

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
SPECIAL MEETING

February 19, 1942

The Civil Service Board met in special session in the Council Chamber at 8 o'clock P.M.

PRESENT: Commissioners Cavanaugh and Deise
ABSENT: Commissioner Stacy

SALARY SURVEY

Wage scale hearing

This being the time arranged by President Cavanaugh for a hearing to be held relating to wages scales in various

City Departments the Board convened at 8:00 P.M. in the Council Chamber, City Hall.

Mr. Cavanaugh announced that the Board would follow procedure established by the Board October 3, 1940. Mr. Cavanaugh announced that notices of this hearing had been posted in conspicuous places and mailed to interested parties.

A letter from the City Council dated January 2, 1942, was read as follows:

"That the Civil Service Board be authorized to expend the necessary funds to conduct a survey and render report relative to the adjustment of city employee salaries in line with the rising cost of living expenses."

Thereafter Section 52 of the City Charter relating to "Scale of Wages" was read for the information of those present. The Chairman then announced that anyone present might present information relating to the subject of the evening.

MR. J. L. R. MARSH, Secretary, Sacramento Federated Trades Council addressed the Board, stating that he represented a number of City employees; that the Board was in possession of data from the various Unions relating to various wage scales; that there seemed to be confusion regarding classification in City service; that no comparison could be made between duties of City employees in Sacramento with employees of other communities; that men were frequently transferred in City service from one position to another; that under Union standards, jobs were classified from the tools used and work done; that Union classifications do not fit requirements of City service; that standards relating to cost of living provided by the government were at least 45 days late in arriving in Sacramento; that in his opinion Government statistics relating to Sacramento and Bay area indicated that the cost of living was 15% higher than a few months previous; that the public should seek guidance not from how

economically a city can be run but from the standpoint of maintaining the standard of living of the employee and that the community does not lose the standard of citizenship and quality of workmanship; the public would protect its own standards by increasing wage scales and that no injustice would be done by insisting that wage scales be high enough to meet and cover requirements sufficient to maintain decency. Mr. Marsh referred to his letter addressed to the Civil Service Board January 6, 1942, wherein it was requested that the minimum basic salary scheduled for employees in the Park, Recreation, Street Maintenance and Water Department be set at \$130 as a basic minimum wage with increases therefrom. Mr. Marsh further stated that he felt an increase of 10% or \$20 per month, whichever was greater, should be granted.

Councilman Fred Arnold interjected with the question as to why the increase should not be 15%. Mr. Marsh stated that he felt any increase should be retroactive to January 1, 1942. A letter from F. Laurence, business representative of International Union of Operating Engineers, dated February 18, 1942, was read, requesting that wages of operating engineers employed by the City be increased to the prevailing Union rate and in event that could not be done, he requested all operators be raised to \$250 per month.

DR. J. HERBERT GEOGHEGAN, representing the American Federation of County and Municipal Employees, discussed general increases in cost of staple goods and the increase in the cost of living.

MR. CHAS. WILSON spoke for the City Employees Association and stated that a committee of the Association favored an increase of wages and that an increase of 15% would be ample and reasonable.

A letter from Mr. J. T. Harvey, Business Representative of Plumbers and Steamfitters Local #447 dated February 11, 1942, was read, informing the Board that an increase of wages from \$12.50 per day to \$13.50 per day of 8 hours had been reached through mutual agreement between employers and journeymen of the plumbing, heating and air conditioning industry in Sacramento.

MR. H. E. JOHNSON of the State, County and Municipal Employees Association stated that various scales of wages were being paid Laborers and that the County was stabilizing salaries; that similar work should receive similar pay and there should be automatic increases over a period of 4 or 5 years.

Mr. Marsh explained duties of Building Construction Laborers and that there were several classifications at present with a wage scale of \$6.80 per day.

