

## CITY COUNCIL BUDGET HEARING

City Council Chambers, 7:00 P. M.  
Friday, October 11, 1963

Present on roll call 7: Bott, Cvitanich, Finnigan, Halcy, Price, Steele and Mayor Tollefson. Absent 2: Herrmann and Martland. Dr. Herrmann arrived at 7:55 P. M.

Mayor Tollefson asked Mr. Rowlands if they had gone over some of the questions that were raised at last evening's budget hearing relative to certain exceptions, such as meter readers, vari-typist, and duplicating machine operators. 30  
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Mr. Rowlands said Mr. Erdahl, Mr. Bixel, Mr. Benedetti and staff members have reviewed the program. It was felt those particular positions at this time do not justify any more increases other than what has been recommended. He added, the vari-typist classification was brought up an additional step over what it was previously a couple of years ago. However, he said there is always an opportunity to make a detailed study of job requirements during the year.

The basic recommendation is a range increase only, where a one range or more was recommended effective January 1, 1964. Also recommendation was made to the City Council that consideration be given to implement all of the other recommendations, provided in the revised salary recommendations dated October 4, 1963 on July 1, 1964 if funds are available.

Mr. Rowlands added, in order to take care of the adjustments for the Humane Society, Park Library and additional equipment for the Fire Dept., it would take approximately \$323,000. The General Fund has \$280,000 available for these increases. Another \$43,000 will be obtained by reducing the street lighting maintenance \$25,000. Another \$15,000 will be picked up in street lighting energy charges as the rate for traffic lights have been slightly higher than they should have been, and also, by elimination of the meters for street lights. A change in the method of billing on hydrant rental charges will account for another \$3,000 saving.

There was not enough money to implement the entire program which would cost approximately \$106,000, he added.

Mr. Erdahl said the Utility Board has recommended wage increases as presented in the wage survey, but due to the problem of the General Government the increase has to be held to a one step increase.

Mayor Tollefson said the City Council, Manager, Director of Utilities and the Utility Board have done everything possible to obtain additional monies for the General Fund. Everyone recognizes the General Fund Budget has been depleted by reason of various circumstances, making less money available.

Mrs. Price moved that an increase of one-half step be given to all employees that are not included in the revised salary recommendation for 1964 such as the clerical workers since they did not receive an increase last year.  
Seconded by Mr. Steele.

Mayor Tollefson asked Mrs. Price if she made that motion even though the survey indicates that they are receiving comparable wages for comparable work in the same job on the outside.

Mrs. Price stated, in regard to the salary survey, the Council realizes there were some areas which they felt even a three step increase was justifiable, and these employees haven't received an increase for two years, and she felt they were entitled to an increase.

Mayor Tollefson said he recognized Mrs. Price's loyalty to the employees, but if the City was working on a profit basis, and even though their pay was the same as others, he would be inclined to give on a bonus basis; however, the City is operating on a tax basis and just cannot give a bonus for loyalty.

Mr. Katler, representing the Joint Labor Committee, pointed out on the wage survey where the County clerical employees received wages comparable with the City employees, also that the County employees work only a 7 hour day whereas the City employees work an 8 hour day.

Mr. Katler also pointed out that the Federal salaries are higher than the City scale. He requested a 1/2 step increase be given to the clerical employees since they have not received an increase for two years. He suggested that the City employees be put on a 7 hr. day which might be the solution.

Mrs. Price thought the Council wasn't consistent as they have given the Parks and the Library employees in the clerical division an increase and not the clerical for the General Government. She pointed out that the salaries in Portland, Seattle, State and Federal were considerably higher.

Mr. Bixel, Director of Personnel, compared the range progression system of the County and the Federal Government employees with those of the City. He explained they have not been able through the years to pinpoint salary specifications in this area for the clerks, however, salary increases have been granted.

Mayor Tollefson asked Mr. Rowlands the approximate amount for a 1/2 step increase.

Mr. Rowlands said it would amount to approximately \$10,000 which would be absorbed through all of the departments.

Roll call was taken on Mrs. Price's motion that a one-half step increase be given to all employees that are not included in the revised salary recommendation for 1964 such as the clerical workers since they did not receive an increase last year. Ayes 4; Nays 4; Finnigan, Herrmann, Haley and Mayor Tollefson. Absent 1, Murtland. MOTION LOST.

Mr. Bott asked how was the pay scale for the weights and measures Inspector figured.

Mr. Bixel said they were trying to equate the pay scale with that of the other Inspectors. The recommendation listed a 2 1/2 step increase for the weights & measures Inspector.

Mr. Rowlands said this classification should be equated with that of other Inspectors, but again, it is a matter of implementation.

Mr. Bott moved that the weights & measures Inspector be classified as other Inspectors such as the Boiler or Furance Inspectors, and be given the same rate of pay. Seconded by Cvitanich. Roll call was taken: Ayes 5; Nays 3, Finnigan, Haley and Steele. Absent 1, Murtland. MOTION CARRIED.

Mr. Willis, representing the Fire Dept. requested a longevity pay of 1 1/2 per cent every 5 years up to 20 years. He thought the Council should plan a program for the coming election so as to solve the City's financial plight.

Mr. Ketler suggested that the City Council ask the Park Board to put a proposition for millage on the March ballot. He added, the labor groups would be willing to work for the park proposition as they realize the predicament of the City.

