

Council,
March 12, 1964.

The City Clerk advised that the matter had been duly advertised in accordance with the provisions of the Town Planning Act and that six letters of protest had been received from the following property owners in the area:

J. J. McKeage, 5908 Pine Hill Crescent
Susan E. Stairs, 5900 Pine Hill Crescent
Mary Burns, 5916 Pine Hill Drive
Muriel E. Seeley, 5920 Pine Hill Drive
Estelle H. Thompson, 5890 Pine Hill Drive
Dr. R. G. Stephens, 5896 Pine Hill Drive

One letter from Mr. George Perks of 5829 Fay's Lane suggested that if houses are to be built, they should be small modern modest homes as he is not in favour of motels or large buildings.

The following report was submitted and read from the Town Planning Board:

To: His Worship the Mayor and Members of City Council
From: Town Planning Board
Date: January 21, 1964
Subject: Francklyn Street (McCurdy Estate)

- (a) Rezoning (R-1 to R-2)
- (b) Permission to Erect more than one building on a lot
- (c) Alteration to a Subdivision

The Town Planning Board at a meeting held on January 21, 1964, considered a report from the City Manager indicating that Staff has no objection to a development on Francklyn Street (McCurdy Estate), but would require from City Council approval for the following:

- (a) Rezoning (R-1 to R-2)
- (b) Permission to Erect more than one building on a lot
- (c) Alteration to a Subdivision

On motion of Alderman H. W. Butler, seconded by Alderman LeBlanc, the Board approved the rezoning of an area of land on Francklyn Street (McCurdy Estate), as shown on drawing No. P200/1200 from R-1 to R-2, and recommended to City Council that a date be set for a public hearing.

Council,
March 12, 1964.

On motion of Alderman Richard, seconded by Alderman Healy, the Board recommended to City Council that permission be granted for the erection of more than one building on a lot in connection with this development.

On motion of Alderman H. W. Butler, seconded by Alderman Richard, the Board approved an alteration to a subdivision on Francklyn Street (McCurdy Estate), as shown on drawing No. P200/1199-1200, agreed to waive the public hearing, and recommended the same to City Council.

On motion of Alderman Richard, seconded by Alderman H. W. Butler, the Board recommended to City Council that the City Solicitor be instructed to draft the necessary legislation to permit the City to enter into a development agreement with private developers on such terms and conditions as the City may decide.

Respectfully submitted,

K. C. Mantin,
Clerk of Works.

At this time, a sketch of the proposed development was displayed and same was explained by the Director of Planning for the information of those present.

In answer to a question from Alderman Meagher, the City Manager stated that the proposal under discussion is to provide a sale under a 99-year lease basis with a trust company as the prime owner liable for repairs, maintenance, landscaping and upkeep of the properties, etc., in perpetuity. Before any Building Permit is issued, the City would require copies of the type of contract agreement. The report on the proposals was to be prepared by the applicants and submitted to the City Council.

Mr. George B. Robertson, Q.C., representing property owners in the area, addressed Council on their behalf and urged that the rezoning be rejected.

Mr. W. C. Dunlop, Q.C., addressed Council and stated he is a resident of Pine Hill Drive but he was not opposed to the proposed rezoning as the construction of the houses proposed would not hurt anyone in his opinion.

Council,
March 12, 1964.

Mr. Ralph Medjuck addressed Council on his own behalf, outlined the proposal by means of sketches and requested that the rezoning application be approved. He stated he would be willing to enter into a development agreement, drawn by City Staff which will bind the Company most decisively to what they have proposed and undertake. He stated they would not change the number of units; change the basic concept or the design. He also stated that they would be willing to put up a substantial bond to guarantee performance.

Mr. John Moore submitted and read the following memo:

Emscote Development, Halifax, Nova Scotia

Town Houses

A. Legal Structure

- (1) 70 Town Houses will be built upon the Francklyn Street lands of Concrete Products Limited (the property) by the developers.
- (2) Upon completion of the project, the property will be conveyed to a corporate trustee for valuable consideration.
- (3) The corporate trustee will hold the property in trust for the benefit of the various purchasers of occupancy rights in the Town Houses.
- (4) The trustee will enter into an agreement (the occupancy agreement) with the purchasers granting them the right to exclusive possession of the Town Houses on certain terms and conditions (see Clause C below). The Purchasers' interest will be capable of assignment to third parties with the written consent of the trustee. It is also possible, of course, for the developer to complete construction of the Town Houses and rent them in the usual manner.

B. Trustee

The general duties of the trustee will be to assume control of the property and enter into a management agreement for the operation of the property.

C. Occupation Agreement

The trustee will enter into an occupation agreement with each purchaser and under the terms of this agreement the purchaser

Council,
March 12, 1964.

will be granted the exclusive occupation of a Town House on a long term basis. The purchaser by the occupation agreement will be obliged to pay his proportionate share of the mortgage on the property, his proportionate share of taxes, insurance, electricity, costs of management, and expenses of operation. If the purchaser fails to pay his share of expenses, the purchaser's interest may be sold by the trustee similar to a foreclosure if an owner failed to make his mortgage payments.

D. Management Agreement

The trust agreement provides that the trustee shall enter into an agreement with a suitable company (the manager) to manage the property, including collection of rents, payment of mortgages on the property, and payment of taxes. The manager will undertake to repair and maintain all the property except interiors of the houses, and the cost of this maintenance shall be paid by the owner.

Summary

The Town House scheme is essentially one which allows a purchaser to acquire a right of occupancy to a house and the right to use the common areas on the property. In exchange for these rights the purchaser must pay his proportionate share of the operation. Aside from necessary amendments to zoning regulations, no special arrangements with the City of Halifax are required for operation of the scheme.

After several questions from the members of Council and answers from the applicants, it was moved by Alderman Black, seconded by Alderman H. W. Butler, that the rezoning of land on the northeastern side of Francklyn Street between Point Pleasant Drive and Pine Hill Drive from R-1 Zone to R-2 Zone be approved as advertised.

The motion was put and passed, 8 voting for the same and 2 against it as follows:

For the motion: Aldermen Black, A.M. Butler, Meagher, Trainor, Healy, Wyman, Richard and H. W. Butler.

Against: Aldermen Abbott and Lane.

MOVED by Alderman Black, seconded by Alderman H. W. Butler, that Council approve of the erection of more than one building on a lot provided an agreement is worked out between the

Council,
March 12, 1964.

City and the Developer which is acceptable to Council. Motion passed.

MOVED by Alderman Richard, seconded by Alderman Healy, that an alteration to the subdivision be approved whereby 3 lots will be combined into one lot as shown on Plan No. P/200/1199-1200 and that the public hearing be waived. Motion passed.

