

OCT 6 1960

## CITY COUNCIL BUDGET HEARING

Thursday, October 6, 1960  
City Council Chambers, 7:00 P.M.

Council reconvened from the meeting of October 5, 1960, for the hearing on the 1961 budget. Present on roll call 8. Cvitanich, Easterday, Murtland, Olson Porter, Price, Steele and Mayor Hanson; Absent 1, Mr. Bott. Mr. Bott coming in at 8:05 P.M.

Mr. Rowlands, City Manager, said there are many representatives from the Joint Labor Committee present tonight, but before hearing from them he would like to present an up-to-date picture on the proposed scheduled salaries and ranges by classes which was completed this afternoon by the personnel department. He distributed copies of the Changes in Final Salary Recommendations to the Council members and explained that this includes the recommended ranges and rates based on available funds plus the recommended ranges and rates contingent upon the availability of additional funds.

PERSONNEL DEPARTMENT  
CITY OF TACOMA  
CHANGES IN FINAL SALARY RECOMMENDATIONS

1.12.360 General Clerical

1. All classes increased 1/2 range in contingency column
2. 0024 Retirement System Manager additional 1/2 range increase in firm column rather than contingency column.

1.12.370 Machine Operation

1. All classes increased 1/2 range in contingency column.
2. 0038 Sr. Tabulating Equipment Operator in firm column increased one range.

1.12.380 Fiscal

1. Code numbers 0040 - 0045 increased 1/2 range in contingency column.

1.12.400 General Administrative

1. 0072 Personnel Technician 1 increased one range in contingency column.

1.12.440 Laboratory

1. 0021 Laboratory Assistant increased 1/2 range in contingency column.

1.12.460 Medical

1. Classes recommended to be deleted from Compensation Plan.

Dr. Fargher and Dr. Theodore Apa are being transferred entirely to the County Payroll although the City will still be paying a share of their salaries. He said it will be to the advantage of both of the doctors to be on the County payroll from the standpoint of retirement.

1.12.520 Trades and General Trades Supervision

1. 0562 Waterman Supervisor reduced 1.2 range in contingency column
2. 0570 Supervisor of Underground and Substation Maintenance increased 1 1/2 ranges in firm column and one range in contingency column.
3. 0577 Supervisor of Overhead System same changes as for 0570.
4. Traffic and Fire Electricians Series added an additional 2 cents per hour to be budgeted.

1.12.540 Miscellaneous Supervision.

1. Added the new class of 0641 Assistant Chief, Maintenance Division.

1.12.600 Fire

1. In contingency column clarified the drivers to receive additional pay by adding word hose in front of wagons.
2. 1052 Fire Inspector increased 1/2 range in firm column.

1.12.620 Police Court

1. Increased 1101 (A) Police Court Bailiff and 1103 (A) Police Court Clerk 1/2 Range in contingency Column.

Mr. Rowlands said the budget is now balanced based on the firm column of the salary recommendations for 1961. The budget is also balanced based on the contingency column from the standpoint of the contingency budget. In order to balance the budget, he added, after some of the changes were made in the firm column plus the \$20,000 restored to the Park Board Budget, it was necessary to pick up \$35,000 which was made up of two items - \$20,000 out of the Ball Park Improvement Fund, and \$15,000 was picked up by reducing the Equipment Replacement Fund from \$60,000 to \$45,000.

Mr. Rowlands said one other item which should be brought up at this time is that the Memorial Stadium Association sent a letter expressing their appreciation of the Council's interest in their program and also suggested that the City might earmark funds for certain phases of their overall project. The existing program involves the restoration of about 5,000 seats on either side of the bowl at a cost to the School Board of about \$60,000, which is just about completed; but there is one major problem which involves the closed end of the bowl, which is the retaining wall. This is badly in need of repair. He said the Association is requesting that the City set aside money for the repair of this work, if needed, and also the repair and rehabilitation of North E Street from 2nd to 3rd Streets.

Mr. Steele said he and Mr. Porter, as members of the Committee appointed by Mayor Hanson, met with the Memorial Stadium Association on October 5, 1960 and explored the possibility of the City helping to this extent as outlined by Mr. Rowlands. He said it was thought that the figure of \$60,000 could be earmarked in the contingency fund from some other item for such a purpose.

Further discussion resulted in the following action: Mr. Steele moved that the \$60,000 be provided for in the contingency budget expenditures for improving E Street adjacent to the Stadium Bowl, and the retaining wall at the closed end of the bowl, \$30,000 to be taken from the equipment replacement fund and \$30,000 from the proposed city-wide brush cutting program and placed in Street Improvement Fund. Seconded by Mr. Porter. Voice vote on the motion as follows: Ayes 8; Nays 0; Absent 1, Bott.

