

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
REGULAR MEETING APRIL 15, 1969

The Civil Service Board met in regular session in the Conference Room at 819 Tenth Street at 1:30 p.m.

PRESENT: Members Alexander, Diepenbrock, Erickson, Street

ABSENT: Member Genshlea

Minutes of the regular meeting held March 25, 1969, and the special meeting held April 8, 1969, were read and approved.

NEW EXAMINATION SCHEDULED:

Secretary advised that the following examination has

been announced:

#1056 Assistant Civil Engineer

WATER AND SEWER SERVICEMAN I
EXAMINATION NO. 1048:
Eligible Register

Written test scores and
personal interview ratings
in Water and Sewer Service-

man I Examination No. 1048, written test for which was held March 5, 1969, were reviewed.

Secretary advised that the minimum qualifying score in the written test was set at 60 of a possible 90 items, qualifying 27 of 205 candidates appearing for the written test.

Qualifications Appraisal Board consisted of Al Burlingame, Electrician Foreman; Robert Haynes, Assistant Plant Maintenance Superintendent; and Michael Sappingfield, Administrative Trainee.

The following eligible register was made effective April 14, 1969:

WATER AND SEWER SERVICEMAN I EXAMINATION NO. 1048

| | | |
|------|----------------------|--------|
| # 1. | Harold A. Clements | 88.53% |
| # 2. | Robert L. Anderson | 85.87 |
| # 3. | Burt W. Spaulding | 85.27 |
| # 4. | Louis J. Little | 85.00 |
| # 5. | George Takeuchi | 84.93 |
| # 6. | Paul Q. Whitten | 84.53 |
| # 7. | Donald F. Edd | 83.73 |
| # 8. | Roger K. Plummer | 83.27 |
| # 9. | Larry S. Fernandes | 83.07 |
| 10. | Ronald R. Sims | 82.87 |
| #11. | Robert L. Phillips | 82.67 |
| #12. | Rado S. Palandech | 82.20 |
| 13. | Richard A. Nelson | 80.47 |
| 14. | Robert P. Dunzweiler | 80.27 |
| 15. | Glenn L. Haislet | 79.87 |
| 16. | Leonard Salerno | 79.07 |
| 17. | Guy L. Foss | 79.00 |
| 18. | Robert J. Hamilton | 76.87 |
| 19. | William R. Weber | 76.67 |
| 20. | Donald O. Solem | 76.00 |
| 21. | Francis P. Hassey | 75.33 |
| 22. | Frank J. Azevedo | 75.00 |
| 23. | Joseph M. Honig | 74.40 |
| 24. | William G. Clark | 72.40 |
| 25. | Joseph O. Bondi | 70.00 |

(# Indicates applicant received 10 points Veteran's Credit.)

REQUEST FOR REINSTATEMENT:
Linda Mahurin

Communication from Linda Mahurin,
(formerly Linda Funari), dated
April 7, 1969, requesting rein-
statement privileges as Intermediate Typist-Clerk, having resigned from her pos-
ition as Intermediate Typist-Clerk in the Parking Lots Division on September 30,
1968, was read and considered.

Communications from O. H. Granseth, Parking Lots Supervisor, and Dudley
Stevens, Traffic Engineer, relating to an evaluation of her work performance
while employed in the Parking Lots office, were read and ordered filed. Secretary
advised that one of the conditions required by the Board for consideration of a
reinstatement request was as follows:

".....The applicant must have resigned in good standing, the evaluation of the employee's service in the department from which he resigned must indicate an above-average level of performance, and the department head must have indicated that he would be willing to re-hire the applicant."

In view of the evaluation reports received, motion was made by Mr. Street that the request of Linda Mahurin for reinstatement privileges be denied; motion was seconded by Mr. Erickson and carried by the following vote:

AYES: Members Alexander, Diepenbrock, Erickson, Street

NOES: None

REQUEST FOR REINSTATEMENT AND
APPROVAL OF VOLUNTARY DEMOTION:
Margaret Perchert

Communication from Mrs.

Margaret Perchert, dated

April 9, 1969, requesting

reinstatement to her former position of Dispatcher-Clerk, having resigned from city service on May 31, 1968, along with a request for approval of an immediate voluntary demotion to the class of Intermediate Typist-Clerk, was read and considered.

