

SEP 16 1954

COUNCIL CHAMBER, 8:15 P. M.

Thursday, Sept. 16th, 1954.

Council reconvened. Present 8; Battin, Bratrud, Goering, Hooker, Humiston, Jensen, Perdue, Stojack. Absent 1; Mayor Tollefson, who took his seat at 8:30 P. M. In the absence of the Mayor, Mrs. Goering, Vice Chairman of the Council, opened the meeting and presided during the entire session. 223

Mr. Backstrom explained that the compensation plan as authorized by the Council took from April to July, 1954 to complete. This survey was made by the Public Administration Service with Mr. George M. Tomsho as one of the staff. He stated before the survey questionnaires had been sent to 114 different industrial and business concerns and about 73 of the returned inquiries could be used in the survey in the tabulation and analysis of the various classifications. Before the completion of the survey 300 positions were selected for study from various cities such as Spokane, Seattle and Portland.

Mr. Backstrom said he had met with the various groups and the general requests made by the employees was that a range increase be made, and it was up to the Council whether or not these requests should be granted. According to the survey as it is now set up, he explained, the City employees will benefit materially as none will take a pay cut under the pay schedule and it will remove inequities which have existed, although a number of problems will have to be worked out, such as: (1) Merit increases; (2) Automatic increases; (3) uniform procedure for overtime; (4) 6th step increase; (5) years of service at time of installation; (6) prevailing hour rate (7) 5% increase. Mr. Backstrom stated that merit increase would be given to employees on the recommendation of the Department head. This was discussed by the Council members and the question was raised as to whether this should be given on the recommendation of the Department Head, or as automatic increase. After some discussion, it was moved by Dr. Humiston, seconded by Mr. Bratrud that Section 3(b) of the ordinance be amended by adding the following: "When a merit increase is given to an individual who is below the 5th pay step, approval of the City Manager or Director of Utilities or as the case may be, must be obtained before the increase can be granted." Carried on roll call: Ayes 9; Nays 0; Absent 0.

Mr. Backstrom stated he felt that the 6th step raise should be granted on a 10 year basis and that the Employees feel that consideration should be given to seniority in granting this step. Mr. Barline said he felt that length of service should have some bearing on doing a good job. Br. Bratrud and Mr. Tollefson were both in accord with Mr. Backstrom's suggestion. Mr. Backstrom said that he had met with the labor groups to endeavor to work out these inequities, and he is trying to the best of his knowledge to convey their thinking on the matter. Mr. Ketler stated that this survey was prepared at the Council's request, and that it should be used as submitted. He said they are asking for a 5% increase for all employees. A number of things are involved, he added, and they are trying to work them out with the City Manager in a manner that will be satisfactory to both parties. Mr. Jensen pointed out that City employees enjoy "fringe benefits" amounting to 19% above their salaries, and he felt that this should be taken into consideration. Mr. Backstrom said that a 5% increase for 1,032 City employees would amount to \$180,000.00.

Mr. Backstrom explained that specific requests have been made by several Departments; The nurses claim that the lower classification for Public Health Nurses, which ranges from \$300 to \$380 a month, is too low and the range should be raised one more step for the reason that a college education is a necessity in this field of work. Mr. Backstrom suggested that the nurses' salary remain as it is and that it be given further study for next year. He said the Police and Firemen's Unions requested an adjustment in the range of \$315 to \$400. He explained that it has been impossible to secure new recruits in the Police and Fire Departments at this low bracket. This had been discussed with Mr. Tomsho, the P. A. S. representative, and he had advised there were several alternatives to make and it was decided rather than

shorten the pay range, the \$315 bracket be dropped and the range made from \$330 to \$425, and authorize the City Manager to recruit employees at this range. Mr. Backstrom said he felt that they should go from 14 to 15 range on to the 6th step rather than to shorten the range. After some discussion, Mr. Bratrud moved that the range be moved from 14 to 15 for Fire Fighters and Patrolmen. Seconded by Dr. Humiston. Moved by Mr. Jensen to amend the motion to change the range for 14 to 15 for the Public Health Sanitarian also. Seconded by Mr. Bratrud. Roll was called on the amendment, resulting as follows. Ayes 3; Jensen, Stojack, Bratrud. Nays 6, Battin, Hooker, Humiston, Perdue, Tollefson, Goering. Amendment was declared lost. The roll was then called on the original motion, which carried; Ayes 9; Nays 0; Absent 0.

Mr. Backstrom brought up that the 3 wheeler and solo Policemen should receive an increase as their work is extremely hazardous, and he suggested that there be a differential between the 2 wheeler and the 3 wheeler classification. It was moved by Mr. Tollefson that all motorcycle officers be allowed a \$10.00 a month raise. Seconded by Mr. Bratrud. Mr. Stojack moved that the motion be amended by making a differential of \$15.00 for Solo and \$10.00 for 3 wheeler. Seconded by Mr. Jensen. Ayes 3; Hooker, Jensen, Stojack. Nays 5; Bratrud, Humiston, Perdue, Tollefson, Goering (Battin out of the meeting temporarily). Motion lost. Roll was then called on the original motion, which was carried. Ayes 8; Nays 0; Absent 1; Battin.

Mr. Backstrom reported a meeting was held with the Crafts group and they indicated they would prefer the 3 steps based on the P. A. S. report. He said the painters prefer the hourly rate based on "our studies". They felt the middle rate of \$380 Should be \$2.30 an hour and the three steps be left for the other part of the craftsmen at \$2.32. Mr. Barline suggested that the appropriate language be incorporated in the ordinance. Moved by Mr. Tollefson that this provision be incorporated in the ordinance. Motion seconded by Battin and carried on roll call: Ayes 9; Nays 0; Absent 0.

Mr. Backstrom explained that in Section 53 where "Power Shovels" are used they be paid the going Power rate. Moved by Dr. Humiston, seconded by Col. Hooker that where Power shovels are used they be paid the going power rate. Motion carried on roll call: Ayes 9; Nays 0.

Mr. Lawson advised that since the P. A. S. has completed its survey, it has been found that there are a lot of loose things to clear up in in reference to promotions, transfers, etc, which will require language in the Ordinance to spell these out.

Dr. Humiston then moved to request the City Manager to bring in the amendments to the ordinance to make the appropriate changes. Motion seconded by Col. Hooker and carried on roll call: Ayes 9; Nays 0; Absent 0.

It was moved by Mr. Bratrud, seconded by Col. Hooker to move the Fire Dispatchers up 1 step. Carried on roll call: Ayes 9; Nays 0; Absent 0.

Upon motion, duly seconded and carried, Council then adjourned at 11.25P.M.

H. M. TOLLEFSON

President of City Council

Attest:

*Josephine Melton*  
City Clerk.