

Torrance, California  
June 24, 1959

MINUTES OF AN ADJOURNED REGULAR  
MEETING OF THE TORRANCE CITY COUNCIL

The City Council of the City of Torrance convened in an Ad-  
journed Regular Meeting at 4:30 P. M. Wednesday, June 24, 1959,  
in the Council Chamber, City Hall, Torrance, California.

Those responding to roll call by City Clerk Bartlett were:  
COUNCILMEN: Beasley, Benstead, Blount, Drale, Jahn, Isen.  
ABSENT: COUNCILMEN: Bradford. The City Manager and the City  
Attorney were also present.

Mayor Isen said the Council had met for the purpose of  
discussing the budget for the 1959-60 Fiscal Year. He had  
asked Mr. Peebles to be here, and the Mayor suggested that  
the Council consider those matters requiring Mr. Peebles'  
presence first, so that Mr. Peebles could leave.

Councilman Beasley thought the first thing to do was to  
decide how the increases and adjustments in salaries should  
be computed.

Councilman Jahn wanted to know where the salary increases  
for the City Manager and his Assistant were shown.

Mr. C. L. Bone, the Assist. City Manager, said the increase  
for the Assistant was shown on the list handed to the Council,  
but that the City Manager's salary is decided by the Council.

The City Manager explained that there will be a Resolution  
to set up his own salary, because the Charter said the salary  
of the City Manager is to be handled in that manner. He said  
we would try to establish all this by resolution this year, so  
we will not be put to the expense of having to publish an  
ordinance. In this way, if there are any adjustments, we will  
not have to amend an ordinance and pay for the publication of  
an amendment.

Councilman Jahn referred to the amended schedule the  
Councilmen had received, and said he understood that the 5%  
adjustment had been given to everyone on it, and Mr. Bone said  
that was correct.

Councilman Jahn said he felt some of these should not be  
given the increase; in some cases, we might upset the structure  
of other salary schedules outside the City.

There was a very lengthy and full discussion of the proposed  
salary adjustments and percentage increases.

Mr. Bone agreed that some of our salaries are high, naming  
those paid to the Accounting Machine Operators, Bus Operators, and  
Store Keeper. Outside of those, he agreed that there are several  
classifications in the City which are 2% to 3% higher than the  
median of the 5 cities with which the salaries had been compared,  
namely, Pasadena, Glendale, Santa Monica, Burbank, and Downey.

Mayor Isen asked about the Bus Superintendent, and Mr. Bone  
said it is hard to compare the jobs, as we have the job set up  
in such a way that the job of Bus Supt. in other cities is  
either larger or smaller. He added he had not compared this,  
as he understood it had been the policy of the City not to  
reduce the salary anyone received.

Mr. Bone told the Council that in Santa Monica, the 'Transporta-  
tion Superintendent' has 163 people, including himself, in his  
department; they run the department at a profit. He said they have  
a 5-step plan.

Councilman Beasley did not think we could afford this, as we lose money in the operation of the bus department and are trying to find a way to cut the loss.

Councilman Blount looked at the Santa Monica budget, which he had with him, and said they require over a million dollars a year to run their system, which is a profit-making bus department.

Councilman Jahn thought those people who are paid very much above the norm should be excluded from the 5% increase.

Councilman Benstead said the adjustments are only for those people already in the high salary brackets, and that the high cost of living also hurts those in low salary brackets.

Mayor Isen thought the Council should have a policy on how the increases would be given before any other decision is made, saying the manner in which the 5% is figured, before or after the adjustment, could make a difference of hundreds of dollars a month to the City.

Councilman Drale thought there should be a flat percentage increase, and there should be no deviation from it. He felt we should pay the highest wages we can, and possibly higher than any City. The 5% increase across the board would aid in this aim.

Councilman Jahn asked if the adjustments approved by the Council had raised anyone over the line in this payment average.

Mr. Bone said a few had been raised above the average.

Councilman Jahn asked if any of those in the higher salary brackets were paid over the 'line'.

Mr. Bone said some of them were already high.

Councilman Jahn said the Council had intended for the Superintendent of Building to be high, because of the nature of his job and the type of construction going on in the City.

Councilman Benstead suggested taking a certain amount of money and dividing it by the number of employees and giving each of the employees a flat increase so all City employees would get the same, with the exceptions that the Council had made.

