

Civil Service Board Also Recommends Additional Benefits

Substantial pay boosts and additional benefits for city employees appeared in the offing today in the light of recommendations made by the civil service commission.

In a report made public at last night's council meeting, Commissioners Archie Schwieso and William Muriale advised the council to enact salary and other benefits that will cost an estimated \$100,000 annually. Their recommendations were:

1—A 10 per cent blanket pay increase for all city employees.

2—Eight paid holidays annually for police and firemen, putting them on an equal holiday footing with other employees.

3—Three weeks of vacation for employees with 15 years' service or more.

4—An extra \$10 monthly for police motorcyclists.

5—Initial uniform allowance of \$125 for policemen and firemen when they complete the six-month probationary period. This recommendation would affect only personnel accepted for permanent duty after its enactment—when and if it is passed.

6—Increase in cumulative sick time to 100 days. This will "rarely be used," the commission's letter stated, but will benefit long-time employees who might come down with a lengthy illness.

7—Retention of the present system of compensating overtime work with time off.

8—Retention of the present "merit system" of advancement in pay steps, rather than the requested automatic advancement requested by the policemen's union.

9—A recommendation that the council appoint a group to survey the feasibility and financing of a health insurance program covering all city employees.

Cost of meeting the proposals would cost \$98,150 yearly, the commission estimated, with the general fund providing \$77,500, water fund \$14,250 and the library fund supplying \$6,400. The council will record final approval or disapproval of the recommendations sometime before adoption of next year's budget in June.

John Thorne, San Jose labor lawyer retained by the policemen's union, said he was gratified by the commission's recommendations but thought they should have gone further.

He urged the council to give consideration to vote even higher pay, raise the number of paid holidays to 11, include detectives with motorcyclists in the extra-pay bracket, and extend uniform allowances to men currently in the police and fire departments. "I don't see why the men in the department who have stayed with you and become permanent personnel should be discriminated against," he said.

Good pay is necessary to attract top-quality personnel and keep morale at a high level, Thorne stated. "Pay good wages and you'll grow and prosper and become a progressive city," he said.

Thorne proved himself a tough man to argue with when three councilmen questioned some of his statements.

Mayor Tom Polk Williams Sr. left himself open when he took exception to the lawyer's remarks about "top-quality" personnel. "I think we have top-quality men," Williams said.

"Well, their morale couldn't be high or they wouldn't have hired me," Thorne shot back, drawing applause and whistles from the standing-room-only audience that jammed every seat and lined the rear wall of the chamber.

Councilman George Penniman said the pay question was an old one that crops up periodically. "And the next year they come back and morale is low again," he said.

"Well, why don't you try granting their demands for a change," Thorne replied and got another round of applause. He was warming to his work by this time and was ready when Councilman Robert Burton intervened.

Burton invited Thorne to his home to see "you can live on less than \$100 a week—and live well." Thorne came back by asking how many children lived at the Burton home. Burton admitted there were none at present but added he had raised five children on \$200 or less a month.

"Sure," said Thorne. "So did my parents." Prices have gone up considerably since those days, he added.

When Burton repeated his invitation to visit the councilmen's home, Thorne was agreeable. "Fine—I'll bring my children," he countered.

The running exchange ended there with councilmen and spectators rocking with laughter.

Plan Board Appointment Is Pondered

A non-paying post on the city planning commission took on the proportions of a juicy political plum at last night's council meeting with names of no less than six "available" men tossed in for consideration.

The politically-divided east side, determined to place an east sider on the commission, put up five names for nomination. Councilman Cliff Dysle suggested Duane McCommon and was seconded by Councilman Carl White.

Two delegates from the East Side Businessmen's association, however, had other ideas. Ed Hansmann and Dick Hackbarth said their organization would like to see either Irving M. Smith Sr. or William Geyer get the job.

Dysle, re-elected two weeks ago, said he hadn't heard that Geyer or Smith was interested in the post.

The names of Wayne Gettys, Ernest Miller and Robert Maddock also entered the discussion, but it was plain that the Hackbarth and Dysle factions were not going to give an inch in either direction. Hackbarth said he wanted a man who had been active in the East Side group while Dysle and White stuck by McCommon.

Councilman Robert Burton saved a situation which had become a bit embarrassing by moving that selection of the new planning commissioner be put over until next session to allow councilmen time to study the candidates.

A scheduled appointment to fill a vacancy on the city recreation commission had to be called off when it was learned that the resignation of Sam Reed, the departing member, has not been received yet.

Councilmen were designated as liaison members of the various commissions as follows: airport, George Penniman; civil service, Paul Forgey; flood control and stream beautification, Dick Farrar; library board, Forgey; museum, Dysle; planning, White; recreation, Mayor Tom Polk Williams Sr.; water, Burton.

Farrar also was appointed liaison member to the off-street parking committee.

Board Gives Tentative Budget OK's

County supervisors this morning ground through another \$250,000 worth of preliminary budget hearings and gave tentative approval to four county offices for just about what they had requested.

There were no major revisions in budget requests. Most changes dealt with interdepartment shifting of jobs and equipment.

Here are the amounts tentatively allowed, with requested amounts in parentheses. County clerk, \$51,409 (\$51,985); county treasurer, \$46,597 (\$46,573); county assessor, \$90,862 (\$91,487.60); and county surveyor, \$46,761 (\$49,435).

BASEBALL

NATIONAL LEAGUE

Pittsburgh (P). — Young Bob Purkey of Pittsburgh throttled the Chicago Cubs 4-1 on four hits today for his first victory of the season. It was the Pirates' second straight victory.

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Batteries: Minner, Andre, Cohen, Amor and Chiti; Purkey and Shepard.

New York (N). — The Milwaukee Braves stood off a ninth inning rally by the New York Giants to win at the Polo Grounds today, 9-6, on home runs by Danny O.