

SC Council Lays Down Pay Policy

The hardest hitting point of the Santa Cruz City Council's new employees' compensation policy appears designed to keep the city from being constantly hounded by unions for pay and benefit adjustments.

The new policy, adopted by resolution at last night's council meeting, provides that the question of pay and benefits will be considered only once each year in time to make adjustments effective at the start of the new fiscal year.

Interim adjustments, the policy holds, will be considered only in emergency situations.

The policy, a statement compiled by Mayor Samuel Leask and Councilmen Eugene Fleming and Ray Goodrich, further holds that the city will base its pay levels on those found in similar positions throughout the labor market from which the city draws.

"It is City of Santa Cruz policy to compensate its employees at a level which will attract and retain in the city service the caliber of employee necessary to provide effective and efficient services to the taxpayer," the statement continues.

The statement leaves the city an important out, however: "Sampling of practices among other employers may be made to test Santa Cruz relationships, but the needs of the City of Santa Cruz shall constitute the dominant influence in fixing compensation relationships."

The statement, asked for by City Manager Dave Koester in the face of recent unionization of municipal employees, was passed unanimously by the council.

No union representatives were present to contest the policy resolution.