any such right. The Act prescribes penalties, including but not limited to discharge, for violation of these provisions.

The right to bargain collectively is the keystone of this Act. Heretofore, such a right at law did not exist. Compulsory mediation and fact-finding are required in the event of unresolved disputes.

Since the Act prohibits strikes in the public sector, collective bargaining impasses must be resolved in order to provide for their solution, compulsory and binding arbitration is provided. Such arbitration is to be conducted by a three-member board, one member to be selected by the public employees, one by the public employer and the third by agreement between the two so selected. If agreement as to the third arbitrator cannot be reached, then the Public Employees Relations Board shall submit a list of seven names to the parties, each striking three, and the one remaining shall be the third arbitrator. The decisions of the arbitrators shall be binding on both parties with the proviso that where legislative enactment is required, the decision shall be advisory. Unless this proviso is included, such arbitration would be violative of our Constitution. There is a constitutional exception for policemen and firemen providing that the results of arbitration are binding in all events.

The Act would create a Pennsylvania Employees Relations Board which shall consist of five members, appointed by the Governor with the advice and consent of the Senate, one of whom shall be designated by the Governor to be the Chairman. On the original Board, one member shall serve for five years, one for four years, one for two years and one for one year. Their successors shall be appointed for terms of five years.

This Board shall be independent of existing governmental agencies and shall be answerable directly to the Governor, making a full report annually of its activities for the year.

The primary duties of the Board will be to supervise representation elections, which are mandatory under this Act; to maintain panels for fact-finding purposes; and to conduct hearings in unfair practice proceedings and issue appropriate orders.

The collective bargaining agreement once consummated by the parties is given binding effect unless it would require legislative enactment to be effective or violates existing statutes or civil service rules or regulations. The parties are free to bargain on wages, hours and working conditions. Certain limitations are established with respect



to bargaining in areas of inherent managerial policy. Public employers will not be required to bargain over its functions and programs, efficiency and standard of services, its overall budget, the technology of work performance, the organizational structure and selection and direction of personnel.

In addition to repealing the Act of 1947, the proposed Act also repeals Act III of 1968 relating to firemen and policemen. Compulsory, binding arbitration as provided in the latter act is continued. However, that Act establishes no machinery for representation elections, nor does it define unfair practices or their resolution. It is in the interest of consistency and uniformity that all public employees utilize the procedures established for the implementation of their rights and to be subject to the procedures established to protect the rights of the employers and public at large as well.

#### LEGISLATION AFFECTING LOCAL GOVERNMENT

ACT 29. Allows the First Class Township commissioners, at their option, to accept applications for positions on the police force or as paid operators of fire apparatus from nonresidents of the township, and authorizing the township, by ordinance, to require nonresident policemen and firemen to become residents of the township after appointment.

#### THOUGHTS FOR TODAY

Happy homes are built with blocks of patience.

Love is the unopened gift under the tree of life.

Life consists of feeling; loving; doing and sharing.

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# The I.R.A. News-letter

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WILKES COLLEGE

VOL. XVI, NO. 12, WILKES COLLEGE, WILKES-BARRE, PA., DECEMBER 15, 1968

#### WHO SAID AMERICA IS AN URBAN NATION?

Efforts to explain why Congress fiddles while nation's cities burn have not been notably successful, despite the vigor and assuredness with which they are offered. That they have failed as useful analyses is undoubtedly due to the inability of most commentators to penetrate a great myth which has been fostered upon the American public by a generation of eager social scientists. The myth is that America is an urban nation. The fact is that America is still, although by an increasingly small margin, a country dominated by small cities, small towns and rural areas. Once this is understood, the realities of American politics begin to make some sense.

But can one seriously question that America is an urban nation - a statement which has by now reached the level of a social science cliché? After all, did not the 1960 Census show that nearly 70% of all Americans lived in urban areas? Unfortunately, that eye-popping figure of 70% is based on a definition of urban which comes right out of the late 1700's when anything not rural was considered urban. The Census Bureau incredibly enough still defines any incorporated place of more than 2,500 inhabitants as urban! Surely this is not what the average American thinks of when he speaks of an urban society.

What is needed is clearly a definition of urban with political relevance, a definition which will be able to distinguish, in broad terms, people with similar interests and concerns based on the type of area they reside in. Specifically, it is necessary to know what percentage of the American population resides in central cities and thus has a direct stake in attempts to meet the problems of the central cities.

