

Minutes of the regular meeting of the San Anselmo City Council held August 10, 1970
All present - quorum declared

Mayor Reed, presiding

REQUEST FOR BALLOT PROPOSITION RE:
PAY PARITY FOR FIREMEN

Robt. Beedle speaking for Firemen said they would like to have parity with Police Dept., feels if they can't get it through negotiations, then they would like to put this before the people on the ballot early part of next year.

City Administrator said any propositions for November election have to be formalized by August 11, a special election would run around \$4000.00.

Councilman Perry said his reactions are the police and firemen are comparable in some senses but in other's they are quite dissimilar in terms of what they do while on duty, the type of training, risks, etc., believes he can see many differences between the jobs as he sees in similarities, therefore parity is not something we must follow as a matter of course, stated he would not object to matter being presented to the public, but not in favor of a special election.

City Attorney said when speaking of parity we are talking in a generalized sense, any proposition submitted to people is going to have to give comparison of job by job, parity by itself is meaningless and these are the things that have to be figured out, don't see how same could be prepared by tomorrow night for November election.

Councilman Capurro feels this should not go on the ballot, police and firemen should be paid equally, always have been given same rate, this keeps harmony between departments, would rather see \$4000.00 go toward bringing fire department salaries up.

Councilman Anderson stated, San Anselmo has kept parity between Police & Fire Depts., for many years, we kept it as long as possible, it's simply that time have changed, labor market we look at, it is interesting to note that this year excluding San Anselmo, five out of nine cities that have Police & Fire Depts., no longer have parity status. Council studied long and hard on salaries, did the best we could possibly do and is not the least bit ashamed of the salaries paid San Anselmo employees. He is not in favor of council putting this on the ballot, but if firemen want to go for initiative it is alright with him.

Councilman Stewart said nobody questions loyalty of Fire Department personnel, his own opinion in past 4 or 5 years after reading newspapers, magazines, etc., nature of police work these days calls for more delicate touch, times have changed, now asking police to become specialists in every field. Maybe did create what might be an unfortunate situation between Police & Fire Departments, thinks it was justified but feels as a matter of courtesy we should try to put on ballot for November election and let voters decide.

Mayor Reed said he would not vote to put same on ballot, but Firemen have every right to put initiative before people of San Anselmo.

Asst. Chief McLaren stated sometimes on executive side and sometime with the men, this time with the men and would like to say one thing, you as the council contracted with Sleepy Hollow for fire protection, now your giving the Fire Department a burden much larger, in fact, twice as large as the Town of Ross, you are giving this to your local Fire Department to handle. In the month of July of this year, in this budget, we spent at least 200 man hours in Sleepy Hollow. When you talk salaries, you're talking City by City, we are also doing work outside the City, I can't see where there is a difference between wages, thinks police deserve all they can get, nothing against that, but when you put the firemen down and here they are outside the city working hour after hour, in the last month had eight incendiary fires, three at one time, you are putting a pretty good burden on your Fire Department. Firemen George Jewell and Jerry Cahill also spoke.

Moved by Councilman Stewart the City Council authorize a measure to be placed on the earliest possible regular election in 1971, calling for voters of San Anselmo to vote on a measure to recognize parity between Police & Fire Depts. Motion failed for second.

M/S Councilman Anderson-Perry, City Council as such do not place measure on ballot for reasons as stated this evening. Feels council has done a serious job, done best they can do, not ashamed of salaries offered our employees or the increases.

Mayor Reed stated the hard facts of the 1970 San Anselmo budget will be aired later tonight and we are all aware this City has a real budget crunch. One of the things we are going to be faced with is mandate by Police Association from Legislation, we are not going to be able to set salaries of police officers.

Mayor said he does'nt agree with Fire Department on parity, not going to go into any details on how our instructions to our negotiators went, but it did not come out as parity.

City Attorney said we have an agreement signed by himself, City Administrator and Robert Beedle, this was made in good faith, and we said we would continue talking about this until January, we should hold to this agreement, matter has not been dropped and we would continue on negotiations.

Councilman Perry said speaking on timing, even if we were to favor placing the measure on the ballot, time required is very short we do not have time to prepare an intelligent and informative measure. If the City does this, it infers the backing of the City Council and I don't believe this is necessarily so.

Frankly, personally taken back at the timing of this particular move, we had very time consuming negotiations with all departments, feels City put it's best foot forward in trying to reach a workable arrangement and as far as he is concerned felt we made a bargain with City employees that we felt we could live with. Don't like to be placed in a position of feeling we are being motivated to put a measure on the ballot, feels Firemen breaking face with City and asks Firemen to step back and take a little more calmer look at this subject and if they want to press parity put on ballot next spring.

Mayor Reed stated the request relating to parity came at the same time we were negotiating but don't feel Firemen were breaking faith with City Council. Motion made by Councilman Anderson was passed on following vote:

Ayes Councilmen: Perry, Anderson, Reed
Noes Councilmen: Capurro, Stewart

ADJUSTMENT OF 1970-1971 TAX RATE

Memo from City Administrator stating having completed semi-final summary of budget he finds the maximum legal tax rate for the General Fund has been exceeded by 18¢. This will necessitate elimination of \$54,500.00. The following elimination from the budget is suggested. \$23,000.00 for Fire Engine and \$45,700.00 from Street Projects.

