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Program Would Let Personnel Keep Sick Leave

The City Council Monday night approved in principle a revised program that would permit employees to accumulate sick leave from year to year and be paid for accrued time when they part company with the city as an employer.

The schedule was drawn by the city manager's office in response to a request by employees and a recommendation by the Civil Service Commission that personnel be allowed to store up 120 days of illness compensation.

Those who did so would get severance pay in that amount upon retirement or resignation. The city manager's plan is on a sliding scale, based on length

of employment. Its aim is to reward those who do not use all the sick leave available to them, to discourage abuse of such leave, and to cut the cost of absences due to illness.

Taking note of the inclination by employees to use sick leave—sick or not—before it expires, the council is presuming that there would be fewer absences if there is no expiration.

The plan also envisions a reduction in costs to the city if employees cease to feel they must take their leave annually or lose it.

Basically, the schedule provides that an employee may accumulate up to 90 days of sick

leave over the years.

The program follows a thin line of encouraging the employee to work when he is able yet stay home when he is legitimately ill. If the stored-up leave pool were made too attractive, many would drag themselves in regardless of the intensity or communicability of their disorder and might suffer an entire department to take to bed with flu.

At any time during his municipal career, the employee would be permitted to use any part of his accumulated leave for illness.

Use classified Call FA 8-2845

City Council OKs Draft of Uniform Pay Schedule for Municipal Employees

The City Council, in an adjourned work session Monday, agreed in principle with City Manager George Stevens' proposed uniform pay schedule for municipal employees.

The council was told a disparity has resulted from raises in the police and fire departments in 1958 and several increases to other employees last year.

Without a uniform schedule, Stevens said it would be difficult to maintain equity when salaries are reviewed in the spring. Although some classifications call for a reduction, no pay cut would be made. The employee would remain at his present rate until, through raises, his pay equals the going price.

Following is a comparison of the proposed uniform plan with the present scales, the three steps based on length of service:

Classification	Present Range	Recommended Range
City Manager	\$1709	\$1709
Director of Public Works	\$1217-\$1275	\$1217-\$1275
City Attorney	1143-1192-1253	1143-1192-1253
City Engineer	989-1033-1082	981-1030-1082
Assistant City Manager	837-889-925	834-881-1030
Water Superintendent	936-980-1024	936-981-1030
Police Chief	922-966-1010	912-958-1006
Fire Chief	922-966-1010	912-958-1006
Director of Finance	904-948-989	899-934-981
Superintendent of Building Inspection	895-936-980	889-912-958
Assistant City Attorney	871-910-952	869-912-958
Bus Superintendent	871-910-952	869-912-958
Street Superintendent	871-910-952	869-912-958
Director of Recreation	833-871-910	828-869-912
Senior Administrative Assistant	796-833-870	789-828-869
Planning Director	775-810-847	770-808-847
Airport Superintendent	760-796-833	751-789-828
Assistant Public Works Superintendent	695-727-760	681-715-751
Assistant to Director of Public Works	695-727-760	681-715-751
License Inspector	922-966-1010	912-958-1006
Police Chief	922-966-1010	912-958-1006
Assistant Police Chief	737-770-806	733-770-806
Police Captain	615-643-673	611-644-673
Police Lieutenant	563-586-615	561-589-618
Police Sergeant	499-522-546	496-521-547
Police Woman	499-522-546	496-521-547
Parking Enforcement Officer	386-404-423	380-399-419
Police Matron and File Clerk	348-382-399	343-376-403
Fire Chief	922-966-1010	912-958-1006
Assistant Fire Chief	737-770-806	733-770-806
Battalion Chief	615-643-673	611-644-673
Fire Captain	605-633-663	603-632-663
Fire Engineer	499-522-546	496-521-547
Fireman	499-522-546	496-521-547
Communications Operator	356-371-386	353-371-390
City Engineer	989-1033-1082	981-1030-1082
Office Engineer	749-783-820	751-789-828
Traffic and Lighting Engineer	747-782-819	751-789-828
Engineer Associate	747-782-819	751-789-828
Civil Engineer Assistant	605-632-663	603-632-663
Junior Civil Engineer	580-606-634	574-603-633
Civil Engineering Draftsman	546-570-597	547-574-603
Public Works Inspector	545-570-594	547-574-603
Senior Engineering Aide	505-528-553	496-521-547
Engineering Aide	416-435-455	406-429-450
Senior Planning Assistant	416-435-455	406-429-450
Superintendent of Building Inspection	895-936-980	889-934-981
Asst. Superintendent of Building Inspection	737-770-806	733-770-806
Senior Planning Assistant	416-435-455	406-429-450
Land Use Inspector	522-546-570	521-547-574
Water Superintendent	922-966-1010	912-958-1006
Assistant Water Superintendent	727-760-796	723-760-796
Water Service Foreman	522-546-570	521-547-574
Customer Service Supervisor	522-546-570	521-547-574
Water Serviceman	422-442-463	419-440-461
Meter Reader and Repairman	422-442-463	419-440-461
Water Foreman	422-442-463	419-440-461
Airport Superintendent	760-796-833	751-789-828
Senior Airport Traffic Controller	606-634-664	603-632-663
Assistant Airport Superintendent	634-664-716	621-651-716
Airport Traffic Controller	507-530-554	509-534-561
Airport Attendant	412-432-452	409-429-450
Street Superintendent	770-810-852	769-812-858
Equipment Superintendent	727-760-796	723-760-796
Assistant Public Works Superintendent	495-522-546	481-515-551
Building Maintenance Supervisor	406-434-464	403-432-463
Public Works Supervisor	406-434-464	403-432-463
Electric Foreman	522-546-570	521-547-574
Senior Utility Maintenance Man	522-546-570	521-547-574
Blacksmith Welder	484-506-529	484-506-534
Equipment Foreman III	484-506-529	484-506-534
Public Works Leadman	484-506-529	484-506-534

