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Continuation of Budget Hearing

The City Council of the City of Charlotte met on Tuesday, June 8, 1976 at 7:00 o'clock p. m., in the Council Chamber, City Hall, with Mayor pro tem James B. Whittington presiding, and Councilmembers Betty Chafin, Louis Davis, Harvey Gantt, Neil Williams and Joe Withrow present.

ABSENT: Mayor John M. Belk, and Councilwoman Pat Locke.

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PURPOSE OF MEETING.

Mayor pro tem Whittington stated the purpose of the meeting is to continue the hearing on the proposed budget for the fiscal year 1977, from the meeting on Monday, June 7, 1976.

COMMENTS BY VARIOUS CITIZENS ON THE BUDGET.

Eddie Knox, Attorney for School Crossing Guards.

Mr. Knox stated he appears on behalf of the contingencies of the School Crossing Guards for the City of Charlotte. They learned by letter recently from Chief Goodman they are now classified as temporary employees, and this is something new to them after serving many, many years in this capacity.

The crossing guards are the people who often are retired people; they are mothers; but more importantly they are the people who have some dedication to saving children's lives on the street. Their function is quasi-law enforcement; they are expected to be responsible enough to get children across the streets, and to be a parent away from home, and they have the responsibility of their risk and the risk of the child which is a very hazardous type of situation.

He stated the actual breakdown of the contingencies is that 18 have one year experience; 16 have two years experience; 12 over three years experience; 8 over four years experience; 8 over five years and 9 over six years. There is one with 21 years experience, and one with 23 years experience. If that is temporary then he thinks we are fortunate in the City of Charlotte to have long time temporary employees.

He stated the personnel officer discovered by cutting these 80 or 90 people down a little bit the City might save some \$14,000 to \$18,000. On their behalf he set out to find what the true facts were. That he wrote ten cities of the largest size; that eight out of the ten responded.

Basically, the City of Charlotte has been paying these people \$6.00 a day or \$30 a week. Greensboro pays three hours per day at \$2.60 per hour, or \$39.00 per week. Our crossing guards do not have six day leaves; Greensboro does not either, but they give a \$2.60 car allowance and furnish uniforms. Raleigh pays two hours per day at \$3.44 per hour, or \$7.29 per day, or \$36.45 per week; uniforms are furnished, and Workmen's Compensation benefits are furnished.

Wilmington pays for 13 hours a week at \$2.40 or \$36.00 per week with vest and caps furnished. Winston-Salem pays on a four hour per day basis, five days a week, at \$2.37 or \$47.40; uniforms are furnished and equipment is furnished. Asheville pays \$33.00, or three dollars more for ten hours work; they pay on 36 weeks or 180 days; uniforms are provided and one day sick leave per month is awarded to each member of the crossing guard staff. Gastonia pays on ten hours per week, 20 hours bi-weekly but they pay 30 hours for travel; they give six days paid sick leave; and furnish uniforms.

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Mr. Knox stated apparently what the Chief has felt and what the Personnel Officer has felt is there is something wrong about paying these people for the so-called professional days when school is not actually in session. It may be, but the system which the City is now proposing which is to pay a \$3.00 guaranteed two hours per day as long as you show also has a dishonest factor in it.

They submit the new system has a new factor in it which will be cumbersome for the guards to keep their time; will they keep it from when the first child comes or when they leave their homes? Will you pay a car allowance to get there? When kindergartens become mandatory in every school, and they have to come back, will you adjust that?

Taking the average mean for working hours, the lowest is 2.38 hours, the average is about 6.48 with 11 hours for the highest. If you take those figures and take the formula which the City has set up, if the crossing guard was put on the base of ten hours weekly, that is they will guarantee ten hours weekly as proposed, as long as they come out one time a day, and if they were not paid for holidays or leave days or professional days, they now earn \$1,236 a year for 180 school days, plus the 26 holidays with leave days built in. This would be a loss to each crossing guard of \$156.00 if you guaranteed every one of them the money - the built-in dishonorable factor. On the other hand, if you require them to keep the actual time from the time the child gets there until the time the last child leaves, whenever that might be, ten hours would be a 12-1/2 percent loss to these people. If any of them worked eight to nine hours, which is less than the average, they would have a loss of 26 percent; seven to eight hours they would have a loss of 35 percent of their income; six to seven hours there would be a loss of 40 percent of their income; or five to six hours a loss of 52 percent of their income.

He stated these figures are predicated on the 180 days of school plus the 26 holidays, leave days and professional days - so you are talking about a \$156 to maybe a \$210 loss to each one of these people.

Mr. Knox stated many of these people have said to him that uniforms might be very important. That when a police officer pulls up to a crossing, the traffic slows down. They do not have the image of authority of a uniform. This is something the City might want to pursue.

In his judgment, under the new formula, you cannot pay them anything less than \$5.00 an hour.

Councilman Gantt asked the City Manager to verify the \$14,000 to \$18,000 in saving that is talked about. He asked if he arrived at that by calculating the number of crossing guards to the \$156 which he says will be the average loss? Mr. Knox replied he is saying if you take out the 26 paid days which they are now paid for, and multiply it by 90, it will come out to approximately that amount.

