

CITY COUNCIL BUDGET HEARING

City Council Chambers, 7:00 P. M.  
Thursday, October 7, 1965

Mayor Tollefson announced that this meeting is a continuation of the Budget hearing of Wednesday, Oct. 6, 1965.

Present on roll call 9: Bott, Cvitanich, Finnigan, Haley, Herrmann, Johnson, Murtland, Price and Mayor Tollefson.

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Mayor Tollefson pointed out that one of the most significant matters of Wednesday's meeting was in regard to the manner in which the lengthy Wage and Salary Survey was compiled and to whom it was mailed.

Mr. Bixel outlined the procedures taken by the Personnel Dept. to obtain the Wage and Salary Survey Data of March-April, 1965. The summary contained wage and salary data from private industries and businesses as well as representative data from various governmental levels. He added, the survey was limited in its coverage of some positions, notably the higher supervisory and administrative positions.

Staff representatives made visits in person to all firms and governmental agencies in order to relate jobs and assure proper comparisons.

The special staff committee established by Mr. Rowlands and Mr. Erdahl for the purpose of developing a salary proposal for their consideration, met seven times for a total of 32 hours. During the week of Sept. 7th, meetings were held with Police, Fire, Transit and the Joint Labor Committee. At their meeting of September 10th the Joint Labor Committee requested that a proposal should be presented based upon the administration's evaluation of the salary survey.

On September 20, 1965 a Preliminary Analysis of 1966 Salary Levels was distributed to the City Council, Employee Representatives and Departmental officials. The week of September 27th, meetings were held with employee representatives to review the preliminary report.

As a result of these meetings on October 1, 1964 the final Salary Recommendations for 1966 were presented to the City Council, Public Utility Board and employee representatives.

Mr. Sam Kinville, President of Local 120, Pierce County, Tacoma City Employees, stated they had written to the City on August 24, 1965 outlining their requests. They were able to have only two meetings with the staff. The organization that he represented still feels they did not have sufficient time to discuss any of the items requested by them.

D. H. Ketler, Secretary of the Joint Labor Committee, stated their committee had also requested a two-step pay increase for city employees and requested a meeting to discuss the matter. They met with the staff on Sept. 10, 1965 and after the meeting they wanted an opportunity to go back to the employees with a proposal, but they were not given that opportunity, as the final proposal was received by them on October 4, 1965.

Mr. Rowlands stated these recommendations from the Joint Labor Committee were not passed over but were discussed in detail. He added, each request was duplicated and sent to the Council members as well as the minutes of each meeting that was held.

Mr. Ketler stated that in the Labor-Management meetings it would be helpful if they could have an opportunity to discuss in greater detail, the interpretation of the survey.

Mr. Finnigan wondered if the survey was worth the time and effort required since salary data was all ready known to employee representatives.

Mr. Johanson asked if the information was available at the Personnel office at any time.

Mr. Bixel stated that some of the information is available from union agreements that are obtained every year from a number of sources.

Mr. Johnson suggested that the wage and salary survey be taken every five years.

Mr. Kinville stated that one of their requests was in regard to the Customer Service Assistant position. It was suggested since this was a new position adjustments should be made. The request was that a 1 1/2 step increase be given. The Customer Accounts Supervisor's position is recommended for a 1 1/2 step and this is an existing position. The new class which came out of two other classes is recommended for only a one-step increase.

Mr. Al Benedetti, Assistant Utilities Director, explained the requirements of the Customer Service Assistant position and why some Clerk II and Clerk Typist II classifications had been able to fill positions that had become available.

Mr. Cliff Erdahl, Utilities Director, stated that many meetings were held with Mr. Kinville and the Joint Labor Committee. The Joint Labor Committee specifically requested a 2-step increase.

Mr. Rowlands stated that the Switchboard operators will be paid the same for next year. Inadvertently, the County thought the 1/2 step would keep the pace of what is being paid. However, since the City will be going up one range the salaries will be equated for 1966.

Mayor Tollefson asked Mr. Benedetti to explain the Purchasing and Stores classifications.

Mr. Benedetti stated the class of Mechanical Storekeeper I has a 3-step hourly range. The range is from \$2.60 an hour to \$2.88 in 1965 and from \$2.73 to \$3.02 an hour for 1966. The class of Mechanical Storekeeper II is on a bi-weekly basis and raises a full range for 1966.

Mr. Kettler asked if the survey could be considered after the budget is adopted and an interpretation be agreed upon. He added, he knew there was a time limit but he felt more time should have been given for more discussions. He also felt more members of the City Council should be at the meetings of Labor and Management.

Mr. Rowlands stated, in view of the fact that in past years the City was not in a position to grant the type of adjustments that are being proposed this year, a salary and wage survey was taken in which union representatives participated to a greater extent than usual.

Mrs. Price felt, perhaps, the Council as in years gone by should be present at more meetings during wage negotiations.

Discussion was held in regard to the salaries of Fire inspectors including practices in the Cities of Seattle and Portland.

