

Council Chambers, 8:00 P.M.
Wednesday, October 8, 1958

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

UNFINISHED BUSINESS:

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

Mayor Hanson welcomed the group present and explained that this meeting was for the purpose of discussing the Budget.

Mayor Hanson called on Mr. Disbrow, representing Local 483 Electrical Workers.

Mr. Disbrow spoke in favor of holidays for fire alarm electrician and fire alarm dispatchers who previously enjoyed the 11 holidays allowed to the other city employees. Last year, through administrative action, the holidays were reduced to five days. This poses quite a problem with the fire alarm dispatchers and the fire alarm electricians as there are seven people who receive only five holidays. The basis for this action was that these fewer people came in under the Old Firemen's Act and the rest of them came under the City employees Pension Act. It has become complicated when these fewer employees, who have enjoyed these five holidays, are in a Supervisory category and it places them in a position of coming to work on the holidays their crews are off. He explained that the men are governed under different laws and felt all employees should be given equal rights.

Mr. Rowlands, City Manager, explained that this has been reviewed by the staff and discussed by the Legal Department, and that an opinion has been rendered regarding this situation. He said the number of days given to the Dispatchers and Fire Alarm repairmen tie-in with the question of whether these employees were under the Firemen and Policemen Pension Fund Laws or under the City's retirement system. A year ago the members of the Fire Alarm electricians group, as well as the staff that was under the Fire or Police system were given the opportunity to elect whether to stay under their present system or come into the City's system. He said they elected to stay under their own system. The Police and Firemen now receive five holidays a year. He said that some years back the Police Dispatcher received no holidays, but now they receive five, the same as the rest of the Firemen and Policemen.

Mr. McCormick, City Attorney, explained the history of this situation, and stated that several years ago the Firemen throughout the State had the Legislature change the Pension Act for Firemen so as to specifically include the electrical workers who were doing Fire Alarm work. This law was later amended so that at the present time, they are not members of the Fire Department. While this law was in effect some years ago, these seven men came to work; therefore there was no alternative but to legally classify them as members of the Fire Department and come under the Fire Pension Act as provided by State Law. Those who come to work subsequent to this provision are non-members of the Fire Department and cannot legally come under the Firemen's Pension Act. They are legally classified and come under the regular city employees retirement system. He added that in his opinion, he feels it is the obligation of the Council to determine the number of holidays to be paid the dispatchers hired under the prior laws.

Mr. Bixel, Director of Personnel, advised that it is unfair to have men working under the same classification receiving different holiday benefits. He said they have not been able to present a solution to this problem. Half of the Fire Alarm dispatchers are under the Fire Pension and half under the City Pension. The benefits of the two retirement systems were compared and it was the consensus that

the Fire and Police Pensions received greater benefits.

Mayor Hanson said this is not a matter that will require Budget action, but he felt it is a step backwards and taking something away from someone that they would like to give everyone if they could afford it. He asked Mr. Rowlands if he would look into the matter further.

Mr. Rowlands advised that they will be glad to prepare a formal report for Council's information.

Mr. Disbrow also asked that a one-half step increase be granted to the Mechanical Storekeeper classification as a cost of living increase. He said this one-half step should be given to all classes which are not scheduled to receive an increase.

Mr. Rowlands explained that the staff had checked this item very carefully and felt this classification was receiving more than the going rate. For example, he said Seattle will be paying \$2.27 an hour for this classification in 1959 and the City of Tacoma is now paying \$2.34 per hour. Mr. Rowlands also said that the fringe benefits received by Storekeepers are above and beyond what is received by some of the private concerns in the area. He said in reference to the Purchasing and Stores, in the breakdown that was prepared, if these were to get a one-half step increase it would amount to \$2,880 for the utilities and \$1,360 for the General Government, which would be a total of \$3,240.

Mr. Disbrow said it is true that most of the positions are in the Utilities Department and it has only been the last few years that they have not been able to negotiate with these people at the same time they have been able to negotiate with the rest of the class within that agreement. He said the survey that was conducted for the Utilities Department goes a little farther than the one conducted for the General Government. It considers the value of all the fringe benefits along with the wages. The Storekeeper salary was set in the agreement as a percentage of the Journeyman level, and when they evaluate the Journeyman's scale, they considered all the fringe benefits, and this is added onto the hourly rate. He said this was a more comprehensive figure than the one obtained by the General Fund for the reason it includes all the cost to the Department of a man's daily wage. He feels that this rate is actually lower than the going rate based on the other method of computing.

Mr. Rowlands said in many areas the fringe benefits received by the Storekeepers are above and beyond what is received by private firms and some of the other jurisdiction, and this would indicate we are better off in some areas.