RECOMMENDATIONS - FINANCE AND EXECUTIVE COMMITTEE

The following recommendations were submitted from the Finance and Executive Committee at a meeting held on March 5, 1964:

Property Acquisition - No. 30 Artz Street

It is recommended that the offer of Mrs. Agnes Rooney to accept the sum of \$1,500.00 as settlement in full for all claims in connection with the acquisition by the City of her property at No. 30 Artz Street be accepted.

MOVED by Alderman Lane, seconded by Alderman Abbott, that the recommendation be approved. Motion passed.

Property Acquisition - No. 922 Barrington Street

It is recommended that the offer of Melba G. Sutherland to accept the sum of \$9,000.00 as settlement in full for all claims in connection with the acquisition by the City of her property No. 922 Barrington Street be accepted; and that the City Staff be authorized to rent the property until such time as it is required for the redevelopment program.

MOVED by Alderman Lane, seconded by Alderman Abbott, that the recommendation be approved. Motion passed.

Settlement of Claims - Garnier Property - Portland Place

A report was submitted from the City Manager respecting the terms of settlement of additional claims in connection with the expropriation of the Garnier property on Portland Place.

It is recommended that:

1. The amount of \$100.00 be paid to Edward Gordon Legg for a release of his claim over the area expropriated;

Council,
March 12, 1964.

2. \$100.00 be paid to MacLaw Matonis for a release of his claim over the area expropriated;
3. The City bear the cost of preparation of each of these formal releases.

MOVED by Alderman Abbott, seconded by Alderman Lane, that the recommendation be approved. Motion passed.

Rental - Portion of Hutton Property - No.118 Upper Water Street

It is recommended that a portion of the premises at No.118 Upper Water Street, containing approximately 200 sq.ft. be rented to Mr. Bruce Parsons on a month-to-month basis at a rental of \$30.00 per month.

MOVED by Alderman Abbott, seconded by Alderman Lane, that the recommendation be approved. Motion passed.

Agreement - Subsidized Rental Housing

A report was submitted from the City Manager to which was attached a copy of a proposed agreement in respect of the construction of subsidized rental housing units in Phase I of the Uniacke Square Redevelopment Project.

It is recommended that the draft agreement be approved and that the Mayor and City Clerk be authorized to execute the same after City Council has approved of the number of housing units to be constructed in the first phase of the project.

MOVED by Alderman Lane, seconded by Alderman Abbott, that the recommendation be approved. Motion passed.

Applications - Tag Days, Etc.

A report was submitted from the City Clerk giving the following information:

- (a) Tag day receipts of those applicants who held a Tag Day in 1963;
- (b) Applicants receiving a grant from the City, the amount of such grant in the 1964 budget, and
- (c) Applicants benefiting from Halifax-Dartmouth United Appeal Fund.

It is recommended that the list of applications for Tag Days in 1964 be approved on the condition that any organization which has applied for two tag days shall be given the choice of either one.

Council, 1964
March 12, 1964.

It is further recommended that the matter of tag days, door-to-door solicitation and other matters covered by Ordinance No. 55 be referred to the Special Committee, appointed to study tax concessions and grants, to consider possible amendments to Ordinance No. 55.

MOVED by Alderman Lane, seconded by Alderman Abbott,
that the recommendations be approved. Motion passed.

Citadel Inn - Release of Covenants

A report was submitted from the City Solicitor advising that in order for Mr. Medjuck to complete his financing of the Citadel Inn Motor Hotel Building, it will now be necessary for the City to acknowledge that the construction has been completed and to formally waive the re-conveyance proviso contained in the deed of May 9, 1962.

If the Committee agrees to such waiver, it should be recommended to City Council that the Mayor and City Clerk be authorized to execute an indenture to waive the condition of re-conveyance as contained in the said deed, dated May 9, 1962.

The City Manager referred to the fact that the purchasers had not lived up to their obligation, but that the agreement contains no penalty clause other than the re-conveyance proviso, and he contended that a special assessment in 1963 should have been placed on the building since it was substantially completed in 1963.

It is recommended that no action be taken on the matter at this time, and that the City Manager be directed to negotiate with Mr. Medjuck to arrive at a satisfactory settlement, and report to the Committee.

MOVED by Alderman Lane, seconded by Alderman Abbott,
that the recommendation be approved. Motion passed.

Capital Funds - Halifax Forum Commission - \$54,000.00

A letter was submitted from the Halifax Forum Commission under date of March 3, 1964, requesting additional capital funds in the amount of \$54,000.00 to cover over-expenditures on the building renovations estimated at \$215,000.00 and approved by Council in 1963.

It is recommended that the request be approved and that the City Solicitor be directed to prepare the necessary borrowing resolution for presentation to City Council.

It is further recommended that a management agreement be effected between the City and the Forum Commission which would require the Forum Commission, among other things, to submit annual current and capital budget requests to the Council for approval, and which would provide for the method of dealing with surpluses,

Council,
March 12, 1964.

the repayment of Debentures and all other financial matters as well as the disposal of any of the Commission's lands, and that the City Manager be directed to prepare a draft management agreement along the lines suggested.

MOVED by Alderman Wyman, seconded by Alderman Abbott, that the recommendations be approved. Motion passed.

A formal Borrowing Resolution in the amount of \$54,000.00 was submitted by the City Solicitor.

MOVED by Alderman Wyman, seconded by Alderman Abbott, that the Resolution as submitted be approved. Motion passed unanimously.

RECOMMENDATIONS - COMMITTEE ON WORKS

The following recommendations were submitted from the Committee on Works at a meeting held on March 5, 1964:

Use of City Property - No.3035 Windsor Street -
(Canadian Car Sales Office)

It is recommended:

1. THAT a request from Scotia-Chevrolet-Oldsmobile Limited to erect an addition to the existing car sales office located on City-owned property (formerly the Cossor lands), be approved;
2. THAT a clause be inserted in the lease which would enable the City to give two weeks notice for the removal of the proposed structure, including the foundation.

MOVED by Alderman A. M. Butler, seconded by Alderman Lane, that the recommendations be approved. Motion passed.

Sewer Easement - City-owned Property - Southeast Corner of
Chebucto Road and Quinpool Road

It is recommended that a sewer easement at the southeast corner of Quinpool Road and Chebucto Road, as outlined on Plan No. TT-1-15894, be granted provided:

- (a) an annual fee of \$25.00 is paid by the applicant;
- (b) the easement can be revoked by the City on thirty days notice;
- (c) the easement agreement contains such other terms and conditions as required by the City Solicitor.

Council,
March 12, 1964.

MOVED by Alderman A. M. Butler, seconded by Alderman Lane, that the recommendation be approved. Motion passed with Alderman Black abstaining.