Communication from Joseph Rooney, Police Chief, dated April 11, 1969, recommending approval of Mrs. Perchert's request in view of her former satisfactory service in the Police Department until having had to resign because of health reasons. Secretary advised that Mrs. Perchert started work with the City of Sacramento on January 1, 1965, as a result of the North Sacramento merger, and had been employed by North Sacramento from July 25, 1960.

After discussion, motion was made by Mr. Erickson that Mrs. Perchert be granted reinstatement privileges as a Dispatcher-Clerk, and be permitted to take an immediate voluntary demotion to the class of Intermediate Typist-Clerk, subject to the following conditions:

- (a) that she shall forfeit all sick leave credits accumulated on date of resignation; and

(b) that she shall return to Step E of the salary range for Intermediate Typist-Clerk.

Motion was seconded by Mr. Street and carried by the following vote:

AYES: Members Alexander, Diepenbrock, Erickson, Street

NOES: None

REQUEST FOR LEAVE OF ABSENCE EXTENSION:
Barry LaVine

Communication from Barry LaVine,

Water and Sewer Serviceman I,

dated April 1, 1969, requesting an extension of the 90-day leave of absence granted by Ray Jones, Water and Sewer Division Manager, because of illness, was read and considered.

Secretary advised that Mr. LaVine's 90-day leave of absence expired on April 13, 1969, and that the request for extension had been approved by Mr. Jones.

Motion was made by Mr. Erickson that the leave of absence for Mr. LaVine be extended to January 12, 1970, with the understanding that he would be eligible to return to his present position until July 12, 1969; otherwise his name is to be placed on the reinstatement list for the class of Water and Sewer Serviceman I if he is not able to return to work prior to this date; motion was seconded by Mr. Alexander and carried by the following vote:

AYES: Members Alexander, Diepenbrock, Erickson, Street

NOES: None

REQUEST FOR APPROVAL OF VOLUNTARY
DEMOTION:
John Sanchez

Communication from John Sanchez,

Parking Meter Coin Collector,

dated April 10, 1969, requesting approval of a voluntary demotion to the class of Parking Meter Checker, was read and considered.

Secretary advised that the request had been approved by Dudley Stevens, Traffic Engineer.

Motion was made by Mr. Alexander that the request for voluntary demotion be approved, in accordance with provisions of Section 13.4 of the rules; motion was seconded by Mr. Erickson and carried by the following vote:

AYES: Members Alexander, Diepenbrock, Erickson, Street

NOES: None

REQUEST TO CERTIFY FROM DIFFERENT ELIGIBLE REGISTER:
Parking Meter Coin Collector

Communication from Dudley

Stevens, Traffic Engineer,

dated April 14, 1969, requesting that the position of Parking Meter Coin Collector, being vacated by Mr. John Sanchez through voluntary demotion, be filled by certification from a different eligible register, in accordance with provisions of Section 11.6 of the rules, since no register presently exists for the class. It was Mr. Stevens' request that eligible registers #1028 (Field Representative), #964 (Maintenance Man II), #939 (Animal Control Officer), and #946 (Stores Clerk) be used, in that order.

Motion was made by Mr. Street that the Personnel Officer be instructed to use the above eligible registers to fill the position of Parking Meter Coin Collector; motion was seconded by Mr. Erickson and carried by the following vote:

AYES: Members Alexander, Diepenbrock, Erickson, Street

NOES: None

REQUEST FOR RULING ON ELIGIBILITY TO COMPETE IN FIRE CAPTAIN EXAMINATION NO. 1051:

Communication from two

Firefighters, Robert Beckley

and Timothy McCormack, dated April 3, 1969, requesting permission to compete in the forthcoming promotional examination for Fire Captain, notwithstanding the fact that their required three years of service in the Fire Department included time as Military Service Replacements, was read and considered.

Secretary advised that a similar action had been approved by the Board for

two candidates for the most recent Police Sergeant examination at the meeting held October 29, 1968.

It was the order of the Board that the communication be referred to the Fire Chief, Tom Deise, for his comments and recommendation.

WAIVER OF RESIDENCE REQUIREMENT:
Assistant Civil Engineer

Upon recommendation of the Secretary, motion was made by Mr.

Erickson that the one-year residence requirement as a condition for application be waived in the forthcoming examination for Assistant Civil Engineer; motion was seconded by Mr. Street and carried by the following vote:

AYES: Members Alexander, Diepenbrock, Erickson, Street

NOES: None.

