

the Spanish Falange. Long rated just below Franco, Solis ap-

campaign. The underground organization has vowed to leave

suburban Guyotville, and number of Moslem houses.

was a big hit and always got friendly applause.

# Employee Shortage Hampers Work In Surveyor's Office

By Ron Miller

A critical shortage of key employees in the county surveyor's office has slowed down the normal flow of work so badly that the department is "crippled and almost non-operative."

Supervisors Chairman Francis Silliman spelled out the situation to fellow board members last week during a preliminary review of the surveyor's 1962-63 budget.

The surveyor's office is charged with the responsibility of checking all subdivision maps and record of survey maps in the county. The office also has to survey, monument and map all county road rights of way.

So with the tremendous subdivision activity and road work in Santa Cruz county currently, any lag in the surveyor's office functions is not greatly appreciated by the county's subdividers. The lag has begun to lengthen in recent months.

**Silliman's concern over the situation within the surveyor's office is shared by other board**

members, but most of them are hoping the new public works director will remedy the situation when he is appointed sometime this year.

County Surveyor Frank (Buster) Lewis doesn't think the situation is that simple.

The major crisis developed when a large scale exodus of top level department employees took place last December, Lewis explains. Assistant Surveyor Robert Baldwin, Field Staff George Darling and Junior Civil Engineer Eugene Brashear all left the office to enter private business.

Of the three positions, only the junior civil engineer job has been filled since. The other jobs—the second and third most important in the department—remain vacant with little promise they will be filled soon.

"We're not short of manpower," Lewis says, "but these vacancies are the people who guide our operation."

Lewis claims the central problem is insufficient salaries for

the key posts. The assistant surveyor's salary range is \$641 to \$779 and the field staff chief gets \$553 and \$673.

"These jobs pay up to \$200 more in private firms," Lewis said. "There's a scarcity of engineers these days and we must be able to compete with them."

Lewis doesn't blame the county personnel department for the salary ranges or the slow recruiting process. He says the salaries would be in line if there weren't a severe shortage of engineers to choose from.

Lewis has not requested a hike in salaries for the two key posts yet, hoping the positions could be filled before final budget time late this month. But he now believes he'll have to make the request.

The department has also had considerable problems recruiting map draftsmen. Last year five were approved in the budget to start the badly-needed base mapping program for the county. Only two could be re-

cruited and the program had to be contracted out early this year.

But Lewis claims there is no real problem of recruiting beginning engineers. The inexperienced ones appreciate the opportunity they get to learn with the surveyor's office and resist the more lucrative offers of private firms.

In his recommendation to the board regarding the public works director post, County Administrator Ed Hane admitted problems do exist with regard to recruiting. But he believes the director will be able to assist materially in solving the problems.

Silliman agrees, but predicts there will have to be higher salaries for some important jobs within the surveyor's office. In the meantime, however, the department is overcrowded and the service is poor.

"The situation has got to change," says Lewis, "but I think it's going to get worse before it gets better."

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