Sewer Easements - Kempt Road to Lady Hammond Road -
Highway Realties Limited to City of Halifax

It is recommended that the arrangements be confirmed for an easement obtained by the City of Halifax from Highway Realties Limited, as shown on Plan No. TT-1-15846, for the purpose of installing a 24" and a 30" storm sewer for a nominal sum of \$1.00.

It is also recommended that the Mayor and the City Clerk be authorized to sign the agreement on behalf of the City.

MOVED by Alderman A. M. Butler, seconded by Alderman Lane, that the recommendations be approved. Motion passed.

Street Lighting - North Street (Barrington St. to C.N.R. Property)

It is recommended that five new mercury vapor luminaires be installed on North Street from Barrington Street to Canadian National Railways Property at an estimated cost of \$646.00. Funds are available for this work and no borrowing resolution is necessary.

The total increase in cost of operation is estimated at \$52.80, and the total increase in the cost of current is estimated at \$25.75, both of which are provided for in the 1964 budget.

MOVED by Alderman A. M. Butler, seconded by Alderman Lane, that the recommendation be approved. Motion passed.

RECOMMENDATION - TOWN PLANNING BOARD

The following recommendation was submitted from the Town Planning Board at a meeting held on March 3, 1964:

Modification of Sideyards - No. 3676 (44) Leaman Street

It is recommended that an application to modify the sideyard requirements of the property at No. 3676 (44) Leaman Street be approved, as shown on Drawing No. P200/1252, in accordance with Part XV, Para 1(f) of the Zoning By-Law.

MOVED by Alderman H. W. Butler, seconded by Alderman Healy, that the recommendation be approved. Motion passed.

Council,
March 12, 1964.

ATTENDANCE - DIRECTOR OF CITY HOSPITALS
MARITIME HOSPITAL ASSOCIATION INSTITUTE - MONCTON, N. B.

To His Worship the Mayor and
Members of the City Council.

The Public Health and Welfare Committee, at a meeting held on March 5, 1964, considered various matters of Civic business and reports to Council as follows:

It is recommended that the Director of City Hospitals be authorized to attend the Maritime Hospital Association Institute to be held in Moncton, New Brunswick, June 8th to 11th inclusive and that his expenses in the amount of \$100.00 be paid.

Respectfully submitted,

R. H. STODDARD,
CITY CLERK

MOVED by Alderman Lane, seconded by Alderman Abbott,
that the report be approved. Motion passed.

SALARY INCREASES, ETC. - FIRE DEPARTMENT

To His Worship the Mayor and
Members of the City Council.

The Safety Committee at a meeting held on March 3, 1964, considered the matter of salary increases, salary scales, service pay, etc., and now recommends as follows:

1. THAT the proposed bonus of \$25.00 for hoseman and hoseman inspector as recommended under paragraph 2(b) of the Conciliation Report, be deleted;
2. THAT the sum of \$24.00 be added to the salary scales as recommended by the Conciliation Board for the year 1963 for the classification of "hoseman" and "hoseman inspector" and that the amended scales be approved with effect from January 1, 1963;
3. THAT the necessary funds to provide for the 1963 increase be charged against the current surplus account;
4. THAT the recommended 1964 salary scales as contained in the report of the Conciliation Board be approved with effect from January 1, 1964;
5. THAT longevity pay referred to in the report of the Conciliation Board be deleted including the conditions relating thereto;
6. THAT service pay be applicable to the scales set forth in paragraph 2(c) of the report for "hoseman" below the rank

Council,
March 12, 1964.

of "hoseman inspector", and that it be payable on completion of the respective years of service in the steps provided;

7. THAT the contract provide that the notice for termination or alteration be served upon the City Clerk not later than June 30th rather than August 31st;
8. THAT the Mayor and City Clerk be authorized to execute the contract on behalf of the City.

Respectfully submitted,

R. H. STODDARD,
CITY CLERK.

MOVED by Alderman Black, seconded by Alderman Richard, that the report be approved. Motion passed.

SALARY - MECHANICAL SUPERINTENDENT, FIRE DEPARTMENT

To: His Worship the Mayor and
Members of the City Council.

From: P. F. C. Byars, City Manager.

Date: March 12, 1964.

Subject: Salary Mechanical Superintendent, Fire Department.

The recent Conciliation Board report on the new working agreement with the International Association of Firefighters Local 268, did not settle the question of wages for the position of Mechanical Superintendent in the Fire Department. Discussion between the City Manager and Mr. George Robertson, Solicitor for the Union, reached agreement that the position would be excluded from bargaining.

In view of this agreement, it is recommended that the salary range of Mechanical Superintendent be adjusted on the same basis as non-union senior positions in the Fire Department and other civic classifications, generally, namely, 4% increase effective January 1, 1963, and an additional 3½% increase effective January 1, 1964.

The result of this increase would be as follows:

	<u>Min.</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>Max.</u>
1962 -	\$5340	5544	5640	5730	5910
1963 -	5550	5766	5868	5958	6144
1964 -	5748	5964	6072	6168	6360

P. F. C. BYARS,
CITY MANAGER.

Council,
March 12, 1964.

MOVED by Alderman Black, seconded by Alderman Richard,
that the report be approved. Motion passed.

QUESTIONS

Questions - Alderman Black

Alderman Black submitted the following questions which
were answered, as indicated:

1. Q. When was the last meeting of the Halifax-Dartmouth
Bridge Commission held ?
A. His Worship the Mayor: "The last week in January!"
2. Q. Are minutes of Bridge Commission meetings made
available to the members of the Commission ?
A. His Worship the Mayor: "Yes!"
3. Q. Has the Bridge Commission held a meeting to consider
the City of Halifax Staff Report ?
A. His Worship the Mayor: "No!"
4. Q. Can the City anticipate receiving any report from the
Bridge Commission after it has studied the City of
Halifax Staff Report ?
A. His Worship the Mayor: "Yes!"
5. Q. Could members of this Council be given copies of the
minutes of meetings of the Bridge Commission insofar
as any matters are discussed with relation to any new
bridges to be built across Halifax Harbour or the
North West Arm ?
A. His Worship the Mayor: "The minutes will be
available in my office."
6. Q. Has the City Staff been engaged in surveying work on
Wellington Street during the past two or three days ?
A. Commissioner of Works: "Not to my knowledge!"

Question - Alderman Wyman Re: Traffic Study

Alderman Wyman asked if there is any indication as to
when the report of the Study of Traffic Problems requested by him
will be submitted.

The City Manager stated that the Study is progressing
and the report will be submitted as soon as it is completed.

Council,
March 12, 1964.

Question - Alderman Healy Re: Left-hand Turn Signal -
Corner of Prince and Barrington Street

Alderman Healy asked if the left-hand turn signal at the intersection of Prince and Barrington Streets has been replaced.