Mr. Steve Stelmec, representing the Technical Engineers and Architects Association, again requested that a 2-step raise be granted to the Engineers series on the basis he presented at last night's Council meeting.

Mr. Easterday said at last night's meeting he requested that Mr. Rowlands ascertain how much it would cost the General Government to grant this request.

Mr. Rowlands explained that approximately 35% is now being paid out of General Funds and about 65% out of the Bond Funds for salaries. If a 2-step increase is granted it will cost the General Fund about \$10,000 and the Bond Construction Fund about \$19,000. It would cost the Utilities \$4,500; Cowlitz, \$17,700; Water Division, \$10,260; Light Division \$22,650; which makes approximately \$55,230.

Mr. Rowlands also pointed out that there are other representatives in the audience who would probably be justified in receiving an additional 1/2 step to a full range over and above what they are being given now for their employees.

Therefore, the Council should listen to all arguments before granting the Engineer Series a 2-step increase.

Mr. Bott coming in at this time.

Mayor Hanson thanked Mr. Stelmec for his presentation and said the Council would act on his request after hearing from other representatives.

Mr. Disbro, representing the Joint Labor Committee, said they feel the full step increase for all employees has been justified, but they do object to 1/2 step being contingent upon the City receiving additional funds from the State. He said they feel the money is in the budget to pay the additional sum for a full step at the first of the year. He said some \$600,000 has been allocated for street maintenance, and with the fine construction program the City has had for the past few years, he felt the cost of maintenance could be reduced.

Mr. Rowlands said this money is from the State gas tax which must be placed in the City Street Fund and does not affect the General Fund. He said it has been possible in the past few years to reduce the contribution to the maintenance of the street because of the fine program underway.

Mr. Rowlands added that the City Attorney has looked into the legality of increasing salaries on a contingency basis retroactive to the first of the year if these additional funds are received in June, 1961. He said his opinion is that this will be possible depending upon the desires of the Council.

Mr. Ketler, representing the Joint Labor Committee, said there are certain items in the firm budget that could be placed in the supplemental budget contingent on the additional funds from the State, and that the full step increase in salaries be placed in the firm budget.

Mr. Rowlands said he received a memo from the City Attorney cautioning the Council on the amount of money set aside in the contingency fund. He said there is only \$10,000 provided in this fund and much more should be put in there in the event emergencies arise next year, as the Council will have to make an emergency appropriation cutting the budget in some other area, perhaps even in personnel. The other item which is very low is the equipment replacement fund for \$45,000. It should be \$200,000. What has been done to provide a 1/2 step increase was to curtail those two areas where it is known the sum is already lower than should be.

Mr. Gaisford, Finance Director, said other items cut were Police Overtime \$20,000. They have eliminated the Radio Tower, and also cut \$5,000 out of the Fire outlay.

Mr. Rowlands said he felt the Council had been very generous in making this 1/2 step increase at this time, because these other categories are underbudgeted.

Mayor Hanson said at first it looked as if there was a possibility of putting the entire step on a contingency basis and it was only through very careful study that a 1/2 step was placed in the firm budget. He said the Council would like to find areas to grant the full step increase but could not see how this will be possible, without unduly affecting the governmental operations.

Mr. Elmer Horn, representing the Machinists Union, also concurred in former requests that a full step increase be granted to employees in the firm budget rather than 1/2 step on the contingency basis.

Mr. Rowlands said it should be made clear than under the Preliminary Budget arrangement it is not the City Manager's responsibility to come up with specific salary adjustments. All that is provided for is the normal step increases. Then the money available for salary increases is used as the Council sees fit. Unfortunately, he said, this year there was no money available for this purpose. In the past there have been some surplus funds for this purpose. When the City Council studied the salary and wage increase proposition this year, they started from a balanced budget standpoint, and in order to keep it balanced and grant the 1/2 step increase it was necessary to cut other items in the budget.

Mr. Ketler requested that the policy of the City towards craft employee wages be altered so that those persons being hired for temporary work be paid union hall scales for temporary work, which is higher than the wages they are now being paid. After some discussion, Mr. Easterday suggested that Mr. Ketler meet with Mr. Bixel and other staff members in order to give the Council some concrete material to act upon.

Mr. McCormick, City Attorney, said this can all be taken care of during the adoption of the compensation plan which will be in December. He said there are sufficient funds provided for in the Utilities Division to provide for this increase. It would be only a matter of setting up the rates when adopting the Compensation Plan.