REQUEST TO INCLUDE FIRE INSPECTOR
IN CLASSIFIED SERVICE:
Firefighters' Union #522

Communication from Kirk Stubbs,
President of Firefighters' Union

Local #522, requesting that the Board take action to place the present "assignment" of Fire Inspector in the classified service; that present employees on such assignment who have served for at least one year be "blanketed in"; and that a proposed job description be adopted; was read and considered.

Secretary advised that an Inspector, paid at a level of \$40 above the maximum for Firefighter, was "assigned" by the Chief, and that rules and regulations define an assignment as "the designation of an employee, by the department head, to perform certain specialized duties within a particular class, for which additional pay because of special hazards, hours, or responsibilities, may be authorized." Further, that any employee so assigned may be removed from such assignment at any time and without right of appeal, in accordance with provisions of the salary ordinance.

Secretary advised that all such "assignments" were listed in the salary

ordinance, and that no request had ever been made by any department head to have the "assignment" changed to a regular civil service class.

After considerable discussion, it was the order of the Board that copies of the request be referred to the Fire Department and to the City Manager's office, for their comments and recommendations, before taking any action. It was the further order of the Board that a ruling be obtained from the City Attorney with respect to the Board's authority to consider such a request.

REQUESTS FOR SALARY ADJUSTMENTS AND
CHANGES IN CLASSIFICATION PLAN:

Secretary advised that requests had been received from various individual employees and employee groups for salary adjustments and for changes of classification, as a result of a recommendation by the City Manager to the City Council, dated December 19, 1968, which stated in part as follows:

"It is recommended that the Civil Service Board (during January, February, and March, 1969) give further consideration and study of the requests of these individuals and/or groups to determine the merit or validity of their requests, and to submit supplemental salary recommendations, not later than June 1, 1969, in those instances where it may be found that further adjustments are warranted, either on the basis of proper internal relationships or on the basis of further analysis of the survey data."

Requests for such adjustments, as well as requests for classification changes, were received from the following:

Painters' Union #1176 on behalf of Traffic Control Maintenance Men.

C. A. Kitchen, City Controller, on behalf of Data Processing Supervisor.

Margaret Dinsmoor, Assistant City Librarian, on behalf of Bookmobile Driver-Clerk.

Barbara Crosby, Statistical Clerk.

Peter Dragone, Data Processing Supervisor.

Joe Slocumb, Plant Maintenance Supervisor, on behalf of Pumping Stations Foreman.

William Rogers, Water Plant Superintendent, on behalf of Plant Maintenance Foreman.

City Employees' Association, on behalf of Maintenance Man I and II (classification changes).

City Employees' Association, on behalf of General Repairman in Street Cleaning Division.


City Employees' Association, on behalf of Parking Lot Attendants and Parking Lot Foreman (classification changes).

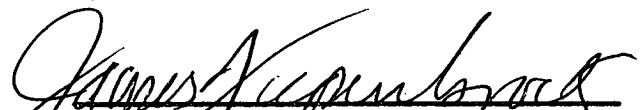
City Employees' Association, on behalf of Equipment Serviceman I and II (salary and classification changes).

Fire Inspectors, requesting salary change to level of Fire Engineer.

After considerable discussion, wherein it was pointed out that the Personnel Department was not able, because of staff limitations, to perform various classification studies in the various areas as requested, the Personnel Officer was directed to set up hearing times and dates in the immediate weeks ahead for the various employees, employee groups, as well as administrative officials affected, before taking any action on the requests submitted.

There being no further business, the meeting adjourned at 3:30 p.m. to meet again at the call of the Chair.


SECRETARY


PRESIDENT

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
SPECIAL MEETING APRIL 24, 1969

The Civil Service Board met in special session in the Conference Room at 819 Tenth Street at 7:00 p.m.

PRESENT: Members Erickson, Genshlea, Street

ABSENT: Members Alexander, Diepenbrock

Vice-President Wilfred Street advised that this special meeting was for the purpose of hearing certain employees, department heads, and employee representatives with reference to requests for salary adjustments, as a result of City Council action to refer those individuals and groups having disagreement with the salary recommendations made in December 1968 back to the Civil Service Board for further consideration.

The following employees, department heads, and employee representatives appeared to make specific requests for salary adjustments based on either internal relationships or interpretation of the salary survey data:

Mrs. Margaret Dinsmoor, Assistant City-County Librarian, requesting an adjustment for the class of Bookmobile Driver-Clerk.

