

ICE
ood-
sold
e to
tted
ofit,
the
rma
for

SC City Employes Get Most Of Salary, Benefits Package

Santa Cruz city employes got all but a scrap of their \$140,000 salary and benefits package Friday night.

Councilmen, in a final four-hour hearing on the \$3,776,674 preiliminary 1962-63 budget, could not find justification for a recommended 2.45 per cent "inequity" adjustment for 36 clerical employes.

However, that group and the rest of the 305 employe force can expect 4.9 per cent cost of living raises, totalling about \$90,000.

The across-the-board pay hike received unanimous approval.

Councilmen also approved the following:

INEQUITIES—A 2.45 per cent inequity adjustment for seven building inspection employes and the planning associate, totalling \$1320.

HEALTH—An increase from \$3 to \$6 in the city contribution to employes under the voluntary health insurance plan, costing \$9250.

RETIRE—A change in the safety employes retirement program to provide full survivor benefits, costing \$33,842.

The council actions were tentative, pending final adoption of the budget and salary ordinance in July, but the salary and fringe benefit hikes appear secure.

The key unbudgeted reserve stood at \$95,936 at close of the session, last of the four past-11 p.m. hearings during the week.

Taxpayers appear in for a two-cent increase in the \$2.11 per \$100 assessed valuation 1961-62 rate.

The retirement tax will jump from 27 this year to 29 cents as a result of the change in the safety officer's program. (The rate would have dropped to 22 cents had the change not been made.) The present \$1.50 general fund, 24-cent library, and 10-cent flood control levies will not be changed.

Councilmen Robert Warne and Ted Foster missed the final hearing. Councilmen were openly disgruntled about Dr. Foster, who had appeared 40 minutes late for each of the three earlier sessions.

More than 30 employes sat in on the meeting, enlivened when Councilman George Wilson and Elwood Ennis, vice president of consultant Griffenhagen-Kroeger, locked horns on the salary survey program.

Wilson contended, as he had earlier in the week, that the survey of pay scales in surrounding communities should be prepared by the personnel director.

"The city sets this thing up and all these guys do is take averages and provide 'professional service'," Wilson charged.

Ennis, so absorbed at one point he was leaning across the desk directly in front of Wilson, pointed out that the consultants' primary role is that of "a neutral party."

Mayor Bert Snyder broke up the exchange, stating he feels the independent salary survey is necessary for smooth council-employe relations.

Gordon McClure, civil service commissioner, was an eloquent spokesman for the various salary and fringe benefit recommendations.

Wilson and Councilman Norman Lezin led assault on the clerical "inequity" recommendation. They pointed out that the survey was unbalanced by cities outside the "competitive area for those positions. Only three local firms pay higher than the recommended scale. Rejection of the proposal was unanimous.

Wilson also voted against the "inequity" boost for building inspection employes and, perhaps teasing, drew a groan from the employe audience when he asked if the across-the-board raise could be less than 4.9 per cent.

Mayor Snyder said he feels the employes, put off without increases last year, "deserve the full recommendation. The city operates no better than the people operating it."

Councilman John McBain demanded a roll call on the unanimous vote.

He and Wilson voted for a motion to deny the \$3 per month increase in health insurance contributions. McBain switched his vote on a subsequent motion to approve it.

McClure said this had been recommended by the commission in view of an average of \$6.68 paid by 26 other cities. The Sylvania plant manager said his firm picks up the entire tab.

Lezin argued, "If it's a good health plan, every step should be taken to get people in."

Presently, 257 of 305 employes are in the voluntary plan, Personnel Director Mike Kilgore reported. They pay the remainder of costs. The minimum total is \$9.40 monthly.

McBain said he would rather give the employes the \$3 and let them pick their own plan.

City Manager Peter Tedesco called this "unrealistic." He pointed out that better rates are available through the group coverage.

The safety officers' program received unanimous approval. Presently, retirement benefits must be sacrificed to provide full benefits for survivors. The change will make the program similar to that for other employes.

Following an explanation of Greater Santa Cruz Chamber of Commerce tourist and convention promotional activities by Manager James Hammond, the council tentatively adopted the general government budget, including a \$9500 chamber contribution. This had been held over from Thursday night.

Traffic Toll Of Memorial Day Is Below 1956 Mark

Chicago (AP)—Traffic accidents killed 107 persons during Memorial Day, two under the record toll for the one-day holiday period in 1956.

A record over-all toll of 201 violent deaths was recorded dur