

County Employes Recommend Four-Point Salary Program

A four-point proposal for the civil service commission to inject into its salary recommendations for the 1961-1962 fiscal year was submitted by the salary committee of the Santa Cruz County Employes' association this week.

The commission at a night meeting in the board of supervisors chambers took the proposal under consideration in relation to the salary survey it is preparing.

Major recommendations are as follows:

1. The county cover all employe costs for the health plan.
2. A \$1000 group life insurance policy be furnished each county employe.
3. The prevailing rate be used in setting salaries for the present classification and salary study now being undertaken.
4. Sixth and seventh steps be created to encourage career employment.

The two-page proposal was signed by George Darling, chairman of the association's salary survey committee.

The association questions the present counties used as comparables in the study. They are Monterey, Sonoma, Marin, Santa Barbara, Solano, Merced, Butte and San Luis Obispo.

"While a portion of Santa Cruz county's economic picture lies in each of the compared counties, there are none exactly the same," the association contends. "We do not compete in the same labor market nor are we in the same trading area."

The county is in direct competition with surrounding county governments, two municipalities in this county and the state, according to the salary survey committee.

"We feel that the prevailing rate paid for like positions in adjacent areas is the only equitable formula for setting salaries," the committee report continues.

More recognition is wanted for seniority. Backing up their proposal for more steps, the committee feels the senior employes are the "backbone of the classified service for they have a very thorough knowledge of the organization and past operation of their departments."

To provide increased incentive for employes, the committee report recommends a sixth step to

be rewarded after the 10th anniversary and a seventh step after the 15th anniversary in a given classification.

In seeking total coverage by the county for health insurance, the report points out the only way to guarantee 100 per cent participation and "thus realize the best possible claims experience" is for the employer to pay the entire cost of employe coverage. The county now pays half the coverage for each employe.

There is a two-fold benefit for employes if a \$1000 group insurance policy is underwritten, according to the committee. In addition to coverage the plan is not subject to federal income tax, the association stated.

Royal Laotian Paratroopers Are Withdrawn

Vientiane, Laos (AP)—The royal Laotian army has evacuated some 500 paratroopers it dropped northwest of Muong Kassy April 5.

Relays of American-piloted helicopters completed the pullout of the red-bereted fighters from the valley just above the town Thursday.

Moscow radio had reported the paratroopers were encircled a few days ago and it was believed they found their position untenable.

Western and other well-placed sources who confirmed the withdrawal were gloomy.

The paratroopers had been dropped near the north-south highway between Vientiane, the administrative capital, and Luang Prabang, the royal capital, after the pro-Communist Pathet Lao rebels had themselves dropped paratroopers above Vang Vieng April 3. Vang Vieng, a government military headquarters, is 80 miles above Vientiane and Muong Kassy is 32 miles north of Vang Vieng.

The royal army's drop had been interpreted here as a gesture to prove to the Pathet Lao that it packed power for a Sunday punch despite a succession of defeats.

Since the drop, the government had claimed its paratroopers cut

Union Chiefs