

August 19, 1969

FACT FINDING COMMITTEE

Executive Committee

P. B. Lyons	-	Chairman
Lucyl Shirk	-	Vice Chairman
Hanna D. Atkins	-	Secretary
T. R. Watts	-	Assistant Secretary
S. Howard Hope	-	Ex Officio
Jim Lookabaugh	-	Ex Officio
James E. Stewart	-	Ex Officio
Dan D. Tillman	-	Ex Officio
Stanton Young	-	Ex Officio

Employment Practices

LeRoy W. Kirk - Chairman
Rev. Oree Broomfield
Bill Cornell
John H. Humphrey
Curtis E. Moutrey
Guillen W. Nourse
W. L. Weldon

Current Pay Plan

William T. Bayer - Chairman
Lawrence Green
James E. Hope
C. L. Knight
Melvin L. Luster
Al O'Connor
J. H. White

Financing Changes

Carlton V. Myhro - Chairman
Aster R. Barber
Robert L. Medley
Lowe Runkle
Fred W. Spencer

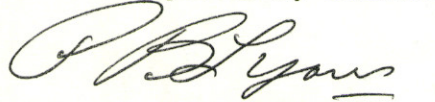
Changes in City Charter

F. M. Petree - Chairman
Willis Dunn
Mrs. Nilar Phillips
Don Wages

Other Matters

Mr. Paul B. Strasbaugh to assist in pertinent matters with the Executive Committee.

Respectfully submitted,



P. B. Lyons
Chairman

PBL/TRW:ds

Report Received
by City Council
9-5-69
Edh

6-7 Revid.

September 2, 1969

FINAL REPORT OF THE FACT FINDING COMMITTEE

Except as hereinafter stated this report is deemed to contain the final report of the Fact Finding Committee. 1/

The Fact Finding Committee has proceeded in accordance with a Resolution of the City Council dated August 14, 1969, which is quoted in part:

"A RESOLUTION AUTHORIZING THE CREATION OF A FACT FINDING COMMITTEE TO INVESTIGATE THE FINANCIAL CAPABILITIES OF THE CITY OF OKLAHOMA CITY, THE PAY PLAN FOR CITY EMPLOYEES, AND POSSIBLE ADDITIONAL SOURCES OF REVENUE AND OTHER RELATED MATTERS."

In accordance with the foregoing Resolution the Fact Finding Committee presents its conclusion and recommendations for priority consideration and implementation by the Mayor and City Council, as follows:

ANALYSIS

Duo basic premises under which the Fact Finding Committee has operated:

Premise No. 1:

That the citizens of this community require, want and are willing to pay for adequate basic municipal services in the fields of health and safety, including municipal water, sanitary sewer service, garbage disposal, fire and police protection, and so forth; and that these services should be given priority by the legislative and municipal bodies of the City in programming the use of its resources.

Premise No. 2:

That the citizens of this community believe that the employees providing these basic services should at all times be paid wages and salaries for such services which are competitively paid in the open labor market for such services and talents.

On August 19, 1969, the Fact Finding Committee adopted a resolution which was conveyed to the City Manager. This resolution was amended on September 2, 1969, to delete the 5:00 p. m. , Friday, August 22, 1969, cut off date for employees to return to their jobs. The amended resolution is as follows:

"The committee regrets very much the strike action of the workers in the City's Sanitation Division. It had been hoped that such action could be delayed until the committee had an opportunity to examine all the factors involved and make its report and recommendations to the Mayor and City Council. The committee recognizes that in situations of this kind there are always those who do not desire to leave their jobs. Therefore, the committee recommends that the City Administration establish criteria for reinstatement without loss of accrued benefits for those men that want to return to their jobs. "

CURRENT PAY PLANS, Mr. William T. Bayer, Chairman (Report attached)

The final report was approved unanimously.

This report is substantially the same as the final interim report which was approved in principal by the City Council on August 22, 1969.

The ranges should not be extended at this time.

The Employees with room to move in their range should be given Step increases in the following manner:

Employees in pay ranges below \$500 per month and having one year of service September 1, 1969, should be given a 2 Step increase September 1, 1969.

Employees in pay ranges below \$500 per month and not having one year of service should be given a 1 Step increase September 1, 1969.

Employees in pay ranges of \$500 per month and above and having one year of service September 1, 1969 should be given a 1 Step increase September 1, 1969.

After September 1, 1969, employees should be hired at the base rate for the classification as spelled out in the City Pay Plan.

That the programmed increase in January, 1970, not be affected by the above recommendations.

FINANCING CHANGES, Mr. Carlton V. Myhro, Chairman (Report attached)

The final report was approved unanimously as amended.

The amendment calls for a .50¢ per month increase in the Refuse Service Charge. The committee had recommended that this be a .75¢ increase in its interim report.

This report is substantially the same as the final interim report (except as indicated above) which was approved in principal by the City Council on the 22nd of August, 1969.

EMPLOYMENT PRACTICES, Mr. LeRoy W. Kirk, Chairman (Report attached)

The final report was approved unanimously.

This report recommends generally in the following area: (See attached report)

Provide showers, locker, janitorial service--policies in writing--promotional progression--notification of unsatisfactory performance--3 man crews--personnel evaluation--promotion--grievance committee--other departments.

Committee to resurvey the final recommendation to determine degree of implementation not later than 6 months from this date.

CHANGES IN THE CITY CHARTER, Mr. F. M. Petree, Chairman (Report attached)

Mr. Petree states that the activities of this committee could not be finalized at this time.

The committee states that a thorough exploration of a city charter amendment "to create a procedure or a vehicle for compulsory arbitration and resolution of the differences between the City and its employees over pay scales and working conditions" should be carried out.

This final interim report was approved unanimously with directions to proceed toward finalization.

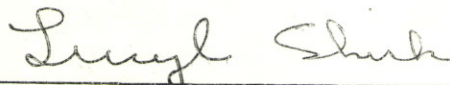
OTHER CHANGES, Mr. Paul B. Strasbaugh, Chairman

Changes acted on by this committee have been incorporated in the foregoing.

ADOPTED by the Fact Finding Committee this Second day of September, 1969.



T. R. Watts
Assistant Secretary



Lucyl Shirk
Vice Chairman