

# City Workers Get 10 Percent Raises

Pay raises of 10 percent each year over the next two years have been granted the city of Santa Cruz general workers by the Santa Cruz City Council.

However, because of protracted salary negotiations, the raise for fiscal 1981-82 won't become effective until Aug. 1, so that the effective increase in the first year of the contract is about 9 percent.

The pay increases were ratified by the City Council Tuesday, ending months of sometimes acrimonious negotiations between the city and its estimated 380 general, or miscellaneous, workers.

The city also agreed to pay for any increased costs of the fringe benefits for the workers and to provide for salary equity alignments in each of the two years to correct pay injustices.

"The total cost of the full program compares favorably with the costs of the programs for the fire fighters and the police," Kent Rice, Santa Cruz personnel director, said today.

Rice noted that the city has included in the pay package a unique option for the employees to consider. The option will allow each employee to decide if he or she wants the city to pick up the full cost of

the required contributions to the Public Employees Retirement System.

"A worker who chooses to let the city do this will get a tax advantage," Rice said. "While it would reduce the salary increase from 10 percent to 3 percent, there would be a tax savings for something the employee pays for anyway.

"The advantage to the city is that we would maintain a comparable salary scale and would have lower overtime costs because the overtime would be figured on the reduced increase. This is a good deal for all of us."

The city has now completed salary negotiations with all but the middle management group, Rice said.

SANTA CRUZ SENTINEL  
July 29, 1981