His Worship the Mayor stated that the Traffic Authority will be directed to report on the matter at the next meeting.

Question - Alderman Lane Re: Pepperell Street Exit
From Dominion Store

Alderman Lane referred to the fact that permission was granted to Dominion Stores Limited to provide an exit from their parking lot onto Pepperell Street; and she stated that it was her understanding that the permission was given on condition that no entry would be permitted from Pepperell Street. She asked that the matter be checked.

The City Manager was directed accordingly.

Question - Alderman Trainor Re: Use of Sea Water for Snow Clearing

Alderman Trainor referred to the suggestion made earlier by him with respect to the use of sea water to clear the snow from downtown streets, and he asked if the Commissioner of Works would refer the matter to the Department of Oceanography for an opinion as to the practicability of such use.

The Commissioner of Works said that he would seek such an opinion.

Question - Alderman Black Re: Press Report of Alderman Trainor's
Statement at Development Committee Meeting

Alderman Black asked if Alderman Trainor was correctly reported in today's Mail-Star, where it is reported that if he, Alderman Trainor, were the applicant for permission to build a 21 storey apartment building, he would smash the author of the Staff Report between the eyes for calling the proposed building a "slab".

Alderman Trainor stated that he had not read the Press report, but thought he had used words similar to those described by Alderman Black.

Alderman Black then asked if Alderman Trainor is aware that the term "slab" is used in the construction trade to describe a type of construction, rather than as a derogatory expression.

Alderman Trainor stated that he is well aware of the term "slab construction" as a result of his formal education, but that he had used the term "slab" in the sense that it is used to describe a slab of concrete, used in sidewalk construction.

Council,
March 12, 1964.

NOTICE OF MOTION - ALDERMAN HEALY RE: FEASIBILITY STUDY OF OVER-PASS OR VIADUCT AT THE HEAD OF THE NORTH WEST ARM.

Alderman Healy gave notice that at the next meeting of City Council he would move that the Council institute a study by the City of Halifax and the Province of Nova Scotia of the feasibility of constructing an over-pass or viaduct at the head of the North West Arm to obviate the Armdale Rotary.

His Worship the Mayor stated that the notice of motion is unnecessary because the subject matter of the notice has been discussed by him with the Staff; and a meeting has been arranged with the Minister of Highways for further discussion.

He said that it is hoped that the results of the studies will be available by the time of the next meeting of Council.

Alderman Healy stated that the purpose of his notice was to determine whether a structure at the head of the Arm might obviate the need for a bridge across the Arm.

His Worship the Mayor stated that the studies he referred to are being made in an effort to determine whether or not the bridge is necessary, or if the bridge and improvements to the Rotary are necessary and should be considered concurrently.

ACCOUNTS OVER \$500.00

The following accounts over \$500.00 were submitted and recommended for payment by the City Manager:

<u>Department</u>	<u>Vendor</u>	<u>Purpose</u>	<u>Amount</u>
Finance	Eastern & Chartered Trust Company	City of Halifax Superannuation Fund	\$6,595.95
	Province of Nova Scotia	Amortization payment due April 1, 1964 City's share Capital Costs re Halifax Co. Vocational High School	\$12,991.40

Council,
March 12, 1964.

MOVED by Alderman Trainor, seconded by Alderman Meagher, that the accounts be approved for payment. Motion passed.

MOTION - ALDERMAN H. W. BUTLER RE: RESCINDING RESOLUTION OF COUNCIL APPROVED MAY 16, 1963 RESPECTING MARITIME MUSEUM

Alderman H. W. Butler stated that in view of the new negotiations which are being conducted which could possibly result in some benefits to the City, he would withdraw his motion.

BUSINESS TAX RATE - 1964

A report was submitted from the Commissioner of Finance advising that the tax rate on business assessments and on business realty had been set at \$5.00 per hundred dollars of assessment for the Civic Year 1964, based on the following calculations:

Estimated Expenditures, approved by City Council, February 29, 1964		\$15,878,496.25
Income	\$4,475,923.83	
Poll Tax Estimated for 1964	<u>370,000.00</u>	<u>4,845,923.83</u>
		11,032,572.42
Less: Appropriation from		
Prefab Housing	150,000.00	
Current Surplus	<u>220,000.00</u>	<u>370,000.00</u>
		10,662,572.42
Less: Residential Realty & Section 409 City Charter \$192,478,130.00 at \$2.25 per hundred		<u>4,330,757.92</u>
		\$ 6,331,814.50
Business Realty & Business Assessment \$126,636,290.00 at \$5.00 per hundred		<u>\$ 6,331,814.50</u>
		N I L

MOVED by Alderman Black, seconded by Alderman H. W. Butler, that the report be accepted and filed. Motion passed.

APPOINTMENT - PERMANENT COAL WEIGHER

An application was submitted from the Dominion Coal

Council,
March 12, 1964.

Company Limited to have Mr. Douglas Sherman of 1645 Chestnut Street, Halifax, Nova Scotia, sworn in as a coal weigher in the City of Halifax.

MOVED by Alderman Trainor, seconded by Alderman H. W. Butler, that the application be approved. Motion passed.

LETTER - MAYORS FEDERATION RE: RESOLUTIONS FOR CONVENTION

A letter was submitted from the Executive Director of the Canadian Federation of Mayors and Municipalities advising that all resolutions submitted by member municipalities for consideration at the Federation's Annual Conference should be submitted by April 15, 1964.

His Worship the Mayor asked that any member of Council who wishes to submit a resolution should present same to him in writing for consideration at the next meeting of the Finance and Executive Committee.

APPOINTMENT OF COMMITTEE TO REVIEW THE SUPERANNUATION PLAN

His Worship the Mayor stated that it is necessary to appoint a Committee to review the Superannuation Plan and, to recommend to Council the engagement of qualified and competent persons to examine the Plan and to recommend to Council further action.

His Worship the Mayor then nominated the Mayor and Aldermen Black, Meagher and Richard for appointment to the Committee.

MOVED by Alderman Wyman, seconded by Alderman H. W. Butler, that the nominations be approved. Motion passed.

APPOINTMENT OF COMMITTEE RE: PORTRAIT OF SIR JOHN S.D. THOMPSON

His Worship the Mayor nominated the Mayor and Aldermen Healy and Wyman for appointment to a Committee to make

Council,
March 12, 1964.

arrangement for the portrait of Sir John S. D. Thompson to be hung in City Hall.

MOVED by Alderman Lane, seconded by Alderman Black, that the nominations be approved and that the Committee be authorized to spend a sum not exceeding \$500.00 for this purpose. Motion passed.