Mr. C. A. Kitchen, City Controller, and Maurice Fong, Data Processing Supervisor, requesting an adjustment for the class of Data Processing Supervisor. Communication from Police Chief Rooney, making a similar request on behalf of the Data Processing Supervisor in his department, Mr. Peter Dragone, was read.

Mr. Joseph Slocumb, Plant Maintenance Supervisor, requesting an adjustment for the classes of Plant Maintenance Foreman and Pumping Stations Foreman in the Water Department, with the approval of Ray Jones, Water Division Superintendent.

Mrs. Barbara Crosby, requesting an adjustment for the class of Statistical Clerk. Communication from Joe Rooney, Police Chief, recommending favorable action on this request was read and considered.

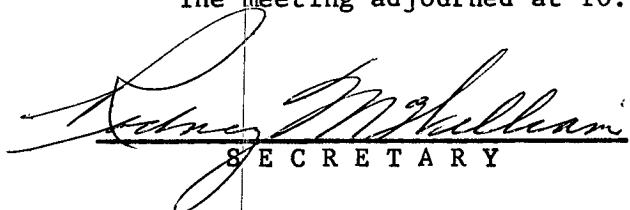
Mr. Dennis Smith, Fire Inspector, requesting an adjustment for the "assignment" from the class of Firefighter and presenting supporting data in the form of a survey of the rates being paid in fifteen (15) California cities. Winston

Wilson, Battalion Chief (Fire Marshal), and Tom Deise, Fire Chief, were present to discuss the request with members of the Board.

Mr. Leslie K. Moore, Business Representative of the Painters Union Local #1176, representing twenty-one (21) City employees in the Traffic Engineering Department, requested salary adjustments and classification changes for Traffic Control Maintenance Man. Mr. James Bissell, Assistant Traffic Engineer, also appeared to discuss the various requests made.

Secretary advised that further requests for salary adjustments and classification changes had been received from the City Employees' Association on behalf of Equipment Servicemen, Parking Lot Attendants, Maintenance Man I and II, and General Repairman, and hearings on these requests had been scheduled for Thursday evening, May 1, 1969.

The meeting adjourned at 10:15 p.m.


SECRETARY


PRESIDENT

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
SPECIAL MEETING MAY 1, 1969

The Civil Service Board met in special session in the Conference Room at 819 Tenth Street at 7:00 p.m.

PRESENT: Members Alexander, Erickson, Genshlea, Street

ABSENT: Member Diepenbrock

Vice-President Wilfred Street advised that this special meeting was for the purpose of hearing certain employees, department heads, and employee represen-

tatives with reference to requests for salary adjustments, as a result of City Council action to refer those individuals and groups having disagreement with the salary recommendations made in December 1968 back to the Civil Service Board for further consideration.

Wallace Sheehan, President, and Joe Bell, Director of the City Employees' Association, were present to make representations on behalf of the following groups or individuals:

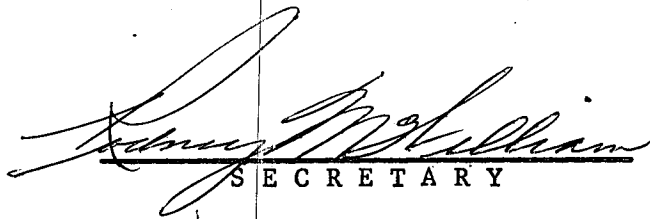
Parking Lot Attendants and Parking Lot Foremen. Request made for the establishment of two levels for the class of Parking Lot Attendant and two levels for the class of Parking Lot Foreman, with appropriate salary ranges. Present to discuss the requests were Carl Rigglesworth, Parking Lot Foreman; Ken Woodard, Parking Lot Attendant; Dudley Stevens, Traffic Engineer; and Osborne Granseth, Parking Lot Operations Supervisor.

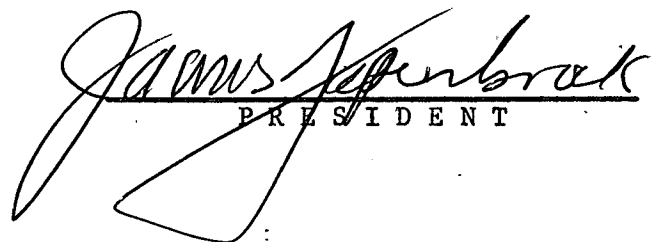
Equipment Serviceman I and II. Requests made for a two-range salary adjustment for these two classes, along with a request for the establishment of a new promotional class of "Mechanic Helper" to enable employees in the class of Equipment Serviceman II to advance promotionally to the class of Equipment Mechanic. Present to discuss the request were Leonard Campbell, Equipment Maintenance Supervisor; and Ray Silva, Equipment Serviceman II.