Councilman Gantt asked what would happen if they are paid \$5.00 per hour, guaranteed ten hours per week? Mr. Knox replied they like that. Councilman Gantt stated then what he is really saying is that the amount now paid per hour is really not fair compensation for the hours they work; but the 26 days is a sweetener? Mr. Knox replied that is all it is.

Councilman Davis asked if the \$5.00 which has been mentioned is predicated to make it come out even? Mr. Knox replied that is about what it would take.

Beverly Webb, Charlotte Symphony.

Mr. Webb stated he wanted to take a little time to tell Council what the City's investment in the Charlotte Symphony does and what rewards and dividends this community has reaped because of the investment it has made in the Charlotte Symphony in the past few years.

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Because of the City's investment the Charlotte Symphony was able to hire twenty-two full time musicians, people who were brought to this community, who work for the Symphony entirely. They form the nucleus of our Symphony and besides playing with us, they are able to teach some in the schools, teach privately and to play at other musical events - the Opera, Oratorio and anything else where they are needed and time is available.

In addition to those twenty-two fulltime musicians, the Symphony employs about fifty part-time musicians. The benefit to the community there is that the Symphony is able to give an outlet to these people who are also fulltime teachers or shopkeepers or professional people - an outlet for musical endeavor that if the Symphony were not here the chances are they would not be here because they are people who are primarily musicians even though they earn their living elsewhere and they go where they can play - Charlotte, because of its investment, the Symphony is here and of a good quality and they can play. That is what this investment has done in terms of people. Twenty-two fulltime musicians and about fifty part-time.

Now, what do they do with them? Numbers tell only part of the story; quality tells the main part. First he will tell them about the numbers. These seventy to eighty musicians now play about a hundred times in the Charlotte-Mecklenburg schools during the year, in either a quintet, quartet or full orchestra. They play twelve concerts in the evenings - subscription concerts, which are sold on a ticket basis - in either Ovens Auditorium or Dana Hall. The concerts in the schools are free. That is what they do in Charlotte-Mecklenburg on a regular basis. In addition, this past year, they gave extra concerts, again because of the City's investment - concerts like the one in the Knight Publishing Company lobby which was free, and on the Square.

In addition, they use the Charlotte Symphony as a nucleus for music in this entire region. They give over twenty-six concerts in the Gaston County schools. You might say, why should the people of Charlotte pay for school concerts in Gaston County? Well, you do not. The Gaston County School System pays for that, but they would not pay for it unless we had a symphony of the quality we have now to be able to sell to them. So, Council supports it, they underwrite it and Gaston County pays the cost of it. The Symphony gave over twelve concerts in the York County schools on the same basis - paid for by the York County School System in the State of South Carolina. They buy into the investment Charlotte has made to make this city the musical hub.

What about quality? He can only speak of quality in terms of will people buy it or not? He can guarantee that the York County School System would not buy it unless it is good quality, nor would the State of South Carolina put money into it for York County, nor would the National Endowment of the Arts give them money for continuing performances; nor would their ticket holders pay an increase of 24 percent last year across the board, as they did for season tickets; nor would they be able to raise over \$25,000 in direct contributions from the citizens of Charlotte-Mecklenburg who give anywhere from \$150 to \$500 to be a patron. They would not do this unless they were supporting quality. They did not do it when they came to the concerts and worried about whether the French horn player was going to squeak out a tune, and they will not do it again if the French horn player squeaks. The Charlotte Symphony has become the musical hub of this entire region. They are second in the number of concerts given in this area only to the North Carolina State Symphony which has a budget of over \$1.0 million. They are a very close second - the North Carolina State Symphony with its million dollar budget gives 225 performances during the year, the Charlotte Symphony gives over 180. That is what their investment has become; it has become a nucleus of music.

Now, what do they want to do in the future? They are asking for a \$10,000 increase in the City's investment. That increase is primarily to offset an increase cost that they have. It is not being asked to fund their deficit.

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They do have a deficit, not for this past year. This past year they had a good financial year. In previous years they have incurred a deficit. They will attack that deficit on their own by special fund raising events. But they do need Council's continued support just to maintain the status quo because they are hit with inflationary costs. As the costs of musicians go up, they can do one of two things: they can either pay those costs or fire them. They cannot shut down a wing like you can in a museum. You have to fire the musician. You start firing musicians and you cut back on quality. They are now paid less than most musicians anywhere in this area.

This is what they are asking for and in return they are proposing in their suggestions to Council that they will attempt to give one free musical event each month during their performing season next year - eight months from September through April. They think they can do that. It will not be a full-fledged symphony performance eight times - that would cost a fortune - but it will be some musical event somewhere in the City of Charlotte and it will be free, in addition to the free concerts they are giving now in the school system. They think that this is an indication of how this Council can increase its awareness of the music in Charlotte and the need of the Symphony.

He stated that Frances Brown, Bill Webb and Bruce Berryhill from the Symphony Board were present.

Councilman Williams asked if they got a raise last year? Mr. Webb replied last year they were given \$40,000, the previous year it had been \$30,000.