BILL NO. 117 - RE: HALIFAX-DARTMOUTH BRIDGE COMMISSION ACT

To: Members of City Council
From: Charles A. Vaughan, Mayor
Date: Bill No. 117 -
An Act to Amend the Halifax-Dartmouth Bridge
Commission Act

Gentlemen:

On Monday, March 9th, Bill No. 117 An Act to Amend the Halifax-Dartmouth Bridge Commission Act, was introduced to the Nova Scotia Legislative Assembly. A copy of such Bill is attached hereto.

This Bill adds a new Section to the Act and provides that the Bridge Commission has the power to construct, maintain and operate an additional bridge or bridges and the necessary approaches thereto across Halifax Harbour and/or the North West Arm. It further provides that the City of Halifax, City of Dartmouth, or the Municipality of the County of Halifax, may enter into a carry out agreements with the Bridge Commission respecting payments in lieu of taxes on property acquired by the Bridge Commission for the purpose of additional bridge or bridges across the Harbour or the North West Arm.

Last Fall, when a staff study was being undertaken with respect to the Bridge Commission Report, recommending an additional bridge across Halifax Harbour and a bridge across the North West Arm, a brief prepared by the City Solicitor on the legal implications of such report indicated:

1. That the Halifax-Dartmouth Bridge Commission had no power at that time to construct, maintain and operate any other bridge across the Halifax Harbour or the North West Arm other than the Angus L. Macdonald Bridge and that legislation would have to be obtained to amend the Halifax-Dartmouth Bridge Commission Act to grant the Commission such additional power; and
2. That Section 23 of the Bridge Commission Act would have to be amended since that Section provided that all or any land acquired by the Commission would be taxed on

Council,
March 12, 1964.

the basis of the 1950 assessment. The effect of Section 23 in its present form would be that any land the Commission acquired in 1964 and subsequent years would automatically have an assessment valuation of the 1950 assessment roll.

Bill No. 117 deals with both these matters and subsection (1) satisfactorily grants the necessary additional powers to the Commission to enable it to construct and operate additional bridges across the Harbour and/or the North West Arm.

However, in my opinion, subsection (2) is far from satisfactory. For any new property acquisition by the Commission to escape the provisions of Section 23 and freezing the assessment at the 1950 valuation, it is necessary for the City and the Commission to agree and to enter into an agreement for payments in lieu of regular taxation. If agreement as to the amount of the payment cannot be reached as between the City and the Commission, and a formal agreement is not entered into, any new property of the Commission would automatically have a 1950 assessment valuation. It is not clear as to what magic is attached to the year 1950, except that the Bridge Commission was incorporated that year, and it then proceeded to acquire properties for the approaches to the Angus L. Macdonald Bridge.

Without conferring such benefit on any new property acquisitions of the Bridge Commission, I believe that this formula with respect to present property of the Commission should be revised. After all, the City has had a complete re-assessment of all properties in the City since 1950, when the Cleminshaw valuations were adopted.

In addition, the new City Charter makes it mandatory for the City Assessor to carry out a complete re-assessment of all properties in the City in time for the 1966 assessment roll, and every five years thereafter. Why should Bridge Commission property escape the Cleminshaw re-valuations and the five year re-valuations of the City Assessor?

I would therefore recommend that the City Council instruct the City Solicitor to make a submission to the Committee on Law Amendments to the effect that:

1. Section 23 of the Act be repealed; and
2. Subsection (2) of Section 9A be amended as follows:

"Notwithstanding the provisions of the Bonus Act or any other Act, the Commission and the City of Halifax, or the City of Dartmouth, or the County of Halifax may enter into and carry out agreements with respect to payments in lieu of taxes on real property acquired by the Commission for the purposes of the Commission."

Council,
March 12, 1964.

The effect of this amendment would be that, unless the Commission entered into an agreement with the City of payments in lieu of taxes, the Commission would pay full taxes to the City for property owned by it within the City of Halifax.

Yours truly,

CHARLES A. VAUGHAN,
MAYOR.

MOVED by Alderman Lane, seconded by Alderman Wyman,
that the recommendation of the Mayor be approved. Motion passed.

10:00 p.m. Meeting adjourned.

HEADLINES

Presentation - Police Service Medals to Detective N. Goulding and Sgt. A. Wesley	122
Minutes - February 27, 1964	122
Public Hearing Rezoning Land Northeastern Side of Francklyn Street From R-1 Zone to R-2 Zone	122
Recommendations Finance & Executive Committee:	
Property Acquisition No. 30 Artz Street	127
Property Acquisition - No. 922 Barrington Street	127
Settlement of Claims - Garnier Property - Portland Place	127
Rental - Portion of Hutton Property - 118 Upper Water St.	128
Agreement - Subsidized Rental Housing	128
Applications Tag Days, Etc.	128
Citadel Inn - Release of Covenants	129
Capital Funds - Halifax Forum Commission - \$54,000	129
Recommendations - Committee on Works:	
Use of City Property - No. 3035 Windsor Street (Canadian Car Sales Office)	130
Sewer Easement - City-owned Property - Southeast Corner Chebucto Road and Quinpool Road	130
Sewer Easements - Kempt Road to Lady Hammond Road - Highway Realties Ltd. to City of Halifax	131
Street Lighting - North Street (Barrington Street to C. N. R. Property)	131
Recommendation - Town Planning Board:	
Modification of Sideyards - No. 3676(44) Leaman Street	131
Attendance - Director of City Hospitals - Maritime Hospital Association Institute - Moncton, New Brunswick	132
Salary Increases, Etc., Fire Department	132
Salary Mechanical Superintendent, Fire Department	133
Questions:	
Questions - Alderman Black	134
Question - Alderman Wyman Re: Traffic Study	134
Question - Alderman Healy Re: Left-hand Turn Signal Corner Prince and Barrington Street	135
Question - Alderman Lane Re: Pepperell Street Exit From Dominion Store	135
Question - Alderman Trainor Re: Use of Sea Water for Snow Clearing	135
Question - Alderman Black Re: Press Report of Alderman Trainor's Statement at Development Committee Meeting	135

Council,
March 12, 1964.

HEADLINES (Cont'd.)

Notice of Motion - Alderman Healy Re: Feasibility Study of Over-pass or Viaduct at the Head of the North West Arm	136
Accounts Over \$500.00	136
Motion - Alderman H. W. Butler Re: Rescinding Resolution of Council Approved May 16, 1963 Respecting Maritime Museum	137
Business Tax Rate - 1964	137
Appointment - Permanent Coal Weigher	137
Letter - Mayors' Federation Re: Resolutions for Convention	138
Appointment of Committee to Review the Superannuation Plan	138
Appointment of Committee Re: Portrait of Sir John S.D. Thompson	138
Bill No. 117 Re: Halifax-Dartmouth Bridge Commission Act	139

CHARLES A. VAUGHAN,
MAYOR & CHAIRMAN.

