

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
REGULAR MEETING APRIL 3, 1979

The regular meeting of the Civil Service Board was called to order by President Wilfred Street at 1:30 p.m. in the Personnel Department Conference Room, 801 Ninth Street.

Present: Luis Campos, Juanita Damerell, Wilfred Street.
Absent: None.

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

REPORTS OF DIRECTOR OF PERSONNEL:

a. Mr. Lincoln Lee Elliott, Sanitation Worker I, was granted a three-month medical leave extension from March 14, 1979 to June 15, 1979. His leave of absence began on November 14, 1977.

b. By letter dated March 21, 1979, Deputy City Attorney Garland Burrell informed the Office of Administrative Hearings that the Howard Cole matter had been resolved and to remove the case from the calendar.

c. On March 22, 1979, a letter had been mailed to the American Arbitration Association notifying the City's intent to utilize its services for the Raj Brar case. A reply was received just prior to this meeting which listed seven qualified arbitrators. The City will await the independent selection of an arbitrator by Raj Brar's attorney, David Simmons, and the City's attorney, Garland Burrell. The Board requested the secretary to tentatively calendar the necessary length of time required to hear the Raj Brar case with the Office of Administrative Hearings in the event of failure to select a common arbitrator.

ELIGIBLE REGISTER ESTABLISHED

<u>Exam.</u>	<u>Classification</u>	<u>Effective Date</u>	<u>Certification Date</u>	<u>Expiration Date</u>
#1638	Key Data Operator I	3/20/79	4/4/79	3/19/80

EXAMINATION TO BE ANNOUNCED

#1659 Street Cleaning Foreman (Promotional)

MOTION: Mr. Campos moved to approve the examination announcement for Street Cleaning Foreman (Promotional).

SECOND: Mrs. Damerell.

CARRIED: Unanimous vote.

COMMUNICATION FROM GARLAND ROSAURO, BUSINESS REPRESENTATIVE, STATIONARY ENGINEERS LOCAL 39, RE CITY EMPLOYEES SUBMITTING TO POLYGRAPH EXAMINATIONS

Mr. Rosauro had taken this issue to the City Council; however, he had been informed that the Civil Service Board had jurisdiction in the matter. The City

4/3/79

Attorney, by letter to the Board dated March 29, 1979, indicated that the Board, pursuant to Charter Section 92, should wait until a specific disciplinary appeal is presented to it. The City Attorney also indicated that the Board has no authority to adopt a rule prohibiting the use of polygraph examinations.

Mr. Rosauero discussed the Police Officers' Bill of Rights, which prohibits mandatory polygraph examination. Mr. Rosauero requested that this policy also apply to other City employees.

Mr. Amos Syas, representing Fire Fighters Local 522, and Ms. Pat McDonald, representing the Sacramento Chapter of the American Civil Liberty Union, were in support of Mr. Rosauero's request. Mr. Ronald Wright, also of Local 39, challenged the use of polygraph examinations.

Mr. Don Fausset, Director of Employee Relations, indicated that a safe had been opened by the use of its combination on two occasions. Approximately \$1300 was taken the first time; about \$2500 the second time. Employees who were on duty and those known to have been on the premises were requested to voluntarily take a polygraph examination. A decision has not been made by the City Manager as to what action will be taken concerning those who refused to submit to the polygraph examination.

MOTION: Mrs. Damerell moved that a special meeting be called at 7:30 p.m., Tuesday, April 17, 1979, to consider a proposed rule to preclude disciplinary action solely as a result of an employee's refusal to participate in a polygraph examination.

SECOND: Mr. Campos.

CARRIED: Unanimous vote.

Deputy City Attorney David Benjamin advised the Board that it would be wiser to wait until disciplinary action, if any, is imposed and to follow the normal appellate process, or, to write the City Manager expressing the Board's concern on the use of polygraph examinations. No further action, however, was taken by the Board.

AMENDMENT TO CIVIL SERVICE BOARD RULE 3.6(e), REALLOCATIONS PROVIDED BY CLASS SPECIFICATION (FLEXIBLE STAFFING) - second reading

MOTION: Mrs. Damerell moved to adopt Rule 3.6(e).

SECOND: Mr. Campos.

CARRIED: Unanimous vote.

The rule shall read as follows:

"3.6 (e) Reallocations Provided by Class Specifications (Flexible Staffing)

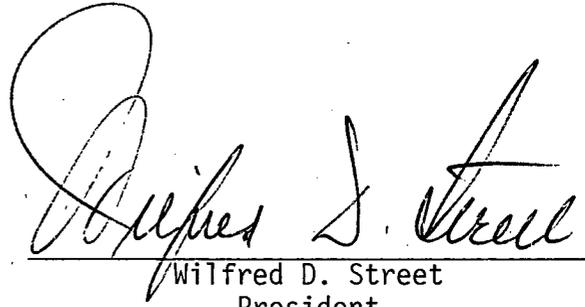
- "(1) Police Cadet to Police Officer. When a Police Cadet position is reallocated to Police Officer as provided for in the class specification, the incumbent shall be granted probationary status in the new class and shall serve the full probationary period set forth in Rule 7.4 for the classification of Police Officer. The anniversary date for subsequent in-grade salary adjustments shall be as provided in the City Code.

"(2) All Other Civil Service Classifications. When a position is reallocated as provided for in the class specification, the incumbent shall be granted permanent status in the new class. The anniversary date for subsequent in-grade salary increases shall be the effective date of reallocation."

The meeting adjourned at 2:30 p.m.



Donna L. Giles
Secretary



Wilfred D. Street
President