

I N D E X

Council Meeting held March 29, 1966, at 5:30 p.m.

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Adjourned at 6:50 p.m.

Torrance, California
March 29, 1966

MINUTES OF A REGULAR MEETING
OF THE TORRANCE CITY COUNCIL

OPENING CEREMONIES AND PRESENTATIONS:

1. CALL TO ORDER:

A regular meeting of the Torrance City Council was held at 5:30 p.m., on March 29, 1966, in the Council Chambers of City Hall.

2. ROLL CALL:

Those responding to roll call by City Clerk Coil were: Councilmen Beasley, Lyman, Miller, Olson, Sciarrotta, Vico, and Mayor Isen. Absent: None. City Attorney Remelmeyer and City Manager Ferraro were also present.

3. FLAG SALUTE:

At the request of Mayor Isen, Chairman Don Walker of the Torrance Beautiful Commission, led the salute to the flag.

4. INVOCATION:

Reverend Francis Rath of Seaside Community Church opened the meeting with an invocation and Mayor Isen presented him with his certificate in appreciation of having served as Minister of the Month.

Mayor Isen recognized the presence of the Torrance Beautiful Commission members and they were introduced by the Chairman, Don Walker.

The Los Angeles County Board of Supervisors had presented the City of Torrance with a resolution in commemoration of their having become the third largest city in the County and Mayor Isen presented it for viewing by the audience.

At the suggestion of Mayor Isen, City Clerk Coil read a letter just received from the President of the New York Stock Exchange acknowledging the invitation of the City of Torrance to relocate here. A copy of the letter will be furnished to the Chamber of Commerce, and the original filed.

STANDARD MOTIONS:

5. APPROVAL OF MINUTES:

On motion of Councilman Sciarrotta, seconded by Councilman Beasley, the minutes of the regular meeting held March 22, 1966, were approved as written, there being no objection.

6. APPROVAL OF DEMANDS:

Councilman Beasley moved that all bills regularly audited be paid. His motion was seconded by Councilman Vico and roll call vote was:

AYES: COUNCILMEN: Beasley, Lyman, Miller, Olson,
Sciarrotta, Vico, and Mayor Isen.
NOES: COUNCILMEN: None.

7. MOTION TO WAIVE FURTHER READING:

Councilman Sciarrotta moved that after the Clerk has given a number and read title to any resolution or ordinance on tonight's agenda, the further reading thereof be waived, reserving and guaranteeing to each councilman the right to demand the reading of any such resolution or ordinance in regular order. The motion, seconded by Councilman Vico, carried by unanimous roll call vote.

The brief explanation of Council procedure was dispensed with, in that this meeting is largely concerned with the salary survey, and the audience composed of City employees for the most part.

STREET AND SIDEWALK BIDS:

8. IMPROVEMENT OF 190th STREET FROM VAN NESS AVENUE TO FREEWAY RAMP - Award of contract (B66-28). Recommendation of City Engineer/Street Superintendent with concurrence of City Manager that the bid of H. E. Baker Construction Company be accepted. \$58,483.62.

9. IMPROVEMENT OF INTERSECTION AT HAWTHORNE AND LOMITA BOULEVARDS. Award of contract (B65-92) Recommendation of City Engineer/Street Superintendent with concurrence of City Manager that (1) an additional \$3,000 be appropriated from 186.1 Gas Tax Funds for the project; and (2) that H. E. Baker Construction Company be awarded the contract to perform the work. \$16,665.55.

10. VICTOR PARK - INSTALLATION OF CONCRETE SIDEWALK AND CURB - AWARD OF CONTRACT (B66-17). Recommendation of City Engineer/Street Superintendent with concurrence of City Manager that bid of Merle B. Smith Construction Company be accepted. \$4,176.60.

11. HICKORY PARK - SIDEWALKS AND GRADING - AWARD OF CONTRACT (B66-23). Recommendation of City Engineer/Street Superintendent with concurrence of City Manager that Merle B. Smith Construction Company be awarded the contract for the work. \$15,422.56.

12. LAGO SECO PARK - SIDEWALKS AND GRADING - AWARD OF CONTRACT (B66-25). Recommendation of City Engineer/Street Superintendent with concurrence of City Manager that H. E. Baker Construction Company be awarded the contract. \$23,556.38.

WATER DEPARTMENT BID:

12A. BIDS FOR 10" WATER PIPE. Recommendation of Water Superintendent concurred in by City Engineer/Street Superintendent, and City Manager that the bid awarded to Certain-teed Products Corporation for approximately 1,183 feet of 10 inch, Class 150, asbestos cement pressure pipe with fluid-tite couplings, gaskets and rings, at a cost of \$2,992.99.

