

OCT. 9 1958

Council Chambers, 4:00 P.M.
Thursday, October 9, 1958

Council reconvened. Present on roll call 9; Anderson, Bratrud, Easterday, Humiston, Perdue, Porter, Price and Mayor Hanson. Absent 1, Mrs. Goering.

UNFINISHED BUSINESS:

This is the date to which the hearing on the Preliminary Budget was continued.

Mayor Hanson called the meeting to order and explained that they will continue with the budget hearings and that they would hear from any interested citizens.

Mayor Hanson advised that Mrs. Goering was ill and would not be here for the meeting.

Mr. Ralph Irvin, Vice President of City Employees Local 129, A.F.L. and C.I.O. said he appreciated the opportunity to appear before Council and that he represented some 400 Fiscal, Clerical and Building Maintenance employees. This is the only group not receiving a raise in next year's budget. The morale of this group should be considered along with the cost of living. He asked that Council seriously consider at least a 2% increase for these classifications. Roughly figuring, he said, this increase will only cost the City approximately \$10,000 which in an operation of this size, surely could be found. He asked that Council earnestly consider this matter.

Mayor Hanson stated this matter has been of much concern and will be considered by Council.

Mr. Snell, representing the Building Service Employees, Local 38, advised he was in attendance at Wednesday's meeting in regard to the one-half step increase for the Maintenance men. He said that Mr. Bratrud and Mr. Rowlands met with Mr. Sprinker, County Commissioner, to discuss what they were going to do next year when the maintenance of the building would be combined. He reminded Council that the Maintenance employees at the Utility Building would not be affected by what is done at the County-City Building.

Mr. Ed Westwood, representing the Operating Engineers, explained, he understood there had been some thought given to possibly shifting around the proposed increase for the hourly-paid employees. He said he did not agree that the increase for any of the classifications was adequate. He said each Union representative was free to appear in an attempt to iron out any adjustments of inequities that might appear in a classification. He asked that the Heavy-equipment Operators receive an adjustment over the Equipment Operator class even though an across-the-board increase is granted.

Mr. Ed Bucholz, Teamsters Local 313, said he would like his remarks to be placed on record. He said if Council passes this and does not give recognition to 200 or 300 people just to make 6 or 7 people happy, then he just has nothing more to say.

Mayor Hanson advised that Council would not discuss the matter of granting an increase to hourly employees. He said there are two different methods which could be used, whichever is better will bring out the most equitable and desirable results. He also stated that in the budget proceedings it would be an almost insurmountable task to go through and figure the increased on an hourly

basis. He would be inclined to go along and grant a percentage increase. He said the reason for his decision is the necessity and time element.

Mr. Bratrud asked Mr. Rowlands if he brought in an recommendation on this matter.

Mr. Rowlands advised that Mr. Bixel did some checking on this matter today. Mr. Westwood pointed out that even with the percentage program, some of his people feel there should be a bigger differential. Mr. Westwood expressed the views of some of the other representatives also.

Mr. Bratrud asked if there was any particular action that the Council should take at this time.

Mayor Hansons advised that there was a motion that was postponed until tonight's meeting. He asked if Council were to pass the motion setting it up on the basis of a uniform increase, would it be possible to prepare that in final budget form for tomorrow's budget meeting?

Mr. Rowlands said it would be a rather difficult task.

Dr. Humiston pointed out that there are other objections to changing this approach other than preparing it in final budget form. The way this motion was worded is that it covered people who were paid on an hourly rate rather than a monthly rate. The implication of this as a policy for some of the employees and what affect it would have, not only on those, but some who are being paid approximately the same amount of money but are paid by the month.

Mr. Easterday stated that in view of what has been said and the short time that he had to consider this, he would withdraw his motion with the consent of his second, the motion being that all employees paid on an hourly basis be computed on the same basis as other employees.

Mrs. Price, who seconded Mr. Easterday's motion, requested that her second be withdrawn.

Mrs. Price also asked that next year all of the budget material be given to them gradually as there is such a short time to review the material. She said that if they were enlightened on the material as the meetings occurred, they would be able to study them and discuss them with some of their people, and as the result, they would be in a better position to make decisions at this time. She asked that it be delivered to Council a little earlier next year.

Mr. Bucholz said it was not their fault that the adjustments were brought up at this late a date. He said they were called to the Manager's office after they presented their grievance to the Council and asked for a straight across-the-board increase, but they were not given any figure until last Friday.

