

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.

COMMITTEE NAME: PERSONNEL & PUBLIC EMPLOYEES

MEETING DATE: JUNE 12, 1990

MEETING TIME: 1:00 PM

LOCATION: 915 I Street, City Council Chamber

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		

I 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 Lyla Ferris at 1:10 p.m.

PRESENT: Committee Chairperson Lyla Ferris, Committee Members Heather Fargo, Terry Kastanis, and Kim Mueller

ALSO PRESENT: Councilpersons Serna and Robie

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1. Update on Further Issues Raised and Recommendations Made by Affirmative Action Advisory Committee at May 8 Meeting.

RECOMMENDATION OF STAFF:

FOR COMMITTEE INFORMATION

REPORT BACK:

REPORT CONSIDERING FEASIBILITY OF GOALS FOR HANDICAPPED/DISABLED PERSONS

MINUTES

Donna L. Giles, Director of Personnel, gave a brief response to each of the 12 issues and recommendations made by the Affirmative Action Advisory Committee at the May 8 meeting.

Ms. Giles introduced LaVera Gaston who has been hired as a Staff Aide to work on the Career Development Program until a new classification is established.

Councilperson Mueller asked Ms. Giles why we didn't have statistics on Handicap/Disabled persons. Mr. Giles stated that staff has concentrated on recruiting females and minorities, since that has been the priority under the Affirmative Action Plan.

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P. & P. E. COMMITTEE
june 12, 1990

ITEM NO. 1 CONTINUED

Mr. Dean Lan, Vice Chairman, Affirmative Action Advisory Committee, addressed the Committee. Mr. Lan introduced Martha Powers, Chair of the Human Rights Commission. Mr. Lan informed the Committee that the 1989 Affirmative Action Report showed a decline in minorities and that this continuing decline cannot be accepted. He further stated that the Advisory Committee, with support from the P. & P. E. Committee would like to work with staff to increase the percentages of females and minorities in the City workforce.

2. Affirmative Action/Equal Employment Opportunity Report for 1989

RECOMMENDATION OF STAFF: FOR COMMITTEE REVIEW & DIRECTION

REPORTS BACK: DISCUSSION & DEBATE ON FEASIBILITY OF USING SELECTIVE CERTIFICATION FOR ALL DEPARTMENTS

QUARTERLY REPORTS ON AFFIRMATIVE ACTION STATISTICS

COMMITTEE ACTION: REFER TO AFFIRMATIVE ACTION ADVISORY COMMITTEE

MINUTES

Mr. Rey Pena, Affirmative Action Officer, addressed the Committee. Mr. Pena pointed out minor errors in the report. Mr. Pena gave a brief overview of the 1989 Report and answered questions of the Committee.

Councilman Serna noted the statistics in the Fire Department. He stated that since the Fire Department has used selective certification their statistics have improved. He asked for consideration of using Selective Certification in all departments.

3. Rule of 3 - November Ballot

RECOMMENDATION OF STAFF: AUTHOR DEVELOPMENT OF RULE OF 3 AMENDMENT

REPORT BACK: NONE

COMMITTEE ACTION: RECOMMEND STAFF PROCEED WITH LANGUAGE FOR BALLOT

VOTING RECORD: MOV: D-6 SEC: D-1
AYES: Unanimous

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P. & P. E. COMMITTEE
JUNE 12, 1990

ITEM NO. 3 CONTINUED

MINUTES

Ms. Donna Giles, Director of Personnel, addressed the Committee. Ms. Giles asked that the Committee authorize the staff to pursue placing on the November, 1990 ballot an amendment to the City Charter eliminating the Rule of 3. She stated that the amendment would be operative in the event the proposed City-County Consolidation were rejected by the voters. She also stated that since the deadline for putting measures on the ballot is August and the language had to be negotiated it is imperative to begin immediately.

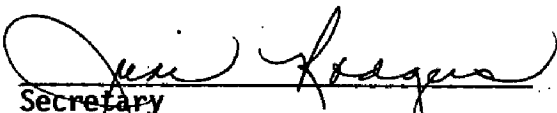
Councilman Serna stated that he was concerned about putting this measure on the ballot at the same time as the proposed City-County Consolidation.

The Committee agreed to help staff get support for this measure and instructed them to proceed with the appropriate language.

Ms. Gloria Robertson addressed the Committee and requested that before individuals are appointed to positions that the employees in the current workforce be given an opportunity to apply.

The meeting was adjourned by Chair Ferris at 2:10 p.m.


LYLA FERRIS
Committee Chairperson


Secretary

COMMITTEE MEMBERS: Ferris (Chair), Fargo, Kastanis, Mueller