

STORES CLERK EXAMINATION NO. 761 (CONT'D)STORES CLERK EXAMINATION NO. 761

#1.	Clarence L. Henry	87.84%
#2.	Ireland O. Miller	87.37
#3.	Howard L. Steadman	87.33
#4.	Rado S. Palandech	86.76
5.	Richard C. Brown Jr.	81.17
6.	John M. Osborne	79.80
7.	Gary L. Calloway	78.72
8.	Ronald F. Jones	77.91
9.	Arthur L. Metz	73.63

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

REQUEST CERTIFICATION FROM CLERK IV
ELIGIBLE REGISTER NO. 803:
Reg Renfree, Director
Recreation and Parks Department

Communication from Reg Renfree,
Director of Recreation and Parks,
dated February 17, 1964, requesting

permission to fill a Clerk III position in the Recreation and Parks Department from the forthcoming Clerk IV Eligible Register No. 803, since no Clerk III eligible list exists and because of the necessity of filling this position at the earliest possible date, was considered.

Secretary advised that Section 11.6 of the Rules and Regulations permits such certification with the approval of the Civil Service Board, and recommended approval of the request.

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

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

NOES: None.

REQUEST LEAVE OF ABSENCE EXTENSION:
Frank Pine
Laborer

Communication from Frank Pine,
Laborer in the Parks Department,
dated February 12, 1964, re-

questing a 90 day extension of his current 6 month leave of absence, because

ORDINANCE NO. 2535, FOURTH SERIES
"VOTING PROCEDURES OF BOARDS & COMMISSIONS:

"On all matters acted upon by each City board, commission, agency, or authority appointed by the City Council the voting shall be by roll call, and the ayes and noes and members present and not voting shall be entered upon the minutes or other record of the meeting by the clerk or secretary. This section shall not apply to elections of officers, which may be by ballot."

SALARY DIFFERENTIAL - PATROLMAN AND FIREMAN:

Secretary advised that,

effective February 1, 1964,

a one-step (approximately 5%) differential between salary rates for patrolman and firemen was established in the city of San Jose, following the pattern set by the city of Berkeley on July 1, 1963. Three major California cities, outlined below, have now established a salary differential between the two classes.

<u>City</u>	<u>Maximum Salary</u>	
	<u>Patrolman</u>	<u>Fireman</u>
Berkeley	693	660
Fresno	641	636
San Jose	687	654

A differential put into effect in San Francisco on July 1, 1963, was rescinded after a measure put on the ballot to require parity of pay for the two classes was approved by San Francisco voters.

JOINT MEETING - CITY COUNCIL
 CIVIL SERVICE COMMITTEE:

Secretary advised that a

meeting of the City Council

Civil Service Committee, was held on February 13, 1964, with the City Manager and Assistant City Manager, for the purpose of discussing the problems caused by salary recommendations being received from the Civil Service Board after adoption of the annual budget and setting of the tax rate.

Minutes of the last regular meeting held February 18, 1964, were read and approved.

Chairman Clarence Alexander called the meeting to order and explained that the purpose of the meeting was to meet jointly with the Council Civil Service Committee and the City Manager to discuss problems involved in submitting salary recommendations to the Council in sufficient time for budget consideration.

Representing the Council Committee were Councilmen Willard Nielsen and Al Rouse. Also present were Councilman Phil Mering; City Manager Bartley Cavanaugh; Rodney McWilliam, Personnel Officer; Don Foley, Public Information Officer; John Steely, Carl Fisher, and Jim Dasher, representing Firefighters Local Union #522.

Councilman Al Rouse outlined the problems faced by the Council in considering salary recommendations, and asked the Civil Service Board to consider:

- (a) a target date of May 12, for submission of salary recommendations;
- (b) placing more emphasis on comparisons with salaries in the local area, and
- (c) making recommendations for salary "adjustments" rather than blanket general increases.

A proposal by the Personnel Officer for a solution to the problem, based on analysis of salary "trends" during the 12 month period from May to May of a given year, was read and discussed.

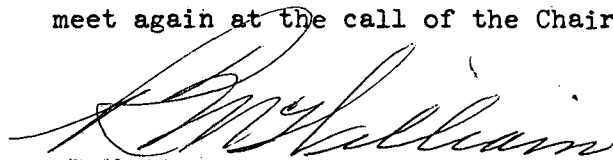
Chairman Clarence Alexander advised that the Board could meet any reasonable target date for salary recommendations to be given the Council, but that the methods used to arrive at the recommendation would have to be left to the judgment of the Board.

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Problems involved in making recommendations for "adjustments" were considered and discussed, and it was pointed out by the Personnel Officer that information on "prevailing rates" for all categories of employment is not available in the Sacramento area to use as a criteria for adjustment recommendations, as it is in other larger metropolitan areas, making it difficult to base such adjustment recommendations on anything other than internal relationships. Further, that an adjustment for a particular class has a direct effect on other related classes in the compensation plan, and that if classes considered compensated above the generally prevailing rate are denied an increase, then other classes considered below the prevailing rate must be adjusted upwards, which could create many problems insofar as proper internal relationships are concerned.

After considerable discussion, it was agreed that the 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 classes found high or low; and that the Board would determine the method by which the decision on salary recommendations is reached.

There being no further business, the meeting adjourned at 3:30 p.m. to meet again at the call of the Chair.


SECRETARY

P R E S I D E N T