

Salary Survey Is Raising County Employee Discontent

A wave of discontent is sweeping through the ranks of the 600 county employes as a result of the annual salary survey that calls for no "across-the-board" pay increase the coming year.

Richard O'Reilly, administrative officer and acting chief of the personnel department, has submitted a salary survey that contains some revolutionary recommendations to gear pay hikes more to employe performance. One of the concepts introduced in the report is "advance through training" to gain salary increases.

The civil service commission has scheduled a special meeting for Tuesday night to take action—and probably make recommendations—on the two-part salary survey submitted by the CAO.

A recommendation for a 5 per cent "across-the-board" hike to stay level with other counties has been submitted to the commission by the salary committee of the 400-member county employes association.

In the report, O'Reilly explains that an across-the-board hike and a provision for seniority steps are not required due to the possibility of gearing the pay plan to performance. This will result in a more competent county work force, which in turn earns more, according to the survey.

The county pay plan should be more responsive to employe performance, the report summarizes, by the following:

A more active program of position reclassification by the personnel department.

Additional steps to the pay ranges for all appointive department heads with advancement through those steps by board of supervisors' approval.

Establishment of "advancement through training" with incentives for improving skills or professional training provided by any or all, but not limited to, educational money grants, accrual of educational leaves of absences with pay, county payment of tuition and books or an accelerated advancement through the remaining steps of each range.

Establishment of a policy authorizing and outlining the requirements for professional or semi-professional employes at higher than the beginning steps where experience and education warrants.

One of the big complaints of many employes is that far too much stress is placed on more training through schools or courses to get a pay increase. Some employes feel there is not enough consideration given to length of service for pay hikes.

A third significant protest is that the increases in training may not parallel the rise in cost of living.

The board of supervisors cham-

bers, site of the commission meeting, is expected to be filled with employes opposing the recommendations.

O'Reilly proposes that more opportunities be available to department heads. One means is to provide incentive with additional steps in the salary range of the department chiefs. Advancement to these steps would be by approval from the board of supervisors.

Explaining his report, the CAO said that he is only recommending more stress on improvement through training than has been placed on this phase in the past. A precedent for the proposed advancement through training system was set by county welfare department workers taking university extension courses.

"The county benefits in developing a more competent, loyal, work force, which can see a real and definite future in county employment in the county," O'Reilly stated.

Supervisors To Make District Appointments

The board of supervisors scheduled to meet Monday morning will discuss the number of districts and police protection in the county.

There is a point of view that the fire chief and police commissioners' jurisdiction distinction calls for a change. Darrell Secor, county commissioner, will discuss police protection.

Resolution No. 10, which provides for two more districts, will face the board of supervisors. The board of Boulder County will be reappointed to the public welfare committee. The county meeting will be held on Tuesday.

Supervisor Secor will act upon a resolution by County Commissioners regarding the approval of the licensed board of directors.

As director of control and district, the board will receive an application from Santa Cruz for a license from Majors of the Pacific ocean.

The University building tower topped by a spire weighing 40,000