

Employees - City

YOU SHOULD KNOW THE TRUTH

Santa Cruz City Employees have long suffered under a non-responsive City government.

Last year the Employees' Association was unable to reach an agreement with City management on wages and working conditions. We requested impartial mediation to resolve the differences. The City Council refused. Why? Were they fearful of the consequences?

This year we again were unable to reach any satisfactory agreement. In fact, the City negotiators at no time indicated they wanted to confer in good faith to make an agreement. In addition, by words and deed they have attempted to weaken and destroy the Employees' Association.

This violates State law and this is the reason for our suit against the City.

The City executives have taken good care of themselves as far as salaries are concerned. The City Manager receives \$25,260 per year. This salary is one of the highest paid in the State for a city the size of Santa Cruz. (We have been unable to learn the amount of his salary increase for the next year.)

The City negotiating team consisted of the Assistant City Manager, Personnel Director and City Attorney. The City Manager not once sat in on a negotiation session. This is practically unheard of in the State of California.

The Assistant City Manager currently receives \$15,015 per year and the Civil Service Commission on June 11, 1970 approved an \$83.00 per month increase in the rate range for this position.

The Personnel Director receives \$12,000 per year. Yet the city has no real personnel program.

The City Attorney receives \$43,400 per year of the taxpayers' money.

The City has arbitrarily offered over 200 of its 350 employees a paltry 5% increase for the coming year, which is less than the basic cost of living increase that occurred during the last twelve months. The department heads and executives have been recommended to the City Council for increases averaging 8%. Why should these executive employees receive larger increases at the expense of the other 200 employees? Are the taxpayers receiving their money's worth? Where is the money going?

It is going on projects like the golf course and the Pacific Mall!

The employees of the City are taxpayers, too.

We believe that too long have too few run the City government in an arbitrary manner.

We believe it is time for the people of Santa Cruz to ask some very pertinent questions about the operation of their City government.

SANTA CRUZ CITY CIVIL SERVICE ASSOCIATION, INC.