Mr. Anderson explained to Mr. Bucholz that in negotiating with 1200 employees such as the City has, you would recognize that it takes a considerable amount of time to deal with as many Unions as the Manager has to deal with. That is something that you cannot do on a moment's notice. When there are problems like we have now, on wage negotiations, those things cannot be worked out on a moments notice. This is one thing that must be done each year. The Council and Manager has tried to work this out the best way possible. The main problem, he said, is that there is not sufficient funds. We would like to have everyone receive the maximum in salary but due to the fact that we are short of money that is where the trouble is. Actually it is a problem that goes on year after year.

Mr. Rowlands said there were several things that should be said for the record. He said perhaps Council knows how these things are carried out but, perhaps, the public does not. First of all, they have had two or possibly three meetings with each of the Unions of which there are seventeen or eighteen altogether. This makes over fifty meetings, plus the fact that we also met several times with the joint Labor Committee and Labor Management Committee. The members of Council received copies of all requests of the different Unions, and he said, you will

remember these were sent out as long as six weeks or two months ago, so that Council would be cognizant of the requests made. At that time, an initial request from the Joint Labor Committee was received for a straight across-the-board increase of \$35.20 per month. He said that at least ten days ago they sent out to all Union representatives the proposed adjustments for the coming year.

Mr. Bixel said that was correct and that on Friday, September 26, 1958, a meeting was held which twenty-five or thirty people attended, and they were given a complete copy of the present Compensation Plan and the specific proposed rate for each classification.

Mr. Rowlands said that after distributing this information, meetings were again set up as a matter of courtesy to explain the situation and we also had several meetings with Council. He said we did take time out then and conveyed the proposals to the various representatives and explained to them. Obviously during the week of the hearings if anyone wanted to be heard, Council would be happy to hear them and I think that has been true, as anyone has had the opportunity to be heard. He said he believes that some members of the Joint Labor Committee would be willing to attest to the fact that they probably received as courteous a treatment, speaking from management in the City of Tacoma, as any other jurisdiction throughout the State as far as carrying out negotiations, we think, in a proper, plain, and in a spirit of friendliness. I am sure that not all of us agree on these things, but he said he has been very pleased with the attitudes and certainly the manner in which the Joint Labor Committee has conducted the negotiations.

Mr. Rowlands said he wanted to give the Council a little of the background that under the circumstances, unless they would start much earlier next year, it would be almost impossible to do much more than is done now in the way of negotiations.

Mrs. Price said that is what she was referring to and to take one thing at a time to discuss.

Mr. Porter said he did not want anyone to think he was trying to blame Mr. Rowlands or anyone in particular for the fact that these conflicts came up so late to do any research on them. It was unfortunate. There should be some way of determining them a little sooner, if possible.

Mayor Hanson said that it amazed him that this problem has not arisen in many instances, but he was pleased at the way the Labor representatives have understood the position of the City and feel that the City had been dealt with very courteously, too. He said he wanted all to realize that they would give the matter their full consideration and that as far as he was concerned they were not adopting this as a definite policy for an indefinite period.

Mr. Anderson asked what it would cost to give the Clerical help a one-half step increase and where we would get the money necessary to grant this one-half step increase.

Mr. Rowlands advised that for the Clerical and Fiscal Machine Operator group of General Government, it would be an addition of \$10,035.00 and for the total for Utilities it would run \$12,744.00. The Custodial Food Service group for General Government would amount to \$1212.00 and Utilities \$1728.00, making a total of \$2940.00; Purchasing and Stores for General Government \$360.00 and Utilities \$2880.00. This is essentially the employees in Civil Service.

Mr. Bixel stated that there are a few groups that have been excluded from this; for instance the Parking Meter Checkers, Repairmen, Public Health Statisticians, Bacteriologists, and the Utility Department has several Photographers, Supervisors of Property and Management, Service Dispatchers.

Mr. Anderson asked if all of these categories were considered when the proposed changes were made, what would it cost?

Mr. Rowlands presented a sheet listing the proposed changes in the 1958 Budget incurred as per action taken at Wednesday's meeting. He also explained

No. 6 - listed under Additional Costs - re-embursements for Sick Leave Accruals, \$500." He said for some year and a half the Labor Management Committee has been trying to come up with some type of formula with regards to the use of sick leave. He said they are trying to develop an incentive on the part of all the employees, particular those close to retirement, not to use their sick leave; and they recommend the extension of sick leave from ninety days to one hundred and twenty days, and at the time of retirement, death, or retirement due to disability, they recommend the employee be paid 25% of the total sick leave they have accumulated. He said they feel this will provide a definite incentive for the employee to stay on the job.