Councilman Gantt stated that he recalled when they got the additional \$10,000 last year there was some agreement that the Symphony would try to put on something in addition to their standard program. Could he express in general what this was?

Mr. Webb replied that they told Council they would put on at least two and would try to put on three, performances that would be free somewhere in the City and they did put on two - one was in the Knight Publishing Company lobby in March and one was supposed to be on the Square in April - they set up on the Square but the wind came through and blew down the music stands and they had to move inside the lobby of North Carolina National Bank, much to the consternation of all of them.

Councilman Gantt asked if he understood him correctly when he said that the \$10,000 is not going to be used to clear their deficit. Mr. Webb replied they did not think it is fair to come to Council and say fund our deficit - they incurred the deficit and they will have to take care of that. They will be able to make a little bit of an inroad into it this year because the Women's Association in their fund raising events generated more money than they had budgeted for them and they are going to use that surplus to help offset some of the deficit. They are going to plan a special fund raising event next Spring that they hope will wipe out most of the rest of the accumulative deficit. The money from the City is budgeted for use in current operating funds and needs for next year rather than retiring the deficit.

Councilman Gantt stated that all of the increase requested is not inflation, it is for expanded programs? Mr. Webb stated no, it is not really expanded programs; mainly it is inflationary costs, primarily costs of musicians.

Mayor pro tem Whittington asked if all of the musicians are union musicians? Mr. Webb replied no, they operate under a Union contract this year for the first time. They have had to guarantee certain minimum wages under that. The Union is a bargaining agent for the orchestra but all musicians are not Union.

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MAYOR PRO TEM WHITTINGTON LEAVES CHAIR.

Mayor pro tem Whittington left the Chair at this point and Chairman pro tem Withrow presided.

Buck Winfield, Director, The Relatives.

Mr. Winfield stated he was before Council in April to present a request from The Relatives that they enter into a contract agreement and at that time Mr. Underhill stated that he did not know whether the Council had statutory authority to appropriate money to their organization. They have worked out that Council can enter into a contract with The Relatives to provide temporary shelter for their runaway counseling program to the youth. What they present tonight is their contract, asking that the City enter into a contract for \$9750.00 which is 10 percent of their operating budget. They are also asking the County and also the United Community Services. They have been awarded a second year contract under HEW for \$68,000.00 which will make their operating budget \$92,500.00 and \$5,000.00 renovation costs to expend for a license. They are licensed through the Department of Human Resources.

Councilman Withrow asked the City Attorney to speak to this subject for Council.

Mr. Underhill stated he had been speaking with Mr. Winfield recently on the requests for several programs. He has reached the tentative conclusion that if the Council feels that this is the type of service that they wish to provide, and if one can rationally find that this service is related to law enforcement and assists in the law enforcement effort, then the City would have the authority to finance and assist in funding or appropriating funds to law enforcement types of activities. With that kind of premise, he then set down with Mr. Winfield and drafted a contract in which he basically followed other City contracts with third parties for these types of services.

He believes if the Council so desires they can enter into a contract with this organization. What he has been saying all along is that they do not have any authority to grant them funds without anything in return. The contract would provide several services, and they are spelled out in the contract. They are the types of services that The Relatives now provide to runaway youth. The contract requires that they do provide these services for runaway youth from the City of Charlotte; the services under this contract (Council has the right to approve any sort of contract terms it desires) which is just a draft that expires in one year, requires that The Relatives provide sufficient records and permit the City to audit their program to determine whether or not the program is being run consistent with the Council's wishes on the types of services your contract provides. It requires them to provide Council with at least one annual report and such other reports and information that Council might decide that they need. It permits either party to terminate the contract at any time by giving sixty days written notice. In consideration of the services rendered, it calls for the City to pay the contract on a monthly basis, the sum of \$9750.00.

He explained that this is just a draft. He did this at the request of some City officials and The Relatives in an effort to try to get something down on paper. Mr. Winfield is here to ask Council to do this.

Councilman Gantt asked if the City or any governmental agency provides a similar service? Mr. Winfield replied that they are the only residential program that has emergency shelter in the City, the County or the State.

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Councilman Gantt asked if the contract will be impaired at all by the fact that they also are asking similar kinds of funding from other governmental agencies and if they choose not to fund them what impairment will be done to the entire program or their ability to deliver whatever the contract calls for? He has the impression that in addition to the City's \$9750.00, they would need like matching funds.

Mr. Winfield replied that is right. They have made this request to United Community Services and have requested that they complete a Social Planning Council evaluation which is being done now. So United Community Services is aware that they are asking for \$9750.00 after the evaluation; the County Commissioners are also aware that they are coming. In answer to his question of what will happen if they do not get the money, they will just not be able to provide the services. They opened up a runaway house in North Carolina that is one of the best in the nation and as their federal dollars decrease, they are asking for community help. They are not asking the City to pick up the whole tab, only 10 percent. He feels that is a reasonable figure.

Councilman Gantt asked if he does not get the 30 percent from local agencies he does not get the HEW grant? Mr. Winfield replied the \$68,000.00 grant from HEW is not contingent on their getting these matching funds. They approved their grant of \$68,000.00 on a proposed budget of \$92,500.00. They will have to hustle the balance some way.

