

SPECIAL MEETING OF MAY 12, 1965

A special meeting of the Council of Milwaukie was held on the twelfth day of May, 1965, for the purpose of discussing salary ranges and such other business necessary to come before the Council at this time.

The meeting was called to order by Mayor George P. Haley.

Present: Mayor George P. Haley; Councilmen Don Graf, Robert Richmond and Paul Slominski; Manager Max Thompson, Attorney George Van Bergen.
Absent: Councilman Walter Freeman and Clerk Ellen Martin.

Manager Thompson's recommendation regarding salary ranges was read as follows:

1. That the salary ranges as shown numbered 1 through 21 inclusive be adopted. Each of these ranges having five steps in salary. Step one would be the entrance salary for new city employees in the classification assigned to that range. After six months of continuous employment, they would advance to step two. Steps 3, 4, and 5 would be received at one year intervals after step two.
2. That the classified positions be assigned to the individual salary ranges as shown.

The Council discussed the step system and voiced their views of the same. Mr. House, representing Municipal Water Department Employees Union, stated that he did not believe in the step system, especially not as long a step-up. Mr. George Allen agreed with Mr. House. Mrs. Hedensten stated that the employee who has been on the job for some time is upset when a new employee receives the same pay in a short time and that this has a demoralizing effect on the senior employee.

Attorney Van Bergen explained that the step system is integrated with training and initiative process, this brings about the good employee.

Mayor Haley showed concern that the adoption of this step system could possibly be setting too low a wage bracket for the area.

It was moved by Richmond and seconded by Graf that the recommendation of the City Manager regarding the step system be adopted. A called vote showed the following result. Ayes: Graf, Richmond and Slominski. Nays: Haley. The motion carried over one dissenting vote and was so ordered.

Councilman Richmond made the statement that he will pursue the matter of the Vico-Matic Copy Machine in the Library at a later date.

On motion duly made and carried, the meeting adjourned.

Robert Richmond, Acting Clerk