Maintenance Man I and II. Request made for a classification survey of all positions in these two classes, for the purpose of establishing several "narrow" classes with more definitive titles, in place of the present broad class which includes a variety of positions involving general maintenance work or equipment operation throughout a number of city departments. Present to discuss the request were Kent Link, Street Superintendent; and Joe Harmon, Maintenance Man II in the Street Cleaning Department.

General Repairman. Request made on behalf of Mr. Jack Gruber, General Repairman, who prior to January 1, 1967, had been classified as a Motor Sweeper Operator, and whose salary rate on January 1, 1969, was set one-half range below the level of Motor Sweeper Operator. Present to discuss the request for a new special classification were Kent Link, Street Superintendent, and Jack Gruber, General Repairman.

The meeting adjourned at 9:30 p.m.


SECRETARY


PRESIDENT

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
SPECIAL MEETING MAY 13, 1969

The Civil Service Board met in special session in the Council Chambers of the City Hall. The meeting was called to order by Vice-President Street at 1:30 p.m. in the absence of the President, Mr. James Diepenbrock, who did not arrive until approximately 1:35 p.m.

PRESENT: Members Alexander, Diepenbrock, Erickson, Genshlea, Street

ABSENT: None

The Vice-President advised that this special meeting was called for the purpose of granting a hearing to Mr. George Wilmoth, a city patrolman; as requested by his attorney, Mr. William Lyons, to appeal a fifteen (15) working day suspension (April 17 through May 5, 1969) applied by the Police Chief, Joe Rooney, for reasons of insubordination and inefficiency.

The Vice-President also advised that the proceedings of this hearing were being recorded, to be made a part of the permanent record.

A copy of the letter from Chief Rooney to Patrolman Wilmoth, dated April 18, 1969, containing the specific charges, was read by the Secretary.

Mr. Liebert, Deputy City Attorney, advised that he would be handling the case on behalf of the Police Department. Mr. William Lyons, attorney representing Patrolman Wilmoth, was also present.

After noting for the record that Mr. Wilmoth had resigned from city service on May 12, 1969, Mr. Liebert called upon Mr. William McKenzie, Police Lieutenant and Mr. Wilmoth's supervisor at the time of suspension, to testify. Mr. McKenzie was questioned at length concerning the events leading to the suspension of Mr. Wilmoth, and was also questioned by Mr. Lyons and by members of the Board. Various documents and reports were submitted for the Board's consideration as follows:

1. Supplementary Investigation Report, November 23, 1968, from Patrolman Wesley Thayer to Lt. McKenzie regarding Mr. Wilmoth and Mr. Scannell.
2. Supplementary Investigation Report, July 13, 1968, from Lt. McKenzie to Captain Bennett regarding Officer Scannell, marked Exhibit #1.
3. Draft of letter from George Wilmoth to Joseph Rooney, Police Chief, dated September 11, 1968, regarding participation in the United Crusade Drive, marked Exhibit #2.
4. Note from Lt. McKenzie to Patrolman Grimble, dated September 30, 1968, regarding the amount of United Crusade donation, marked Exhibit #3.
5. Supplementary Investigation Report, dated November 18, 1968, from George Wilmoth to Captain Bennett, regarding noise level in the radar units.
6. Investigation report prepared by David Simmons, Investigator for Attorney Lyons, (no date), regarding opinions of Dr. Marshall of the City Emergency Aid Station on the effects of the radar unit noise level, marked Exhibit #4.
7. Daily activity reports of George Wilmoth during the period of March 3, 1969, through April 5, 1969.

8. Supplementary Investigation Report, dated November 27, 1969, from Lt. McKenzie to Captain Meredith regarding tests made on noise levels of radar units.

At the conclusion of Lt. McKenzie's testimony, Attorney Lyons stated it was his understanding, as a result of conversations with the City Attorney's office, that only Lt. McKenzie would be called to testify, but that he had learned only the previous evening that it was the city's intention to call upon several other parties to present testimony on behalf of the Police Department. Mr. Lyons stated that he was not adequately prepared to question these additional witnesses, and objected to their testimony being considered by the Board. Mr. Liebert, Deputy City Attorney, stated that Mr. Lyons had been given proper notice of his intention to call upon persons other than Lt. McKenzie. It was the order of the President, James Diepenbrock, that all witnesses called would be heard.

