

MINUTES OF CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
REGULAR MEETING            JANUARY 16, 1979

The regular meeting of the Civil Service Board was called to order by President Donna Giles at 1:35 p.m. in the Personnel Department Conference Room, 801 Ninth Street.

Present:    Luis Campos, Juanita Damerell, Donna Giles, Wilfred Street,  
              Ronald Wright.

Absent:     None.

MINUTES OF JANUARY 3, 1979, MEETING:    Approved as submitted.

DETERMINATION AS TO USE OF SELECTIVE CERTIFICATION RULE FOR FIREFIGHTER APPOINTMENTS

Director of Personnel William Danielson, by memo of January 8, 1979, reported that two and possibly three Firefighter appointments will be made in early February 1979. Mr. Danielson requested the Civil Service Board to determine the policy issue of whether to use selective certification or to use regular certification for these Firefighter positions. Mr. Danielson indicated that his preference would be to use selective certification.

MOTION:    Mr. Wright moved to defer this matter for consideration  
              at the special meeting scheduled for Wednesday, January 17.

SECOND:    Mr. Street.

CARRIED:   Unanimous vote.

The statistics of the Firefighter list, as well as the ethnic group make-up, was requested by the Board for its January 17 meeting.

Mrs. Damerell provided Board members a proposed rule which combined the workable features of the proposals submitted at previous hearings by the City Attorney and by the Sacramento Association of Black Attorneys (SABA). She explained that the effect of her proposal is to remove race or sex as the sole deciding factor; to provide for a one-time only special hearing prior to initiating selective certification for special skills required within a given classification; to delegate to the Personnel Director the administration of the use of selective certification for the given classification. She indicated that her proposed rule would provide "compelling governmental interest" required by law.

Mr. Wright indicated that it was his intention to recommend adoption of both of the proposals as submitted by SABA and by the City Attorney as an interim rule. He indicated that the Board can then choose between the two proposals when called upon to use selective certification. Mr. Wright proposed to call upon the City Council to convene a special body to develop a full Affirmative Action Program for the City; that the members on that body be composed of representatives from the City Council, Civil Service Board, minority organizations, and Human Rights Commission, among others; that this body be charged to develop, also, a selective certification rule to replace the interim rule described above.

Mr. Seals, President of SABA, stated that an amendment to SABA's earlier proposal would be provided at the January 17 meeting.

Mr. Danielson acknowledged receipt of the January 12 letter from Otis Scott, Chair, Sacramento Area Black Caucus. The Black Caucus reiterated its position that the existing selective certification rule should stand and that if modifications are to be made, those modifications should be to strengthen the rule.

REPORTS OF DIRECTOR OF PERSONNEL

a. Rescindment of Notice of Termination of Agreement to Provide Hearing Officer Service by Office of Administrative Hearings

Mr. Herbert W. Nobriga, Director, Office of Administrative Hearings, on January 10, 1979, reported that the notice of termination of the agreement to provide Hearing Officer services is rescinded and that his office would continue to calendar hearings. He explained that delays may occur in scheduling hearings because of possible layoff cases as a result of Proposition 13 in the State service.

Board members requested that they be notified if delays in scheduling hearings would become a problem to the City of Sacramento so that other alternatives may be investigated.

b. Request for Hearing Granted to Robert L. Freeman, Police Officer

Officer Freeman's hearing date has been scheduled before an Administrative Law Judge on May 22, 1979.

c. Leaves of Absence Granted by Director of Personnel as Agent of the Board

- (1) Lincoln Elliott, Sanitation Worker  
90-day medical leave extension from 12/14/78 to 3/14/79.
- (2) Kimberley Harrington, Library Page  
Three-and-a-half month maternity leave from 12/18/78 to 3/31/79.
- (3) Edward Kelly, Jr., Street Cleaning Foreman  
Two-month medical leave extension from 12/1/78 to 2/1/79.

ELIGIBLE REGISTER ESTABLISHED

<u>Exam.</u>	<u>Class.</u>	<u>Effective Date</u>	<u>Certification Date</u>	<u>Expiration Date</u>
#1621	Plumber	1/9/79	1/24/79	1/8/80

EXAMINATION TO BE ANNOUNCED

#1640 Electrical Construction Inspector I

MOTION: Mr. Wright moved to approve the examination announcement as presented.

SECOND: Mr. Street.

CARRIED: Unanimous vote.

RANDOM SELECTION

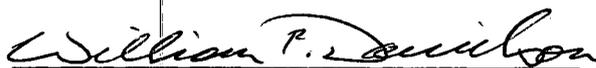
#1617 Machinist

Mr. Luis Campos assisted Associate Personnel Analyst Julie Mayesh in the random selection process. Out of 37 applicants meeting the desirable qualifications, three are employed by the City and therefore excluded from the random selection process. Fifteen numbers were randomly selected. Eighteen candidates will be invited to the next phase of the examination process for Machinist.

FAREWELL TO WILLIAM F. DANIELSON, DIRECTOR OF PERSONNEL

Mr. Danielson had resigned, to be effective January 26, 1979, and will be the Director of Personnel and Employee Relations for the City of Oakland. Best wishes and appreciation for his eight and a half years' service to the City were expressed by Board President Donna Giles.

The meeting adjourned at 2:10 p.m.

  
William F. Danielson, Secretary

  
Donna L. Giles, President

RECOMMENDED DECISION OF ADMINISTRATIVE LAW JUDGE IN THE MATTER OF  
THE APPEAL OF JOHN D. HENDERSON, SANITATION WORKER I

MOTION: Mr. Street moved to adopt the recommendation of the Administrative Law Judge to deny the appeal of John D. Henderson.

SECOND: Mr. Wright.

CARRIED: Unanimous vote.