R. H. STODDARD,
CITY CLERK.

CITY COUNCIL MINUTES
SPECIAL MEETING

Council,
March 24, 1964.

Council Chamber,
City Hall,
Halifax, N. S.,
March 24, 1964,
8:00 p. m.

deleting the position of Deputy Inspector of
creating the position of Building Inspector.

6. Approve of the establishment of the Finance
Department with effect July 1, 1964. As the

A Special Meeting of City Council was held on the above date.

After the meeting was called to order, the members of Council attending, led by the City Clerk, joined in reciting the Lord's Prayer.

There were present His Worship the Mayor, Chairman, and Aldermen Black, Abbott, Macdonald, A. M. Butler, Meagher, LeBlanc, Trainor, Healy, Richard, O'Brien and H. W. Butler.

Also present were Messrs. P. F. C. Byars, R. H. Stoddard, G. F. West, L. Mitchell, Q. C., L. M. Romkey, R. B. Grant, V. W. Mitchell, K. M. Munnich, J. F. Thomson, H. K. Randall and Dr. E. M. Fogo.

The meeting was called specially to consider reports of the City Manager, dated February 17 and 27, 1964, respecting proposed organizational changes in the Civic Service.

MOVED by Alderman O'Brien, seconded by Alderman Trainor, that Council adjourn and meet as a Committee of the Whole. Motion passed.

8:05 p.m. Council met as a Committee of the Whole.

The City Manager's report, dated February 17, 1964, recommended the following reorganization, phased over a period to October 30, 1964:

1. Approve of the transfer of the Traffic Engineering Section of the Works Department to the Planning Division of the Development Department, effective April 1, 1964;
2. Approve of the transfer of the City Electrician's Department to the Works Department effective May 1, 1964. The City Electrician's Department would thus become a division of the Works Department;
3. Approve of the transfer of the Internal Auditor and his staff from the Finance Department to the City Manager with effect June 1, 1964;
4. Agree to the immediate establishment of a position entitled, "Chief of Development". If this is agreed to, the job description and salary range will be submitted for the approval of Council.

Approval of the position of "Chief of Development" would be accompanied by a recommendation calling for the deletion of the position of Administrative Assistant to the Development Officer.

5. Approve of the transfer of the Building Inspection Division of the Works Department to the Development Division -- Development Department with effect one month after the appointment of a person to the position of "Chief of Development". Simultaneously with this transfer, a recommendation would be made to Council

Council,
March 24, 1964.

deleting the position of Deputy Inspector of Buildings and creating the position of Building Inspector.

6. Approve of the establishment of the Finance and Development Department with effect July 1, 1964. At the same time, approve of the establishment of positions for:
 - (a) Two Associate Directors
 - (b) City Comptroller
 - (c) Chief Architect and Planner

On establishment of the new positions, the position of Commissioner of Finance, Deputy Commissioner of Finance, Development Officer, and Director of Planning would be deleted.

7. Approve of the transfer of the City Assessor's Department to the Finance and Development Department with effect September 1, 1964.
8. Approve of the deletion of the two positions in the Finance and Development Department entitled, "Associate Director" effective October 30, 1964. At the same time, approve the establishment of a position entitled, "Director, Finance and Development Department". This position, by Charter, would also carry the title of City Treasurer.

The following report, also dated February 17, 1964, was submitted from the City Manager:

"In a separate report of today's date, recommendations for a major reorganization in the civic service have been submitted for consideration by City Council. If the reorganization suggested is approved, it is proposed that the following appointments will be made:

1. Effective July 1, 1964, Mr. L. M. Romkey and Mr. R. B. Grant shall each be appointed to the position of Associate Director-- Finance and Development Department. These appointments require the approval of City Council.
2. Effective July 1, 1964, the following appointments will be made:
 - (a) Mr. K. M. Munnich will be appointed to the position of Chief Architect and Planner in charge of the Planning Division of the Finance and Development Department;
 - (b) Mr. J. L. Leitch will be appointed to the position of City Comptroller in charge of the Finance Division of the Finance and Development Department.
3. Effective September 1, 1964, Mr. J. F. Thomson will be confirmed in the position of City Assessor in charge of the Assessment Division of the Finance and Development Department.
4. Effective November 2, 1964, Mr. R. B. Grant will be appointed to the position of Director--Finance and Development Department. This position will also, by reason of the new City Charter, carry the title of City Treasurer.

The appointments suggested above does not cover the position of Chief of Development in charge of the Development Division. This appointment would be dealt with in a separate submission to Council at a later date. IT IS RECOMMENDED that approval be granted for the appointments outlined in Sections 1 and 4 above."

Council,
March 24, 1964.

The following report of the City Manager, dated February 27, 1964, was also submitted:

To: His Worship the Mayor and Members of City Council.
From: P. F. C. Byars, City Manager.
Date: February 27, 1964.
Subject: Proposed Organization Changes - Civic Service.

The informal discussion which took place between members of City Council and the City Manager on Tuesday evening concerning the proposed re-organization of certain departments of Civic administration outlined in the report of the City Manager dated February 17th, 1964, prompts preparation of these additional comments, which are intended as further explanation of the subject.

The report of February 17th was deliberately brief, and was restricted to an outline of the proposed changes and proposed methods of implementing the changes. It will be recalled that that report followed the two initial lengthy meetings between members of City Council and the City Manager. It appeared during those meetings that general agreement had been reached on the need for reorganization in the best interests of the City. Indeed, at the next Council meeting following the initial discussions, a resolution was passed instructing the City Manager to report on the proposed changes in organization. The report of February 17th was in compliance with those instructions.

It seems there is now some doubt on the part of some members of Council as to the advisability of transferring Building Inspection from the Works Department to the Finance and Development Department.

It is admitted that it has been traditional for Building Inspection to form part of the Works Department. Long before Canadian cities were engaged in comprehensive town planning activities and redevelopment or urban renewal activities to the extent they are today, cities did require prospective builders to obtain permits for construction of buildings and adherence to building codes. There was set up a system of building inspection, operated by the Department of Works in most cases, because that department had available a City Engineer capable of interpreting the plans submitted and able to check for safety factors, since the purpose of the building codes was to ensure that structures would be built, repaired and altered, in compliance with accepted standards for structural and fire safety.

In the years immediately following World War II, there emerged a growing recognition of the need for town planning, for planned development, and for long term capital programming. This gave rise to the introduction of zoning regulations and other types of development controls. It brought about the organization of, or preparation of Development Plans, or Master Plans, or Community Programs; several titles were given in different jurisdictions to the Overall Planning Design for a city.

