

3-17-64

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
REGULAR MEETING MARCH 17, 1964

The Civil Service Board met in regular session at 817 - 10th Street
at 2:00 p.m.

PRESENT: C. Alexander, Genshlea and Street.

ABSENT: J. Alexander and Erickson.

Minutes of the last regular meeting held March 3, 1964, were read and
approved.

NEW EXAMINATIONS SCHEDULED:

Secretary advised that the
following examinations have

been scheduled:

#812	Engineering Aide
#813	Tree Trimmer I
#814	Electrician Foreman
#815	Electrical Inspector
#816	Zoning Administrator

CLERK IV EXAMINATION NO. 803
Eligible Register

Written test scores and
Personal Interview ratings

in Clerk IV Examination No. 803, written test for which was held February 4,
1964, were reviewed.

Secretary advised that the minimum qualifying score in the written
test was set at 78 of a possible 135 items, qualifying 15 of 24 candidates
appearing for the written test.

Qualifications Appraisal Board consisted of Clarence Alexander, Civil
Service Board member; C. E. Rhodes, Assistant City Controller; and Rodney
McWilliam, Personnel Officer.

The following eligible register was made effective February 21, 1964:

DRAFTSMAN I EXAMINATION NO. 805
Eligible Register

Written test scores in
Draftsman I Examination No. 805,

written test for which was held February 27, 1964, were reviewed.

Secretary advised that the minimum qualifying score in the written test was set at 66 of a possible 95 items, qualifying 17 of 39 candidates appearing for the written test. Personal Interviews were not included as part of the examination.

The following eligible register was made effective March 9, 1964:

DRAFTSMAN I EXAMINATION NO. 805

1.	Danny N. Lee Jr.	87.37%
#2.	Richard C. Kinsey	85.79
#3.	Henry D. Miller	84.74
4.	Robert D. Taylor	83.16
#5.	Ralph W. Hunnicutt	80.53
6.	Ken Namikawa	77.89
7.	William Luck	76.84
8.	David P. Ybarra	75.79
9.	Leland H. Norene	75.79
10.	Brian S. Matsumoto	75.79
11.	Ken G. Jurach	74.74
12.	Greg A. LaFortune	73.68
13.	Lily T. Wong	72.63
14.	Ronald Perry	72.63
15.	David S. Lesty	71.58
16.	William Ng	70.53
17.	Robert D. Walters	70.00

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

FOREMAN II EXAMINATION NO. 807
(Street Trees)
Eligible Register

Written test scores and
Personal Interview ratings in
Foreman II (Street Trees)

Examination No. 807, written test for which was held February 14, 1964, were reviewed.

Secretary advised that the minimum qualifying score in the written test was set at 91 of a possible 130 items (actual 70%), qualifying 5 of 7 candidates appearing for the written test.

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WAIVER OF RESIDENCE REQUIREMENT
TABULATING MACHINE OPERATOR
EXAMINATION NO. 808

Recommendation was made by
the Personnel Officer that the
residence requirement be waived

for Tabulating Machine Operator Examination No. 808, because of the difficulty
in recruiting qualified applicants for Remington Rand equipment.

Motion was made by Mr. Genshlea that the recommendation of the Personnel
Officer for waiver of the residence requirement for this particular examination
be approved. Motion seconded by Mr. Street and carried by the following vote:

AYES: C. Alexander, Genshlea, and Street.

NOES: None.

EXTENSION OF ELIGIBLE REGISTERS:

Upon recommendation of the
Secretary, the following eligible

registers were extended for one year to the dates indicated:

Extended to:

#712 Electrician	3-28-65
#714 Communications Operator I	4-13-65
#716 Supervisor of Licenses	3-27-65

REQUEST - LEAVE OF ABSENCE EXTENSION:

Communication dated March 15,
1964, from Mary Mills, Matron-

Clerk in the Police Department, requesting a leave of absence extension for
90 days to June 23, 1964, because of ill health, was read and considered.

Motion was made by Mr. Street that this request be approved. Motion was
seconded by Mr. Genshlea and carried by the following vote:

AYES: C. Alexander, Genshlea, and Street

NOES: None.

CITY ATTORNEY'S OPINION (CONT'D)

Second, the legislative history of Assembly Bill No. 2947 shows that as introduced, the bill contained a Section 3200 which clearly provided that the provisions of the act constituted a matter of statewide concern and preempted the field on the subject of political activities of public employees. Just before final passage, this section was amended out of the bill in the Senate (Senate amendment June 19, 1963) and the amendment was concurred in by the Assembly. This action of the Legislature lends support to the position that the bill as finally passed was not intended to preempt the field with respect to charter cities since express language to that effect was deleted.

Although the matter is not entirely free from doubt, it is our opinion that Section 48 of the City Charter is not affected or superseded by the provisions of Chapter 2000 of the Statutes of 1963."

