

MINUTES OF CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
SPECIAL MEETING December 6, 1968

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

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

ABSENT: None

Minutes of the last regular meeting held November 12, 1968, and the special meeting held December 2, 1968, were read and approved.

REQUEST FOR HEARING TO APPEAL DISCHARGE:  
Stanley Murrill, Custodian I

Communication from Stanley  
Murrill, Custodian I at

the Hall of Justice, dated December 2, 1968, requesting a hearing before the Civil Service Board to appeal his discharge from the City Service, was read.

It was the order of the Board that a hearing be scheduled on December 17, 1968, at 1:30 p.m. in the City Hall Council Chambers, and the Secretary was instructed to notify all parties accordingly.

CHANGE OF PREVAILING HOURLY RATES:  
Stage Electrician

In accordance with wage  
rates outlined by Inter-

national Alliance of Theatrical Stage Employees, motion was made by Mr. Erickson that a new rate of \$4.50 per hour be approved effective January 1, 1969, for the class of Stage Electrician. Motion was seconded by Mr. Genshlea and carried by the following vote:

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

NOES: None

CHANGE OF PREVAILING HOURLY RATES:

Carpenter  
Carpenter Foreman

Motion was made by Mr.

Mr. Genshlea that new hourly  
rates as below outlined be

adopted to become effective December 16, 1968, in accordance with hourly  
rates outlined in union contract between Carpenters' Union and Associated  
General Contractors covering forty-one (41) northern counties:

<u>Class</u>	<u>New Hourly Rate</u>	<u>Effective Date</u>
Carpenter	\$ 5.70½	December 16, 1968
Carpenter Foreman	6.45½	December 16, 1968

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

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

NOES: None

CHANGE IN PREVAILING HOURLY RATES:

Cement Mason

Motion was made by Mr. Diepen-

brock that a new hourly rate

as below outlined be adopted to become effective January 16, 1969, in ac-  
cordance with Plasterers and Cement Mason Union and Associated General  
Contractors:

<u>Class</u>	<u>New Hourly Rate</u>	<u>Effective Date</u>
Cement Mason	\$ 5.37	January 16, 1969

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

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

NOES: None

RECOMMENDATIONS FOR SALARY  
INCREASES AND ADJUSTMENTS:

In accordance with previous

instructions of the Board, the

Secretary submitted a revised recommendation for salary increases and

adjustments following the guidelines that present salary ranges should be "split" and that recommended maximum salary rates for any of the "benchmark" classes should at least be equal to the average maximum salary rates indicated in the salary survey, with a minimum 2-range (approximately 4.6%) increase for all classes, regardless of the survey data.

Secretary advised that, as a result, a recommendation was being submitted which would place the maximum salary for Firefighter at \$840 per month, and the maximum salary for Patrolman at \$850 per month, thus resulting in a differential between these two classes for the first time in the city's history.

Secretary further advised that additional adjustments had to be applied to certain classes because of the application of the survey data in the manner prescribed.

Reasons were outlined by the Secretary for the necessity of a general 4-range (9.2%) increase for principal administrative classes, because of the application of 4 range increases to many of the subordinate classes in many categories. This subject was discussed at some length by the Board members, and no changes were made in the Secretary's recommendations for this group.

Comments on the recommendations were made by representatives of the Firefighters' Union, Plumbers' Union, and City Employees' Association.

Motion was made by Mr. Street that the recommendations submitted by the Secretary, following the Board's guidelines, be adopted and referred to the City Council. Motion was seconded by Mr. Erickson and carried by the following vote:

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

NOES: None

LETTER OF TRANSMITTAL:

After discussion, it was the order of the Board that the letter of transmittal to the City Council on the Board's salary recommendations contain a reference to the problem of City salaries "lagging" some six months behind prevailing averages of other cities and agencies, because of the policy of setting City salary levels effective January 1 to conform to salary data which becomes effective, for the most part, six months earlier on July 1. Further, that the Council be advised that the Board intends to study this problem and make recommendations, not later than June 30, 1969, regarding it.

COUNCIL MEMORANDUM TO  
CIVIL SERVICE BOARD:  
Elbert Johnson

The Secretary advised that a copy of a memorandum from the City Council to the Civil Service Board dated November 26, 1968, regarding the matter of reinstatement of Elbert Johnson, a former Patrolman, had been mailed to each member of the Civil Service Board.

It was the order of the Board that this matter be placed on the agenda for the next regular meeting on December 17, 1968, and that the City Attorney be requested to be present for legal advice.

There being no further business, the meeting adjourned at 2:30 p.m. to meet again at the call of the Chair.

  
SECRETARY

  
PRESIDENT