In the years immediately following recognition of the need for zoning ordinances, town planning schemes, or development plan controls, by whatever name they were called, it was usual to find the Town Planning Staff operating as a division under the Department of Works. The result in many cases was a frustrating experience for City Council and staff alike, because the introduction of new ideas into the staid pattern of City Hall operations in many places was considered to be intolerable interference. Quite often Planners were regarded as prima donnas, social do-gooders, and people with crazy ideas who should not be allowed at large in the city because of the damage they would do to the traditional patterns of life and habit.

Council,
March 24, 1964.

However, where wiser counsel prevailed, it was decreed that since Town Planning and Development Planning was necessary and since planning and development includes design, lay-out and plan of streets, highways and public places, subdivision controls, land use, zoning, etc., all of which form part of a Development Plan, upon the coming into force of the Development Plan, there should be a merger of civic forces concerned with the administration of the plan. The enacting ordinance covering the administration and enforcement of the plan normally regulates, amongst other things:

- (i) the use of land;
- (ii) land use zoning for residential, commercial, industrial, agricultural, recreational or institutional uses;
- (iii) use of buildings in these zones;
- (iv) minimum lot sizes, front yard, side yard and back yard clearances and portion of lot to be used for building;
- (v) requirements for adequate water supply, sewers, drainage;
- (vi) locational and dimensional regulations;
- (vii) provision of off-street parking facilities, and so on;
- (viii) establishing a system of permits for the erection, construction, alteration, repair, use and occupancy of buildings;
- (ix) prescribing permit fees and conditions of issue;
- (x) prescribing building restrictions and standards, and providing for adequate inspection and prohibition of continuance of building where necessary;
- (xi) such other regulations as apply to planning, development and building construction.

The City Manager considers the proposed reorganization to be geared to suit the type of Halifax the City Council is hoping to develop. Admittedly it is not in the old traditional pattern. Neither is the space rocket or telstar or data processing. The proposal to transfer Building Inspection to the Finance and Development Department stems from a desire to utilize the most forward thinking concepts for full co-operative synthesis of the administrative effort at economic cost.

It is submitted that Building Inspection has no relation to normal public works functions such as street construction or street and sidewalk repair and maintenance; little, if any, relation to sewer construction, sewer maintenance and cleaning catchpits; no relation to garbage collection and incineration, surveying, street lighting, snow removal or the maintenance of City Hall, operation of the Public Gardens, Fleming Park or the two cemeteries.

Building Inspection, however, does relate very closely to the proposed functions of the Finance and Development Department. For example:

1. Building Permits are issued after examination of plans and specifications by Building Inspection, Fire Prevention and by Planning. Under present organizational arrangements, three departments have a degree of responsibility, which inevitably results in delay. Arbitration of differences of opinion as between departments can only take place at City Manager level. Since three departments have a responsibility on this matter, there is overlapping of clerical functions.

2. One of the major functions of Building Inspection within the City of Halifax is the examination of existing structures to determine whether they are fit for continued use or whether they require repairs to conform to Ordinance 50. These inspections often result in orders for the removal of families and the City has accepted a measure of responsibility for finding alternative accommodation for such families. The responsibility for finding alternative accommodation rests with the Development Department, which attempts to locate the families in public housing units or in City-owned properties.

Council,
March 24, 1964.

Building Inspection carries out one examination of the family. The Development Department has very often to carry out a second and the Housing Authority a third. The method of dealing with families is inefficient, unwieldy and results in an overlapping of work with undue hardship to the family concerned.

3. The long and short range planning of the City in respect of its older areas is completely dependent upon accurate and speedy information on the condition of buildings and structures. The development plan function of the Planning Division can only proceed as quickly as this information is made available.
4. The City has embarked on a major acquisition and clearance operation to a total value of about \$6,000,000. Within a very short time, the City will have to embark on a major traffic improvement program which will necessitate further property acquisitions. If the City is not to come to grief on this program, it must ensure that all properties are inspected for violations of City ordinances, prior to appraisal and prior to acquisition. Acquisitions within the framework of the overall program can only proceed as quickly as accurate and complete information is provided by Building Inspection.
5. Information gathered by Building Inspection in respect of new and existing structures and in the occupancy of these structures is invaluable to the Assessor. Without accurate information, the Assessor cannot hope to be equitable in his assessment practices. By the same token, information gathered by the Assessment Division could be equally valuable to the Building Inspection operation. Coordination of methods of inspection between the two different functions could reduce overlapping and could result in the creation of proper master records. The information must be coordinated and should be coordinated at Departmental levels.
6. Annexation to the City of suburban areas has been petitioned for by County residents. If this takes place, the City will for the first time in many years have to deal with the development of raw land. The City could permit this development to proceed without check or guidance. Alternatively, it could follow the practice which is now normal in cities in North America and impose a measure of control over the activities of private developers. This control can only be imposed through a complete coordination of planning and building inspection. Many municipalities have found to their dismay that where controls are not enforced, unnecessary and expensive improvement projects have to be carried out at public expense.
7. The City has initiated an acquisition and clearance program which may result in public and private expenditures in excess of \$50,000,000. Much of this program is being carried out with assistance under the National Housing Act. The National Housing Act requires that cleared land be put to its highest and best use. This in effect means that control must be exercised at the design level and at the construction stage. There is little purpose in obtaining excellent designs unless the inspections insist that these designs be carried out. Planning and inspection are jointly responsible for ensuring that the City's commitments are met.

The relationship between Building Inspection and the functions carried out by the Finance and Development Department has been demonstrated. The same type of relationship can be demonstrated in respect of the inter-relationship of all functions of the proposed Department. The recommendations which have been made to City Council were very carefully considered to ensure this type of relationship, so that overlapping of functions could be eliminated, to permit a maximum of coordination.

It is therefore strongly recommended that all of the recommendations contained in the report of February 17th be approved. A partial implementation of the recommendations will not achieve the efficiencies asked for by City Council.

Respectfully submitted,
P. F. C. Byars,
CITY MANAGER.

Council,
March 24, 1964.

Written submissions objecting to the proposed reorganization were presented from the following: City Assessor, City Electrician, Commissioner of Works and R. L. Rooney, Q. C., on behalf of Local Union No. 143 (City Hall) and same are attached to the original copy of these minutes.

Copies were furnished the members of Council previous to the meeting.

Alderman LeBlanc asked whether or not the submissions from Department Heads affected the City Manager's recommendations.

The City Manager stated that he felt that the report should be considered in the same manner as it was outlined in the two private meetings with members of Council.

Alderman Richard submitted the following memo:

"Due to the fact of my relatively short exposure to municipal government, about the only thing I feel really competent to do at this time is to ask a few questions and make a few general observations. It is not my intention to embarrass anyone or to be sensational in any respect. However, if I am to vote conscientiously on this matter of Staff Reorganization, I should like to have some comments on the points which I am about to bring up.

