

Civil Service Commission

3-30-62

City Employes Recommended For 4.9 Per Cent Pay Raise

By Jack Rannells

Across-the-board 4.9 per cent salary hikes were recommended for Santa Cruz city employes yesterday by the civil service commission.

Additional 2.45 per cent increases were recommended for 37 clerical employes, seven members of the inspection services department, and the planning associate.

The commission also recommended that city contributions to health insurance premiums be boosted from \$3 to \$6 per employe.

Vice Mayor Bert Snyder, one of three councilmen at the 90-minute public hearing, promised at the conclusion the council would do its best to meet the recommendations. However, he was not optimistic about funds being available.

The salary recommendations were as submitted by consultants Griffenhagen-Kroeger. This report had been endorsed by the city civil service employes association.

A 5 per cent increase in the annual city payroll would cost approximately \$100,000 annually. There are 255 employes enrolled in the voluntary health insurance program, the \$3 increase equaling about \$750 annually.

The commission rejected an employe association bid for three weeks vacation after five years of employment. Sixty-two general fund employes presently are between five and 10 years, the existing three-week vacation point.

Seventeen of 22 nearby governments give 15 days vacation by the fifth year, an association report indicated.

Commission Chairman Eugene Prolo quickly squashed the request.

"I believe city employes should have all the advantages of local industry, both their pay scale and fringe benefits. But I don't believe our merchants permit three weeks vacation with only five years," Prolo said.

The commission left the matter open for later consideration.

Elmer Williams represented Griffenhagen-Kroeger at the session. His report compared city salaries with 15 comparable jobs in 11 nearby jurisdictions.

In each case the city presently is paying below average.

Fire and police employes both took the consultant to task for decisions affecting their departments.

The report said need was not indicated for a raise for the fire department. It found the local department 2 per cent below average using "fire captain" for the comparison position.

Chief Jack Sinnott said Williams could not have given any consideration to job specifications

when he made his comparisons.

"Our captains have the responsibility of a battalion chief in San Jose."

Williams admitted he had just compared titles. He agreed the captain's post is not a good one for comparison, stating he thought it had been picked locally before he took over.

Captain Jim Slater pointed out the Santa Cruz and Watsonville firefighters are the only ones surveyed putting in 72 hours weekly. San Jose firemen have a 62-hour week, he said.

Fireman Harry Mayo asked why police and fire schedules were separated after the last budget session.

"The rumor is that it was so you could start paying policemen more than firemen. If you do, you're going to run into trouble. We aren't going to go for it," he said.

Snyder said the council asked for the separation because it saw no valid reason to "tie them together."

Sinnott said the city has a good fire insurance rating although it is 10 men short of underwriters requirements because off-duty men report to fires.

"This depends on good morale. We have no quarrel as long as proper comparisons are used," he said.

Police Lieutenant Sam Taylor challenged Williams' decision to drop Sunnyvale from the survey on police salaries. The result was that the local department was shown 6 per cent below average for the second consecutive year, although other departments have had raises in the interim, he said.

Williams said he dropped the high-salaried Sunnyvale department because its public safety officers are not directly comparable to police officers. He said they are police-firemen.

Taylor and Sinnott said that, although the Sunnyvale department is billed as double-duty, it has separate police and fire units.

Chairman Prolo said he felt the communities that were used are fair.

"To use a community that is more favorable to the police department would not be fair," he added.

Other commissioners are Robert Lyons and Gordon McClure. Councilmen present were Snyder, George Wilson, and John McBain. About 20 employes attended the hearing.

TEXAS ORDNANCE PLANT HAS BLASTS

Marshall, Tex. (AP).—A series of explosions rocked the Longhorn Ordnance Works near this east Texas city this afternoon and a number of persons were reported injured.