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MR. DAN MILONICH, Teamsters and Chauffeurs Union stated that their organization offered services by making available to the Board all contracts relating to Truck Drivers throughout the City, and that there was a recent squabble relating to truck driving being incidental to their work.

MR. ELMER J. GIESEKE, employed at the Corporation Yard discussed his duties as Assistant Storekeeper in detail and also discussed different wages received by others whom he thought to be comparable. He concluded by submitting a written statement and stated that he believed his particular position should be reclassified.

MR. JOS. OAKLEY stated that he was representing 14 employees in the Tree Division, 10 of whom were Trimmers and 4 Groundmen. He informed the Board as to the number of trees in Sacramento, years of service necessary to become a tree trimmer and all general details connected with their work, and concluded that men in his division should receive raises.

ANTHONY SCHIRO, Street Maintenance, Asphalt Raker, stated that men of his employment were receiving \$10 per day in private industry; that at present he was receiving \$5 per month more than other laborers and that during winter months he worked along with other laborers; he explained that due to the difference of the nature of his duties, he felt a fair adjustment in salary should be made.

MR. E. C. POTTER employed at the City Library explained his duties as a Janitor, stating that he felt he should be classified as Custodian with Custodian's pay.

S. O. CHAMBERLAIN, a Truck Driver in the Park Department, explained his duties as rigging, tree removal and spraying trees and concluded by stating that he felt he should have a Tree Trimmer's salary.

A letter from John T. Green, dated February 19, 1942, stated that salaries once raised are never lowered, even when future conditions warrant same; that employees are secure in their jobs through periods of bad times; that they receive pensions; that public employees are higher favored in working conditions, working hours, holiday layoffs and permanency of jobs; that he thought it fair to suggest that salaries be held down for those enjoying such fine working conditions and stated he voiced the opinions of business men.

FOSTER BOGART, Street Cleaning Pickup Man, felt that the letter received from John T. Greene should be disregarded; he stated that his wages had been reduced in 1934-35 and that during the last nine months, the cost of living was 20% higher.

MINNIE DA SHIELL stated that she was representing all of the City Telephone Operators and that their wages were less than those being paid in private industry and other comparable public employments.

D. L. WOODS, Sub-Forman in the Water Department reviewed the history employment and the difficulties connected therewith as Caulker. It was his opinion that Plumbers could not do his work and concluded by saying that his salary should be at least \$150 per month.

R. M. WAKEFIELD, an employee in the War Department, stated that he had been promised a \$10 raise in 1939 but had not received same; that he felt his work to be of a skilled trade; that his duties varied from directing traffic to operating an air compressor.

ANTHONY LEE, Street Maintenance Department, Laborer, stated that Policemen and Firemen received set increases and pointed out that in some cases in his department, the foremen were receiving a smaller salary than skilled operators under them. He felt duties should be clearly defined. Mr. Lee also stated that he felt better protective devices should be provided employees in his department and that he did not ask to be reclassified as a Skilled Laborer, although he occasionally performed Skilled Laborer's duties.

CLARENCE W. BEARD, Corporation Yard Blacksmith and Welder, informed the Board that he received \$190 per month and that men of his employment received \$1.25 to \$1.50 per hour in private industry.

GEORGE FIELDS, Garbage Department, explained that his department was a profit organization and he felt that Garbagemen should be given a raise.

VEANDER TILLMAN, Service Station Attendant, explained various duties of his employment, that some men at the Corporation Yard received \$170 per month; that others in private employment received \$225 per month and that due to the miscellaneous variety of his duties, he felt he should receive wages comparable to others at the Yard.

BERT H. ELMORE, Machinist and Mechanics Union, informed the Board that Machinists and Mechanics received at least \$1.00 per hour in private industry. Upon being questioned by Mr. Cavanaugh, he stated that some members worked for 16 or 17 years at the same job; that they must average 80% of their time at their classification; that auto mechanics in other locations were paid higher than in Sacramento; that during the past few years he had difficulty in finding sufficient men; that City duties were different than those in private industry; and that he would not definitely say the City rate should be \$1.50 per hour.

