

## Weather Report

Temperature for the 24 hour period ending at 8 a. m. today — Maximum 66, minimum 42.

Monterey Bay Area — Overcast tonight and Thursday morning; partly cloudy Thursday afternoon; little temperature change; west wind 8 to 16 knots.

# Santa Cruz

Serving Santa Cruz County

104th Year—No. 88

Entered as second class matter at the Post Office at Santa Cruz, California ★



SANTA CRUZ, CALIFORNIA, WED

# U.S. Orbits Navy

## County Employees Recommended For 5 Per Cent Pay Increase

By Norman Indahl

A 5 per cent across the board cost-of-living increase, amounting to approximately \$125,000, for Santa Cruz county employes the coming fiscal year was unanimously recommended by the civil service commission at a meeting last night.

In recommending the boost to the board of supervisors, the commission by-passed a proposal of Administrative Officer Richard O'Reilly that no pay boost is justified. He explained that a salary survey of eight other counties comparable to Santa Cruz was the basis for omitting a pay raise from his recommendations.

The commission did approve a recommendation by O'Reilly that \$25,000 be transferred to the unappropriated reserve so salary adjustments may be made in jobs

that have not been properly classified.

O'Reilly's salary survey called for gearing pay to training drew heavy criticism from a number of the department chiefs and employes who were among the 60 persons assembled in the board of supervisors chambers for the salary hearing.

Auditor-Controller George S. Kriz complained bitterly that the 5 per cent cost of living boost will only draw the county employes even with other counties compared in the salary survey, but fail to make up for the under-rated job classifications.

LeRoy Vernon, chairman of the county employes association salary committee, said San Mateo and San Francisco counties plan to grant a 5 per cent boost, while Sacramento is earmarking a 10 per cent increase.

Assistant Administrator August Manza noted in the O'Reilly re-

port that the bureau of labor statistics shows a 2½ per cent rise in cost of living for San Francisco and 2 per cent for Los Angeles. The state personnel board survey marks a 6.2 per cent increase in wages.

The commission was caught in a dilemma of trying to guess what other counties would do. If the counties used in the survey do not grant the cost of living boost, then the salary wage increase will bring the employes in line with other counties. If the comparable counties make the hike, then Santa Cruz falls behind.

O'Reilly had recommended that because of a disparity of approximately 4½ per cent in pay with other salaries, that nine key classifications be given a 5 per cent boost to bring them in line.

Commissioners were puzzled as to why O'Reilly did not recommend a cost-of-living increase in the annual salary survey or the

supplemental report. They did not seem convinced that the learn-for-pay program would be sufficient to make up for omitting a pay boost.

Questioned at length by O'Reilly stated that a blanket increase would be the "easy way out" for restoring the job classifications to their proper level.

"A lot of classifications are poorly classified and need to be upgraded," the CAO stated. "A number of employes are poorly paid on the basis of work."

District Attorney Nick Drobac assailed the CAO recommendations.

"There is nothing here that is specific or defined where people can expect an increase in pay or when it will be given," the DA angrily declared.

In summing up his opinion of the report, Drobac called it "a lot of baloney." A wave of clapping broke out in the audience.

\$100,000 Ransom Demanded

Sanita