Councilman Sciarrotta moved, as to Items 8, 9, 10, 11, 12 and 12A to award the bids, as recommended, to the low bidder and reject all other bids. His motion was seconded by Councilman Vico. The motion includes the additional appropriation in Item 9. Roll call vote was:

AYES: COUNCILMEN: Beasley, Lyman, Miller, Olson,
Sciarrotta, Vico, and Mayor Isen.

NOES: COUNCILMEN: None.

City Manager Ferraro remarked that the contractor has promised to do all he can to complete the work on 190th Street in time for the Volvo opening.

14. SECOND READING OF ORDINANCE NO. 1671.

At the request of Mayor Isen, City Clerk Coil presented for second reading, and read title to:

ORDINANCE NO. 1671

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING SECTION 22.8 OF "THE CODE OF THE CITY OF TORRANCE, 1954" PROVIDING FOR ANNUAL VACATION OF MEMBERS OF THE POLICE DEPARTMENT.

Councilman Miller moved to adopt Ordinance No. 1671 at its second reading. His motion was seconded by Councilman Sciarrotta and carried by unanimous roll call vote.

13. BILLBOARDS.

The members of the Torrance Beautiful Commission who were present were interested in this particular item and Mayor Isen told them of the telegram received from Foster & Kleiser asking a postponement because of the necessity of their being absent. They stated they would withhold outstanding sign permits until after another scheduled hearing date.

A letter from Pacific Outdoor Advertising is to the same effect. The originals of these two communications were ordered filed.

At the request of Mayor Isen, Mr. Walker, Chairman of the Commission, outlined the wishes of the Commission and the reasons for the proposed moratorium until the ordinance which is in process, is prepared.

Councilman Lyman moved a sixty day moratorium be placed on the construction or issuance of a permit, or permits, and that a three-man committee of the Council be appointed to study the proposed ordinance. Councilman Beasley seconded. Mayor Isen suggested it be a ninety-day moratorium rather than sixty days. Both Councilmen Lyman and Beasley agreed and roll call vote was unanimously favorable.

City Attorney Remelmeyer had prepared a ninety-day moratorium emergency ordinance which he distributed at this time. Mayor Isen also moved that there be added a provision to the effect that the moratorium take effect "unless specifically approved by motion of the Council" as there might be situations where this would be in order. The ninety day period will provide that the committee be appointed by the new Council inasmuch as April 12th is drawing very near. Councilman Beasley seconded the amendment by Mayor Isen and roll call vote was unanimously favorable.

At the request of Mayor Isen, City Clerk Coil assigned a number and read title to:

ORDINANCE NO. 1675

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF TORRANCE PROHIBITING THE ERECTION OF ANY BILLBOARD OR BILLBOARD STRUCTURES IN THE CITY OF TORRANCE FOR A NINETY (90) DAY PERIOD AND DECLARING THE PRESENCE OF AN EMERGENCY.

Councilman Sciarrotta moved to adopt Ordinance No. 1675 as an emergency measure at this, its only reading. His motion was seconded. Mayor Isen moved that another subparagraph be added to Section 2:

"(d) Nothing contained herein shall apply in the event that Council approval has been first obtained."

Councilman Sciarrotta and his second, Councilman Lyman, accepted the addition of (d) and reiterated the motion to adopt as an emergency measure. Roll call vote was:

AYES: COUNCILMEN: Beasley, Lyman, Miller, Olson,
Sciarrotta and Mayor Isen.
NOES: COUNCILMEN: Vico.

SALARY AND CLASSIFICATION SURVEY:

15. Consideration of J. L. Jacobs report.

A Council committee on this subject has met many times. The members are Councilmen Olson, Sciarrotta and Mayor Isen and Mayor Isen said they believe most issues have been resolved. Mr. Sciarrotta will read each of the five recommendations and they will be considered separately, after discussion from the Council and any interested persons in the audience.

Recommendation No. 1.

"The merit step increases and special merit salary advancement recommended by the survey would be dropped from consideration at this time. For the present, step increases will continue to be based upon length of service with no other factors involved. (This matter will probably be brought up again at the time the Civil Service Ordinance is reviewed to include administrative safeguards to prevent bias and favoritism in its administration.)"

Councilman Sciarrotta moved to adopt Recommendation No. 1 and his motion was seconded by Councilman Olson. Discussion followed.

