

## \$5000 Survey

# Re-examination Of City Salary Schedules Okayed By Council

The Santa Cruz city council last night approved a complete re-examination of the city employee salary schedule by an outside agency at an estimated cost of \$5000.

The move was made on the recommendation of City Manager Dave Koester, who previously indicated that a thorough comparison of actual job functions and duties performed with salaries paid is long overdue.

Such a survey was last prepared about six years ago, he pointed out.

The problem came to the fore when councilmen objected to a comparatively superficial salary comparison with other cities.

Koester has not indicated which consultant will do the job. He defined the work program to be performed, as follows:

1. A comprehensive position classification study to evaluate duties, responsibilities and employment standards of the 366 full-time and part-time employees of the city.
2. A complete pay plan based on new job descriptions (above) plus comparison with comparable jobs in public service.
3. Recommendations to be utilized in preparation of future annual salary surveys.

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