

CITY COUNCIL BUDGET HEARING

**Wednesday, October 7, 1964
City Council Chambers, 7:00 P. M.**

Present on roll call 8: Bott, Cvitanich, Finnigan, Haley, Herrmann, Johnson, Price and Mayor Tollefson. Absent 1: Murtland. Mr. Murtland arriving at 8:10 P. M.

Mayor Tollefson said, this is a continued hearing on the budget for 1965. He added, a representative is present tonight from the New Tribune to present some figures on the cost for an annual report if it were to be published in the Tacoma News Tribune.

Mr. Robertson explained that the total cost for an eight page section with two-colors on the top sheet and one-color for the back sheet, would be \$3,350 but the cuts and mats would be extra. He said extra copies would cost \$478 for 3000 reprints.

Mr. Rowlands said it is their recommendation after reviewing the Humane Society budget that an additional \$5,409 be added to the amount they received last year. This would delete from their request the supervisory employee, Sick Bay construction and a \$2,500 expectant revenue which may or may not materialize.

Mayor Tollefson said there are a good number of employee groups represented here tonight and the Council will hear them at this time.

Mr. Newhouse, President of the Joint Labor Committee, requested a one-step raise for all City employees. They feel that somewhere in the budget there is ample money to give a full step range and still take care of City commitments that were previously made.

Mr. Ketler, Secretary of the Joint Labor Committee, asked if the four points listed in the communication from Mr. Rowlands and Mr. Erdahl to the Council dated September 23, 1964 will be approved.

Mayor Tollefson said the items are subject to the availability of funds, however, at this time the Council has not made any determination.

Mr. Ketler said they made a survey that morning of the staff unions in the joint labor committee and find that a one-step salary increase would not bring them up to the going rate in this area. He said by implementing these four points, the employees will drop behind the prevailing rate if they were not given a full step increase.

Mr. Bob Larimore, representing the Automotive Machinists, said the City of Tacoma is the largest employer in this area, and as such should set a high standard for their employees. He thought they should put their employees before the purchasing of hardware.

Mayor Tollefson said they were attempting to have a well-rounded budget; they knew people were important as well as hardware.

Mr. Murtland coming in at 8:10 P. M.

Mr. Kinville, representing Local 120, Pierce County & City employees, said the Council has been submitted copies of their request for a longevity pay plan. He asked what the Council's feelings were concerning this request. He added, after ten years of service, an employee would receive \$2.00 per month per years of service.

Mayor Tollefson thought there was a lot of merit to the longevity plan. He asked Mr. Kinville if they had their choice, would his members be in favor of a one-half or full step increase or a longevity program as proposed.

Mr. Kinville said he would have to take a poll of the membership of the organization, however, he thought since they had made this request it would indicate that the membership is interested in the longevity pay plan. He said he also wanted to call to the Council's attention to a matter that will not cost the City any more money, which is the 7-hour day for members of this union. He said the County employees here in the building work a 7 hour day and will be receiving a full step increase this year. The City employees work an 8 hour day, doing the same type of work and receive less money.

Mr. Kinville said again he wanted to call to the Council's attention the positions for vari-typists, duplicating machine operators, and the entire operation of photo-reproduction. He said the pay-scale is far below private industry. Last year, he said, a classification was requested but still the results are not known.

Mayor Tollefson asked Mr. Bixel, Director of Personnel, how wages and overall benefits compare between City and County employees.

Mr. Bixel replied, basically they have the same monthly salary with the County employees working a 7 hour day and City employees working an 8 hour day.

Mr. Robert Iverson, President of the Police Union, and Mr. Richard Ferguson, Vice-President of the Police Union were present.

Mr. Ferguson stated, they have six points this year to which they would like the Council to give their consideration. (1) A raise of \$100.00 per month for patrolmen. (2) Longevity pay plan. (3) The reclassification of patrolmen. (4) Shift differential of \$1.00 for swing-shift and \$1.50 per day for graveyard shift. (5) Family medical plan coverage. (6) five weeks vacation after twenty-four years of service.

Mayor Tollefson said, according to his figures that would cost the City \$309,558 a year.

Mr. John Willis speaking for the Firefighters Local said, the wage-scale of Tacoma Firemen is \$40.00 below Seattle; also Tacoma Firemen work an additional 32 hours per month; therefore, the Tacoma Firemen should be compensated an additional \$72.00 above a Seattle Firemen's salary. To equate the pay for a Tacoma Fireman they should receive an increase of \$112 per month. He added, there is one way to meet the prevailing wage, that is shorter hours for the Firemen and for a start reduce it by 2 hours a year.

He added, there are some adjustments to be made in certain areas where the Fire Chief has stated he would support, which are Fire Alarm Dispatchers and the Fire Inspectors pay should be increased because of the added work load, also of more responsibility.