Mr. Bott stated the Council has wanted to do something about the problem of reducing the Firemen's hours for many years. He added, they should be lowered and if the City obtains its just percent of the sales tax, it would be no problem.

Mr. Bott moved that the Council commit themselves to lowering the Firemen's work week two hours as soon as the required portion of the sales tax is approved. Seconded by Mrs. Price.

Mr. Cvitanich stated, he concurs in Mr. Bott's motion, but in the event the Cities do not obtain these funds, would it be possible to secure funds to lower the work week of the firemen by two hours.

Dr. Herrmann said he would vote against Mr. Bott's motion, not for the reason he was against shortening the Firemen's work week, but just on the premise that this type of a motion was proposed. He said he did not wish to commit funds that are not now available.

Mr. Bott felt this motion would alleviate the problems they had last year. Mayor Tollefson and Mr. Murtland agreed with Dr. Herrmann.

Mr. Bott felt they were not discussing salaries but hours for the Firefighters.

Mr. Rowlands stated they are comparing Firemen with Firemen, and the hours are somewhat different from the ordinary employees. There are many areas that could be considered if the \$2,000,000 is received in the event the sales tax initiative passes.

Mrs. Price stated she did not hesitate going on record at this time, hoping to reduce the Firemen's hours by two hours if a percentage of the sales tax is received.

Mayor Tollefson called for a voice vote on Mr. Bott's motion to reduce the Firemen's hours by two when the sales tax money is available. Voice vote taken. MOTION FAILED.

Mr. Rowlands stated the City would have a better opportunity through the initiative method of accomplishing this, rather than to depend on the Legislature's promises which have not materialized for the last six years.

Mr. Cvitanich said he did not see how the Legislature can give the Cities part of the sales tax, because if they do they will have to get the difference from somewhere else.

Mr. Rowlands said many cities have found that this is the only solution. He cited Phoenix, Arizona as a prime example.

Mr. Anthony M. Zatkovich, President of Tacoma Police Local #224, stated they have had two bargaining sessions with Mr. Rowlands, and it seemed obvious to him that any proposal submitted by the Police Union had not been considered. He felt that meetings should be held with the Council members, as Mrs. Price suggested, so the Council could get the proposals first-handed. He again protested that only a one-step increase was proposed, and asked that a minimum two-step adjustment be made in salaries. He did not feel that the additional compensation should be paid to executives and supervisory people who are already receiving large salaries.

Mr. Rowlands explained that the (6) points submitted by the Police union were discussed and management has recommended "shooting pay" as requested.

Mayor Tollefson explained that the Council had directed Mr. Rowlands, City Manager, to bring to the Council a justification for recommended pay increases. The Wage & Salary Survey was submitted to the City Council members on July 17, 1965. He felt each member had thoroughly studied it since that time. He continued, the pay scale has to fit into the program of equal pay for equal work, and the Council has to determine if there were some areas that did not show this. The City Council tried in its best judgment and utmost fairness in what they believe is the prevailing pay.

Mr. Murtland suggested that Mr. Rowlands in the future present his recommendations to the City Council and Union members. Then the Union members should meet with the City Council to give their views, then the Council can determine what action should be taken before the budget hearings.

Mr. Haley moved that the preliminary budget heretofore filed with the Council of the City of Tacoma as amended by the City Council during the budget hearings be adopted as the final budget of the City of Tacoma for the year 1966 in the sum of \$44,879,869 and that this motion be ratified in a proper ordinance providing for the final adoption of the budget of the City of Tacoma for the year 1966, and to be presented to the Council at its regular Council meeting on the 13th day of October, 1965. Seconded by Mr. Finnigan. Voice vote was taken. Motion carried.

Dr. Herrmann moved that the annual ad valorem tax levies for the year 1966 be fixed in an amount sufficient to raise the estimated expenditures less the estimated revenues from sources other than ad valorem taxation for the general fund and for the payment of principal and interest upon the general bonded indebtedness of the City of Tacoma for the fiscal year 1966 in the following amounts, to wit:

	<u>Amount</u>	<u>Mills</u>
General Fund	\$ 2,623,400	13.96
Fire Pension Fund	314,000	1.67
General Bond Interest & Redemption Fund	<u>1,363,214</u>	<u>7.26</u>
<b>TOTAL</b>	<b>\$ 4,300,614</b>	<b>22.89</b>

And further that a proper ordinance fixing said ad valorem tax levies be presented to the Council at the regular Council meeting to be held on the 13th day of October, 1965. Seconded by Mr. Haley. Voice vote taken. Motion carried.

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Mr. Rowlands mentioned that on Friday, Oct. 8, 1965 the Inter-agency committee will be meeting at the Americana on Open-space.

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Mayor Tollefson stated that Tuesday, Oct. 12, 1965 is a Holiday and the Council will meet on Wednesday, Oct. 13, 1965.

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There being no further business to come before the Council, upon motion duly seconded and passed the meeting adjourned at 10:00 P. M.

Attest: Josephine Melton  
City Clerk

Sam Tollefson  
Mayor of the City Council