It is suggested the City Attorney be instructed to prepare two ballot propositions for the November election, one a 9¢ special tax for 1971-1972 and 1972-1973 to finance the new fire engine. Also a special tax for street improvements as determined by council.

Councilman Anderson said first have to know estimate cost of street improvements, in principal in favor of putting these two items on ballot.

Asst. Chief McLaren stated if this fire engine is not purchased by the City this year, he feels sorry for the City and wants to go on record and hopes the Chief is not held responsible if anything goes wrong. This engine also serves Sleepy Hollow.

M/S Councilman Anderson-Perry to withdraw from budget \$23,000.00 and \$45,700.00 and prepare to put same on ballot.

Councilman Capurro said City bought an engine a few years ago and we took same out of budget, should not be up to the people to vote on a fire engine.

Mayor Reed stated crux is everything has gone up, he is concerned about taking \$45,000.00 out of street budget, streets in terrible disrepair would like to do part of these streets. City Engineer stated Jordan Avenue needs to be done, ~~cost will be higher~~ next year, also San Rafael Avenue needs to be done.

Councilman Perry said can't see any reason we can't put Jordan Avenue back on list. Feels fire engine will pass but as far as streets are concerned, people on Jordan would vote for same, but no interest to other people.

Councilman Perry would like to amend motion to reduce budget account 432-42 (fire engine) and add new figure for street projects \$35,300.00 (\$4200.00 for Jordan and \$6200.00 for San Rafael Ave. Councilman Anderson accepts amendment. Motion passed on following vote:

Ayes Councilmen: Perry, Anderson, Stewart, Reed
Noes Councilmen: Capurro

BUSINESS LICENSE TAX RATE, GROSS RECEIPTS

Mayor Reed said City raised approximately \$3200.00 more in 1969-70 on tax, it is suggested to increase rate from 30¢ to 50¢ per thousand this coming year. City Administrator said this would mean an average increase of about \$10.00 per business. Abe Froman said he could'nt understand how City did not take in more money as his went up quite a bit, should be aware that businessmen also pay property tax when they own the property, will be putting small businessmen out of business. Mr. Casper also spoke against same.

Councilman Perry stated when you conduct a business in a City you do more than just owning property, you bring people into the city, this has bearing on more Police & Fire protection, business community is -the life and core of the City.

Councilman Anderson said last year two members of council wanted a 40¢ rate and council voted for 30¢ rate, we did not get enough revenue; nobody trying to stick anyone, had we voted 40¢ last year, the 50¢ would not seem like much now.

Councilman Stewart said he has embarked on a personal crusade asking merchants to add a little paint to make stores more attractive, wide open need for creative merchandizing, instead of increasing tax, encourage merchants to spend money making their business more attractive, this is a poor time to impose additional tax on business people.

Councilman Capurro stated don't think businesses should have an additional tax, very poor time to change.

M/S Councilman Anderson-Perry increase present gross receipts from 30¢ to 50¢ same effective January 1, 1971. Motion passed on following vote:

Ayes Councilmen: Perry, Anderson, Reed

Noes Councilmen: Capurro, Stewart

SALARIES OF DEPARTMENT HEADS

Councilman Anderson presented the following figures:

City Administrator	\$1612.00
City Attorney	723.00
Police Chief	1322.00
Fire Chief	1309.00

made no recommendation for Engineer due to additional park work.

M/S Councilman Perry-Capurro \$1612.00 new month salary of City Administrator effective July 1, 1970. Passed unanimously

CITY ATTORNEY

City Administrator stated City Attorney's office expense should be increased on same percentage, Acct. 416-20.

M/S Councilman Anderson-Stewart \$723.00 new monthly salary of City Attorney and \$9.00 from Account 416-2- for office expenses effective July 1, 1970. Passed unanimously

POLICE CHIEF

M/S Councilman Stewart-Capurro salary for Police Chief be \$1349.00. Motion failed on following vote:

Ayes Councilmen: Capurro, Stewart

Noes Councilmen: Perry, Anderson, Reed

M/S Councilman Stewart-Anderson salary of Police Chief be \$1336.00 effective July 1, 1970. Motion passed on following vote:

Ayes Councilmen: Perry, Anderson, Stewart, Reed

Noes Councilman: Capurro

FIRE CHIEF

M/S Councilman Anderson-Perry salary for Fire Chief be \$1322.00 effective July 1, 1970.

Councilman Capurro stated should keep Fire Chief's salary on same level with Police Chief. Mayor stated due to parity between Police & Fire Depts. feels this should continue with Chiefs. Motion passed on following vote:

Ayes Councilmen: Perry, Anderson, Reed

Noes Councilmen: Capurro

CITY ENGINEER

M/S Councilman Anderson-Perry salary of City Engineer be \$1581.00 effective July 1, 1970. Passed unanimously

LIBRARIAN

M/S Councilman Anderson-Perry no increase be granted Head Librarian. Passed unanimously

City Engineer spoke on underground utilities at Greenfield and also Redhill, trenching would cost approximately \$1000.00.

Mayor Reed asked to take this matter up at the August 11 meeting and ask Mr. Johnson, P. G. & E. if possible to attend.

Meeting adjourned 11:30 p.m. until August 11, 1970.

Anita Gannon, City Clerk