Mayor Tollefson said the total cost of the requests made by the Firemen would cost \$425,260 a year.

Mr. Joe Fortier, business representative for the Municipal Civil Service League of Tacoma Employees, said the Civil Service employees feel that salaries should be budgeted first, to be the leader and not the follower in the State of Washington.

Mr. Stelmac, representing the Engineers, stated they would go along with the three steps as presented by Mr. Rowlands and Mr. Erdahl, however, the fourth point they thought should be a one-step range increase if the funds are available.

Mr. Capri, representing the National Society of Professional Engineers, requested a two-step raise for senior and professional engineers and a one-step increase for other classifications of engineers. He added, this would cost the General Fund approximately \$6,000 as the balance would be from the L I D' Fund.

Mr. Lasher, representing the Plumbers and Fitters Union, stated the prevailing wage being paid by the City is a good story but it does not exist. The City plumbers are getting \$1.00 per hour less than any other establishment. Also he said, the City has laborers doing plumbers' work and not getting paid plumbers' salaries.

Mayor Tollefson asked if there was anyone else present who wished to be heard.

No one wishing to speak, Mayor Tollefson asked if the Council members wished to make any final remarks.

Mrs. Price requested that Mr. Rowlands prepare a memo of the requests made tonight and the approximate amount of funds necessary to grant all of the requests for tomorrow night's budget hearing.

Mr. Cvitanich thought consideration should be given to the reduction of the Firemen's hours.

Mayor Tollefson said financially the City is not in as good a financial situation as they would like and doubted whether they would be able to grant all of the requests made. He said his feeling, looking over the budget, if the program could be cut enough to meet the four point recommendations presented by Mr. Rowlands and Mr. Erdahl, then he would entertain a motion that the Council direct the Manager and the Utilities Director to revise the budget and come up with curtailment of such services that might be necessary in order to implement these four points.

Mr. Murtland said, before a motion is made he would like to again recommend that 10 patrolmen be hired for the Police Dept., even if services have to be reduced in other departments in order to achieve this. He thought this was top priority.

Mr. Haley said he would like to have a study session prior to making any decision.

Mr. Johnson asked if any additional cars would have to be purchased to utilize these 10 additional patrolmen.

Chief Zittel remarked, the Department would not have to purchase any new cars.

Mr. Bott asked how many employees were affected by the adjustments and implementation of the balance of the 1964 salary recommendations as set out in the recommendation as Item 1.

Mr. Rowlands said there would be from 850 to 900 employees affected by a wage increase.

Mr. Bott said he would like to see the Firemen's work week reduced by two hours.

Mayor Tollefson asked that the communication from Leo A. McGavick, Chairman of the Utility Board addressed to the City Council, dated October 6, 1964 be read into the record. The communication read in part:

"The number one item providing for adjustments and implementation of the balance of the 1964 salary recommendations is considered to be of the highest priority because it will provide for adjustments in the salary schedule based upon a complete survey in 1963 and will thus provide a properly oriented compensation plan as of that date."

"The recommendations for recognition of future holidays falling on Saturday; five weeks' vacation after twenty-four years, and one-half range across-the-board salary increase are also recommended for consideration. It is recognized in making these recommendations that a salary survey was not conducted this year and accordingly, our recommendations are related to the complete survey made in 1963. We believe in preparation of next year's negotiations that a complete salary survey should again be reinitiated in order to provide for an evaluation of all position class relationships within the City service."

"It has been recognized by previous surveys that over the years a com:

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pression in the salary plan has prevented making certain adjustments in responsible staff and technical positions when survey results have indicated otherwise. It will therefore be necessary to survey and examine the total employment picture in order to re-establish proper relationships at all levels of City service. In making the recommendations for salary adjustments in the 1965 budget and a salary survey to precede the 1966 budget discussion, we recognize that the prevailing wage rate theory is not at this point a realization, but rather one which we are working towards as a goal."

Dr. Herrmann thought they should try to implement point number one first.

Mrs. Price said she felt the Council has a responsibility to the present employees and did not want to sacrifice an increase in salary to present employees for the hiring of 10 new Policemen.

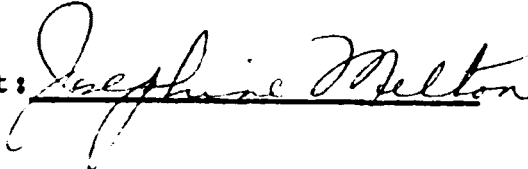
Mayor Tollefson agreed with Mrs. Price's remarks.

Following a discussion by the Council, the meeting recessed until Thursday, October 8, 1964 at 7:00 P. M.



Mayor of the City Council

Attest:



Josephine Melton