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Council Chambers, 4:00 P.M.
Friday, October 10, 1958

Council reconvened. Present on roll call 8; Bratrud, Easterday, Goering, Humiston, Perdue, Porter, Price and Mayor Hanson. Absent 1, Anderson.

UNFINISHED BUSINESS

Mayor Hanson called the meeting to order and explained this is the date Council is to adopt the Preliminary Budget. He called on Mr. Barline, Director of Utilities.

Mr. Barline said in checking back in their budget, he found that they have held back four supervisors in the Service Division; two of them are in the Engineering series, but they have held them back even though the Engineers were given one-half step increase along with the two others because of the fact that the people under them were not given an increase. Now those have been moved ahead, he added, and he asked for a one-half step increase for these four positions; Commercial Sales, Supervisor; Customer Service Supervisor, Industrial Consultant and Manager, Community Relations Division.

Mr. Easterday moved that these four categories be given a one-half step increase. Seconded by Mr. Porter. Ayes 8; Nays 1, Goering; Absent 0.

Mr. Frank Charlston, representing the Building Service of Janitors and Maintenance of the Utilities Department, said they were divorcing them from the Janitors and Maintenance men working for the General Government. He said they have twenty-two people in the Utility Department ranging in salaries from \$276 a month, the Building Maintenance men, to the fifth step at \$380 a month. If one-half a step were allowed to them it would make a total cost of \$157.50 per month. He said they work from 5:00 P.M. in the afternoon until 1:00 A.M. in the morning, there being no transportation but their own. He said he is asking Council for one-half a step increase for these employees, if possible.

Mr. Barline said in checking over their budget, they find that the only way they could give this increase would be to lay off one man.

Mr. Easterday moved that the one-half step raise be granted to these employees. Seconded by Mr. Porter.

Mr. Bratrud said how is the Council going to justify the other City employees who are going up to the County and not receiving an increase.

Mr. Charlston said he understands that this is going to be accomplished after they get there.

Mr. Bratrud acknowledged that the Janitors and Maintenance men are the only City employees not getting a wage increase, but, he pointed out, that the County Commissioners who are taking over the City Hall custodial staff when the County-City Building opens, had asked that no increase be given. Mr. Bratrud said he is going to vote "no" on this motion for the simple reason that for years there has been a different rate scale for employees working for the General Government and the employees working for the Utilities Department. They have received a higher rate of pay doing the same job as the General Government and feel that the salaries should be the same if they are working in the same category.

Mr. Perdue said he heartily agreed with Mr. Bratrud's stand on this matter, that if we pay for like work in one department in a certain level we certainly should pay the same in every department that has like work. "We certainly have had a bad situation to begin with, and now it has been corrected and it would be a foolish thing to get ourselves into that "jam" again," he added.

Mayor Hanson said that the primary reason he did not vote for the one-half step increase for the Janitors was the fact of the problem of attempting to correlate with the County Commissioners that the employees working here in the City Hall were given such good consideration in finding employment for them in the new building.

Roll was then taken on the motion, resulting as follows; Ayes 4; Nays 1, Bratrud, Goering, Humiston, Perdue; Absent 1, Anderson. Lost in roll call.

Mrs. Goering said she thought the City had gotten to the point at which it couldn't afford its employees. Before, she said, we have robbed the citizens of services to pay proper salaries. Now, by approving wages, above the going rate, the City is getting to the point where people have to be laid off, and afraid it is going to get increasingly serious each year.

Mr. Porter said it is certainly true that we only have so much money to spend and we can only pay so many people so much, but recalls several days ago when the Park Board budget was discussed, one member of the Council suggested that perhaps they should pay their people a living wage even if they had to lay some of them off.

Dr. Humiston said the Park Board for many years have been expanding their program at the expense of raising their employees wages to the equivalent of what the same kind of work would bring elsewhere in the City of Tacoma. It is true that if anybody is going to take a fixed budget which we have and which the Park Board has and is committed to pay the equivalent wages, they can only employ so many people. We, in the City of Tacoma, have elected to pay that going wage and the size of our program to fit what we have in the way of money. The Park Board has elected not to do that. The quote that Mr. Porter made was my remark, he added.

