

City Employes Place Proposals For Advancement Opportunities, Benefits Before Salary Boosts

City employes submitted their salary and work conditions program for the coming fiscal year to the city council last night, but they placed proposals for advancement opportunity and suggested fringe benefits before actual salary increases.

During a council meeting convened largely for this special purpose, the salary survey committee of the Santa Cruz Civil Service association, headed by Harry J. Mayo, and Association President Thomas M. Kelley asked the council for consideration of their proposals which, they said, "should benefit both the taxpayer and the employee."

Technically, the committee proposed to place each employe in the next lower "step" of the next higher salary classification. Actually, this would mean maintenance of the dollars and cents status quo in most instances, while adding an additional possibility for five per cent increase from the present top grades in each classification.

Only actual increased outlay during the next fiscal year — aside from normal merit increases — would be the additional raise to those now drawing the maximum in their respective classifications and become eligible for a raise through time in grade.

Fringe benefits sought by the employes included three weeks vacations (15 working days) for all city employes after two years employment in the city government; and addition of three holidays to the list of eight holidays now recognized as days-off. The extra three days, for which recognition is sought, are Admission day, Columbus day, and Lincoln's birthday. In addition, state

and national election days also should be declared legal holidays, the request stated.

Councilmen were unanimous in requesting time to study the proposals in detail before re-opening the discussion. Mayor Cliff Dysle instructed the city manager to provide the council with detailed calculations projecting the proposals into the salary costs of the new fiscal year for purposes of comparison. The question of replacement needs in the event that personnel is granted three weeks vacations also will be weighed.

Dysle told the employes that the council strongly felt its responsibility toward the employes as well as toward the taxpayers, and that thorough consideration would be given to all phases of the recommendations.

Kelley, who presented the program on behalf of the association, thanked the council for convening the meeting to hear the proposals.

Robert Murphy

Will...
To...
who...
ends...
as sp...
stice...
com...
M...
today...
a lu...
can...
It y...
lund...
M...
Pre...
hov...
Af...

Street Committee