Councilman Williams asked under what program does the federal money come? Mr. Winfield replied it was under the Runaway Youth Act and HEW - the Office of Youth Development. This is their second year. It is a new program that came into being last July 1. It is just heading into its second year of funding and they are very fortunate to receive full funding the second year.

He stated what he has done, at Mr. Underhill's suggestion, is had documented different areas of communication to Law Enforcement officials showing that they are indeed diverging youth from the Law Enforcement Bureau and that they are aiding in the prevention or diversion of youth from Juvenile Court. He has letters from Captain Tom Kiser, Chairman, Childhood and Mental Health Committee; from Chief Porter of the Mecklenburg Police Department; Officer Jerry Myers, Director of Criminal Justice; Judge Larry Black, District Court Judge; also a communication signed by the other judges directed towards the City police and the County police asking for their cooperation in their efforts. Over one fourth of their referrals have come from the police. They refer youth to their program instead of placing them in detention.

Mr. Burkhalter asked the average age of their residents. Mr. Winfield stated the average age is sixteen, but they have people that come from the age of 10 all the way through 17. The nine, ten and eleven year olds are primarily not runaways but are abused, neglected or dependent children. 60 percent of their residents are females, 80 percent are from the Charlotte community.

Mr. Burkhalter asked if people come and get them, do they go home? Mr. Winfield replied yes. The way the program operates, in order to stay longer than 72 hours you have to have a reason to be there. They just cannot crash there or use the program; they have to be dealing with their problem; it includes family conferences. During the course of a year they will have approximately 300 or 400 meetings.

Councilwoman Chafin asked what is the status of the Social Planning Council's evaluation? Mr. Winfield replied he does not know. They have been over it, he has provided them with an awful lot of paper. They have been to the house on four occasions, gone through the books, gone over the records, reviewed their grant application, etc.; also reviewed the State Clearing House application; reviewed with the Mecklenburg In-Services Action Board.

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Councilman Davis asked if he would tell them again what the County's position is on their application? Mr. Winfield replied that they are asking the County for 10 percent which is \$9750.00. Councilman Davis asked if they had any indication as to whether or not they are going to receive the funds? Mr. Winfield replied no, but they have granted them everything they have asked for previously though. Up to this point they have been granted \$39,000.00 from the County over the past two years. The City has not given them anything.

Councilman Davis asked what the County gave them last year? Mr. Winfield replied the first year they gave them \$28,000; the second year \$9,000. They have given them every dime they asked for.

Councilman Gantt stated that he did not want to mix this with The Relatives because he has just recently become aware of the program as to knowing what all they did, but there is an interesting precedent that might be set here and he thinks Council ought to be aware of it. There are other organizations that are receiving federal funds from other places and that will need matching funds and somehow a yea or nay by this Council who on certain kinds of programs may indicate City support or non-support of these programs that are being carried on by the federal government. In light of what he understands to be the new Federal Revenue Sharing guidelines they say you now can use certain Revenue Sharing funds to match federal funds, may cause them some concern as to how they might allocate Revenue Sharing funds in the future. He has in mind things like the Charlotte Area Fund, and he could probably name four or five other programs, that may be asking the same kind of thing down the line.

Mr. Winfield stated he thinks it is legitimate to wonder whether or not they are opening Pandora's box here, taking on some County responsibilities. He does not think they are. He filed some documents with Council for their records.

Councilman Williams stated that he would be willing to go along with this contingent upon the County making a like contribution.

Councilwoman Chafin stated she thought they had had in mind to support it all along; they have just been looking for a legal way to do so.

It was agreed to turn it over to the City Manager and he is to come back to Council with a recommendation.

MAYOR PRO TEM WHITTINGTON RETURNS TO CHAIR.

Mayor pro tem Whittington returned to the Chair and presided for the remainder of the hearing.

Robert L. Walton, 1454 Plumstead Road, Police Raises.

Mr. Walton stated that he is here to speak in favor of the increase of police wages in our community. There is no doubt that we need a good and competent police force and he wants to go on record as a citizen of this community to encourage Council to do everything within its power to give them a better increase than the one that has been recommended by the City staff. He knows the problem that they must be facing with the budget and certainly they have the problem of other areas of City employment crying at them in regard to raises, but he feels that the Police Department deserves this consideration.

He cannot say in good conscience that he agrees with the proposed raise on behalf of the police, but he certainly feels that Council ought to strive very hard to reach a compromise with the police in regard to their

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raise. He is not so concerned about what other communities are paying and he is not necessarily saying that we ought to pay more than Winston-Salem or we ought to pay more than Greensboro, but he can sympathize with their feeling that a city the size of ours, being the largest metropolitan city in the two Carolinas, certainly should be paying a competitive salary to our police. He honestly feels that when you are asking a policeman or policewoman to give of their lives to the protection of all of us, we should put forth every effort to compensate these men and women above that which we may compensate other City employees when we are expecting them to literally give their lives for our protection and our safety. He knows it is a very difficult responsibility that Council has and that they want to keep a budget that will not increase the tax for all of us, but feels that as a citizen he would be willing to have his taxes increased for a good and competent Police Department. He does not stand here fully supportive of all the actions of our Police Department. He has areas of concern. There may be some whose eyebrows will raise when they hear or read of his coming here supporting police raises. But, he feels that as an individual who can be completely objective in supporting those things in our community that will bring about a better community, he would be remiss if he did not come and stand before them and urge them to explore every possibility to give our policemen a better increase than is proposed by the staff.