1. It has always been my understanding that as an organization grows, certain efficiencies can be effected which tend to maintain administrative costs at a relatively lower level in comparison to smaller organizations. If this is the case, I would like some clarification as to why Halifax has a per capita administrative cost of \$6.40 as opposed to \$3.30 for Dartmouth and \$3.00 for Sydney.
2. We are one of two municipalities across Canada giving a full three weeks' annual vacation after one year of service. The other is the thriving metropolous of Cardston, B. C., with a population of 2,800. Depending on our yearly staff turnover, this could prove to be a fairly expensive proposition, up to \$15,000 per year.
3. Our employees are fortunate in having the most generous pension plan in Canada. We are paying $6\frac{1}{4}\%$ as opposed to 5% for employees. I realize that this matter is under active consideration at this time.
4. Halifax is the only City in Canada with a senior staff position of Development Officer. No equal or equivalent position exists in any other City.
5. I question whether or not senior staff officials should be included in general salary increases. Unfortunately I was unable to obtain information from other Cities in this regard, but I feel that separate agreements should be reached in this area of our administration.
6. The following Cities are within the population range of from 85 to 120 thousand and should be comparable to Halifax for purposes of this discussion. The following analysis is based on information received from the Federation of Mayors and Municipalities and Dalhousie Institute of Public Affairs. Basing the number of employees on a per thousand of population rating, the following comparison is worthy of note.

Council,
March 24, 1964.

Halifax	14	employees per thousand population	1335
Verdun	5	" " " "	468
St. Catherines	6	" " " "	520
Regina	11	" " " "	1432
Saskatoon	13	" " " "	1447
Burnaby, B. C.	7	" " " "	677
Windsor, Ont.	8	" " " "	932

These figures do not include those people working under the Board of School Commissioners, but does include Police and Fire.

7. Also of interest is the number of supervisory personnel who are employed in varying capacities in these Cities.

Halifax	121
Verdun	29
St. Catherines	37
Regina	113
Saskatoon	79
Burnaby, B. C.	42
Windsor, Ont.	43

I would just like to add that there is some possibility of variance in these figures due to varying methods of reporting by the Municipalities involved. However, I have taken care to remove all the obvious discrepancies so the comparisons should be fairly realistic."

The City Manager replied as follows:

Item #1. He felt it was first necessary to make a study to determine the general breakdown of the administrative costs of the other cities before he could make comment on the comparison. He stated that he was prepared to make such a study.

Item #2. He said he shared the views of the Alderman on this point, but there isn't anything that can be done about it because it is a Union Contract which has been entered into in good faith by the City and efforts to change it were not successful after two attempts at bargaining. He commented that the City of Halifax has the only City Hall in Canada to his knowledge, which has a 32½ hour work week against the usual 35 to 37 hours.

Item #3. With respect to the pension plan contributions, he felt Aldermen were aware of his feelings from previous comments.

Item #4. He said that it is true that Halifax is the only City in Canada with the position of Development Officer, but the City of Halifax is the first Canadian City to go into redevelopment as we know it. "It was in the forefront of the work that had to be done in pulling together a complex and clearing out for urban renewal and getting organized to have new construction in the area. I explained at the time I made the proposal for development, there

Council,
March 24, 1964.

had been representations made to me by members of Council that things were not moving along as they should be and how could I bring about a matter that could achieve what we were trying to do in redevelopment. I made a recommendation then, which is very closely aligned to that which I make now. I proposed the setting up of a Development Department and in the reports which went forward to the members of Council at that time, I said it was a newly emerging type of administration and that I expected that there would be some opposition to having it established and as it turned out, there was some, because it was something new. What I am proposing now is something new on the Canadian scene. It is not entirely new because some places have it in Canada although they don't designate the officer as the Development Officer. Sometimes they call him the Town Planning Engineer or the Director of Planning and so on. They put the actual technician, the planning technician, at the head of the complete organization."

Item #5. "I am on record and I think it can be produced, as saying that I disagreed with the proposals that were made for the increases last year as they were granted although I myself was a beneficiary. I didn't think that it was correct that these things should have come about, but they did. Unfortunately, they did it. I am not trying to get away from any blame that may be attached from my office, but it was done when I was off sick and as soon as it came to my notice, I filed a letter with the Mayor and with the Council setting forth my views on what had happened and I again say it would have been better had this been deferred. In the first year I came here when the Payne-Ross recommendations were not acceptable to anyone, it was necessary for me to do some very heavy work to prepare an evaluation of all the positions in the civic service, to negotiate with the various unions and to come up with an agreement that was acceptable. At that time, we set up what I thought were adequate salary scales that were set up in a proper method. They were acceptable to the Union and after some question back and forth, as one might expect, the Council approved the salary scales as scales for step increases should come about for meritorious service. This was all changed by a 4 and a $3\frac{1}{2}\%$ increase which threw the scales out of kilter. Sometime, I know, I am going to have to start to do the job over again or someone else is going to have to do it.

Council,
March 24, 1964.

This was a lot of good hard work which just went down the drain by a very quick action that, in fairness, I don't think was very thoughtful. That is the only way I can answer the question you pose here."

Alderman Richard: "It is not general procedure -- that is what I was after."

City Manager: "No, it is not."

Alderman A. M. Butler: "Did the City Manager say he was one of the beneficiaries when his salary was subject, insofar as increases would be concerned, to future negotiations?"

City Manager: "It was the decision of Council, you will recall -- those of you who were on Council at that time, that the increase should go right across the board to everyone from the top to the bottom insofar as those who were not members of the Union were concerned. I must confess that although I had filed a report against the proposal for the increases, nevertheless, I was a beneficiary. I felt originally I was not entitled to it because my deal with the City was made when I came here as City Manager when they spelled out what my range and rates would be and there was to be future negotiations. I have not asked for that negotiation because I take it that insofar as negotiation is concerned, that went by the board when the increases came through. There was at least one other in the same category who I think, like myself, was on the basis of a contract negotiated scale."

Alderman A. M. Butler: "As I understood the situation, when the Manager came here, he received a certain stated salary and he was to receive annual increments of 'x' dollars until he reached a maximum of \$20,000.00 at which time his salary will be the subject of further negotiations. Now, that to me is a hard and binding contract although it is not perhaps put in the form of a written, signed and sealed contract. It seems to me that if the City ever had to meet the serious situation it did in the days of the depression, when a 10% reduction was ordered in all salaries, that the City Manager, because of the peculiar position he enjoyed, would have been exempt from it because of the agreement. Therefore, I can't see how it can work the other way. I question the legality of the action in the City Manager allowing the increase to take place in his own salary before the termination of the hard and