

MINUTES OF CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
REGULAR MEETING

February 27, 1957

The Civil Service Board met in regular session at 5:30 P.M.

PRESENT: Commissioners Deise and Wright, Assistant Personnel Officer  
Rod McWilliam; Assistant City Manager M. F. Faig

ABSENT : Commissioner Finks

SALARY SURVEY

Copies of the salary survey report prepared by the Personnel Department staff were distributed to the Board members present, and Assistant Personnel Officer Rod McWilliam explained the methods used in preparing the report, and outlined the recommendation for a general 1-step increase for all employees and additional 1-step adjustments for certain classes in the Police, Fire, Engineering and other departments, cost of which was estimated to be approximately \$470,000 for the fiscal year 1957-58.

It was pointed out by Commissioner Wright that the recommendation of a general 1-step increase was based on present salary rates in other jurisdictions, and did not take into consideration the likelihood of salary increases to be given by other jurisdictions on July 1, 1957, which, if granted, would cause the relative position of salaries paid by the City of Sacramento on July 1, 1957, to be too low, particularly in the Police and Fire Departments. Commissioner Wright suggested that consideration should be given to a general  $1\frac{1}{2}$  step increase, plus additional 1-step adjustments, in order to compensate for increases expected to be granted on July 1, 1957.

Assistant City Manager M. F. Faig pointed out that recommendations of previous salary surveys were always based on salary information which was available on or about March 1 of each year, and that it is difficult to predict what agencies will grant increases on July 1. He further suggested

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that the recommendation for a 1-step general increase, plus additional 1-step adjustments, should be adopted, along with a recommendation to the City Council that an amount of approximately \$180,000 be set aside to cover the cost of an additional 1/2-step increase, if it appeared that additional 1/2-step was justified on or after July 1, 1957.

It was properly moved and passed that the matter be postponed for two weeks until March 13, 1957, to give further time for study and that a special meeting of the Civil Service Board be held on this date to adopt a recommendation.

After discussion, the foregoing action was rescinded by unanimous vote of the Board members present. Motion was then made by Mr. Deise, seconded by Mr. Wright, that a recommendation be made to the City Council for a general one and one-half step increase to all monthly salaried employees, with additional 1-step adjustments for those classes as outlined in the survey report, cost of which was estimated to be approximately \$650,000 for the fiscal year 1957-58. Motion was passed unanimously.

EXEMPT POSITIONS

Mr. Kenneth Wright, Chairman of the Board, stated that he wished to have further time to study the opinion of the City Attorney pertaining to the authority of the Civil Service Board in placing classifications under the classified service. Motion properly made and passed to lay the matter over until the next regular board meeting.

There being no further business, the Board adjourned at 6:30 P.M. to meet again at the Call of the Chair.

  
Secretary

APPROVED:

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