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# Tailored County Pay Hike Plan Worked Out

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Salary increases amounting to as much as \$600,000 for county employees have been agreed upon by an administration-employee negotiating committee.

The increases average about 7.5 per cent of the county's annual \$8 million payroll. Personnel Director Charles Shean announced today.

Most of the increases, for the first time in years, went to persons in the lower-paid county brackets. Hospital workers, particularly, got increases from 7.5 to 10 per cent.

Sheriff's deputies, maintenance specialists, programmer analysts, all got 10 per cent.

Other maintenance workers, all clerical staff, road crews,

many technical workers, garagemen, got 7.5 per cent.

The lowest level increase of 5 per cent went to department heads, professional administrative men and technical helpers. No one got less.

Only one man, County Health Officer Dr. Richard Svihus, got a 15 per cent increase, from a high of \$1780 to \$2062 a month at the top step. Shean explained that Dr. Svihus is still paid less than a staff doctor at General Hospital.

Salary levels for the new jobs proposed for the coming 1969-70 fiscal year have yet to be announced.

The increases were hammered out in closed-door sessions between the County Employees Association, California Nurses Association, and the county admin-

istrative and personnel officers in the past two months.

County supervisors have been meeting behind closed doors themselves to guide their negotiators, and will hold a public meeting on the increases June 24.

The rates become effective July 5, if adopted.

Employees also got some major concessions in fringe benefits which have caused friction for years, particularly at the hospital. Major fringe benefit changes are:

Four-week vacations for employees with 10 years of service or more.

Night shift pay of 5 per cent of salary.

Overtime pay for employees who accumulate more than 16 hours of compensatory time.

Standby pay for surgical nurses and supervisors will be upped from one-fourth to one-third of base pay.

"Neither side is overjoyed at the final agreement, but I believe it's something the county and we can live with," William Dick of the Employees Association said Thursday night.

Dick said the association did manage one important victory, and that was to get away from the old county concept of "across-the-board" salary increases which help the high-paid employee far more than the lower-paid ones.

Instead, Dick said the concept of giving a higher percentage increase to the lower-paid worker won out.

The county also agreed to "study" extra increases for

workers in the engineering department and social workers for upgrading next year.

On the other hand, some employee demands were compromised. The county will drop the practice of giving three-week vacations to employees with only a year of service, and now will give only two weeks for up to five years.

However, this change will not affect any present employees or those hired up until June 30.

And county officials refused to completely drop the practice of granting compensatory time for overtime. Hospital workers and sheriff's deputies have usually run up large amounts of overtime and in the past have been forced to lose it because compensatory time could not be taken.

About 220 employees will be affected by the extra fourth week of vacation pay for 10 years of service.

Though the Employees Association represents only 700 of the county's 1100 employees, the agreement reached is expected to be accepted by the board of supervisors and most other workers.

About 70 per cent, or 770 workers, will get the 7.5 per cent pay hikes. The remaining 330 workers will split the 10 per cent and 5 per cent increases. In other words, about 165 employees will get either the higher or lower increases.

Cost-of-living increases are figured at about 5 per cent per year, so any increases above that are considered "upgrading."