Fortunately, such information is readily available. The Census Bureau itself collects, but does not distribute widely, information on "urbanized areas." These are defined as cities with populations of at least 50,000 inhabitants and their surrounding suburbs, which are called urbanized fringes.

What happens to "urban America" when this definition is used is quite a shocker to those who believe that statistics do not mislead. As



of 1960, only 32.3% of the American population lived in cities of 50,000 or more; another 21.2% lived in the suburbs of these cities (the urban fringe). Nearly half of the American population (46.5%) resided in areas the Census Bureau classified as small town or rural!

This information has staggering implications for understanding American politics. It now becomes clear that Congress, when it ignores pressing urban problems, is not, by some paradox, refusing to deal with the concerns of the great body of urbanized Americans whom they supposedly represent. Rather Congress (particularly the House which has proven the major stumbling block) is, on the whole, being quite representative of the American people.

Most Congressmen represent areas which either do not suffer from urban problems or do not perceive that these problems exist even if they do. According to data compiled by Henry Bain of the Washington Center for Metropolitan Studies, only 115, or 26.5% of the 435 Congressional districts, have a majority of residents who by the 1960 Census lived in central cities, where the Negro has become an articulate force. Another 97, or 22.2%, have a majority of residents who live in urbanized areas (central cities plus suburbs) but do not have a majority of their population in the area's central city. A clear majority of the Congressional districts, 223 (51.3%) are primarily small town or rural in which television provides most of the experience so far as inner-city problems and disorders are concerned. The typical response in these areas to what they hear and see on the media is that skulls ought to be cracked if that is what it takes to restore law and order. This response comprises the extent to which Congressmen from these areas perceive "urban problems" as problems of political relevance to them. For the majority of Americans, there is not particular urgency about the urban problem.

The above discussion not only helps explain why Congress has not acted, but also indicates under what circumstances it may respond constructively to the "urban crisis."

Given the nature of Congress, it appears likely that any major effort to aid the city (and in particular to aid the Negro poor) will fail miserably unless it can be justified in terms of traditional American small-town and rural values. Primary among these values is the American version of the Protestant ethic - thou shall not receive rewards for which thou has not toiled. The violation of this ethic accounts for the lingering opposition to (or grudging acceptance of) so many of the New Deal and post-New Deal welfare programs. If any program of aid to the urban Negro is to appeal to the American people - and thus to Congress - it must be couched in the language of this American verity.

Thus, for example, guaranteed employment would seem to be a promising approach. Indeed, this intuitive prediction is borne out by a Gallup poll of June 15, 1968 which reports that the American public rejects by 58-36% a proposal for guaranteed income, but accepts by the emphatic margin of 78%-18% a proposal to guarantee enough work so that each family with an employable wage-earner has a job with at least a poverty-level income. Such a proposal, if implemented, would go a long way towards establishing an effective income maintenance program in this country. What makes it acceptable to the American public, however, is not the substance of the program, but the Protestant ethic values it invokes. In politics, unlike architecture, function follows form.

Reprint: Commonweal  
Harold Wolman  
University of Pennsylvania  
October 25, 1968

#### A PUBLIC OFFICIAL'S PHILOSOPHY

Did it ever occur to you that a man's life is full of crosses and temptations?

He comes into the world without his consent and goes out of it against his will, and the trip between is exceedingly rocky.

The rule of contraries is one of the features of the trip.

When he is little, the big girls kiss him;  
When he is big, the little girls kiss him.  
If he is poor, he is a bad manager;  
If he is rich, he is dishonest.  
If he needs credit, he can't get it;  
If he is prosperous, everyone wants to do him a favor.

If he is in politics, it is for graft;  
If he is out of politics, he is no good to his country.  
If he doesn't give to charity, he is a stingy cuss;  
If he does, it is for show.  
If he is actively religious, he is a hypocrite;  
If he takes no interest in religion, he is a hardened sinner.  
If he gives affection, he is a soft specimen;  
If he cares for no one, he is cold blooded.  
If he dies young, there is a great future before him;  
If he lives to an old age, he missed his calling.