He feels that it is important that we do everything we can to have the kind of police force, and he feels that if we have the kind of salaries that will attract the kind of individual that will make for a better Police Department, our Police Department will gain a greater respect from all members of all sectors of our community. He does not come with any specific statistics or with any specific recommendation but he certainly hopes that the Police Department will be able to come out with a better raise than recommended by the City staff.

In response to a question he stated that he did not have a specific figure. He feels that if they are going to increase the City employees across the board 5 percent, he would certainly feel that our policemen should get a better increase than the others, due to the fact that we are asking a lot more of them - when you are asking a person to be willing to give his life in the line of duty. He feels that Council should do everything it can to demonstrate to this sector of employees of the City that we are willing to do what we can to help compensate them for what we are asking of them.

Rev. Wendell Davis, Midwood Baptist Church, Police Raises.

Rev. Davis stated he is happy to be able to second Mr. Walton's remarks. He did not know he was coming and he is not sure he can add a great deal to what he has said. This is the second time he has appeared before them recently on behalf of our policemen. He is here to speak for the policemen because he does not see a great many other people coming to speak for them. He stated that he had with him today the son of the late Ernie Selby with whom he rode at night and could give them some experiences out of those days. He does not presume to tell them a great deal about their budget, he lives on a budget too and has some of their same problems; neither will he presume to tell them a great deal about City government. Councilmembers are students of that and we have elected them because we feel that they are competent in that area. But, as we look at the salaries of our policemen, he believes they will agree that they are embarrassing. He has said to them previously that most of us would not have their job for their pay. A patrolman begins at \$188 a week. After five years he can make as much as \$236 a week. Then the only increase he gets in pay up to 25 years is longevity pay. He understands that some have been somewhat pitting firemen and policemen against each other in this pay raise. He is in sympathy with firemen too. To talk about these two as to who ought to get more or who ought to get the raise would compare with two men, one having one tooth and the other two teeth, arguing about who had the most teeth, or who needed another tooth most. They both need some help and he hopes that as Council considers the budget, they will look at both.

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But, looking at the policemen, the hazards of the job ought to say something about the pay and the pay ought to be commensurate with the hazards. When he picked up his newspaper this morning he saw again where another policeman had been shot and this is not unusual in Charlotte. He was most delighted when he heard that it was a flesh wound, but when he read that it had gone in one side toward his back, and come out the other, he feared that he would have a permanent injury to his spine and be a cripple for the rest of his life.

He stated he still remembers Mr. Annas who died here in our City as a policeman, at the point of a gun. He stated he hopes they will compare the hazards to which these men are exposed as they leave their families day by day. That Mr. Walton said he did not have any statistics and he will not burden Council with statistics. But he would like for them to make some comparisons. That he believes the figures are more available to Council than to him, and he is glad we live in a country where the facts are before us.

A truck driver for our Sanitation Department starts at \$21.00 less than a patrolman. If he stays two and half years he is then making more money than a patrolman is making, and a patrolman has to stay on his salary for five years. He has in his membership a dock worker who works at Johnson Motor Lines and he makes \$7.76 an hour. He makes \$310 a week; he would have to be a lieutenant in our Police Department and serve five years to make that much. He is not suggesting that the City can meet that kind of salary. What he is suggesting to them is the dock worker does not by any means subject himself to the hazards that our policemen do, and is not in a sense the public servant that a policeman is.

He understands as he has spent some little time studying this matter that the cost of living has risen 30.5 percent per year. Our policemen have received 18.9 percent increase in salary. This means when we consider their real salary they have a decrease of about 7.6 percent, and 35 to 50 of them are working each day, moonlighting, to get some money to add to what they make to pay their expenses. There are some figures that would be interesting to Council, and he hopes they have time to look them over concerning the work load. The year 1973-74 tells us that crime increased in Charlotte 25 percent; they had ten men added to their staff. Billy Graham tells us that last year was the highest rate of increase in crime in the United States of America. So these men are working more and having more responsibilities, and their increase in pay is not commensurate. He is talking to the Council about people values. The greatest assets in this city are the people, people like our policemen.

Rev. Davis stated he appreciates our parks, our Civic Center, our airport, our museum and our symphony. No person who has stood before Council this evening has appealed to him more than the young man talking about runaways, and they need help. But he is talking to Council about men who are buying groceries, paying rent, paying insurance and buying school books for their children; they are leaving their families and going out on our streets when their lives are endangered, in fast pursuit with the weapons to which they are subjected.