Mr. Ketler advised that the sick leave costs to the City have gone up quite an extent. They had discussed this for many months and had many proposals to study from various Cities throughout the United States. He said they had agreed that this was the best plan and this was agreeable to Management and the Unions involved. He asked that the Council adopt this plan and that it be incorporated in the Compensation Plan on Personnel Rules.

Dr. Humiston said this was a tremendously complicated problem and did not like to see something as complicated as this "tossed in" as a last minute item for Council to pass on. He then asked if this were a budget item in the first place. Could the Council, by changing the terms of employment, not find adequate money in salary savings during the course of the year to finance this, if Council elects to do it. He said Council should not attempt this on as brief an explanation as this. He added that there was a tremendous amount of material to read. Dr. Humiston suggested that they study this after the budget has been adopted and then possibly pass it for next year.

Mr. Rowlands said they felt this could be handled to the extent of approximately \$6,000. He said there are a few departments in which they will not be able to absorb the costs incurred, that is the reason the \$500 was inserted in the budget. Mr. Rowlands also stated that the Joint Labor Management Committee also agrees to do the following things: (1) To clarify the definition "immediate" family as it relates to the death or serious illness or injury (2) Require physicians supporting statement for illness of family. (3) Limit use of sick leave for immediate family to conditions requiring hospitalization. He said the Labor Management Committee all agree that they want to protect those who have not been abusing it and tighten up so everyone is being treated equally.

Dr. Humiston suggested that they set the recommendation by the Manager in as a lump sum and not designate it to specific Departments.

Mr. Leonard Bishop, representing Police Local #252, advised that the Policemen are not covered by the regular City Sick Leave Plan, but were covered by their regular Police Pension Laws.

Mr. Rowlands also presented to Council a second sheet which he said, more or less, anticipates the desires of Council. He stated that an additional \$13,613.00 will be needed for increases in the Clerical, Fiscal and Machine Operator and Purchasing and Stores, which amount to \$10,548.00 and an increase in Cumulative Reserve Fund, Maintenance and Operation and Capital Outlay, amounting to \$3,065.00. Also listed are the proposed sources for balancing the additional costs:

1. By reducing Public Works Maintenance Division Laborers, \$7,293.00.
2. Reduce Urban renewal salaries, 1 Clerk Typist six months, \$1,820.00.
3. Reduce Public Works Street Maintenance Division Capital Outlay - for the purchase of a Highway Mower, \$4,500.00.

Mr. Anderson then moved that the Clerical, Fiscal, Machine Operators and Purchasing and Stores be granted a one-half step increase. Seconded by Mr. Porter.

Dr. Humiston asked Mr. Rowlands that as far as the clerical series are concerned, what were the deductions from the Private and Public pay data that were learned.

Mr. Rowlands advised that it indicated the wages and salaries being paid at the present time were either equal to or above the going rate. He stated that based on the information they had, they could not justifiably make the recommendation to Council that an increase be made.

Dr. Humiston stated that he believes this was a tremendously important decision for Council to make one way or the other. He knows they have indicated repeatedly that the Council intends to make this equivalent salary and wage payment for the people who work for the City as compared to people who do not work for the City. The passage of Mr. Anderson's motion would be a complete violation of that. He said that it was manifestly unfair to use the taxes of a Typist to pay a City typist more than the private typist was making. He is not in favor of granting this increase now and throwing the survey out.

Mr. Disbrow asked how many employees out of the 335 originally not receiving an increase are still not being granted one.

Mr. Rowlands asked Mr. Bixel if he had these figures.

Mr. Bixel replied that there would be forty-six employees. He said this includes ten in the appointive positions.

Mr. Porter stated that it is pretty well recognized that in Clerical and office work on the outside of Municipal, many of the small offices are not Union and are not organized, consequently this rate of pay is lower than it would be than if a great majority of them were union. He said, perhaps that has some effect on the showing of the "going wage."

Mayor Hanson said that there is also the opportunity on the outside for tremendous differences between the beginning and ending salaries. The Clerical is just as valuable as they themselves can become. Whereas in the City service they are confined within the small framework of not nearly so much responsibility. Therefore they would not have the opportunity of reaching a higher pay bracket.

Mr. Porter said that is the reason why it seems the survey for that group is perhaps something that we should not adhere to strictly.

Mr. Perdue said he would assume that our wage and salary survey in those categories was not based on small offices and types mentioned and asked Mr. Bixel if this were true.

Mr. Bixel stated that in addition to the governmental agencies, sixty-one of the largest firms in the City were included in the survey and thirty-one of these firms were contacted by personal visits.

Mr. Rowlands advised that the firms were listed in the front of the Salary and Wage Survey.