1964 SALARY SURVEY:

The Board members reviewed the discussion which took place on March 3, 1964, at a special meeting with the Council Civil Service Committee and the City Manager, wherein it was agreed that a target date of May 12 would be met by the Board for presentation of salary recommendations to the council; that consideration would be given to adjustments for any class found high or low; and that the Board would determine the method by which the salary recommendations was reached.

After discussion of the various problems involved, a motion was made by Mr. Genshlea that a report be requested from the Personnel Officer outlining in detail the various salary trends during the past 12 months along with any recommended changes in the compensation plan and for salary

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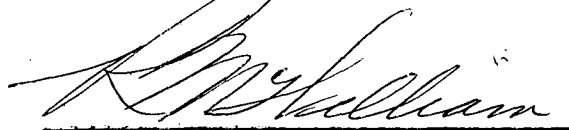
1964 SALARY SURVEY (CONT'D)

adjustments, to be submitted in the next regular meeting. Motion was seconded by Mr. Street and carried by the following vote:

AYES: C. Alexander, Genshlea, and Street.

NOES: None.

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
REGULAR MEETING APRIL 7, 1964

The Civil Service Board met in regular session at 817 - 10th Street at 2:00 p.m.

PRESENT: C. Alexander, J. Alexander, Street, Erickson.

ABSENT: J. Genshlea.

Minutes of the last regular meeting held March 17, 1964, were read and approved.

REQUEST FOR HEARING:

Communications from Edward Gagle,
Electrician Lineman, dated April 3,

1964, requesting a hearing before the Civil Service Board to appeal a 30 day suspension without pay for violation of Section 17.5(v) of the Civil Service Board Rules and Regulations, was read and considered.

Motion was made by Mr. James Alexander that the hearing be set for April 14, 1964 at 9:00 a.m., and that all parties be instructed accordingly. Motion was

REQUEST FOR HEARING (CONT'D)

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

AYES: C. Alexander, J. Alexander, Street, Erickson.

NOES: None.

REQUEST FOR TRANSFER:

Thomas Shepherd

Communication from Thomas

Shepherd, Automotive Serviceman

II, dated April 2, 1964, requesting transfer to the class of General Utility Worker in accordance with provisions of Section 13.3 of the Rules and Regulations, was considered.

Secretary advised that this request had been approved by Mr. Charles Inderbitzen, Automotive Maintenance Superintendent, and Mr. Michael McDonagh, Golf Course Superintendent, and that no change of salary range was involved in this transfer.

Motion was made by Mr. Street that the request be approved. Motion was seconded by James Alexander and carried by the following vote:

AYES: C. Alexander, J. Alexander, Street, Erickson.

NOES: None.

1964 SALARY SURVEY REPORTS
AND RECOMMENDATIONS:

As requested by the Board at
the regular meeting held March 17,

1964, a report was presented by the Personnel Officer outlining salary trends during the preceding 12 month period and submitting recommendations for changes in the compensation plan and for salary adjustments.

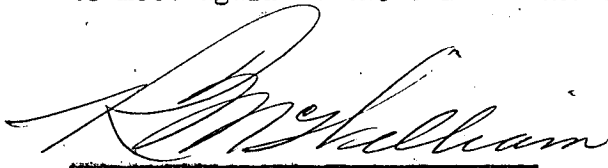
In brief, the report showed an overall increase in the general level of wages and salaries in the amount of approximately 4.18%; recommendation was made to "split" the present differential between salary ranges in order to make it possible to make salary adjustments in units of 2.4% instead of

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1964 SALARY SURVEY REPORTS
AND RECOMMENDATIONS (CONT'D)

Sacramento Firefighters Local #522, presented the data and requested a special meeting with the Civil Service Board at a later date in order to protest the recommendation made by the Personnel Officer for a pay differential between police and fire classes.

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 16, 1964

The Civil Service Board met in special session in the City Hall Council Chambers at 9:00 a.m.

PRESENT: C. Alexander; F. C. Erickson; Joseph Genshlea; and Bill Street.

ABSENT: James Alexander.

The meeting was called to order at 9:15 a.m. by Clarence Alexander, Chairman. The Secretary advised that the purpose of this meeting was to hear Mr. Edward A. Gagle in his appeal of a 30-day suspension invoked by Mr. E. A. Fairbairn, City Engineer, and Mr. E. J. Scollan, Building Maintenance Superintendent, for attempting to obtain an advance copy of the Electrician Foreman examination through a councilman, constituting a violation of Section 17.5(v) of the Civil Service Board rules and regulations.

Secretary also advised that the date of this special meeting was originally set for April 14, 1964, but had been postponed to April 16, 1964, because of notification of the meeting not having been properly received in time by the appellant.

