

Pay Hike For City Employees To Be Considered Together

San Jose Labor Lawyer John Thorne presented salary and other demands on behalf of the policemen's union last night and received a courteous but firm reply from the city civil service commission that police pay requests will not be considered separately from those of other employees.

William Muriale, acting chairman in the absence of Thomas Twohig, said later that any pay raises that might be recommended by the commission will cover all departments equally.

"We can't give consideration to the police group to the exclusion of others," he said.

But Muriale and Commissioner Archie Schwieso agreed that they would look into police demands having no direct connection with other city employee groups—such as uniform allowances and paid holidays. Only firemen and policemen have no paid holidays.

Salary requests for other city employee groups were presented by T. Fenton Ham, president of the city civil service employees association. A 15 per cent pay hike, three weeks' vacation after 10 years, an extra vacation week for firemen, and 100 days sick leave accumulation were his main requests.

Charts and graphs were produced in abundance at the session, called to satisfy a city charter requirement that the commission make a study of the salary situation "at least once a year." Recommendations growing out of last night's hearing will be presented to the city council next Tuesday.

Thorne, following fairly closely the text of a letter he had sent commissioners and councilmen, made these principal demands: pay increases averaging more than \$70 monthly for all policemen from patrolman up the line to chief, extra money for detectives and motorcycle riders, time and a half pay for overtime, uniform allowances, automatic increases unless specifically disapproved, three weeks' vacation after five years, and health insurance.

He said it was the "sincere desire" of the union to "sit down to the problem at hand and work out the best possible solution for all concerned."

Citing police pay figures from other cities, Thorne said "the general level for patrolmen is in the \$400 bracket and above." He asked the commission to recommend these increases: patrolman, currently \$280-\$337, to \$337-\$407; sergeant, \$307-\$370 to \$370-\$447; captain, \$337-\$407 to \$427-\$515; assistant chief, \$388-\$469 to \$447-\$540; chief, \$447-\$540 to \$515-\$623.

Ham produced a chart showing that pay of Santa Cruz municipal workers averages 10 per cent less than in 40 other California cities and "comparative agencies." His figures coincided somewhat with another chart compiled by City Personnel Director Glenn Kendall.

Kendall's figures placed Santa Cruz pay 11.65 per cent lower than for comparable jobs in 20 cities surveyed by the League of California Cities; 10.66 per cent lower than "local private agencies"; 2.81 per cent lower than

other municipalities in the Monterey bay area.

Ham's request for a 15 per cent pay raise would amount to raising each employee's pay bracket three "steps," or the equivalent of three periodic increases.

Close observers think the commission will come up with a recommendation for a general raise, but the general feeling was that it would not measure up to the demands of either the union or the civil service association.

Thorne estimated the cost of meeting police demands at "not more than \$60,000 or \$65,000 a year" and contended that the cost probably could come out of the general fund with no additional burden on taxpayers—a contention that later drew objections from Mayor Tom Polk Williams Sr. and City Manager Robert Klein.

To Thorne's statement that the general fund currently holds about \$550,000, Williams had this to say:

"I'd hate to think that the council is trying to hide \$550,000. There is that much money in the general fund—but it is practically all budgeted. We have to run on that money until July 1."

"If you have a budget of one and a half million dollars you're going to have a half-million dollars left when two-thirds of the year is gone," put in Klein.

Klein also argued with Thorne's assertion that 63 men have left the police department since 1948. Actual turnover, Klein said, was 62 men hired temporarily, mostly for summer duty, 22 probationary patrolmen who quit or were released, and eight permanent policemen.

Creation of two lieutenants in the police department was recommended for approval to the city council after Kendall explained the reasons behind the proposal. The two lieutenants will serve during the night hours between 4 p.m. and 8 a.m., thus providing responsible supervision of departmental activities 24 hours daily.

Money and personnel to fill the posts would offer no problem, Kendall said, inasmuch as the reorganization would leave one less captain and one less sergeant on the police roster.

Muriale and Schwieso will go over all requests presented last night in time for submission of their recommendations to the council Tuesday.

SCHS Seniors Invite Public To Variety Show

To raise funds for their P-TA sponsored "all night" graduation party, Santa Cruz high school seniors will present a variety show tonight and tomorrow night at 8 o'clock in the Mission Hill school auditorium.

The production, which is being staged by the students without outside help, will feature class talent in vaudeville-type entertainment.

Tickets may be purchased at the door and the public is urged to attend.