

Action On County Salary Increases Is Postponed

The county civil service commission last night held off recommending salary increases for approximately 650 of the county's 800 employees.

The commissioners want to continue studying the salary hikes proposed by the county personnel department. Action is expected at the regular March meeting.

Personnel Director Charles Shean said proposed increases would amount to about \$196,00.

He said from \$125,000 to \$150,000 would have to be paid by local property owners. The remainder would come from state subvention for the public works department and welfare department.

Shean earlier this month estimated the increase at from \$200,000 to \$225,000.

Attorney Ray Scott, who represented the County Employees association last night, said his group "urges at this time that the recommendations of the personnel department be adopted.

"They cannot come before the board of supervisors too soon as budget hearings are coming very soon."

Scott said that in 1961 Santa Cruz county had the second highest employe turnover in the state. He said lesser employe benefits and lower wages were the reason.

But Commission Chairman Robert Darrow pointed out that in the first 11 months of 1962, there was very little employe turnover so the county salary schedule "was not a factor."

Commissioner Allen Bennett asked Scott if he believed "it would be in the public interest to adopt this tonight."

Scott replied it would be "if the commission feels it has studied the recommendations thoroughly.

"After all, it costs money to continuously train people," Scott said, referring to employe turnover.

A number of department heads spoke up, urging adoption of the proposed salary increases except

for a few jobs they wanted hiked which weren't proposed.

Especially concerned was District Attorney Dick Pease. Pease asked that the elimination of "outside" practice by his three assistants be forestalled for one year.

The two assistants and one chief assistant have been recommended for 15 per cent pay hikes, but they would have to end private practices.

Pease said the termination of private practice should be extended one year. If not, he said, Chief Assistant DA Phil Liberty will resign.

Pease said his other assistants, Austin Comstock and Frederick Jones, have only been with the county nine and one months, respectively. The DA's office can't afford to lose Liberty, he said.

Pease said he's apt to lose Liberty regardless within the next year; but by allowing him to continue his private practice, he won't be forced to make an immediate decision.

Darrow said the 15 per cent increase is a "good inducement" to keep Liberty from making an early decision.

"Have a heart-to-heart talk with him (Liberty) and find out what he plans to do," said Darrow, himself is an attorney.

Bennett said he was confused on certain salary recommendations proposed by the personnel department. He jumped on Shean for not making the proposals clear.

Bennett wanted to know why some employes who were recommended for 10 per cent hikes last year—and didn't get them—were only recommended for 5 per cent increases this year.

Shean was instructed to prepare justifications of these proposals.

Franich Discusses Capital Punishment

Superior Court Judge Charles Franich discussed capital punishment at the recent monthly meeting of Monterey Bay chapter, California Probation, Parole and

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