Representing Mr. Gagle was Mr. William Caietti, Attorney, and witnesses testifying on Mr. Gagle's behalf were Mr. H. J. Baumer, employed by the Sacramento Municipal Utility District; Mr. Andrew Kern, an employee of the City of Sacramento who works with Mr. Gagle as a helper; and Mr. Clyde Henson, Pastor of the Bethel Temple Church.

Representing the administrative officers of the City of Sacramento were City Attorney Everett Glenn and Assistant City Attorney Joseph Coomes; testifying were M. F. Faig, Assistant City Attorney; and Mr. Albert Talkin, City Councilman.

Secretary advised that the proceedings of this meeting were being taken down by a court reporter. All witnesses were sworn by the court reporter.

The following communications were read by the Secretary: (1) on date of April 1, 1964, to Mr. Gagle, from Mr. Scollan and Mr. Fairbairn, outlining the reasons for the suspension and length thereof; (2) on date of April 3, 1964 to the Civil Service Board from Mr. Gagle requesting a hearing before the Board to appeal the suspension; and (3) on date of April 8, 1964, from Rodney McWilliam, Personnel Officer to Mr. Gagle advising of the date and time of the scheduled hearing.

Mr. Everett Glenn, City Attorney, read the statement submitted by Councilman Albert Talkin relating to conversations between himself and Mr. Gagle and questioned Mr. Talkin concerning it. Mr. Talkin was cross-questioned by Mr. Caietti.

Mr. Faig was questioned by Mr. Glenn relating to conversation between Mr. Faig and Mr. Gagle, and Mr. Faig was cross-questioned by Mr. Caietti.

Mr. Caietti moved for dismissal of the charges against Mr. Gagle based on Section 17.13 of the Rules and Regulations, to wit:

"Charges by Citizen. Charges filed by any citizen of the city against any person in the classified service shall be verified under oath, and shall be supported by affidavit of one or more witnesses."

The motion for dismissal was not allowed by the Chairman, Clarence Alexander.

Mr. H. J. Baumer, an employee of Sacramento Municipal Utility District, was questioned by Mr. Caietti and cross-questioned by Mr. Glenn.

Mr. Ed Gagle, the appellant was called to the stand and was questioned by Mr. Caietti. Mr. Gagle denied the charges made against him by Mr. Talkin and stated that he had contacted Mr. Talkin only for the purpose of gaining more information as to content of the examination. Questions relating to the eligibility of Mr. Gagle to participate in the examination were explained by the Secretary. Mr. Gagle was also questioned by members of the Board.

Mr. Andrew Kern, an employee of the City of Sacramento who works with Mr. Gagle as a helper, was questioned by Mr. Caietti and cross-questioned by Mr. Glenn.

Mr. Clyde Henson, Pastor of Bethel Temple Church, was questioned by Mr. Caietti and cross-questioned by Mr. Glenn.

Councilman Talkin was recalled to the stand by Mr. Glenn and questioned.

A summation of the case on behalf of Mr. Gagle was made by Mr. Caietti, who renewed his request to have the charges dropped in accordance with provisions of Section 17.13 of the rules and regulations.

A summation of the case on behalf of the city administrative officers was made by City Attorney, Everett Glenn.

Motion was made by Mr. Genshlea that the matter be taken under advisement for further study and review. Motion was seconded by Mr. Street and carried by the following vote:

AYES: C. Alexander, F. C. Erickson, J. Genshlea, B. Street.

NOES: None.

REQUEST FOR HEARING:
 Sacramento Firefighters'
 Local #522

Communication from John Steely,
 Chairman of Firefighters' Local
 #522 Salary Committee, dated

April 11, 1964, requesting a hearing before the Board to discuss salary proposals made by the Personnel Officer, was read and considered.

It was the order of the Board that Firefighters' Local #522 be advised that the date of April 28, 1964, has been set for this hearing.

SACRAMENTO CITY EMPLOYEES' ASSOCIATION

Communication from John H.
 Kercheval, President of

Sacramento City Employees' Association, dated April 20, 1964, relating to salary proposals made by the Personnel Officer, was read and considered.

Mr. Joe Harrington, Vice-President, and Walter Sutherland, a consultant employed by the Employees' Association, were also present.

A communication was read by Mr. Sutherland in which the Employees' Association agreed generally with the recommendations made with the exception of the proposal for salary differential between police and fire classifications. Also included was a recommendation that Charter Section 52 be amended to provide that the Board recommend inclusion of a salary reserve fund in the budget in an amount that is estimated to be needed for salary adjustments if the city intends to continue on a January 1 adjustment date.

Salary proposals were discussed generally and representatives of the Employees' Association were advised that their request would be taken under consideration.