Mayor Isen suggested the amount be \$160,000 which is the amount set up for the percentage increase.

Councilman Bradford joined the meeting at 5:00 P. M.

The City Manager said \$181,000 had been set aside for salaries, and Councilman Jahn said the adjustments, \$21,000 of that, had already been approved.

Councilman Benstead moved to throw out all the adjustments.

Mayor Isen ruled the motion out of order, saying the motion at this time should be to reconsider the action.

Councilman Benstead moved to reconsider the adjustments.

Motion seconded by Councilman Drale, and the motion lost by the following roll call vote:

AYES: COUNCILMEN: Benstead, Drale, Isen.

NOES: COUNCILMEN: Beasley, Blount, Jahn.

ABSTAIN: COUNCILMEN: Bradford, until he knew more about this.

ABSENT: COUNCILMEN: None.

Councilman Bradford asked if the Bus Superintendent had received an adjustment, and was told that he had not.

Mr. Bone said we have a job Bus Superintendent and Garage Superintendent, and that was left unchanged.

This was discussed for some time.

Councilman Bradford voted "NO", and the motion to reconsider was declared lost.

Councilman Jahn moved to reconsider the blanket 5% raise. Motion seconded by Councilman Bradford, and carried by the following roll call vote:

AYES: COUNCILMEN: Beasley, Blount, Bradford, Jahn.  
NOES: COUNCILMEN: Benstead, Drale, Isen.  
ABSENT: COUNCILMEN: None.

Mayor Isen moved for a straight 5% wage increase for City employees. Motion lost for lack of a second.

Councilman Drale asked whether this included the adjustments.

Councilman Jahn said he wished to reconsider the 5% wage increase, and he so moved.

Motion seconded by Councilman Bradford, and so ordered.

Mayor Isen moved to drop the 5% increase on the upper brackets, such as the City Manager, Assistant City Manager, Director of Finance, etc., as listed on Sheet "A".

Motion seconded by Councilman Benstead, and failed by the following roll call vote:

AYES: COUNCILMEN: Benstead, Drale, Isen.  
NOES: COUNCILMEN: Beasley, Blount, Bradford, Jahn.  
ABSENT: COUNCILMEN: None.

Councilman Drale moved to give everyone a straight 5% raise.

Motion seconded by Councilman Benstead.

Mayor Isen asked if this meant in addition to the adjustments, and Councilman Drale said it does not. He meant by his motion that there would be no other adjustments or increase, just the 5%.

Mayor Isen said the motion was out of order.

Councilman Drale wanted everyone to get a 5% wage increase, without the adjustments being made as they apply only to the higher wage brackets and not to the lower, and he so moved.

Motion seconded by Councilman Benstead, and the Council discussed whether or not this motion was legal.

Councilman Jahn said the motion was a 'double-jointed' and not legal under parliamentary procedure.

Councilman Drale wanted the record to show he favored only a straight 5% raise.

Mayor Isen said he would accept the motion, and asked if the Council would accept it.

Councilman Jahn appealed the decision of the Chair.

Appeal seconded by Councilman Blount, and carried by the following roll call vote:

AYES: COUNCILMEN: Beasley, Blount, Bradford, Jahn.  
NOES: COUNCILMEN: Benstead, Drale, Isen.  
ABSENT: COUNCILMEN: None.

Councilman Blount moved that the Secretary be instructed to enter into the record the statement that Councilman Drale wants entered, namely, that he is in favor of a 5% wage increase without adjustments, as is Councilman Benstead as well.

Mayor Isen said he would like to have the record show he was in agreement with Councilmen Benstead and Drale.

Motion seconded by Councilman Jahn, no objections, so ordered.

Councilman Jahn moved that a 5% raise be given to all the City employees with the exception of:

Airport Attendant;  
Equipment Operator #1;  
Custodians;  
Storekeeper;  
Accounting Machine Operator;  
Bus Operator;

and that these classifications shall be increased 2½%.

Motion seconded by Councilman Beasley.

Councilman Drale said it has been customary when a man was in a job not to cut his pay, but to give the person who may succeed him in such a job the cut; he thought this amounted to cutting the pay of these people. He said this was discrimination.