Mrs. Price then moved that the revised salary recommendation for 1964 dated October 4, 1963 submitted by the City Manager showing all classifications for which a salary increase of one range or equivalent, be recommended, be limited to a salary of one-range only, provided that the bus operators be paid an additional 3 cents an hour for 1964. Seconded by Mr. Steele.

Mr. Cvitanich said he felt that the appointed positions should not be on the classified pay scale. He thought Mr. Rowlands and Mr. Erdahl are worthy of a good salary but the Council has the responsibility and should establish a policy if they feel they are entitled to a raise that they receive one, but he did not think they should receive the benefits of the lower scales.

Mr. Cvitanich moved to amend Mrs. Price's motion that the appointed positions be removed from the classified pay plan and be given a one half step at this time, and a full range be given to other City employees. Seconded by Mr. Bott.

Mr. Bott said it is the Council's endeavor to equate salaries and wages with outside employment. When an industry negotiates a wage contract the President and the Board of Directors/<sup>do not</sup> automatically get an increase. He thought Mr. Cvitanich's motion deserves merit.

Mr. Haley said there are quite a number of employees included in Mr. Cvitanich's motion and he thought it would require considerable study and would need some alteration.

Mr. Haley moved to amend Mr. Cvitanich's motion to include only the top four of the appointive positions. That would be the City Manager, Director of Utilities, Assistant Director of Utilities and the Supt. of Light. Seconded by Mrs. Price.

Mr. Erdahl, Director of Utilities, said when they secure a Major Projects' Manager, his salary may go to \$40,000.

Mr. Haley moved to amend his motion to include the Manager for Major Projects with the consent of his second, Mrs. Price.

Mr. Haley said the five positions would be removed from the classified and they would get a one-half step increase with all others getting a full step increase.

Mr. Erdahl requested that the Council not consider such an action. He said if this motion passes, he would be inclined to think they were more politically inclined than realistically inclined. He said as far as he was concerned, he did not need the raise but he thought the others were entitled to one.

Dr. Herrmann said he was against this motion as they are just as entitled to the step raises as other employees.

Mr. Newhouse spoke in favor of the increase for the top paying positions.

Mayor Tollefson called for a vote on Mr. Haley's motion concerning the top 5 positions. Ayes 1, Haley; Nays 7, Bott, Cvitanich, Finnigan, Herrmann, Price, Steele and Mayor Tollefson. Absent 1, Murtland. MOTION LOST.

Mayor Tollefson called for a vote on Mr. Cvitanich's motion that the appointive positions be removed from the classified pay plan and be given a one half step at this time, and a full range be given to other City employees.

Mayor Tollefson said he was opposed to this motion; he thought the positions should remain in the compensation plan.

Roll call was taken: Ayes 1, Nays 7; Haley, Herrmann, Price, Steele, Bott, Finnigan and Mayor Tollefson. Absent 1, Murtland. MOTION LOST.

Mayor Tollefson said, employees have asked whether increases would be granted by the Council on July 1, 1964 if money was available. The Mayor stated he wanted it made clear, if money was available for that purpose on July 1st, 1964; and the situation was emergent, and it was necessary by reason of such emergency that such raises be made, that he would recommend that on that basis the budget be amended and such increases be granted.

Mrs. Price asked if he were speaking for the 1/2 step increase only for the positions that were recommended.

Mayor Tollefson said it would be the positions that were recommended.

Mr. Rowlands said there are a few classifications that will receive more than a 1/2 step increase as proposed. It is contemplated that any changes that are recommended to be put into effect on July 1st over and above the one range, does not include anyone that did not receive any increases at the beginning of the year. He said it would not then include the clerical or anyone who was not recommended for the one step raise.

Roll call was taken on Mrs. Price's motion that the revised salary recommendation for 1964 dated Oct. 4, 1963 submitted by the City Manager, showing all classifications for which a salary increase of one range or equivalent be recommended, be limited, to a salary of one range only, provided that the bus operators be paid an additional 3 cents an hour for 1964. Ayes 7; Nays 1, Cvitanich; Absent 1, Murtland. MOTION CARRIED.

Mr. Steele moved that the proposed changes in the 1964 preliminary budget as set up in the memorandum dated October 9, 1963 and reflected on Pages 1 through 11, and page 11 and 12 on expenditures, also the Weight and Measures Inspectors be given the same rate of pay as those of the Boiler or Furance Inspectors, be adopted as amended, for the 1964 preliminary budget in the amount of \$42,408,168. Seconded by Mrs. Price. Voice vote taken. Motion carried.

Mr. Steele moved that the preliminary budget for 1964 as amended by the City Council in the Budget hearings be approved as the fiscal budget for 1964 in the amount of \$42,408,168 and that an Ordinance be prepared for the next Council meeting for action by the Council. Seconded by Mrs. Price. Voice vote taken. Motion carried.

Mr. Steele moved that an Ordinance be prepared providing for the necessary ad-valorem levy of taxes for the City of Tacoma for the fiscal year 1964 which is necessary to raise a portion of the amount of the estimated expenditures for the General Fund and that said Ordinance be placed on the agenda for first reading at the next Council meeting. Seconded by Dr. Herrmann. Voice vote taken. Motion carried.

No one else wishing to speak, the meeting adjourned at 9:15 P. M.