

OCT 6 1955

COUNCIL CHAMBER, 7:45 P. M.

Thursday, October 6, 1955.

Council reconvened. Present 6; Battin, Goering, Hooker, Humiston, Perdue and Tollefson. Absent 3; Bratrud, Jensen, and Stojack, taking his seat at 8:22 P. M.

FINISHED BUSINESS:

This being the date to which hearing on the Preliminary Budget was continued, no matter was taken up at this time.

Mayor Tollefson pointed out this was the date set for consideration of wages and wage scales for City Employees and he thought the Council should first have the report of the Finance Committee, which has been negotiating with labor representatives for some time.

Dr. Humiston read the report from the Finance Committee dated October 6, 1955, and stated that if the recommendations of the Committee are accepted, it will be a commitment on the part of the Council to make the necessary amendments to the Compensation plan at the proper time. In cases where it is recommended that ranges be changed, the principal object was to get the 6th step higher than it was at present. Referring to recommendation No. 2, which is to remove the requirement for recommendation of outstanding merit for increase from step five to six, Dr. Humiston said that employees looked upon this with suspicion and there had been some doubt in management's mind as to how it could be administered. After one year's trial both the City Manager and Director of Utilities favored removal of the provision, and employee representatives were also in favor of repeal, he added. He further explained that in cases where it appeared to the Committee that the wages were not comparable with outside employment, they had recommended that the first step be eliminated and one additional step be added. He explained that in arriving at their figures they used survey data from Tacoma private city, Pierce County Employees, Seattle, Spokane and Portland City employees, State of Washington and Federal government, and had then endeavored to strike a fair figure from the information on hand. Referring to the portion of the report he read recommendations to place certain employees in the next higher range scale such as switchboard operator, janitresses, elevator operator, etc. Cal Winslow, Local 129, City Employees, thanked the Committee for taking their suggestions in this matter.

Relative to recommendation 5 (0205) Public Health Nurse- Dr. Humiston said they recommended dropping the first two steps of \$300 and \$315, but not to make any change at the top, which is \$380.00. A request had been received from that group that they be put in a higher range because of education, training etc. but the Committee was not influenced by these facts, as the adjustments suggested were in all cases based solely on the going wage scale. The removal of the first two brackets would tend to alleviate the present "hiring in" obstacle. Matilda Gunn, Associated Secretary of the Washington State Nurses Association, asked that the Finance Committee's recommendation be re-considered and the nurses be put in a higher bracket. She spoke at length on the training, education, use of judgment, etc. on the part of a public health nurse as compared with general nurses, who are supervised by a Doctor or Hospital Supervisor. The nurses in the public school system start at \$3,600 and have three months off in the summer, and many nurses have left the City employ to join the school staff, she claimed. Dr. Humiston pointed out that of the public health nurses presently employed by the City, seven will get a raise and only two at the top scale will not. Dr. Backstrom said his recommendation to the Committee was that the classification be raised to range 14, with a top of \$400.00. Mrs. Goering said this was one case where the Finance committee was not in accord as she favored range 14 with the bottom step of \$315 eliminated. She pointed out that in its recommendation No. 6 the committee had raised Public Health Sanitarian from range 14 to 15, and she felt this disrupted the department relationship as the Public Health Sanitarian to her way of thinking required no more training, education, etc. than did a public health nurse. The matter of relationship of the two positions was discussed at length, and salary scales for both positions from outside sources were presented by Dr. Humiston. In conclusion, the Mayor said the salient facts have been presented and they will be considered before the final budget is adopted.

Speaking on Recommendation 7- Custodial and Food service, which includes, Janitress, Janitor, elevator operator, building maintenance, etc., Mr. Backstrom stated that studies indicated this group should move up one range, which is what the Committee recommends.

On Recommendation 8- communications, which includes Radio Operator, Radio Technician, and Radio Engineer, the Committee recommend elimination of the lower brackets to help the "hiring-in" problem, Dr. Humiston reported.