CITY'S PAY DAYS WILL INCREASE

City employees soon will be paid every other week instead of twice a month.

The plan, proposed by Jerry Scharfman, director of finance, was approved unanimously by the City Council.

Scharfman explained that accounting would be simplified, the same number of days' pay would be on each check, and the system will be easier to explain to employees.

Thus, too, the worker may be broke more frequently, but for shorter periods of time.

One Day Left to Register for Camino Classes

One day, Feb. 1, remains for registration at El Camino College for spring semester classes, Leo M. Christian, assistant director of student personnel, announced today.

With 8500 students enrolled, a number of classes have been closed.

Registration will be held from 1 to 3 p.m. and 5:30 to 7 p.m. Classes will begin Feb. 2. No provision is made for late registration.

FLOODLIGHT TAKEN

Donald Jimison, 18001 Wilton Pl., told Torrance police that someone stole a floodlight from in front of his home.

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Sizes 8 to 16

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100% cotton, washable, pre-shrunk. Continental styled just like Dad's. Sizes 6-16. Choice of five colors.

2.98 Value—**1.97** Special

Universal ELECTRIC BLANKETS

Automatic, down-soft blend. Mothproof, non-allergic. Machine washable. Night light control, automatic temperature control.

Double Bed, Single Control **16.99**

Double Bed, Double Control **22.95**

SPECIAL MEN'S KNIT SHIRTS

New patterns and solids in cotton knit for work, for sports, for school. Sizes SML.

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Ready to hang. Full textured, rich looking draperies, adaptable for every window in your home. New patterns and colors.

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Royal Brand CHINAWARE

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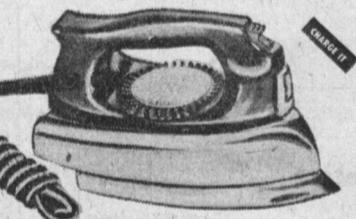
56" width. Plaids, tweeds and solids. Wool blends contain wool, silk, nylon and rayon. First quality. Very large selection.

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New, boilproof Linear poly set—includes measure spoons and measure cup set, plus a large colander.

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3 for 1.00

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Crusados KC Communion and Mass Scheduled

A breakfast at the council home will follow the quarterly mass and communion of Los Crusados council of the Knights of Columbus at Our Lady of Guadalupe Church, 1234 Fifth St., Hermosa Beach, Sunday at 8:30 a.m.

The Rev. Michael J. McNulty, chaplain of the Torrance-Redondo Beach Knights, and Ed Kleist, committee chairman, are inviting council members to attend.

George Schneider and Ed Greene are chairmen of a steak breakfast to be served at the council hall, 214 Ave. I, after the services.

Bill Fredericks, chairman of the fraternal-activity committee, has announced that a dinner honoring past Grand Knights of the council and South Bay area clergy is being arranged by Los Crusados council for Monday, Feb. 15.

Use classified ads for quick results. Phone FA 8-2845.

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