

Council Sets Thorough Study Of City Salaries

A comprehensive study of city employe salaries by outside consultants was authorized unanimously by Santa Cruz city council Tuesday.

Action followed debate over selection of government bodies to be used for comparisons.

Earlier in the evening, the council gave final approval to the 1963-64 city budget, which includes \$5000 for the study and \$40,000 to correct inequities.

The combination job classification-salary comparison-pay plan study will be started by Ernst and Ernst within two weeks after the agreement with the city is signed. It should take around three months, according to City Manager Dave Koester.

E. W. Stuart, president of the city employes' association, commended the councilmen for their action.

At the last council meeting, Stuart objected to council treatment of an employe's association consultant who had reported city salaries 11 per cent below surrounding governments during budget hearings.

The council decided to make a more comprehensive study, setting aside funds for some increases, after an on-again-off-again search for an answer to the salary problem.

Tuesday, uncertainty flared up again when Councilman George Wilson bluntly injected the question of which "jurisdictions" would be chosen for comparisons and by whom.

He insisted that the resolution should contain some "instructions to the consultant so that the council would not be by-passed as they have in prior years."

Part of the reason for a salary

survey study is to set salaries that will attract and hold city employes. Choices of "jurisdictions"—cities within the recruiting and retention areas affecting Santa Cruz—has been a source of hot debate between the employes and the council in the past.

The flames of Wilson's resentment obviously were ignited by some of the friction he felt in past salary debates.

Councilman Norman Lezin, liaison to the civil service commission, assured Wilson, "We will get the best personnel consultants we can find, and they will render their expert opinion.

"Of course, they will talk to us (the council), but they will also talk to the employes, the department heads, and the civil service commissioners."

He emphasized that "to instruct" the consultants to bring in a certain kind of report would defeat the entire purpose of the fact-finding study.

"We may like the report or we may reject it," he said. But he urged that the consultants be allowed to proceed according to their own best judgment.

New Bonny Doon Library Hours Are Announced

Service hours have been changed at the newly-opened Bonny Doon branch library in Bonny Doon elementary school. The new library hours are 2 to 4 p.m. Tuesdays and 7 to 9 p.m. Fridays.

The branch library at present is signing up children for the summer reading club. A good selection