Ours is the Queen City. He stated he has with him a sheet comparing salaries between cities in our nation, put out by the Fraternal Order of Police. It is unusual that Mr. Knox mentioned Greensboro. That he will mention Greensboro too. As he looks at this comparison after four and a half years a patrolman in Greensboro has an increase in salary of \$1200 beyond that of a Charlotte patrolman; a detective has an increase in salary of \$500 above that of Charlotte detective; a sergeant has an increase after four and a half years of \$600 above that of a Charlotte policeman. A lieutenant has an increase \$700 beyond that of a lieutenant in our department; and a captain after four and a half years has a \$2000 increase above that of Charlotte.

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Now Greensboro is a smaller city; it is listed among the 100 to 250 thousand. Charlotte is listed among the 250 to 500 thousand. As Mr. Walton called to their attention, we do need the best men that we can get in our Police Department because in a sense our lives and our property are in their hands to be protected. That he is encouraged to know that our Police Department is seeking men now with associate degrees and men with college degrees. But we cannot attract these men at the rate our policemen are now started. That he does not have any figures to suggest. He simply comes to make a plea with these few simple facts that he has brought. That Council will give very serious consideration to increasing the salaries of our policemen, more than that which is in the original proposal.

Councilman Gantt asked Rev. Davis if he as a citizen of this community would be willing to undergo a two or three cent increase in the tax rate to pay our policemen and possibly even our firemen better? Rev. Davis replied he would rather give it to that than anything else he can think of at the moment, and he will be glad to pay it.

Peter Gilchrist, District Attorney, Police Salaries.

Mr. Gilchrist stated he has a particular vantage point which gives him an opportunity to see certain things that some people do not see. In recent years he has been concerned that we have lost various members of the Charlotte-Mecklenburg Crime Laboratory because their work load has increased and their salaries have not increased on a level which makes the City of Charlotte competitive with other areas which seem to be hiring away some of our specialists. This has bothered him because when we hire a new person to come in to take one of these positions it seems it is at least two or three years before they develop the skills and capabilities which permit them to do the assigned jobs they have. That he is speaking specifically of Mary Jane Burton who left to go to the Virginia State Crime Lab, and a man named Bryan Stimble who had been with them about three years, and left to go to Chicago because their salaries paid by the department here were not adequate when compared to what they were being offered in other areas.

He stated he is also concerned about a second point which is that he is seeing an increasing number of officers who come into the courts during the day in answer to a subpoena to testify and he realizes not only are they working their normal work hours, but they are being required to come to court and put in additional hours for which they obviously are paid, but they are having to expend the hours. In addition he is finding that many of them have been out working an off-duty job in order to earn additional money to support their families as they cannot live on the salaries they are making solely as police officers. The efficiency of the men obviously is hampered by the fact they are having to do so much outside work. He thinks perhaps a supplementary increase in their salary to some extent might compensate for this, and allow them to do other things other than working.

Councilman Davis stated in addition to supporting an overall increase for police, he asked if he thinks the scale is proper? Are we perhaps not paying some specialists enough to attract and hold them? Mr. Gilchrist replied he thinks there are two levels. The specialist, and this is a rare breed. We have a crime lab probably which is almost as good as something the SBI is operating, and there are a relatively limited number of people in the United States that have these qualifications. We are competing for employees in a fairly narrow field. They are expensive. There are just not that many people who can come in and do this kind of work. He looks at that as being one side of the problem. Then the uniform officers as being a separate independent problem.

Councilman Davis asked if he feels as far as specialists are concerned a cross the board increase in the range of five percent would make any difference? Mr. Gilchrist replied no; that it is his opinion that Mr. Severs has

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to look at what the market demands in order to support a particular individual; he has to make his salary competitive with what is required. He does not think a cross the board raise in the Crime Lab would be the answer. A blood specialist may cost more than a drug man. A ballistics man may be cheaper. Councilman Davis asked if our scale has that kind of flexibility? Mr. Gilchrist replied he does not know; that he is inclined to think not. The City Manager replied reclassification takes care of this type problem. Mr. Gilchrist stated he thinks the reclassification has been coming too late. We hire someone who is competent and we are not able to retain them, and they are hired away to another lab. Then we go out and by the time we put a man or woman on in place of the person who left we are no longer competitive, and drop back several notches.

Alton Murchison, Attorney, Pay Raises for Charlotte Police.

Mr. Murchison stated that he appears at the request of Detective H. R. Thompson, president of the Fraternal Order of Police, who appeared before them last week. His purpose tonight is more to summarize and to see if he cannot get the spirit of the difficulties of the Charlotte police, as represented by the Fraternal Order of the Police, across to Council.

The Fraternal Order of the Police know the problems facing the Council in the way of the economic realities. They appreciate the efforts of this Council in attempting to protect the credit of this City, to avoid further increases in tax rates; they are sensitive to the desires of the people to avoid increases in the rates and also to protect the credit of the City. They appreciate the services that Councilmembers are performing. That when people come before the Council and ask for increases he knows that sometimes it seems as if they are not sensitive to the difficulties that Council has.

He did not know some of these people were going to speak tonight. He talked to Peter Gilchrist in the hall, and he thinks he points to specific areas of difficulty. There is a general problem. When the Fraternal Order of Police has come before the Council and asked for increases in pay they have been sobered by an understanding of the facts of economic reality. Their purpose has been basically two-fold. First, to insure the people of Charlotte are aware that the men and the women who are serving on our police force have a heavier responsibility than that imposed on police forces of substantially similar metropolitan areas in the State and in the region. And that their pay scale is substantially less.