Mr. Bixel said the storekeepers benefits come under the City fringe benefits which exceed 22% from the standpoint of cash payments by the City for the value of time-off to the employee in vacation and sick leave. That is higher than private employment. The best figures they are able to obtain locally are 19% from three of the largest firms.

Mayor Hanson said he thinks the Council has exhausted this particular item and as he sees it, it is an argument for a one-half step increase in those areas where they did not make any provision in the Preliminary Budget.

Mayor Hanson then called on Mr. E. C. Bucholz, business agent for Teamsters Local 313, who requested that those city employees paid on a hourly basis get an across-the-board rather than percentage increases. He said most of the employees are scheduled for 2½ per cent increases. This means that the lower paid employees will get five cents an hour, while higher paid employees will get seven cents. He suggested that the total amount given in salary increases be divided equally.

Mr. Easterday said he noticed the gap between the salaries has gradually been coming up and up. He pointed out that not too long ago the shovel

operator was getting \$1.25 an hour and the common laborer was getting 25 cents an hour. He said the difference, percentage wise in labor, has come up but has not come up in direct percentage wise. He felt Mr. Bucholz is correct in his remark.

Mr. Hanson asked if this could be figured out on this basis.

Mr. Rowlands said this would be the matter for the Council to determine. He said they do have variations which they have tried to tie this proposal into the going rate as much as possible.

Mr. Bixel said there is a distinction between municipal employment and private employment. When negotiating, obviously the increases are uniform across the board. The City has a basic problem, however, of paying the salary for 2000 employees. The direct result of flat increases is to compress rates to the point where there is no incentive or reward for assuming the responsibility of the higher level positions. It has been in the past, a ridiculous situation where a \$10 differential between a Police Captain and a Fireman Lieutenant; and it was such that a person didn't want the job as Captain for the additional responsibility. One thing that has helped the administrative service is that they have recognized the higher level responsibility.

Mr. Rowlands said if they revert to a straight across-the-board increase, they will be compressing these positions and we should have differences in levels of responsibility and incentives of employees to move up the line.

Dr. Humiston said that he would be in favor of setting up a proper relationship between the various jobs and the amount of skill and the responsibility involved and then when there is a raise, it will be on a percentage basis instead of a flat rate basis in order to maintain the percentage differential between the jobs and retain the incentive for anyone who might want to get a better job. He said he knows that there has been, in business, a distinct switch back away from flat raises in wide categories, to percentages increases, just for that reason. He feels the percentage increase is far the best.

Mr. Kettler said they had sent a letter to Council back in July asking for a straight across-the-board increase for all city employees- 20 cents an hour or \$35 a month. He said this was discussed at a meeting with management and it was more or less agreed that the salaries can get out of line if it continues on this basis too long. He said you can apply a percentage for so long then you have to be careful that the spread won't be so great that you will get the salaries too much out of line, the same as you can be giving a flat across-the-board increase which will bring them together. He said he would like to have Council keep this in mind and next year if there is an across-the-board increase that it might be considered that these positions do not get too far out of line in that respect.

Mr. Easterday then moved that all employees paid on a hourly basis be computed on the same basis. Seconded by Mrs. Price.

Mr. Porter said he would like to have more time to study this.

Mr. Perdue said he felt there is only one way to keep the relationship proper and that is by a percentage system that is now being used. He felt that is the only way they can keep the ratio as it is, without compressing it to where there isn't any incentive.

Mr. Bratrud said he would have to vote no on the motion until he has more information on the matter and suggested that it be referred to the Manager for further study.

Dr. Humiston said that the whole pay plan, other than the hourly employees, is a step pay plan, and in the lowest brackets the steps are smaller than they are in the higher brackets. If the City Council is going to adopt the attitude that pay raises for people being paid by the hour be given across-the-board increases then every employee that is in the bracket that is going to get

one-half step, or a step, has every right to say that the Council is inconsistent; because here is someone that is going to get one-half a step which might amount to \$15 or \$30 and someone else will get \$7.50 for one-half step or \$15 for one step. If this philosophy that is represented by this motion is correct, then we want to make it City wide, and I feel the Council has no right to limit the increase to one certain class of employees, for the reason they are paid by the hour rather than by the month.

Mr. Anderson asked if this was a cost of living increase. Mr. Rowlands said it was not described as such. Mr. Anderson said if it was a cost of living increase then he thought there would be some basis of their being an inequality of the amount of increase given; but if it is a reward or a regular increase, they always have worked on a percentage increase. He said he thought until the Manager has had an opportunity to work this out, he was afraid he would have to vote no on the motion.

Mr. Easterday said he would like to defer action on his motion until Thursday or Friday. Seconded by Mr. Porter. Roll call: Ayes 8; Nays 1, Perdue.