Thereafter, Chairman Cavanaugh declared the hearing closed at 10 o'clock P.M.

Following the salary hearing, the Civil Service Board convened in special session at 10 o'clock P.M.

MINUTES, READING OF

Approved

1942, be approved as read; seconded by Mr. Cavanaugh, thereupon becoming the order of the Board.

PATROLMAN EXAMINATION #165

Announcement Notice approved
Date set

and Scope of Examination be approved; that the last date to file be March 14, 1942, and that the Written Examination be scheduled on March 26, 1942; seconded by Mr. Cavanaugh, thereupon becoming the order of the Board.

GARBAGEMAN EXAM. #160

Names off the list
Eligible list posted

Mr. Deise moved that the minutes of October 13 and 31, November 13, December 11, 1941, and January 26, and 29,

After reviewing the Announcement Notice dated November 28, 1941, Mr. Deise moved that the Announcement Notice

After reviewing police records and accident records, the following names were removed from the Garbageman Eligible List:

Lloyd Godfrey
Raymond Herrera
Albert L. Hicks
Louie W. Jelichich
Dewey Massey
Robert L. Statum
Lester M. Williams

After reviewing the eligible list, the Board ordered that the Tentative List be posted.

WM. T. SLOAN

The Board again considered the Civil Service report requesting change of classification of Wm. T. Sloan to Storekeeper. The secretary was instructed to get information from the Corporation Yard relating to Mr. Sloan's duties.

WM. VAN DEEVEN

Leave of absence

Inasmuch as Mr. Van Deeven was granted a leave of absence by his department for the period January 19 to April 18,

1942, in conformity to Rule VIII Section 1, it was agreed by the Board that the

action denying this leave taken January 29, 1942, be rescinded.

EDWIN A. CARLSON

Extension of leave of absence

The Civil Service Board considered the letter of Mr. Edwin A. Carlson requesting a six months extension of his leave of absence for the purpose of continuing his farming activities. In view of the Board's established policy that leaves for the purpose of entering private employment be disapproved, Mr. Deise moved that Mr. Carlson's request be denied; seconded by Mr. Cavanaugh, thereupon becoming the order of the Board.

NAMES OFF LIST

The secretary reported the following name had been removed from the eligible list because of failure to report when certified:

Hazele Arbogast - Junior Clerk List #135.

DEPARTMENTAL REPORTS
APPROVAL OF

After review and agreement, it was the order of the Board that the following Departmental Reported be approved:

Crocker Art Gallery

Cleary, Frank - Temp. Appt. 3/1/42 Nightwatchman @ \$110 Month - Exempt

Engineering Department

Gray, Irven A. - Temp. Appt. 12/15/41 Electrical Inspector @ \$245 Month from list
Guzzetta, Tom - Temp. Appt. 1/9/42 Messenger @ 30¢ Hour
Hall, Bonnie - Temp. Appt. 1/20/42 Relief Telephone Oper. @ \$4.00 Day
Jones, Ruby W. - Temp. Appt. 2/8/42 Relief Telephone Oper. @ \$4.00 Day

Memorial Auditorium

Martin, Edwin F. - Prob. Appt. 2/11/42 Janitor @ \$125 Month from list

Water Department

McCarthy, Charles - Reinst. 1/20/42 Laborer @ \$120 Month from layoff list.

Leave of Absence

- Kyle, Kathryn - Leave of Absence from February 11, 1942 to May 11, 1942
a/c sickness, without pay
Palmer, F. L. - Leave of Absence from January 16, 1942 to April 15, 1942
Uplinger, E. J. - Leave of Absence February 9, 1942, without pay, a/c Military Service
Van Deeven, Wm. - Leave of Absence January 19, 1942 to April 18, 1942, without pay