

MINUTES OF THE CITY COUNCIL

CITY OF AUSTIN, TEXAS

Special Meeting
June 12, 1967

COUNCIL CHAMBER, CITY HALL

The meeting was called to order by Mayor Akin.

Roll Call:

Present: Councilmen Janes, LaRue, Long, Nichols, Mayor Akin
Absent: None

The Mayor announced that the Special Meeting had been called for the purpose of clarifying certain matters pertaining to wage and salary rates based on the report recommendations of the Brackenridge Hospital Advisory Board. The Mayor then noted that the Council had received recommendations from Hospital Administrator, Mr. Tobias, regarding the matter of pay adjustments for nurse anaesthetists. He then stated that the Brackenridge Hospital staff had no nurse anaesthetists for a two day period and a request had been made by Mr. Tobias that the Council be authorized to employ nurse anaesthetists at a higher starting pay than the already established starting pay.

The Mayor further stated that two amendments to the classification and pay ordinance were being considered. The first amendment would adjust the introductory rates for nurse anaesthetists and set up a new pay schedule for them which would be separate from other City employees. The second amendment would permit nurse anaesthetists to be employed in certain critical states at higher steps and rates within the regular classification system. Councilman Long stressed the need that any amendments adopted allow for the most flexibility within the classification system for all City employees and not just the nurse anaesthetists. Councilman Nichols then read a portion of the ordinance under consideration which stated that "...where there is an acute shortage of qualified persons available for a job which is indispensable to the performance of an essential function which the City requires to be performed and whatever services of a person qualified to fill that job cannot otherwise be obtained, a person may be employed in any step of a job classification range and if the range at which such new personages employed exceeds the rate currently being paid to employees with comparable qualifications solely employed by the City for the same job, then the raised pay of the person already employed shall be made equal to the raised pay of the new employee....." He then added that same ordinance included a special provision for nurse anaesthetists. After some discussion, Councilman Janes moved the Council insert the proper

terminology in Part I of the classification ordinance to include the special salary classification, establishing an administrative staff for nurse anaesthetists, or any other schedule approved by the Council. The motion, seconded by Councilman LaRue, carried by the following vote:

Ayes: Councilmen Janes, LaRue, Long, Nichols, Mayor Akin
Noes: None

The Council then discussed the currently established pay ranges and steps set up in the classification system. Councilman Long suggested the Council consider raising the maximum wage for nurses who had reached the top step range and could advance no further. City Manager Williams stated that the City's classification system was not a longevity system and for that reason merit, and not the length of service was the criterion for pay. Councilman Nichols pointed out that the shortage of nurse anaesthetists was supposedly due to low wages, but in actuality the problem involved the standards within the structure of the classification system. He then suggested that a thorough study of the entire classification system be made adding that any amendments made should not permit the employee to dictate the pay. Dr. Simms, a staff doctor at Brackenridge, noted that there were 285,000 registered nurses not working because it was not worth their while. The Mayor then stressed the point that the City Charter provided for the City Manager and not the hospital administrators to be responsible for all matters pertaining to personnel administration at the hospital.

City Manager Williams then requested that the Council consider the recommendation of Mr. Tobias to adjust the chief nurse anaesthetist's salary to the next higher range from \$783 to \$971. After a considerable amount of discussion Councilman Long moved the Council set up the new classification of the chief nurse anaesthetist with the pay ranging from \$783 to \$971. The motion, seconded by Councilman Nichols, carried by the following vote:

Ayes: Councilmen Janes, LaRue, Long, Nichols, Mayor Akin
Noes: None

The Council then agreed that further attention should be given to the various problems in the classification system and that a comprehensive study of the system was necessary.

Councilman LaRue then moved that the Council adjourn. The motion, seconded by Councilman Janes, carried by the following vote:

Ayes: Councilmen Janes, LaRue, Long, Nichols, Mayor Akin
Noes: None

The Council then adjourned.

APPROVED: _____

Harry Akin
Mayor

ATTEST: _____

Grace Monroe
Asst. City Clerk