Councilman Jahn did not agree, and said he felt it would be rank discrimination to raise them above the norm that much if all were not.

Mayor Isen said they would be getting only a \$10 raise whereas some employees are getting hundreds of dollars.

Councilman Jahn said he made this motion on the basis of the list from the City Manager's office; if it was not correct it would be adjusted later.

Councilman Jahn said they were getting a raise.

Councilman Bradford brought up the question of the Park Leadmen and the Park Maintenance Man, Sr., and asked if we had done anything about that.

Councilman Beasley asked the City Manager or someone to see that the large map on the wall behind the rostrum be mounted so it would not stretch out of shape.

Councilman Bradford returned to the question of spread between Sr. Park Maintenance Men and Park Leadmen.

There followed a full and lengthy discussion.

Mr. Bone said he had checked and the wide difference between pertinent Street and Park Department jobs had been adjusted. He said the Street men had much more responsibility, and therefore earned more.

Councilman Bradford said he would cite the Sewer Maintenance Leadman as an example of a man who did not have more employees to direct as a case where the pay is greater.

Mayor Isen said such a motion would be out of order at this time.

Councilman Jahn's motion carried by the following roll call vote:

AYES: COUNCILMEN: Beasley, Blount, Bradford, Jahn.

NOES: COUNCILMEN: Benstead, Drale, Isen.

ABSENT: COUNCILMEN: None.

Mayor Isen said he would have voted "YES" on this motion if the exceptions had not been made.

Mayor Isen thought we should determine a policy as to the method of increase; he pointed out that the way this is figured can mean a difference to the City of several hundred dollars a month.

Mayor Isen moved that the adjusted amount plus the 5% be added and that the percentage be figured on the present wage.

Motion seconded by Councilman Jahn, and carried by the following roll call vote:

AYES: COUNCILMEN: Beasley, Benstead, Bradford, Jahn, Isen.

NOES: COUNCILMEN: Drale.

ABSTAIN: COUNCILMEN: Blount.

ABSENT: COUNCILMEN: None.

Councilman Drale did not favor any of the adjustments, only the straight 5% wage increase.

Councilman Beasley referred to Page 87 of the Budget, saying move-up pay is shown there; the Council had voted unanimously that there would be no move-up pay.

The City Manager said this is for people who move up in salary by their earned steps.

Councilman Beasley moved to approve the recommendations of the City Manager in this budget with the exception of the salary changes made by the Council.

Mayor Isen wished to discuss this further.

Councilman Blount seconded the motion.

Mayor Isen felt the subsidy to the Bus Dept. should be cut, and he felt that a great cut could be made in the Rubbish Pickup subsidy.

Councilman Jahn asked if anyone had any specific objections to any part of this budget, saying any questions he had were answered.

Councilman Beasley withdrew his motion temporarily.

Councilman Blount withdrew his second temporarily.

Councilman Beasley asked if this could be revised by next Tuesday if there are cuts, and the City Manager said yes.

Councilman Beasley said he felt that we would have to start a new fire station and dump this year. He wondered if we should not have as large an unappropriated reserve as possible.

At 5:45 P. M., Mayor Isen declared a recess, with the Council re-convening at 5:50 P. M.

Councilman Beasley suggested that the City Manager investigate and report to the Council within the next few months on a plan under which the City, to stimulate the educational interest among employees, would help pay for books, tuition, etc., as suggested by the League. He specified that such educational assistance would be only to help the employees in their work for the City, and would have to be approved by the Department Head.

The City Manager said he would, and that there is an item of about \$1,000 for that purpose in this budget.

The City Manager said he would make a survey in this matter.

Councilman Benstead said there is overtime in this budget, and it seemed to him there is too much; he said there is \$9,000 for overtime in the street department alone.

The City Manager said he could not accurately predict this figure; if we have a bad winter, with lots of rain, he said the overtime in the street department alone could run \$50,000 in one month. He explained the fact that the men will have to be called out at nights, on Saturdays, Sundays, holidays, etc., and do the work needed, and that even during this past winter, which was a dry one, this condition had prevailed. The City Manager said when we are very short-handed, as in the bus department where there is no extra driver, if one of the drivers is ill, another must work in his place and must be paid overtime.

The City Manager explained that rain, floods, etc., cause a lot of overtime.