Mrs. Geraldine Fletcher, representing the Public Health Nurses, spoke next. She said a letter was sent to the Mayor and a carbon copy to each Council member relative to the proposed increase for the Public Health Nurses. She said that after the meeting Friday with Mr. Rowlands at which time he submitted the proposed increase for Public Health Nurses, which is a one-half step, the information was taken back to the nurses and they were very much concerned as the increase was not comparable to the increase granted to the Public Health Sanitarians. Mrs. Fletcher said she thought the Council is aware that the qualifications for these two jobs are the same. It seems it is discriminatory to give the nurses a one-half step increase and give the Sanitarians a full step. The information regarding the salaries has been gathered since 1955 and the Public Health Sanitarians have progressed above and beyond the Nurses pretty much every year. So now the differential is \$50. She said we feel that these jobs are really comparable and in a way are different jobs to be sure, but one is not anymore technical than the other. What we would like for you to do is to increase the Public Health Nurse's salary to that which will be comparable to the Sanitarians. At least one step this year. There are nine Nurses on the staff that will be affected. I think the supply is not meeting the demand for nurses because there has been vacancies on the staff since last April, she added.

Mayor Hanson asked if there was quite a turnover for Nursing Personnel because of that.

Mrs. Fletcher said she thought the salary has something to do with it, and there has been a short supply of Nurses throughout the State. Nurses are not going into Public Health like they did a few years ago. Our supply of qualified Public Health Nurses in the State now is about 67% compared to 80% due to the salaries. I think you can notice that since 1958 there has been a \$30 increase in salary which certainly hasn't kept pace with the cost of living, she said. The cost of living certainly is a factor, because the salary today is not what it was in 1956 because our purchasing power is not the same.

Mayor Hanson asked if the only comparison is with the Sanitarians salary. How about Nurses in other fields.

Mrs. Fletcher said that non-municipal employees and municipal employees should be paid the same. Certainly the other employees that you can compare Public Health Nurses with in this vicinity are the school nurses, and you can see that their salary is over \$6,000 a year. The other that you can compare with are the industrial nurses. The salary survey shows that their middle 50% is \$400 to \$440.

Mr. Rowlands explained that the cost of living the past two years has not increased to the extent that we have made adjustments in our salaries and wage plan. We granted last year a 5% increase, the year previous 5% and we are talking now about an approximate 2½% or 5%, depending on the group. In regards to Sanitarians and Nurses, the Sanitarians, as was explained to Council a week or so ago, feel they should be equated to the Inspectors who are two raises above them. The Sanitarians themselves feel they are not being equated properly. Mr. Rowlands pointed out that up to this year we have been leading the State and are still going to be at least \$20 ahead of Seattle in Public Health Nursing program this coming year. He said that we have talked this over very carefully with the Pierce County Commissioners and they are in agreement with the increase. They also agreed to bring the County Nurses up in a three and one-half year period so those that are going through the steps will get their step increase on their anniversary date plus a one-half step range increase at the top. Looking at this objectively, we feel that according to other Nurses in this capacity, we are in line and we cannot recommend, based on this information, more than a one-half step increase.

Mrs. Fletcher said the one thing the nurses are concerned with is the fact that the Sanitarians are moving ahead faster than they are.

Mr. Rowlands said that by the same token the Milk Sanitarians will be going to \$480 and will be going to \$525 in Seattle, the Meat Sanitarians will be going to \$480 and in Seattle, \$500; and in the same categories they are being paid more in Seattle than they are here, whereas the Nurses in Seattle are being paid \$20 less per month. This is the purpose of the survey; they have to have some comparison to make, he added.

Mrs. Fletcher said the differential between the Sanitarians in Seattle in their proposed budget is only \$45 differential where there is a \$50 differential between the Sanitarians and Public Health nurses here.

Mr. Anderson asked if the duties of the Nurses working for the school systems are the same as the Public Health Nurses.

Mrs. Fletcher said the qualifications were the same.

Mr. Anderson asked if the nurses working for the school system received a salary of \$6,000 a year and also a three month vacation.

Mrs. Fletcher said they did.

It was brought up that the Nurses working for the school system received \$6,000 a year salary plus three months vacation and is allowed mileage on their car.

Mr. Easterday asked how much money would it entail to give them a full step instead of a one-half step increase.

Mr. Rowlands said there would be nine nurses to consider and it would amount to \$1,080.

Mrs. Goering said she would like to make one observation. When we have had trouble recruiting in departments where men are involved, if there was difficulties, then we paid no regards to the going wage. We paid what we thought we had to pay to recruit those men, but I'm sorry to say, that where women are involved we don't use that same criteria.

Mrs. Goering moved that the Public Health Nurses be granted a full step increase. Seconded by Anderson. Roll call: Ayes 9; Nays 0.

