

# Farmington Observer

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## Pay raise clash hits Hills city workers

By STEVE BARNABY  
Farmington editor

Farmington Hills City Council has ordered that the maximum raise for non-union city employees for the next fiscal year be five per cent.

The action, taken at this week's council meeting, came after "serious consequences" to the city, according to City Mgr. George Majors.

The confrontation between administration officials and city legislators has been growing since city council learned it was facing a \$10 million budget for 1978-79.

Originally, the administration had submitted a wage list for the 31 non-union employees. The raises averaged 7.6 per cent. Majors, in earlier budget discussions, said increases would average seven per cent.

More than half of the employees averaged more than the seven per cent, with one employee listed for a 22.6 per cent increase.

In a DEBATE which began after a public hearing on the budget, Councilwoman Joann Smith challenged the concept of across-the-board seven per cent increases.

"We're going to come to the point where we will price ourselves out of people we can afford. It is always sorted out to us that union personnel get those kind of increases," she said.

"But I think we should resist the temptation to be blackmailed by the administration that they won't be considered."

"We've come to the point where we have to hold the line. Some of these raises are just too excessive," she concluded.

Council veteran Earl Oppenhauser defended the raises, saying it was important for the city council to defend administration officials.

"I find it difficult to penalize management personnel for not being in a union," said Oppenhauser.

"We must be realistic. If they are doing the job they should be paid for it. If they aren't, then we should get

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somebody to replace them," he said.

He pointed to the cost of living which increased by 5.9 per cent last year and said that, in reality, they only would be getting two per cent raises.

Non-union employees include city executives, division and section heads, secretarial and Comprehensive Employment Training Act (CETA) employees.

But Oppenhauser was in a minority, with the rest of the council supporting Smith's contention that the raises were too high.

Councilman Keith Deacon recommended that the proposed budget could be pared down by limiting the raises to five per cent and by cutting the recommended four fire personnel increase to two. Another proposed cut would be to publish the city newsletter twice a year rather than three times.

"We don't want to set the precedent by setting seven per cent so union negotiations will start out at that point," he told Majors.

Councilman Joe Alkire said that raises for administrators should be based on a merit system.

"I agree that raises should, in some way, compensate for the cost of living. But merit also should be taken into consideration. A person should be recognized for good work," he said.

But Majors warned that his employees' morale was at stake.

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Majors presently is paid \$36,000 a year. A seven per cent raise would put him at \$41,600. A five per cent increase would make him \$38,400.

Parks and Recreation Director Douglas Gaynor was listed for a 6.6 per cent raise. His present pay is \$21,000. The raise would have put him at \$23,070.

Gaynor's division is a newly created one, established after a breakaway from the Farmington Area Recreation Commission.

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