

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
REGULAR MEETING MAY 18, 1976

The regular meeting of the Civil Service Board was called to order by President Yee at 1:30 p.m. in the Personnel Department Conference Room, 801 Ninth Street.

Present: Oreitha Eggleston-Hausey, Alba Kuchman, Wilfred Street,
Ronald Wright, Jimmie Yee.

Absent: None.

EXECUTIVE SESSION RE LITIGATION MATTER

It was moved, seconded and carried that the Board meet in executive session to discuss the pending Stationary Engineers Local 39 vs. City of Sacramento litigation matter.

The open session was called to order by Acting President Alba Kuchman at 1:50 p.m.

MINUTES: REGULAR MEETING OF 5/4/76 AND SPECIAL MEETING OF 5/11/76

Approved as submitted.

REPORTS OF DIRECTOR OF PERSONNEL

a. Inasmuch as Monday, May 31, is Memorial Day holiday, the next regular meeting was set for Wednesday, June 2, 1976.

It was also noted that Tuesday, June 8, is Election Day holiday, and if a meeting is to be called, it would be held on Wednesday, June 9.

b. Mr. Danielson informed the Board that, at the request of Attorney David Simmons, the following items, which were to have been considered on this date, would be postponed to another meeting:

- (1) Setting of new hearing dates for Police Officer Wallace Groves and for Police Officer Luis Flores to appeal disciplinary action.
- (2) Consideration of Police Officer Ronald Jackson's request for vacation credit for prior service.

It was the Board's request that Attorney Simmons and Attorney Savage recommend a mutually agreeable hearing date for the Board to consider the Groves and Flores appeals.

c. Mr. Danielson reported that a letter had been mailed to Attorney Eugene Treaster, Larry Rodriguez' attorney (reference: minutes of 5/11/76), concerning the Board's jurisdiction in Mr. Rodriguez' case, but that a response had not yet been received. This item is to be calendared upon receipt of a response.

d. The Board had requested, on May 4, that staff provide a list of classes for which continuous testing may be feasible. Due to insufficient time to research the matter, it was reported that this item, also, would be calendared when the list could be compiled by Personnel Department staff.

AMENDMENT TO POLICE OFFICER EXAMINATION ANNOUNCEMENT #1321-F (5/4/76; 5/11/76)

Board members were provided:

- a. Dr. D. Daniel McLellan's analysis, dated September 30, 1975, of the CPS (Cooperative Personnel Services) and IPMA (International Personnel Management Association) tests which were developed by the Selection Consulting Center. Dr. McLellan's analysis indicated that the Selection Consulting Center validation study does not meet the requirements of the EEOC (Equal Employment Opportunity Commission) guidelines on employee selection.
- b. Dr. Stephen Wollack's letter dated April 7, 1976, which was sent to personnel directors throughout the State. This communication indicated that "pending the completion of the appellate process, it would be foolish to use the examination which was ruled in violation of Title VII. Since the validation study of the police examination is quite similar in research design to that of the fire validation study, one should be concerned about the continued use of the police examination as well."

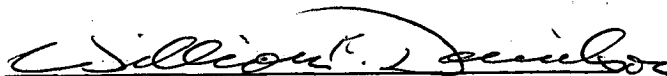
A summary report of the results of the previous Police Officer examination was considered.

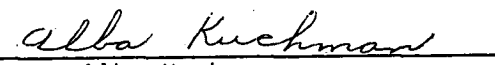
After a lengthy discussion, it was moved by Mr. Street that the Police Officer examination #1321-F be processed according to the announcement, which would include the written test. This motion failed due to lack of a second.

Mr. Yee moved that the written examination be omitted for this Police Officer examination (#1321-F) only. The motion was seconded by Mrs. Hausey and carried by the following vote:

Ayes: Hausey, Kuchman, Yee.
Noes: Street, Wright.

The meeting was adjourned at 3:45 p.m.


William F. Danielson
Secretary


Alba Kuchman
Acting President