

# 4.9 Per Cent Salary Hike For All SC City Employees

By Jack Rannells

Consultants have recommended 4.9 per cent salary increases for all Santa Cruz city employees.

An additional 2.45 per cent step is recommended for the clerical series and the planning associate and building inspector positions.

Custodians and firemen are possible exceptions.

The city civil service commission has taken these recommendations by Griffenhagen-Kroeger Inc., under consideration.

It will hold hearings March 29 before making final recommendations to the city council. At the hearings, employees will have an opportunity to express views on recommendations for their particular series.

Personnel Director Mike Kilgore said no cost projections have been made on the suggested raises. Five per cent of the estimated \$2,028,316 personnel costs this year is about \$101,500.

Recommended 4.9 per cent across-the-board raises for the 290-man city employe force last year were denied by the council during budget sessions, when a drop in the assessment ratio put them in a financial pinch.

In preliminary remarks, the Griffenhagen-Kroeger report indicates it "followed the prior practice of considering primarily rates paid by neighboring public agencies, provided that the range so established would not result in the city paying higher rates than local private employers."

Kilgore completed a survey of 17 local firms and public entities with employe forces ranging from 21 to 800 in January.

Griffenhagen-Kroeger surveyed 11 comparable public agencies on 15 "benchmark" positions. In all, the city was below average.

The recommended 4.9 per cent pay hike would leave eight of the "key" positions at the average, five slightly higher, and two still below it.

The analysis found "clear justification" for the 7.35 per cent increase for the clerical series, including 37 employes.

"The local private employer data also supports such an increase," it said.

In the professional engineering and planning series, Griffenhagen-Kroeger found "an additional adjustment for planning associate (one employe) is believed necessary to bring this class in line with comparable positions in this scarcity field."

A similar inequity was noted for building inspectors (four) in the mechanical trades series.

Some justification was found for bypassing two classes in the pay raise consideration.

Custodians and laborers are on the same salary rung in the maintenance and construction series. Other jurisdictions pay laborers more, the report said.

"One approach, therefore, would be to break the present Santa Cruz internal relationships and raise all classes in this series one range except custodian. If it is decided that internal relationships are more important, a one step increase for the series is recommended.

The report said that need is not indicated for an adjustment in the fire series.

"However, internal relationships with the police series are probably more compelling here and we therefore recommended a one-range increase."

Jurisdictions on which the comparisons were based include San Jose, Sunnyvale, Mountain View, Salinas, Monterey, Watsonville, and Santa Clara, San Mateo, Monterey, and Santa Cruz counties.

Benchmark positions include intermediate typist, account clerk, intermediate steno, junior civil engineer, junior engineering aide, building inspector, equipment mechanic, plant operator, custodian, laborer, light equipment operator, heavy equipment operator, police officer, fire captain, and junior librarian.

## Coolidge Files Candidacy Papers

Assemblyman Glenn Coolidge (R-Felton) dropped into the county clerk's office Friday and took out nomination papers for the new 12th Congressional district. It cost him \$225.

His only local opposition so far — Lockheed employe Richard Mills — paid his fee and picked up the nomination papers a day earlier. Both are from Felton.

Coolidge won't have to pay another fee, but he must take out nomination papers in all other counties in the district. He reported Frank Murphy, Santa Cruz attorney, and Fred Hudson Jr., of Watsonville have been named county co-chairmen for his campaign.