

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
SPECIAL MEETING

January 30, 1957

A special meeting of the Civil Service Board was held January 30, 1957 at 5:00 P. M. in the City Council Chambers for the purpose of discussing salary recommendations for 1957-1958 with the Civil Service Committee of the City Council, the City Manager and employee representatives.

Board Members Present: Commissioners Deise, Finks and Wright

Board Members Absent : None

Other Representatives Present: James McKinney, Albert Marty and Leslie Wood, members of the City Council Civil Service Committee; City Manager Bartley Cavanaugh and Assistant City Manager Milton Faig; Arnold Gamble and Peter Hanretty of the City Employees' Association; Kenneth Severit, John Lewis, and Lambert Nykodym of the Fire Fighters Union Local #522; Rodney McWilliam and Earl Simons, Personnel Department.

The Chairman of the Civil Service Board, Kenneth E. Wright, opened the meeting and explained its purpose, and asked Milton Faig, Assistant City Manager, to outline in general the findings of the preliminary salary study prepared by the Personnel Department. The general summary of the survey indicated that a one-step increase was justified for all employees, and that an additional one-step adjustment was justified for particular classes in the Police, Fire and Engineering Departments, with the further possibility that certain other classifications in other departments might also be included in the final recommendation for the additional one-step adjustment. Preliminary estimates of the cost of this type of over-all increase, plus adjustments, were computed to be in the vicinity of \$471,000 for a period of one year, on the basis of approximately 60% of the employees receiving a one-step increase and the remaining 40% receiving a two-step increase.

The City Manager discussed the findings of the survey, and pointed out that while in the past the city had been able to grant increases in the middle of a budget year when funds were available, that this was not possible at the present time because of necessary funds not being available to cover salary increases until July 1, 1957.

An opinion from the City Attorney relative to the authority of the Civil Service Board in making salary recommendations, and the duty of City Council to adopt such recommendations, was read and discussed.

Mr. Arnold Gamble, representative of the City Employees' Association, and Kenneth Severit, representative of the Fire Fighters Local Union #522, spoke briefly, stating that in their opinion an increase in employees' salaries was justified along the lines outlined by the preliminary survey, and requested that it be put into effect as soon as possible.

Motion was made by Mr. Deise that the salary survey report be studied in detail at the next regular meeting of the Civil Service Board to be held February 6, 1957. Seconded by Mr. Finks and unanimously carried.

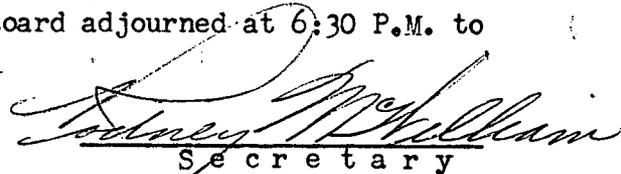
Discussion followed relative to the opinion of the City Attorney relating to the question of whether Police Captains and Foremen are considered exempt from Civil Service under the provisions of Section 43 of the City Charter.

The City Manager stated that the present Charter provision pertaining to exempt positions is very vague and difficult to interpret, and suggested that the Board give consideration to a Charter amendment to clarify this section.

Upon motion properly made and passed, the matter was laid over for further consideration and discussion at a subsequent meeting of the Board.

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

APPROVED:


Secretary

P r e s i d e n t