During the period of economic hardship last year our police officers received only a 3 percent pay raise. He thinks Council can realize that is an economic loss.

Their second goal has been to make sure that the Council and its administrative departments have an opportunity to communicate directly with members of the Police Department and have access to input data that they would like to offer, to understand some of their feelings and some of their personal problems. He believes that it has done that.

Tom Moore, the former District Attorney immediately prior to Mr. Gilchrist, is a law partner of his and they have shared on many occasions a grave concern that after budget considerations in Charlotte and other cities that Charlotte is going to fall further behind other cities in the State of North Carolina than we already are. It is true that our starting salary for patrolmen is substantially in line with starting salaries offered in other metropolitan areas in the State. Likewise true is that the salaries paid officers at the rank of lieutenant and above is substantially similar to that enjoyed by officers of similar rank in metropolitan areas across the United States, and in this State. That 25 statistical areas in the United States, similar to Charlotte's size, only seven of those areas pay

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officers of the rank of lieutenant and above more than we pay our officers of similar rank. Seventeen of them are paying their patrolmen more. It is obvious the difficulty we are trying to address ourselves to lies in the middle range. That is the salary and the longevity increases available to people who have been on the force more than five years, which is the breaking point that most people seem to think is very important. An officer with five years service in Charlotte has a base salary of \$12,273, while in Winston-Salem his base salary is \$13,313; in Greensboro it is \$13,800, putting Charlotte some \$1,600 behind Greensboro. That is not a magic figure but it is a source of some concern to members of the police force when they know they are having to work extra hours and see their and associates in other cities being paid more. The secret to any successful recruitment program is some basis of incentive - something to look forward to with a kind of a future. That is probably where we are lacking right now. That he thinks the basic statement is how we in the community can attract the same professional dedicated officers that we the public expect and even demand, when we are not attracting that type of individual.

He stated we think we have a good police force now. That Tom Moore has related to him on several occasions that he has observed first hand the benefits of a good police officer in a successful prosecution, but how bad a poor police officer can be to the successful prosecution and to the image to the public. He believes all of Council can subscribe to that statement. The real question is the extent to which Council as leaders and representatives of the community are willing and believe that this community is willing to commit the public funds to improve and to sustain a history of excellence in the police department. He believes that even for a short time if we drop that goal the problems that will result from it will be rather unsettling.

Mr. Murchison stated he has not had a chance to look at the dollars and cents, and he knows some of Council would like to know exactly what the Fraternal Order of Police would look to as a reasonable compromise, and he thinks everybody is aware that some compromise is forthcoming. That he has received several suggestions as to what we might be able to do, ranging from a pay increase in that mid-range where the problem is to bring those people who have been serving for five years up on a par with people in similar areas in the State and the region. Also the possibility instead of using the magic figures of percentages go back to dollars and cents and make sure that they are closing the gap in such a fashion that they are willing to direct dollars rather than a percentage amount. Those are the areas in which they would have the best opportunities for some success of attacking the problem.

Councilman Gantt stated Mr. Murchison has said a number of interesting things, and this Council has heard a considerable lobby on the part of the policemen with regard to the need for a larger increase. One of the things he has been fighting all the way through is getting a set of consistent figures. He heard Rev. Davis say that in comparing with the Greensboro Police Department, and compared up to the rank of Captain, and talked about a \$2,000 disparity. That he got the impression from that description that the disparity existed all the way up the line. Now Mr. Murchison is suggesting that what we really have in Charlotte is a greater divergence of salaries from the middle ranks of patrolman to the upper level officers - where the upper level officers in Charlotte are really being paid on a par with others in North Carolina. He asked if that is a correct impression.

Mr. Murchison replied he thinks the differences lie in the fact that the upper ranking salaries will at least compete. The salaries paid to the middle range is not competitive. The disparity is not so substantial that lieutenants and above have to go out and moonlight, and that is what is happening in our mid-range officers who have been serving five and some, ten years.

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Councilman Gantt stated that much has been made in the staff's report of educational incentive pay and there is an underlying theory there that with education there is an increase in the competence of the policeman. There is a lot of merit to that assumption. No one has said much about the increase in educational incentive pay to heighten the opportunity, or to sweeten the pot, for a policeman going to school to increase his competence as much as we have about the across the board increase which would raise the pay level. He asked if he thinks there is any relationship there between the fact that we might say increase the policemen who might be incompetent in their 15 years when he now makes a greater salary. Does the competence of a policeman increase simply because he makes more money? Mr. Murchison replied no. Councilman Gantt stated he understands the fact that we need to attract better policemen, and to keep our policemen and we understand the hazards of their jobs, and he thinks all on Council want to see them make more money. But much has been made of the fact about competence and dollar increases.

Mr. Murchison replied they do have five percent, and ten percent increases for education. There are 16 officers with two years educational credit of a five percent increase, and there are 35 who have a ten percent increase for the four years of education. This has to be put into perspective to understand for someone to get the four years education after they go to work at night, \$600 a year, they have to go to school a long time if it is night school - perhaps eight years to gain a four year degree. Or else they will reduce their competence as a police officer while they are there. They believe that is a good program and they are glad to have, and hopefully there can be further increases in it. But he does not believe you can hire officers with the hope that these fellows are going to go out and go to school to get this ten percent increase.