Mr. Perdue said we must in all fairness follow the Wage Survey in these categories as we have used it as a base for all negotiations.

Dr. Humiston said that if Council is going to ban the principle of not to pay less nor more than the going rate, he would like to have a spokesman who is going to vote for this to give some justification for the abandonment of this principle which he considers to be completely sound.

Mayor Hanson said he did not believe that Council would be abandoning this principle. He said it rather indicates a realization that there is nothing sacred in a salary survey, and that there is still room for question "what is a fair wage and what is not." He said it does not indicate a loose giving away of Public funds. We still recognize the fact that a survey is good and can be used as a guide, but that it should not be the sole and absolute judge of what the Council and Legislative body should determine.

Mr. Ketter asked that at least a 2½% increase be granted to the Clerical workers.

Mr. Perdue explained that their salary survey by the Public Administration Service was based on a survey such as this one and if we are going to keep it current, we are going to have to continue to base it on a survey of that nature. He said the principle is to base our salaries on the going wage in the community as reflected by these surveys taken yearly. Obviously they will not stay in balance as "across-the-board" year ro year consistently.

Roll was called on Mr. Anderson's motion to grant a 2 $\frac{1}{2}$ % increase to all Clerical, Fiscal, Machine Operators and Purchasing and Stores. Ayes 6; Nays 2, Humiston and Perdue; Absent 1, Goering.

Mr. Patrick Steele, speaking on behalf of the Sanitarians, requested an increase to step 18, for the Sanitarians. He said that this request is based on a 1954 inequity and that these employees should be increased to step 18.

Mr. Bratrud advised that regarding the salaries for the Public Health Nurses, when he and Mr. Rowlands met with the County Commissioners this morning, they were very unhappy over the full step increase granted to the City Nurses. He said that they were of the opinion that if the City granted a one-half step increase they would do the same for their nurses. The Commissioners, he said, were quite "strong" in their conviction that one-half a step is a good and sufficient raise in that particular classification. As a matter of fact, he said, that no matter what the City did, the County would only grant the Nurses one-half a step increase.

Mr. Rowlands advised that it was through the Personnel Department that they were able to get the County Commissioners to agree to take care of the County Nurses through the steps. Formerly, he said, they would not increase the top of the range when they were going through the steps. They did agree, however, to take care of this step adjustment or anniversary adjustments plus this additional one-half step increase.

Mr. Rowlands said that the County and City Nurses salaries, as far as the range is concerned, is the same. He said the City Nurses have been going through the steps a little more rapidly than the County Nurses. And the County is now making an adjustment so that their nurses will go through the steps at the same rate of speed.

Mr. Bratrud said that he was in favor of bringing the City Nurses down the one-half a step increase instead of the full step, then next year, consider a raise.

Mayor Hanson said that he understood that the County Commissioners made a financial concession bringing up the salary to the present level because of the step proposition. He said he could not see how they could bring it up a full step in honoring their effort to bring it up to our level. They hope next year that they can consider this matter without such a tremendous jump in any class.

Mrs. Price said that they have adjusted the salary of the Nurses to the same level as the County's-now, she said, is the County going to adjust their hours, the benefits, and cars, etc. to ours, or will the benefits be exactly the same?

Mr. Rowlands said that they do know that the City Nurses enjoy more benefits and it would only accentuate this differential, especially as far as retirement, etc. are concerned.

Dr. Humiston stated that he agreed with Mr. Bratrud in that the Council moved too fast in granting the City Nurses a full step increase.

Mr. Bratrud said that he would, with reluctance, move that Council reconsider the motion to grant a full step increase to the Public Health Nurses. Seconded by Dr. Humiston. Roll call: Ayes 6; Nays 2, Price and Anderson; Absent 1, Goering.

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Mr. Bratrud then moved to readjust the Public Health Nurses to conform with the one-half step increase as originally set up for the Public Health Nurses. Seconded by Dr. Humiston. Motion carried; Ayes 6; Nays 2, Easterday and Brice. Absent 1, Goering.

Mr. Bratrud advised that they had also discussed the wages for the Building Maintenance men and Custodians. At the present time our rate is \$330 and the rate for downtown buildings is \$285 as set for 1959. He said that the County Building Maintenance employees will be doing the bulk of the maintenance work in the new County-City Building and that in discussing this matter, the County Commissioners came up with this solution that with this particular classification they would have their employees work the eight hours so there would not be the one hour difference, which will automatically give them an increase in pay, and they would also raise their pay scale up to the third pay scale which will balance with the City pay scale. The only problem we have, is that we will transfer seven persons to the County-City Building and they will retain their City rights, pensions and will remain on the City pay roll. When these seven employees separate from City service, they will not be replaced by City personnel but will be replaced by County personnel, and will be on the County payrolls.