If you save money, you're a grouch;  
If you spend it, you're a loafer;

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If you get it, you're a grafter;  
If you can't get it, you're a bum -  
So what the Hell's the use,

WE PROPOSE TO KEEP THE STREETS CLEAN ANYWAY.  
Reprint: Borough Bulletin (Allentown)  
September, 1919

THOUGHTS FOR TODAY

Mothers-in-law are like seeds; we don't need them, but they come with the tomatoes.

Many a husband has learned too late that he who hesitates is bossed.

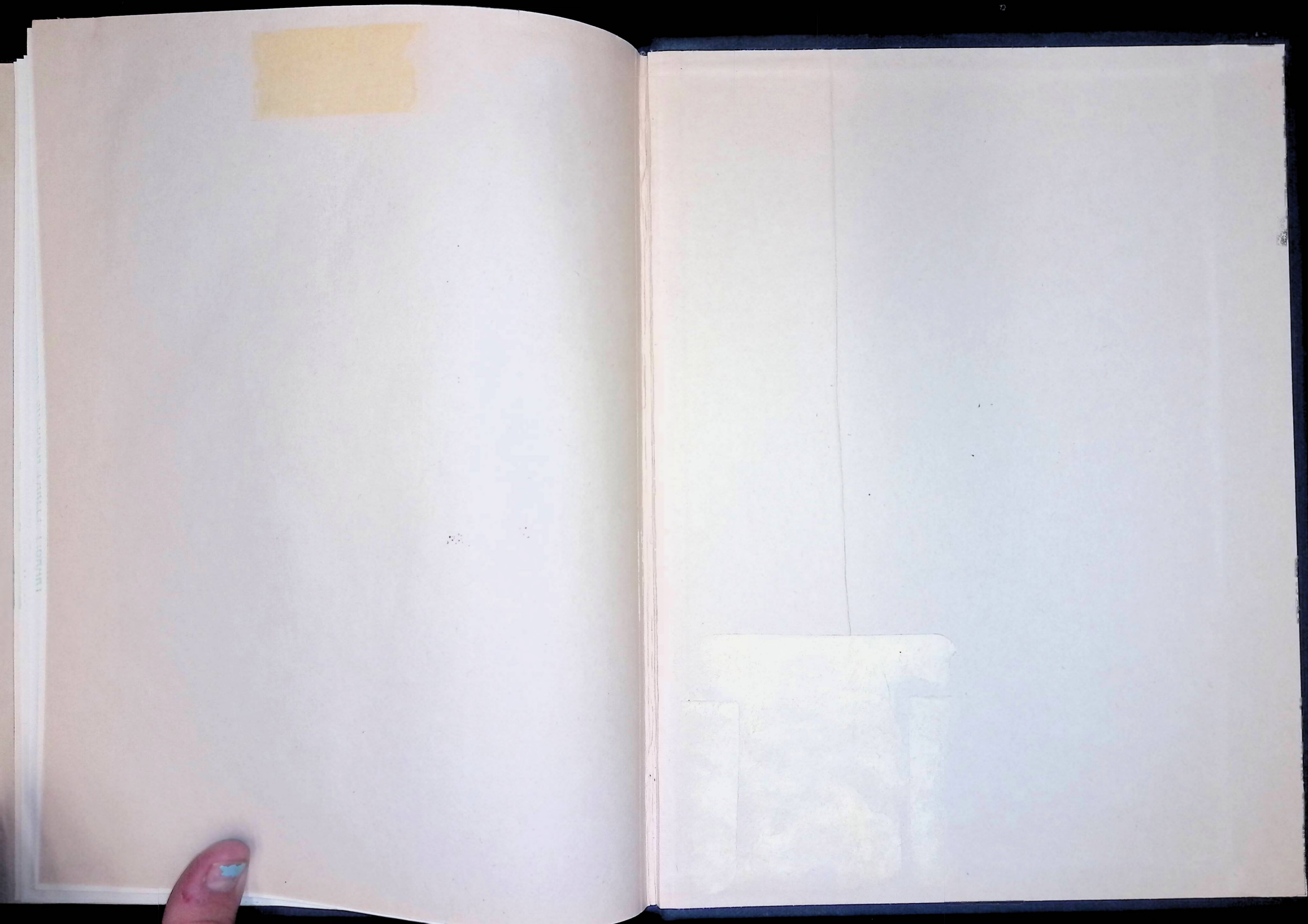


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