Councilman Gantt stated what he was suggesting was that he did not hear anyone demand to make that a 20 percent increase for educational incentives.

Councilman Williams stated he would appreciate it if the City Manager and Budget Director, between now and the next workshop on Thursday night, would find out the cost to pay our police the same amount of longevity pay as the Greensboro Department is paying in longevity. This is longevity only.

Josie Claiborne, Afro-American Cultural & Services Center.

Ms. Claiborne stated her comments concern the Charlotte-Mecklenburg Afro-American Cultural and Services Center request for funding from the City, and to inform Council about the organization, and what they intend to do with the funds if their request is approved.

The best known event they sponsor is the annual Festival in the Park. But they have an on-going continuing year round program when they sponsor many other activities. They are requesting funding for the City to put themselves on a more sound footing financially so they can extend themselves into other areas. One of the most exciting areas they would like to get into this year is the Sister City Program where they would establish a sister city relationship with a city in Africa which would allow them to have cultural exchanges with the African sister city. That would be very beneficial to the community at large and to the Black population in particular.

The festival has been a successful event for two summers with no funding from the City at all. But this year they are looking to extend it to have more events and sponsoring more activities, bringing in national and prominent speakers. That requires extra monies. In addition when they move into Spirit Square they would like to bring in a few of the exhibits they have seen around the country pertaining to African art and to the Afro-American history and culture to the Charlotte area for use by schools, churches and other community organizations.

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Since there is no organization representing Black people and the interest of Black people as far as culture is concerned, they feel that it is incumbent upon the Charlotte-Mecklenburg Afro-American Cultural and Services Center to do all it can to promote the study of African and Afro-American culture.

Ms. Claiborne stated their initial request was for \$14,000, but through the Arts and Science Council it somehow got to \$20,000. They decreased the amount they were going to give to them. The Arts and Science Council said the amount would be \$1,745, but in the budget request it is \$3,000.

Miss Lula Fay Clegg, Hezekiah Alexander Home Budget.

Miss Clegg stated she is a retired teacher here in Charlotte having taught history for 42 years, and is very interested in all historic projects in the City.

She comes tonight as a private citizen and an interested taxpayer, and is not representing any historical organization.

Miss Clegg stated she was before the Council a year ago when Council was considering taking over the Hezekiah Alexander House when it had fallen into financial difficulties due to the building of the Museum-Reception Center. She congratulates Council in taking it over and having it now under the Mint. Tonight she wants to protest an item in the budget listed under Mint Museum, and the Museum of History on Page 3, Item 179 in fees. These fees are salary paid to a former director of the Hezekiah Alexander House, and amount to \$9600. This former director receives a salary, and in her opinion it is an unwarranted expense, and should not be charged to the people of Charlotte because nothing has been done to give value received.

There are several reasons why she takes the stand she does. First, it is an unwarranted expense. Second, the director of the Mint and the curator of the Hezekiah Alexander House sent a letter to the City Manager, and she believes it is on record in the City Manager's office that they ask that this item be deleted from this coming budget. Third, she was a member and still is of the Hezekiah Alexander Foundation and the director was hired for a period of several years, and was paid adequately for her part time work. She also had an expense account.

Miss Clegg stated full credit has not been given to the other people who have worked so actively for the restoration of the house. She particularly refers to two presidents, Mr. Tom Williams and Mr. James Wylie. They along with others gave unstintingly of their time, absolutely free of charge to solicit donations for the house from the four governments under which we live, private foundations, and individuals. She does not think they have been adequately recognized by the people of Charlotte.

She stated she feels we have not given credit to those people who through many decades have worked for the restoration of historical projects in and around Charlotte. In the audience tonight are Ms. Mary Louise Davidson, Mrs. Myles Boyer and Mrs. Frances Gay, who with her husband has restored Victoria.

She does not think it is fair to include in the budget an item of this sort at taxpayers' expense when we have so many dedicated individuals who have given of their time, talent and money in restoring other historic things in Charlotte. It seems to her that this is an absolutely unwarranted expense to the taxpayers and she is afraid if it is kept in the budget, it is going to tarnish the good name of our wonderful institution, the Mint Museum, and that it is going to cast reflection on those who might be in favor of it. She is asking, as a private citizen, to delete this amount

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from the new budget for the Mint Museum, Hezekiah Alexander House. That she is afraid it might not only tarnish the name of the Mint, but she is afraid it will be very hard to get volunteer staff for the House and for the new Museum-Reception Center which they do want to make such a success in the City of Charlotte.

Councilman Williams asked if the Director of the Mint took a position on this? Mr. Burkhalter, City Manager, replied he believes Miss Clegg is correct in that he wrote a letter at one time saying they could do without this.

Councilwoman Chafin asked if Council can have a copy of the letter.

ADJOURNMENT.

There being no further business before the Council, the meeting adjourned.



Ruth Armstrong, City Clerk