

Torrance, California  
May 8, 1956

MINUTES OF A PRE-COUNCIL  
MEETING OF THE TORRANCE CITY  
COUNCIL AND EMPLOYEES' ORGANIZATION GROUPS.

Mayor Isen asked the representatives of the Government & City Employees' Organizing Council what they had to say.

City Clerk Bartlett read a letter from Sherman Miller, Recording Secretary of Local #1135 of the Government & City Employees' Organizing Council saying that they have never delegated authority to act for them to anyone except a committee representing only the 105 members of the Local, and giving their reasons for that action.

Mayor Isen asked who was present to serve as representative of the Co-ordinating Council, and J. R. Holloman came forward. Mr. Holloman said there had been a misunderstanding, as it was thought Local #1135 had representatives on the Co-ordinating Council at this time.

Mr. Holloman presented a letter from the International Association of Fire Fighters, Local No. 1138, recognizing the Coordinating Council of City Employees by them as their representatives here.

Mr. Sherman Miller said he was present to represent Local #1135.

City Clerk Bartlett read the letter from the Fire Fighters' Local 1138 recognizing the Co-ordinating Council as their representatives.

Mr. Miller said his group had liaison men serving on the Co-ordinating Council.

Mr. Holloman referred to the letter of April 26, 1956, from his group which had come to the Council, containing the 4-point program they sponsor. These are:

1. A 12.5% raise with a minimum of \$50.00.

Mr. Holloman said through surveys made by the Coordinating Council they have found that cities of comparable size have given from 11% to 11.2%, and they have found, he said, that the firemen get a guarantee of \$489.00.

2. A three-week paid vacation after five years' service.

Mr. Holloman outlined the advantages of this, saying that two weeks was not long enough to do the necessary work around the house and have a trip too. He said that at one time Civil Service had offered many benefits not offered by industry, but that this was no longer the case. He said industry gives this longer vacation after a few years of service, and that the employee of industry often gets a bonus check as well.

3. All city employees to receive eleven paid holidays per year.

Councilman Drale questioned Mr. Holloman on this, and Mr. Holloman replied that the inside employees get eleven paid holidays, and that he believes it was the original intent that everyone should get these holidays.

4. All city employees to receive one day's sick leave for every month worked. After the 60-day maximum has been accumulated, the employee may, at his or her discretion, apply for part or all of said sick leave and have it added to their annual leave. Or, they may let the sick leave accumulate and be paid for all sick leave in cash at the time of their termination of employment with the City of Torrance.

Mr. Holloman said the city of Burbank has this policy. He said it is an actual benefit for older employees. He pointed out the advantages such a policy offered an employee with a service record of five years or more.

Mayor Isen instructed City Manager Stevens to give Mr. Holloman a copy of the schedule the City Manager has worked out on benefits of comparable cities, and Mr. Holloman was instructed by the Mayor to give the Council a report back in writing at any time.

Mr. Holloman referred the Council to the Griffen-Hagen report which the City of Los Angeles had prepared, and said that in the light of this report the City of Los Angeles had granted increases of 11.2% to all City employees except the Firemen and Policemen, whose increases have been held up on the longevity clause.

Mr. Miller of the Government & City Employees' Organizing Council presented a written list of requests from his group. They were:

1. A blanket raise of \$50.00 per month.
2. Three weeks vacation after five years and four weeks after fifteen years.
3. Same number of holidays for all employees, as enjoyed by members of City Hall.
4. A job analysis to be made by the city for all miscellaneous employees.
5. All leave accumulated over 60 days to be added to annual leave. And all leave remaining when an employee is ready to retire, to be paid to employee in cash.
6. Any time worked on Holiday, whether scheduled work day or not, to be paid at the rate of time and one half.
7. City to pay for uniforms and special clothing for all employees.
8. Social Security in addition to present pension plan.
9. Contract with Local #1135 Government & City Employees' Organizing Council.

Mr. Miller commented that the first three of these requests coincided with those made by the Coordinating Council, as does their Item 5.

He said the job analysis which they request the City to make is requested because in some departments men are having to do work out of their classification. He said this indicated the need for new classification.

Mr. Miller said Item 6 on this list was requested because of the men in the bus department particularly.

He said #7 is a request which is based on the action of several comparable cities. He said Inglewood has such a provision, and in cases where a man has already bought his uniform, the City of Inglewood gives him a \$75 clothing allowance. Mr. Miller said Hermosa and Redondo also had made such a provision.

Mr. Miller said the employees want Social Security in addition to the present pension plan. He said it offered many benefits, particularly to the men with families.

His last request, Mr. Miller said, has been discussed many times.

Mr. Miller said this had been discussed about five years ago, and he believes it was ruled to be legal.

Councilman Drale asked if any comparable cities had such a contract.

Mr. Miller said he did not know.

Councilman Drale asked what was meant by the request about job classifications.

Mr. Miller said that in some departments men have to work out of their classification, and that it was simply meant that correct classifications should be set up.

Councilman Benstead asked City Manager Stevens if it was not the practice to pay men for work done out of their classification, and the City Manager replied that it is the practice of the City.

Mr. Miller said it was not always done in the Park Department. He said making this classification study would give men a chance to advance.

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Councilman Benstead said the Council should have the Attorney's opinion on whether or not the City can have a contract with a union.

Mr. Miller said the members of the Government & City Employees' Organizing Council are in favor of a contract.

Councilman Drale suggested that City Attorney Hall check into this request about Social Security, which he added had many benefits needed by the working man.

Mayor Isen called attention to the fact that a record was being made of the proceedings, and asked if the Council wished the proceedings to be typed up with copies to go to Messrs. Miller and Hollomon for their organization.

It was agreed that this was the wish of the Council.

Councilman Benstead asked Mr. Miller about the uniform allowance mentioned here and Mr. Miller reiterated that Inglewood does this, and that he believes Redondo Beach and Hermosa Beach buy uniforms for their people as well.

Mayor Isen said these recommendations and studies presented here will be looked into by the City Manager and the City Council for study with the new budget.

Councilman Drale asked if what was presented here tonight was all the organizations mean to present.

Mr. Hollomon said Local 1138 wanted to bring up a few things relating to the firemen only, but that the Co-ordinating Council handled only matters of general policy.



City Clerk of the City of Torrance

APPROVED:



Mayor of the City of Torrance