Mrs. Goering said that the situation was different, because they are not paying the going wage. She said she was referring to when they are paying more than the going wage.

Mr. Easterday said he thought there was one thing that made some of the people unhappy; the fact that they have raised the Directors and Supervisors, the people in the top brackets, who have a saving wage, quite a substantial boost. He said he has been confronted by many people asking why the Janitors and Clerical staff were not receiving a raise inasmuch as all of the top brackets were receiving at least one step increase or a substantial boost.

Mr. Rowlands explained that many of the Department Directors and Division heads only received one-half step increase and in many cases no increases and that the majority of them did not get a full step. He said if you compare the rates paid in Industry, there would be no comparison because of top job responsibilities. We don't expect in Public Service, salaries compared with the top pay for comparable positions in private industry. In Governmental service, in order to retain top comparable people, who work many hours and over the forty hours a week, if they were paid time and a half for every time they work over forty hours, we could probably justify increases and large salaries. He said it should be pointed out that they have to consider the top key people as well as the people up and down the line.

Ordinance No. 16191 was then given final reading.

FINAL READING OF ORDINANCES

Ordinance No. 16191

Adopting the annual budget of the City of Tacoma for the fiscal year

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1959; and declaring a public emergency making necessary the immediate passage of this ordinance and the immediate taking effect thereof. Read by title.

Mr. Glasford, Financial Director said there was two corrections to be made on page 2 of the Ordinance - the Equipment Rental Fund "B" on the ninth line, and Equipment Fund "B" on the twenty-first line should be moved over under the Capital Outlay Column.

It was then moved by Dr. Humiston to make these corrections by moving the item Equipment Rental Fund "B" and Equipment Fund "B" over under the Capital Outlay column. Seconded by Mr. Bratrud.

Dr. Humiston said there is better than \$23,000 of financial irresponsibility in raising people above the level, which any salary studies, which were produced by the Personnel Department, or any other material which was presented to Council. He said he thought, as a whole, the Council used bad judgment. It may be that more votes are wrapped up in 200 or 300 people getting an increase than will be lost by laying two people off, but you might remember that those two people could have patched a lot of streets in a year.

He said as Mrs. Goering pointed out by exceeding any information, they had that was sound, including the agreement by the Union Representatives of this clerical series that there was no financial intimation to justify a raise for these people. He will vote "yes" on the budget because they have to have a budget, because a unanimous vote is required, but "regretfully will do so." The increases have cost the Utility Department more than \$13,000 which would have come out of customers light and water bills, he added.

Mrs. Goering said she felt the Council was guilty of a grave mistake in placing the City pay scales higher than those in private employment. She said she felt from the information that was given them there was no justification whatsoever which justified the increase except one; to be popular with the City employees and still maintain our integrity as custodians of Public funds.

Mr. Perdue said if it were not mandatory to pass this Ordinance today he would certainly vote against it. He said they have raised these wages beyond their justifiable levels as indicated by all the information and that by so doing this, Council has done a disservice to the City of Tacoma.

Mayor Hanson said each one of us could castigate those who disagreed with us and say if we had our way we would have had a perfect budget. He said he felt there were areas in the budget susceptible to differences of opinion, but it seemed that was the best that could be done under the circumstances.

Mr. Porter said he had disagreed with all the other Councilmen at one time or another, "but I have always felt that each Councilman was trying to do what he thought was right. I assure you, in my opinion, I will endeavor to do the same, and always shall."

Ordinance 16192 was then given final reading.

Ordinance No. 16192

Fixing the amount of tax levies of the City of Tacoma for the fiscal year 1959, necessary to raise the amount of estimated expenditures, less the total of the estimated revenues from sources other than taxation. Read by title and passed.

Roll call: Ayes 8; Nays 0; Absent 1, Anderson.

There being no further business or comments from the audience, the meeting adjourned at 5:45 P.M.

Attest: Leslie M. Melton
City Clerk

Ben Hanson
Mayor