Mayor Isen believes this special merit advancement leaves open too wide a margin for favoritism but said he would not close his mind to the possibility of changing his opinion.

Mr. Sam Hunegs said he would like to make it clear that Local 1117 does not approve of the matter being brought up again before the Civil Service ordinance, but rather prefers that that policy remain as it always has.

Mr. John Kirkpatrick of City Employees' Association, said his group agrees it could be brought up with the ordinance, but would prefer that it not be brought up again. He did not think the wording embodied any recommendation; only a statement that it would probably be brought up again.

Roll call vote on Recommendation No. 1 was unanimously favorable.

Recommendation No. 2.

"It is recommended that employees in classes Grades 36 and above (\$1,052 per month), together with the administrative positions in the City Manager's office, shall not be paid overtime and shall be given time off in lieu, with certain conditions."

Mayor Isen asked City Manager Ferraro what are the "conditions" and Mr. Ferraro read into the record, the following: "It was agreed and understood that those employees who will not be paid overtime will accrue time off equal to one and one-half times the overtime hours they worked. This time would be allowed at the discretion of the department head, will require prior approval of the department head, and will not exceed a rate of three days per month, which is the allowance given in the proposed new Civil Service Ordinance." This, Mr. Ferraro said, basically conforms to an informal policy which has been followed for about a year and a half.

Councilman Sciarrotta moved that Recommendation No. 2 be adopted and his motion, seconded by Councilman Miller, carried by unanimous roll call vote.

Recommendation No. 3:

"It is recommended that the existing three-step pay plan be retained with a one year interval between steps, using the top three steps in the survey recommendation. Employees will be placed in the corresponding step in the new salary ranges, retaining their present anniversary dates. (The survey recommended a three-step pay plan for labor and trade positions and a five-six pay plan for all others.)

Councilman Sciarrotta moved Recommendation No. 3 be adopted by this Council and his motion, seconded by Councilman Miller, carried by unanimous roll call vote.

Recommendation No. 4A:

"It is recommended that any position reclassified upward, on which no protest has been made, will be so reclassified and the incumbent blanketed in with full Civil Service standing."

Councilman Sciarrotta moved to adopt Recommendation No. 4A and Councilman Olson seconded.

Mayor Isen asked if there is an ambiguity as to the phrase "on which no protest has been made" and was told by Mr. Ferraro that there are some protests on positions still to be agreed upon. There has been no negotiation as yet with individuals.

Roll call vote was unanimously favorable.

Recommendation No. 4B:

"If a valid protest was filed, that position will not be reclassified until a study is made by the Personnel Department which, if resulting in a verification of the upward classification, shall then cause a recommendation to be made to the Civil Service Commission as to how the position shall be filled. If the position is reclassified upward, the higher pay shall be retroactive to January 1, 1966.

"If the reclassification is still subject to dispute, by any party, it will be resolved before the Civil Service Commission."

Councilman Sciarrotta moved to adopt Recommendation No. 4B and his motion was seconded by Councilman Miller.

Speaking as the City Attorney, rather than as a department head, Mr. Remelmeyer said there is a latent ambiguity in that persons who protest should be treated the same as those who do not protest with respect to reclassification and retroactive pay. Mayor Isen believed this is a valid observation and should be included in the recommendation. Councilman Sciarrotta moved to include Mr. Remelmeyer's recommendation into the motion and Councilman Miller again seconded. Roll call vote was unanimously favorable.

Recommendation No. 5:

"It is further recommended that a premium based on the premise that the cost of housing is higher in Torrance than elsewhere, should be added to the survey's proposed salary schedules. This premium would equal 2½% of the recommended salary schedule and would be authorized by a separate paragraph in the salary ordinance.

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"This 2½% increase would be applied to the basic salary schedules rather than the actual salaries of the individuals, so that it is possible that some individuals who are now being paid more money than the salary indicates as proper, may not receive any actual cash increases. These Y-rated individuals, of course, will not suffer any reduction in pay."

Councilman Sciarrotta moved to adopt Recommendation No. 5 and his motion was seconded by Councilman Beasley.

Councilman Vico made a hypothetical comparison as to a person whose pay is \$1,000 per month, but Mr. Hunegs said he would prefer to speak in terms of a salary of \$495 a month. There was some misinterpretation as to this recommendation's second paragraph. Mr. Hunegs' belief was that the 2½% should be paid to all and Mayor Isen agreed. He moved that the last paragraph of this recommendation be deleted. This is the paragraph which appears at the top of this page.