Mr. Snell asked that an increase be given to the Building Maintenance employees at the Utility Building. He said there will be twenty-five employees left at the Utilities Building and only three of that group will be transferred to the new County-City Building.

Mr. Rowlands pointed out that the City Maintenance men were above the going rate and that during the last three years the greatest increase salarywise was a total of 20% over and above the normal increment. They did realize some time ago, that they were down and adjustments have been made in their salaries, and that is why they are now a little bit ahead. Now, he said, in regards to the one-half step, the County Commissioners said they would go up a one-half step. It is true that if the Council talked about going up a one-half step that would put the City employees at \$337.50 for 1959. From the standpoint of the County going from 35 to 40 hours, that would be more or less equalizing the hours. However, he believes Council is faced with this situation: Are we considerably above the going rate based on this information.

Mr. Bratrud said that from what he could see, the City is ahead of the going scale.

Mayor Hanson said inasmuch as the County Commissioners have gone out in an effort to solve our problem in finding positions for all our employees, it compels us to honor their efforts, at least this year. In moving to the new building it is important to get started right. When we have closer coordination, we will be able to take these matters up jointly.

Mr. Bratrud said the Commissioners advised that whenever they move into the new building and they are all under one jurisdiction, that in this classification, they will all come up to our pay scale.

Mr. Anderson then moved that the scale of salary for Janitors be set at \$330 per month. Seconded by Bratrud. Roll call; Ayes 6; Nays 2, Porter and Price. Absent 1, Goering.

Mr. D. H. Ketter brought up that Code #1027 for Weights and Measure Inspectors; that in the Wage and Salary Survey, there was no salary submitted for comparison from any other city. He said that he thought the reason was that there are so many different titles involved. He said that in Seattle they are classified as "City Sealers." Consequently the wage rate for this classification in Seattle today is \$445 when our people are receiving \$440, and for 1959 their rate in

Seattle is \$470. The rate for Tacoma is \$450, and there should be some consideration given for these people for at least a full step increase, as there is quite a differential in pay. He asked that Council consider a full step increase for the Weights and Measures Inspectors.

Mr. Rowlands emphasized that in checking over any number of classification such as Clerical, Fiscal, Engineering, Inspection, you can pick one out of a series that is either getting more or perhaps less and are not exactly the same. He said he just wanted to point out the danger of picking out one particular position in a series. He pointed out that our Plumbing Inspector is getting more than the Plumbing Inspector in Seattle.

Mayor Hanson asked what Mr. Rowlands recommendation would be on this matter.

Mr. Rowlands said that inasmuch as our other Inspector in this series, in the main, are being paid more than comparable Inspectors in Seattle you could justify the increase for the two Weights and Measure Inspectors to bring them in line with Seattle.

Dr. Humiston asked Mr. Rowlands that if he had had at the time he was conducting the negotiations the information which he received today, what would be his recommendation to Council.

Mr. Rowlands said that if he had this information he not only would have made a recommendation but the Personnel Division would have provided the information to make that adjustment for a one-step raise.

Dr. Humiston then moved that a one step increase be given to the Weights and Measures Classification. Seconded by Mr. Anderson. Motion carried, unanimously; Ayes 8; Nays 0; Absent 1, Goering.

Mr. Barline said that he would like to have the Photographer II Classification be granted a one-half step increase. He said in his original recommendation he had asked that no increase be given but inasmuch as the employees working under him have received an increase, he would be the only classified employee in the Utilities, with the exception of the custodial; that will not be given a one-half step increase.

It was moved by Easterday, seconded by Bratrud to grant a one-half step increase to the Photographer II classification. Motion carried; Ayes 8; Nays 0; Absent 1, Goering.

Mr. Rowlands explained that there was one change to be made in the budget on page 138 under "1959 Proposed Construction Program." The third item entitled, "Acquisitions of Right-of-Ways and Construction of So. 19th, Columbia and Pearl Street" - he asked that this be changed to Orchard Street.

It was moved by Mr. Bratrud that they put Orchard Street in lieu of South 19th Street. Seconded by Mr. Anderson. Roll call; Ayes 8; Nays 0; Absent 1, Goering.

It was moved, seconded and carried that the hearing on the Budget be continued to 4:00 P.M. Friday, October 10, 1958

Council then recessed at 7:00 P.M. to convene again at 4:00 P.M. October 10, 1958.

Bruce Hanson
Mayor

Attest: *Josephine Nelson*
City Clerk