

COUNCIL COMMITTEE MINUTES

Concurrent Special Committee Meetings of the Sacramento City Council, Redevelopment Agency of the City of Sacramento, Housing Authority of the City of Sacramento and the Parking Authority of the City of Sacramento.

VOTING RECORD LEGEND			
MOV:	MOVED	ABST:	ABSTAIN
SEC:	SECOND	ABS:	ABSENT
M --	MAYOR RUDIN	D5 --	SERNA
D1 --	FARGO	D6 --	MUELLER
D2 --	FERRIS	D7 --	KASTANIS
D3 --	PANE	D8 --	ROBIE
D4 --	CHINN		

COMMITTEE NAME: PERSONNEL & PUBLIC EMPLOYEES

MEETING DATE: SEPTEMBER 14, 1993

MEETING TIME: 1:30 PM

LOCATION: 915 I Street, City Council Chamber

HEREBY CALL Special Meetings of the Sacramento City Council, Redevelopment Agency of the City of Sacramento, Housing Authority of the City of Sacramento, and Parking Authority of the City of Sacramento to be conducted concurrently with the Council committee meetings listed below, which are incorporated herein by reference. The Special Meetings are called to permit Members who are not on the listed committees to attend the meetings and participate in the discussions. In the event five (5) or more members of the City Council are present at a Committee meeting, only those items listed on the agenda can be acted on or discussed.

The meeting was called to order by Chairperson Sam Pannell at 1:03 p.m.

PRESENT: Committee Chairperson Sam Pannell, Committee Members Deborah Ortiz, Rob Kerth

ABSENT: Terry Kastanis

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1. Effects of Severance Program and Budget Cutbacks on Minority Managers - Report Back (D-All)

RECOMMENDATION OF STAFF: INFORMATION ONLY

COMMITTEE ACTION: NO ACTION REQUIRED

MINUTES

Donna L. Giles, Director of Human Resources, addressed the Committee. Ms. Giles stated that at the August 24th meeting the Committee requested information on the effect on minority managers the City's severance program and budget cutbacks had. She stated that 100 employees participated in the severance program. Of the 100, fifteen were management employees, and of those fifteen, one was a minority. She also stated that five positions vacated by management employees were refilled, and of those five one was a new management minority employee. The net effect of the severance program was a wash.

Ms. Giles informed the Committee that the management position cutbacks had no effect on minorities. Of the 38 positions cut, 4 had incumbents and all were non-minorities.

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Makini Enakaya, President of the Association of African American City Employees of Sacramento addressed the Committee. Mr. Enakaya voiced some concerns regarding discipline, promotional opportunities, and training for African-American employees.

The Committee suggested that staff look into this matter and schedule another meeting in 60 days to further discuss these concerns.

2. Status Report of City of Sacramento Workers' Compensation Program (D-All)

RECOMMENDATION OF STAFF: SUPPORT & FORWARD TO COUNCIL

COMMITTEE ACTION: CONTINUED FOR 30 DAYS

VOTING RECORD: MOV: D-5 Sec: D-2
AYES: UNANIMOUS

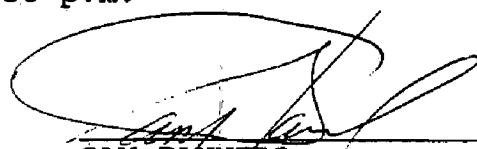
MINUTES

Ms. Margaret Ann Allen, Risk Manager, addressed the Committee. Ms. Allen gave a synopsis of the City of Sacramento's Workers' Compensation Program. She outlined the impact of the Workers' Compensation Reform Act of 1989 and clean-up legislation of 1991, 1992 and 1993, rising program costs, and staffing needs of the Workers' Compensation Unit.

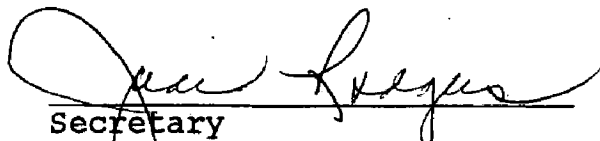
She also informed the Committee of the results of a study conducted by an independent consultant. The study validated the fact that the City's Workers' Compensation Unit is significantly understaffed.

After discussion by the Committee a motion was made to continue this matter for one month.

The meeting was adjourned at 1:58 p.m.



SAM PANNELL
Committee Chairperson



Secretary

COMMITTEE MEMBERS: Pannell (Chair), Kerth, Kastanis, Ortiz