Councilman Sciarrotta and Beasley agreed on the deletion and, based on the first paragraph only, the vote was unanimously favorable.

Mayor Isen asked for one more motion - and moved that all increases in pay be retroactive to January 1, 1966. Councilman Sciarrotta seconded and roll call vote was unanimously favorable.

Councilman Sciarrotta then recommended there be a sixth recommendation and moved that the Fire Engineer be upgraded from Grade 31 to 32 and Fire Captain from 34 to 35. Councilman Beasley seconded. Officer Raymond Silagy asked Councilman Sciarrotta for an explanation of this request. Mr. Sciarrotta said it has been a tradition to treat the employees of the two departments in an equal fashion. In that case, Mr. Silagy said, if two positions are upgraded, the other positions should also be negotiable.

Councilman Olson explained the thinking of the Jacobs survey and that of the Council Committee.

Robert White of 3242 Torrance Boulevard, a member of the Civil Service Commission, said in this instance he represents the Los Angeles County Federation of Labor, AFL-CIO, and there is a recent trend to separate Police and Fire in the matter of wages, especially in the east. However, in this area, organized labor considers the services of the two departments as equal and he believes there should be parity in wages and nothing which would jeopardize the safety procedures of the community.

Councilman Miller asked if there is something which has not come to light on this question and Mr. Silagy said he merely wants the door left open for moving other positions within the chart.

Officer Tom Wooldridge pointed out several areas: the Police working day has gone from 8 hours to 8 hours and 45 minutes. The Fire Department, he said, had a reduction in working hours which was the equivalent of an 11% wage increase. Last year the Fire Department asked for \$100 clothing allowance and the Police for \$120; \$120 was granted to both although the Police employees must wear gun, leather, a Class A uniform consistently and it costs them more. He said there is a vast difference in the employment structure of the two departments, also, and he pointed out instances.

Mayor Isen said the Council will go back into this matter in October of this year and a definite night should be set aside for members of both services to argue this particular point in depth. He disapproved of a lengthy argument on the subject this evening and moved for the question. Councilman Lyman seconded and roll call vote was unanimously favorable.

Roll call vote on Councilman Sciarrotta's question was also unanimously favorable.

City Manager Ferraro asked if the Council wishes to accept other areas covered by the Jacobs survey dealing with miscellaneous matters such as premium pay for off-shifts, except Police and Fire, and Mayor Isen moved that in all areas of agreement, the Council approve, but if there is any disagreement on any of those issues which appear to be approved, they should be called to the attention of the Council for action. Councilman Lyman seconded. There was no objection.

Councilman Olson said he thinks a proper study should be made of the exempt positions. Mayor Isen suggested he bring that up next meeting under oral communications.

Mr. Hunegs asked some questions which brought up the matter of time of year best to make salary surveys and adjustments. Neither July nor January have proven very practicable. Evidently most cities move in June, July or September and the Council Committee reached the conclusion that October might be a good time with changes retroactive to July, but there were differences of opinion and no definite decision was made. Mayor Isen commented that whatever is being done this evening covers the calendar year 1966; fringe benefits are still open. He hoped the program could start early in October so everything would be in order for January, 1967.

Councilman Olson suggested the Council Committee meet again as soon as possible and resolve some of these areas. Mayor Isen agreed and suggested arranging a date with the Personnel Officer and the City Manager.

Mr. Jay Nielsen, on behalf of the Fire Fighters Association, thanked the Council Committee, the Council and Management for the many hours of study and the recommendation.

Councilman Olson complimented the representatives of the employees and the City for this pioneering innovation in employee relations at a professional level.

Mr. Robert White also spoke highly of the cooperation and results achieved. Speaking as a citizen, however, he said he has been displeased with the practice of granting across the board percentage increases. Under this mode of procedure over a very short period, the separation again goes into effect and erases the advantage gained by all this work. He urged that prior to the next salary consideration, some policy be adopted by which increases would be on a dollar basis, by job. Councilman Miller, too, thought such a study should be made. His purpose, he said, when he asked for this particular survey some months ago was to bring to light the various inequities and not to compound them.

Mr. Hunegs thanked all who had participated toward the final settlement, on behalf of his organization.

Officer Silagy expressed appreciation on behalf of the Torrance Police Officers Association.

The meeting was adjourned at 6:50 p.m.

Vernon W. Coil

Vernon W. Coil, Clerk of the
City of Torrance, California

APPROVED:

Albert Jans

Mayor of the City of Torrance