Recommendation 9- General Laborer, labor supervision, etc.- Dr. Humiston said would place this group on an hourly rate, which is in accordance with requests made by Union representatives. The rate for laborers of \$1.91 per hour (amounting to \$31.07 per month) was based on data they have been able to accumulate and in most cases is within a dollar or pennies of the present high step, he added. There are 120 laborers employed in the City including Utilities, and no one would receive a reduction in the wages he is now receiving, as this figure is to cover new employees. This is a typical example where, after examining the available data, they can't recommend a raise, Dr. Humiston said. D. H. Ketler claimed this figure of \$1.91 an hour virtually constituted a cut as in 1954 laborers were paid \$15.27 & \$15.67 a day, which figures out at \$1.91 & \$1.95 per hour and by cutting off the top rate and paying the bottom rate it amounts to a reduction. Dr. Humiston quoted wage data to prove that the figure derived at was the "going-wage" or better for this class and contended if they recommended a raise above \$330 the City would be paying above what they are justified in paying. No information has been presented to show these figures are not correct and if we do anything else, we must abandon the entire formula to pay City employees the going rate, Dr. Humiston said. Frank Wilson of the Municipal Belt Line, spoke in favor of paying laborers \$1.95 on the 1954 scale and claimed that last year he and other laborers in his department had been cut 32¢ per day. It was pointed out by E. C. Bucholz, Teamsters Local 313, that it has been shown in the discussion that 98 laborers will receive \$1.95 while 18 men will be paid \$1.91 which he felt was most unfair and he urged that these 18 receive consideration. John Stark, Sheetmetal Workers Local 150, raised the question of who was surveyed and said they feel that some one who is supplying the Committee with information is getting it from the wrong source. Dr. Humiston said the employees and their representatives are asked to accept the survey in good faith, as the sources were strictly confidential. The Committee made an examination of the survey and felt it was as true a picture as could be obtained. Mr. Stojack asked about the turn-over in the labor field and was informed that 98 of the 116 have been with the City at least two years or longer.

L. H. Pedersen, representing Painters Local 64, spoke in favor of an increase for city painters, claiming they have been in the same bracket since 1953 and said he felt the top bracket should receive some increase.

Mr. F. L. Cady, representing Pressmen's Local 44, asked that City photographers be put on an hourly rate in accordance with their wishes. Mr. Garen, of the Utility Department, where these men are employed, was instructed to contact Mr. Cady concerning this matter.

Mr. Ed. Westwood of Operating Engineers, Local 612, said they feel that the "Light Roller" operator should also receive the 12 $\frac{1}{2}$ % differential paid to flusher, sweeper and mower operators.

Joe Fortier, City automotive Serviceman for the City, said that he felt they should be paid wages comparable to an equipment operator (\$2.31 per hour instead of \$2.08) as the work they are doing is 95% on heavy equipment. Clarence Cawthon, Automotive Machinists Local 1152, called attention to the fact that there is now a \$20.00 difference between wages paid auto mechanics and machinists and stated these have always heretofore been the same.

Cal Winslow, City Employees Local 129, said the Field Inspector has been over-

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oked in the wage considerations and some adjustment should be made to bring this position to other inspectors.

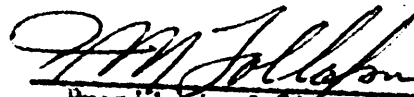
John Stark, representing Sheetmetal Workers Local 150, said he was interested in getting the Furnace Inspector up from Range 15 to at least Range 17, so that this position would pay more nearly the same as other inspectors are receiving. Dr. Mumiston advised this would not make any difference to the present employee, as he is receiving 5% raise this year. Mr. Stark said he would like to see the future status of Furnace Inspector fixed at a higher rate, even though it did not concern the employee for this year, and Mr. Backstrom said he would look into the matter.

Don Turner of I.B. E. W. 483, said firealarm dispatchers would like to be placed on an hourly rate of pay. Mr. Backstrom said he could not go along with an hourly pay rate for this classification and that he felt brackets was the only way to handle this problem. Dr. Mumiston said he was in favor of leaving it as it is.

Mr. Ketler asked that Item 4 of the proposed amendments to the compensation plan be given more thought as he felt this would penalize people taking promotional examinations. He also said they would like to see step increases in salary listed in the Preliminary Budget in the future.

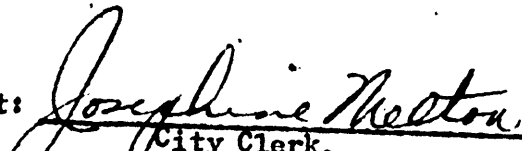
It was moved, seconded and carried that the budget hearing be continued to Friday, October 7th at 7:30 P. M.

At 12.25 A. M. upon motion, duly seconded and carried, Council recessed to Friday, October 7th at 7:30 P. M.



President of City Council.

Attest:



City Clerk.