EDWARD A. GAGLE
 Decision on Appeal

The matter of an appeal by
 Edward A. Gagle, relating

to a 30 day suspension for violation of Section 17.5(v) of the Civil Service

4-28-64

NEW EXAMINATIONS SCHEDULED:

been scheduled:

#817 Plant Operator II
#818 Automotive Serviceman II,
#819 Recreation Supervisor II

Secretary advised that the following examinations have

AUTOMOTIVE MECHANIC I EXAMINATION NO. 809:

Written test scores and Personal Interview ratings in Automotive Mechanic I Examination No. 809, written test for which was held March 18, 1964, were reviewed.

Secretary advised that the minimum qualifying score in the written test was set at 101 of a possible 155 items, qualifying 6 of 25 candidates appearing for the written test.

Qualifications Appraisal Board consisted of Kent Link, Street Maintenance Superintendent; Clarence Alexander, Civil Service Board member; and Donald Sandman, Personnel Technician.

The following eligible register was made effective April 1, 1964:

AUTOMOTIVE MECHANIC I EXAMINATION NO. 809

#1. Erwin L. London	90.22%
#2. Stanley Yamasaki	87.39
#3. Louis Lamothe	83.17
#4. Gary N. Peck	81.95
5. Kenneth A. Christensen	78.39
6. Michael Sertich	77.67

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

PAINTER EXAMINATION NO. 811:
Eligible Register

Written test scores and
Personal Interview ratings

in Painter Examination No. 811, written test for which was held April 7, 1964, were reviewed.

ENGINEERING AIDE EXAMINATION NO. 812

#1.	Ralph W. Hunnicutt	92.40%
#2.	Robert A. Valine	90.18
#3.	John V. Trimmer	88.92
#4.	James Chew	87.46
5.	John R. Meder III	83.79
6.	Fred T. Okimoto	83.01
7.	Willis A. Record	80.08
8.	Michael D. Stinson	79.19
9.	John H. Azeveda	78.94
10.	Robert A. Winter	77.81
11.	Charles M. Tucker	77.05
12.	Jerry Skouris	74.95
13.	James A. Kammerer	70.40

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

TREE TRIMMER I EXAMINATION NO. 813:
Eligible Register

Practical demonstration test
scores in Tree Trimmer I

Examination No. 813, held March 13, 1964, were reviewed.

Examiners were Joe Oakley, Tree Trimmer Contractor and James Poindexter, Tree Foreman for Sacramento Municipal Utility District. Written test or Personal Interviews were not included as part of the examination.

The following eligible register was made effective March 16, 1964:

TREE TRIMMER I EXAMINATION NO. 813

(PROMOTIONAL)

1.	John M. Carvalho Jr.	86.75%
2.	Michael Brousseau	86.25
3.	William Visentin	80.50
4.	Thomas M. Eineichner	80.00
5.	Victor Edmisten	80.00
6.	Melvin Hoelschner	72.50

ZONING ADMINISTRATOR EXAMINATION NO. 816:
Eligible Register

Personal Interview ratings
in Zoning Administrator

Examination No. 816, held April 14, 1964, were reviewed. Written test was not included as part of the examination.

ZONING ADMINISTRATOR EXAMINATION NO. 816. (CONT'D)

Qualifications Appraisal Board consisted of Paul Brace, Resources Coordinator, State of California; F. C. Erickson, Civil Service Board member; and Phil Macdonald, Personnel Technician.

The following eligible register was made effective April 15, 1964:

ZONING ADMINISTRATOR EXAMINATION NO. 816

- | | |
|------------------------|--------|
| 1. Ceasar A. Cordano | 86.67% |
| 2. Raymond Vandergriff | 80.00 |

FIRE CAPTAIN EXAMINATION

Number of Names on
Eligible Register

Communication from Thomas Deise,
Fire Chief, dated April 27, 1964,
requesting that the minimum

number of candidates to be placed on the forthcoming eligible list for Fire Captain be set at 36 in accordance with Section 8.2(g) of the Civil Service Board Rules and Regulations.

Motion was made by Mr. Erickson that the request be approved. Motion was seconded by Mr. Genshlea and carried by the following vote:

AYES: Members J. Genshlea, Erickson, and Street.

NOES: None.

HEARING ON SALARY PROPOSALS
Sacramento Firefighters' Local #522

Mr. John Steely, representing
Firefighters' Local #522,

appeared before the Board to protest the recommendation made by the Personnel Officer for a pay differential between the classes of Patrolman and Firefighter, Fire Captain and Police Sergeant, and Battalion Chief and Police Captain.

A brief prepared by Mr. Steely and Mr. Carl Fisher, Co-Chairman of the Firefighters' Salary Committee, was read and submitted. Upon completion of the reading of the brief, the Firefighters' Representatives were advised that the matter would be taken under consideration for further study.