Dr. Leroy Brown, Chief Physician at the City Emergency Aid Station, was called to testify and gave information relating to his investigation of the noise level of the radar units. A report of his investigation, marked Exhibit #5, was submitted to the Board. Dr. Brown was questioned by Mr. Liebert and by Mr. Lyons regarding his findings, and was further questioned by members of the Board.

Officer Robert Baker of the Sacramento Police Department was called to testify. He was questioned by Mr. Liebert regarding his work on the radar unit and the number of arrests generally made. He was also questioned as to the effect of the noise level. Certain of Mr. Baker's daily activity reports were submitted, marked Exhibit #6.

Lt. Ben Schiro of the Sacramento Police Department was called upon to testify, and was questioned by Mr. Liebert regarding a report dated April 18, 1969, marked Exhibit #7, relating to a refusal by Mr. Wilmoth to operate the radar set because it gave him headaches.

Lt. Kevin Mulderrig of the Sacramento Police Department was called upon to testify and was questioned by Mr. Liebert regarding the difficulties involved in contacting Officer Wilmoth when he was a member of Unit #51. A report, dated April 25, 1969, marked Exhibit #8, prepared by Lt. Mulderrig regarding this problem, as well as a reprimand for not covering his partner properly on a traffic stop, was submitted to the Board members.

Police Chief Joseph Rooney was called upon to testify and was questioned by Mr. Liebert concerning reasons for the suspension of Mr. Wilmoth. Mr. Rooney also related his conversation with Mr. Wilmoth on April 17, 1969, at which time Wilmoth was notified of his suspension because of failure to carry out orders of his superior regarding the operation of the radar unit. A communication from former City Manager E. A. Fairbairn to the City Council, dated December 2, 1968, and marked Exhibit #9, relating to a protest lodged by Mr. Wilmoth before the Council regarding his change of assignment, was submitted to the Board. Mr. Rooney was also questioned by Mr. Lyons and by members of the Board.

Officer George Wilmoth was called to testify by his attorney, Mr. Lyons, and given an opportunity to explain in detail the problems he had experienced in the department, and the reasons why he felt he had been unfairly treated. Mr. Wilmoth was questioned at length by Mr. Liebert and by members of the Board. The following documents were presented to the Board:

1. Memo to all officers, dated August 26, 1968, marked Exhibit #9a, from P. J. Bennett, Traffic Superintendent, regarding changing of shifts for personal reasons, including attendance at school.
2. Letter of resignation from George Wilmoth, dated May 13, 1969, marked Exhibit #10.
3. Supplementary Investigation Report, dated November 7, 1968, from George Wilmoth to Captain Meredith, regarding a change of shift in order to attend college classes, marked Exhibit #11.

Chief Joseph Rooney was again called by Mr. Liebert and questioned regarding departmental policy on United Crusade contributions.

Mr. Lyons, attorney for George Wilmoth, was asked by James Diepenbrock, President, if he wished to request a continuance because of his claim that he had not been given sufficient time to prepare for certain witnesses presented by the Deputy City Attorney. Mr. Lyons advised that he would not request such a continuance, but wished to have his objections noted for the record.


There being no further testimony to be presented, motion was made by Mr. Street that the Board go into executive session to consider the matter; motion was seconded by Mr. Erickson and was unanimously passed.

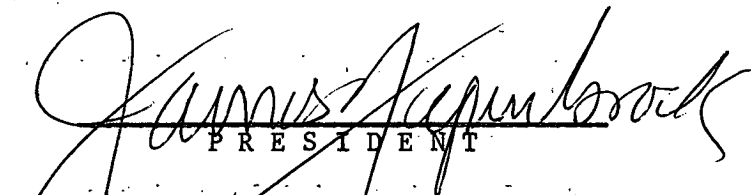
After discussion in executive session, wherein it was agreed that sufficient cause existed for applying disciplinary action, motion was made by Mr. Erickson that the action taken by Police Chief Joseph Rooney to suspend Patrolman Wilmoth for fifteen (15) working days from April 17, 1969, through May 5, 1969, be sustained. The motion was seconded by Mr. Street and carried by the following vote:

AYES: Members Alexander, Diepenbrock, Erickson, Genshlea, Street

NOES: None

The meeting adjourned at 4:30 p.m.


 SECRETARY


 PRESIDENT