Mr. Ketler also reminded the City Council that in discussing the Fire and Police personnel, the past few years it had been agreed that their holidays would be increased one holiday each year until they were equal to the other City employees. However, he said both are on a contingency basis this year and he requested that at least one be based on a permanent basis if at all possible.

Mr. Ketler said one other item that should be mentioned is that last year the Council increased the Pension of former City employees not receiving social security. There was a group of people on disability, not included in this increase, who were also not covered under social security. He said it is the feeling of the Joint Labor Committee after studying this situation that there should be a flat \$15 increase for these, which would involve approximately \$7,000. He said they would like to have the Council consider this item as they feel it is very important.

Mr. Gaisford suggested that the Council refer this request to the Retirement Board for their study and recommendation.

Mrs. Price then moved that this proposal be referred to the Retirement Board for their study and recommendation. Seconded by Mr. Steele. Voice vote resulted as follows: Ayes 9; Nays 0; Absent 0. Motion carried unanimously.

Mayor Hanson said the next item for consideration is the holidays for the Fire and Police employees.

Mr. Porter said it was his opinion that in the matter of holidays all City employees should be treated alike. He thought that last year the City Council had tentatively promised an additional holiday to the Police and Firemen this year, and he felt this promise should be kept.

Mayor Hanson said he believed the present status of holidays is 7 for the Fire and Police and for other employees the average is 9.4 holidays.

Mr. Buchholz, president of the Police Local, said he and Mr. Zatkovich will represent the Police in their requests. He thanked the City Council for granting them the time to present their problem to them. He said they, too, feel the Cities do need financial aid from the State but felt that their negotiations must be done on the local level. Basing all employees benefits contingent on action of the State Legislature is not negotiation on the local level.

Mr. Buchholz said in regard to the program for this year, they were informed by Mr. Rowlands that he would recommend to the Council the following points: a 1/2 step pay increase with another 1/2 step contingent; 2 additional holidays or the same number of holidays granted to other employees engaged in shift work, which also would be on a contingency basis; time and one-half for overtime up to and including the grade of Lieutenant, also placed on a contingency basis; a \$25 increase in clothing allowance for non uniformed personnel under the Police Pension Act.

Mr. Buchholz pointed out that the items presented here are all of equal importance to the Police, but they are not placing any sequence of importance. It is their sincere desire that the Council give further consideration of the salary increase as even a one step increase does not do justice to the qualifications, requirements, and duties of a police officer. Item #2 - time and one-half for overtime - is not a new request on the part of police officers. This benefit has been sought for the past two years. All other crafts within the City employment receive

time and one-half, he added, and also the city pays double time to electrical workers. He said they would rather not have the overtime than to have to work it on the present pay scale. Item #3 - Holidays - he said is it an undue request that the Police ask that they be shown the same consideration shown other city employees.

Mr. Buchholz said everything that has been granted to the Police this year with the exception of the 1/2 step increase, has been placed on a contingency basis, and the Police Union is definitely opposed to this contingency.

Mr. Zatkovich then spoke on longevity pay, which means an added incentive \$5 per month for each 5 years of service up to 20 years of service. This is not a new request nor is it new to the police service, he added, as many Police Departments enjoy this throughout the country. The purpose of this is to utilize the valuable experience of older employees, as done in the Federal Government. Also, he said the chance for advancement on the Police Department is not as great as it used to be. He said they feel that this particular request is not out of order.

Mr. Zatkovich also spoke on increasing the Detective force by (6) men. He said this increase has not even been provided for on a contingency basis. The Captain of Detectives has also requested (6) more men. During the past 2 months both night shifts have been eliminated and there are no detectives on duty after 6:00 P.M. He said he did not believe there was another City in the country that has this condition. This was caused by the increase in the work load on the day shift, and it was felt that the night shift had to be eliminated in order to take care of the day shift work. Crimes of more serious nature are committed during the hours of darkness and they do not have detectives available during these hours. The Patrol Division must do the duties at night that are normally performed by the Detective Division. He said he thought this item should be given very serious consideration.

Mr. Zatkovich said, in regards to the clothing allowance, \$25 has been granted on a contingency basis, whereas \$100 had been requested. Last year a \$50 clothing allowance was granted to non uniformed police personnel. This is insufficient to take care of the replacement of clothing damaged during working hours.

Mr. Zatkovich said they cannot see why these items should be on a contingency basis when they are so vital to the welfare of the Police Department.

Mr. Rowlands said the Chief plans to make some changes in the scheduling of the Detectives to provide for night coverage. It should also be pointed out that if this additional money is obtained from the State, additional personnel can be placed in the Detective Division at the discretion of the Chief and Staff.