Councilman Benstead did not think there should have been any such overtime last year, but the City Manager said the people had to be called out even for the small rains we had during the past winter.

The City Manager said his estimate on this overtime is based on experience. He is trying to eliminate every hour of overtime possible.

Councilman Blount felt that scheduled overtime was a ridiculous thing.

Mayor Isen asked if we cannot cut overtime 25% right down the line and still be safe.

The City Manager said we can cut it all out of the budget, but if we need it, we will still have to use overtime work and pay overtime pay if the need is urgent.

Mayor Isen moved the overtime shown in the budget be cut by 25% right down the line.

Motion seconded by Councilman Benstead, and carried unanimously by roll call vote.

Mayor Isen felt if the money is in the unappropriated reserve, we could substantiate the motion.

Councilman Benstead noted a figure for "RENT", and asked what that is for.

The City Manager said we rent vehicles, lease radios, pumps, fire hydrants, a stamping machine, etc.

A full discussion of various rental figures was held.

A lengthy discussion of street department vehicle supply and service and parts and service was held; the Council discussed the expenses of the garage, and how they should be charged to the departments using their services.

Mayor Isen expressed concern about duplication of duties of the Equipment Superintendent and Garage Foreman. He said the Garage Foreman has an assistant.

Mr. Peebles explained that a survey is under way and some recommendations will be made on this later.

Mr. Peebles said he is also working on an equipment report.

It was agreed not to change these items until the reports on them are complete and presented.

Councilman Blount pointed out that we do not always hire the number of people budgeted.

The City Manager, in answer to a question from Councilman Benstead, explained the difference between a Tree Topper and a Tree Trimmer.

Councilman Bradford referred to the funds set up for the Planning Dept., and suggested that a part of them be used to employ a good planning engineering firm and have a good master plan of City streets etc. made up instead of hiring new personnel.

This was discussed.

Councilman Bradford explained the embarrassment he and other Council members had been subjected to when they went to a meeting about Del Amo Blvd. as planned with various industrial men, and the men from the industries had left the meeting as we had no plan to give them. He thought 190th Street, Del Amo, etc., should be planned for. He thought we should have plans for water mains, sewers, etc., and that such inconsistencies could and should be prevented, and that the Zoning Consultant would not serve us as well as a firm to do the work we need.

This plan was discussed.

Councilman Jahn left the meeting at 6:10 P. M.

Mr. Peebles agreed that a master plan would be a very helpful and important thing to have at this time.

Councilman Beasley said Walteria Lake, Hawthorne, Ocean Ave., Anza, and the problems involving them would be helped by a master plan.

The City Manager thought we needed the Zoning Consultant, and gave a brief description of the duties of such a person.

The City Manager suggested that, if the Council wants a master plan, a sum be set aside for it.

Councilman Bradford said he could not understand a city of this size not having a master plan. He said the fault is here. He could not see why we do not have a master plan.

Councilman Bradford moved to get a master plan and that funds be set aside for it, saying he thought it was up to the people paid by the City to say what we need and have to have, saying he would go along with cutting overtime, but he thought it up to Department Heads to say what they have to have and stick by their guns.

The City Manager asked if he was talking about streets and highways, and Councilman Bradford said he was.

This was discussed at some length.

Mr. Peebles agreed to get 2 or 3 on such a project, saying the cost would depend on what the Council wants.

Councilman Drale asked if we really need a purchasing agent, and the City Manager said there many things and people we need more.

Councilman Drale left the meeting at 6:25 P. M.

The tax rate was discussed.

Mayor Isen thought the tax rate should be considered carefully, and suggested that the payment from Mr. Wilson on Tract 22228 for Park Fees should be put into the fund.

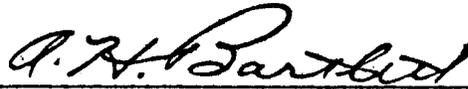
Councilman Blount said a motion had been made on that last night at the regular meeting of the Council.

Councilman Blount left the meeting at 6:35 P. M.

Councilman Drale returned to the meeting at 6:36 P. M.

Community promotion was discussed, and the Mayor felt we should be very careful here.

The meeting adjourned at 6:45 P. M.



A. H. Bartlett, City Clerk of the City of  
Torrance, California

APPROVED:



Mayor of the City of Torrance