Mrs. Goering asked what justification there was in raising the Public Health Sanitarians a full step. She said the data that was given to Council justified a raise for the other two Sanitarians but no justification was given for a raise for the Public Health Sanitarians.

Mr. Rowlands said the basis for the raise was that they have equated all of the Sanitarians and have paid them all in range (17) and they felt there was a differential in the Public Health Sanitarian position; but taking them all together,

they have struck an average point to \$480. The others will be going to \$460 - the Milk and Meat Sanitariums will be going up to \$500 and \$525 in Seattle next year.

Mr. Bixel said the raise was the result of the duties and responsibilities and general conditions under which they are working.

Mrs. Goering said she noticed in the survey that Seattle in the maximum has a salary of \$435 for Public Health and \$505 for the Milk Sanitarian. She wondered why they did not equate their salary the same as the City of Tacoma.

Mr. Rowlands said they received information too late, for Council, listing salaries paid to private Sanitariums doing comparable positions and the salaries were way above what we are paying here any where from \$50 to \$100 more. This information was not available for Council to study.

Mrs. Goering said this went a long way in answering her question.

Mr. Bixel brought out that he thought that Mrs. Fletcher would be interested in seeing that the Supervising Public Health Nurse's salary is raised as there is a relatively narrow spread there.

Mr. Anderson moved that the Public Health Nurses be given a full step increase. Seconded by Bratrud.

Mr. Rowlands said he thought that the whole series of nursing salaries should be raised one step to keep it in balance.

Mr. Anderson then moved that a full step increase be given to all the nursing staff. Seconded by Mr. Bratrud. Ayes 9; Nays 0; Absent 0.

Mr. Snell was next to speak for the janitors and elevator operators and felt they should receive at least one-half a step increase.

Mrs. Price asked if any of these positions will be eliminated when they move into the County-City Building.

Mr. Rowlands said every employee in this status will be accommodated in the new building. He said Mr. Bratrud who is on the Committee has been working very hard with the County Commissioners in working out this problem. Mr. Rowlands said the County is giving their janitors and elevator operators a one-half step increase, but there still will be a differential of about \$22.50 less than the personnel working for the City are being paid.

Mr. Bratrud said he felt that they should wait to see what increases the County Commissioners will be giving their employees in as much as the janitors and elevator operators will be working together and doing the same job in the same building; it seems reasonable that their salary should be on a par.

Mayor Hanson asked how do these salaries compare with the outside employment.

Mr. Rowlands said he thought they compared very favorably with the going rate of janitorial service.

Mr. Porter asked since the County employees only work 35 hours a week, do the janitors and elevator operators also work 35 hours."

Mr. Rowlands said that they did.

Mr. Porter said what hours will they work when they move up to the new building?

Mr. Bratrud said that hasn't been determined yet as they are going to meet tomorrow morning on this matter.

Mayor Hanson said he feels this matter should be deferred until a meeting is held with the County Commissioners.

Mr. Lundberg, representing the Park Board spoke next. He asked what decision the Council had made in reference to their budget.

Mr. Bratrud said he talked with one of the Park Commissioners over the phone today and it was discussed that what they have asked in their budget, and

what the City has set up for them, was a difference of \$85,000. Mr. Bratrud said he knew the City could not absorb that but asked that they give them \$35,000 so that they could allow a salary increase for their employees. The Park would still have to cut \$50,000 off their budget which would either come off of Capital Outlay or Recreation.

Dr. Humiston said if they give \$35,000 to the Parks, it has to come out of the Cities operating budget which is 80% wages and 80% of \$35,000 is that much less for fewer employees that the City Government is going to have. He said the Parks have not been willing to use the approach that the City has used. They have paid their employees less but kept the same amount of employees. "If we take that amount out of our operating budget, we are going to have that many fewer employees," he added.

After some discussion it was moved by Mr. Bratrud that they give the Park Board \$35,000. Seconded by Easterday.

It was pointed out by Mr. Anderson in the event the City had to take over the Parks, the City would have to make some arrangements to pay them wages comparable to other City employees.

Mr. Rowlands said there was no doubt about that; as far as the overall budget is concerned there probably would be some increases.

Mrs. Goering asked if after this money is given to the Park Board, is there any report given to the City how the funds are being used.

Mr. Rowlands said the City has no control as to how they shall spend their money.

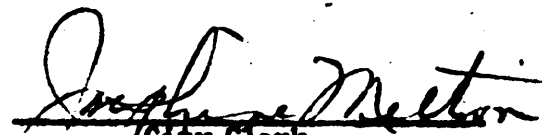
Vote was then taken on the motion. Ayes 6; Nays 3. Goering, Perdue and Humiston. Absent 0.

It was moved by Bratrud, seconded by Easterday to recess until 4:00 P.M. Thursday.

Meeting was then recessed at 6:45 P.M.


Mayor

Attest:


City Clerk