Mr. Rowlands said the record of Tacoma's Police Department has been outstanding as brought out by both Mr. Buchholz and Mr. Zatkovich. The low crime rate as compared with Seattle's the past 3 or 4 years, is something to be proud of.

Mr. Rowlands said in connection with the 2 holidays, the Police Department up to 1956 received no holidays. Since that time the Council has granted them 7 holidays. The \$20,000 figure is arrived at by assuming that they will be paid in lieu of the holidays or for the additional personnel that may be required.

Mr. Cvitanich said as it now stands, the Police will end up with only a 1/2 step raise on the firm budget, and no additional holidays granted.

Mr. Bott said he felt all the departments should be granted the same holidays. It will cost more money but it seems that perhaps some of the few extra items budgeted could be cut in order to accommodate this request.

Mr. Zatkovich said the Police Personnel do not take holidays on the holiday itself - they take the day whenever the work load is the lightest. therefore, it causes no burden on the department nor should it mean additional personnel necessary.

Mr. Rowlands said giving additional holidays to the Fire Department will almost compel us to pay the personnel for the holidays, in place of taking it, or else hire more men because the Fire Underwriters in their survey will be counting the number of men on duty in the station. He said, they will not take our word for it. They will want to go out and count heads themselves. He said it is true that in the Police Department it can be arranged, up to a point, for the men to take holidays when the work load is light, but the Fire Department is different, so it will cost money.

Mr. Cvitanich said the Police are requesting something all other City employees enjoy, and he did not feel that it was proper that the two holidays be put on a contingency basis. Mr. Cvitanich moved that the entire program requested by the Police Department be granted, and not on a contingency basis. Failed for lack of a second.

Mr. Porter said he felt that all the requests made are just and good, but to him the two that are the most important are the time and one-half for overtime and the same holidays given other City employees, but the problem is finding the money.

Mr. Easterday asked how much additional money would be needed to grant the time and one-half for overtime and the 2 holidays.

Mr. Rowlands said it is estimated the time and one-half cost will be \$32,000 and the additional holidays \$20,000.

After further discussion, Mrs. Olson moved that the Police and Fire employees be granted the two extra holidays. Seconded by Mr. Easterday. Voice vote resulted as follows: Ayes 9; Nays 0; Absent 0. Motion carried.

Mr. Easterday said he would like at this time to make a motion that a full step increase be granted to the Technical Engineer series and retaining the 1/2 step in the contingency budget. Seconded by Mr. Cvitanich.

A discussion was held on this question again as to the reasons this request should be granted, and the cost to the City.

Mr. Steele then moved that a vote be taken on Mr. Easterday's motion. Seconded by Mrs. Olson. Voice vote resulted as follows: Ayes 9; Nays 0; Absent 0.

Roll call was then taken on Mr. Easterday's motion to grant a full step increase to the Technical Engineers and retaining the 1/2 step in the contingency budget, resulting as follows:

Roll call: Ayes 2; Nays 7; Bott, Murtland, Olson, Porter, Price, Steele, Mayor Hanson. Motion Lost.

Mayor Hanson asked what other matters the Council wished to discuss with reference to the Police requests.

Mr. Bott said he thought the time and one-half for overtime should be considered. Mr. Steele said this has been reviewed previously in Council Conferences in an attempt to find out how this could be accomplished financially.

Mayor Hanson said he was in sympathy with the employees who are requesting time and one-half for overtime, but if this is granted, "where will the money come from."

Mr. Murtland said he thought this was a matter of equity, and that in the various departments there are still ways and means of finding the money for this purpose by cutting out a few of these extra filing cabinets, etc.

Mayor Hanson said he thought the proper procedure would be to hold this in abeyance until tomorrow and have a report on areas where the \$32,000 could be picked up. Mr. Rowlands said this could be presented tomorrow.

Mr. Buchholz thanked the Council for their consideration and said he hoped the Council would see their way clear to grant this request.

Mr. Rowlands said there is one other item he would like to mention—there is no provision made in the Budget for any additional \$47,000 for street lighting charges. The Council can decide what they want to do on this matter, particularly since they are being overcharged approximately \$50,000 right now against the increases for the billing by the Utilities Department, which more than cancels out the \$47,000.


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Mrs. Olson moved that the Council recess until 6:00 P.M. on Friday in order that sufficient time can be had to adopt the budget. Seconded by Mrs. Price. Voice vote on the motion resulted as follows: Ayes 9; Nays 0; Absent 0. Motion carried.

Meeting recessed at 11:00 P.M.

  
Mayor of the City Council

Attest:

  
City Clerk