

Board Seen As Likely To Okay Kroeger Survey Unchanged

Supervisors dutifully listened Friday night to complaints about the recently completed Kroeger survey of county jobs and salaries, but indicated they would accept it unchanged next Tuesday.

A majority of county department heads and some employees turned up to make protests at the fifth and final special meeting recently called to hash over the study by Louis J. Kroeger and Associates of San Francisco. Some of the protests dealt with relatively minor matters, but some had far-reaching implications in the county's budget.

Board members, however, made it clear they intended to accept the report as it is and to pass it into a salary ordinance with no immediate change.

Their reasons were (1) the board has no jurisdiction over such matters as job classification; that matter was placed by the civil ordinance in the hands of the civil service commission, and (2) in salary matters, over which the board rules, the tight budget this year precludes any but the smallest increases.

Supervisor Frank Clement said policy would be set salaries in the pay scale at the step "closest to, but not below" current salaries.

Supervisor W. A. Deans said no one would take a cut in pay, but Dr. Harvey Robins, county hospital administrator, indicated he expected a reduction if the recommended salary scale for his post were followed.

As for changes in job classifications, which are closely related to the pay an employee receives, they would be worked on after the report is accepted and a personnel director is hired, Deans said.

He added that, on recommendation of the civil service commission, the board could later make adjustments in salary steps and scales.

To provide for possible needed extra funds for that purpose, Deans suggested putting a sum in the unappropriated reserve fund.

Supervisor Francis Silliman emphasized the need for economy, saying: "All of us, officers and employees alike, are facing a tough year. We have a serious law suit and an expensive building program before us.

"I'm in favor of the highest wage that can be paid by a concern, but I'm against anything but the least possible increase in salaries this year."

Clement earlier estimated that minimum salary increases would cost the county about \$100,000.

Planning Secretary William Weybright and Agricultural Commissioner Matt Mello made sharp criticisms of both the report and the Kroeger firm.

Weybright said that his position calls for the title of planning director. The study listed him as a planning technician. He said he does the work of a planning director. He added that the city of Santa Cruz employs a planner with title and pays him more money for doing a less demanding job.

Weybright criticized the Kroeger firm for failing to confer with him and said: "I think that if a proper survey had been made, this would never have come up."

Mello said he talked to Charles Doud, Kroeger official who did most of the work on the survey, but got no satisfaction in his request that salaries of inspectors be raised. He said that currently the county has to pay higher than the minimum step to get young inspectors. He added that the Kroeger recommendation does not

raise the minimum salary to the amount now paid by the county for the post. Mello also questioned the quality of the survey.

But there were other comments, also. Assessor Harold Kane praised the Kroeger firm, saying of the 25 employees in his office, "only two or three" had been misclassified. One of these exceptions, he said, deserved especially to be reclassified. "No woman in the court house deserves a higher classification than she does," he said.

Deans, during the protests, said the board expected there would be some dissatisfaction. "It's only human," he said.

Another complaint involved pay for employees of long experience with the county. Road Commissioner Fred Pracht and Social Welfare Director Helen Clemensen said many experienced employees would be working at the lowest step of the new salary scale. They will be receiving no more money than new employees, they said.

Pracht said expectation of extremely small increases had caused six of his men to quit and two others to give notice since July 11.

An employee of Pracht's road department, Marvin Kastor, reminding supervisors that they had voted themselves a \$500 yearly increase, said employees also have a right to live well.

He was answered by Supervisor Deans, who said the chief reason he went along with the supervisors' increase was to set a precedent for over-all county salary increases. He said he has long realized the county pays salaries that are too low.

Early in the meeting, Chairman Gustav E. Wahlberg made it clear that the board intended to take no action on complaints about classifications and allocations, and it appeared for a moment as if the meeting would break up. But the audience stayed on as long as the two-hour discussion lasted.

Doud was grilled by Clement and Wahlberg regarding the method of making classifications and selecting salary scales. The analyst told Wahlberg that he took the job descriptions made out by employees, sorted them into similar types, then composed a description to fit each group.

He told Clement that salary scales were created to agree with pay in local private enterprises and salaries of counties of similar situation as Santa Cruz.

F. B. Lewis, county surveyor, disagreed with Doud's conclusions regarding pay for surveyors. He was backed up by Pracht and Mello, who said the county loses large sums of money to put up with the rapid turnover of personnel caused by low salaries. Workers get more elsewhere, they said.

Seek Blood Donors For Tomorrow

At least 110 blood donors are sought for a drawing which will be conducted by the American Red Cross tomorrow at Parish hall, Lincoln and Cedar streets, between 2:30 and 6:30 p.m.

The drawing has been scheduled late especially for the benefit of employed persons who are not able to get to the blood bank earlier. Housewives and other donors are requested to make their appointments for giving blood during the afternoon hours.

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