

(Mrs. Giles excused herself from the meeting to report for jury duty.)

AMENDMENT TO CLASSIFICATION PLAN

Proposed Title Change from General Repairman to Building Maintenance Worker and Revision of Class Specification

This item was postponed pending the legal opinion requested above.

COMMUNICATION FROM ATTORNEY ROBERT J. SULLIVAN ON BEHALF OF MICHAEL BUSCH, POLICE OFFICER, REQUESTING EXTENSION OF ELIGIBLE REGISTER #1493 FOR POLICE SERGEANT

By letter dated March 3, 1978, Attorney Robert J. Sullivan requested on behalf of Officer Michael Busch that the Police Sergeant eligible list be extended for one year. The expiration date for the list is March 10, 1978. In addition, a copy of the Investigative Findings and Proposed Resolution Agreement in the matter of Elbert V. Johnson and Dan Ware vs. Sacramento Police Department rendered by the Law Enforcement Assistance Administration of the Civil Rights Compliance, U. S. Department of Justice, was submitted by Attorney Sullivan. Attorney Sullivan and Officer Busch were present to explain the basis of their request.

It was the recommendation of the Police Department and the Director of Personnel that the Sergeant list not be extended. It was recommended by staff that the police promotional lists continue to be for one year only to provide greater opportunity for qualifying officers to compete.

It was pointed out that there had been no appointments made from this Police Sergeant eligible list as there had been no openings nor were openings anticipated.

At approximately 2:45 p.m. the Board met in executive session with Deputy City Attorney David Benjamin to receive information concerning the litigation matter of Johnson and Ware vs. Sacramento Police Department.

The open meeting was reconvened at 3:15 p.m.

MOTION: Mr. Wright moved to extend the Police Sergeant list for ninety days.

SECOND: Mr. Street.

CARRIED: Ayes: Campos, Kuchman, Street, Wright.
Noes: None.
Absent: Giles.

ELIGIBLE REGISTER ESTABLISHED

<u>Exam.</u>	<u>Classification</u>	<u>Effective</u>	<u>Expiration</u>
#1567	Administrative Trainee (open and promotional)	12/29/77	12/28/78

EXAMINATIONS TO BE ANNOUNCED

#1584 Construction Inspector I
 #1592 Senior Copy Machine Operator (Central Services Supervisor)

MOTION: Mr. Wright moved to approve the above examination announcements.

SECOND: Mr. Street.

CARRIED: Ayes: Campos, Kuchman, Street, Wright.
 Noes: None.
 Absent: Giles.

REQUEST FOR REINSTATEMENT AFTER RESIGNATION

Gilbert Brown, former Refuse Collector.

Mr. Brown resigned from his position as Refuse Collector on July 11, 1977, after having worked approximately eight years. His request for reinstatement dated February 22, 1978, had the approval of the Refuse Collection Superintendent and the City Engineer. Staff's recommendation was to approve Mr. Brown's request.

MOTION: Mr. Wright moved to approve the reinstatement request of Mr. Gilbert Brown.

SECOND: Mr. Street.

CARRIED: Ayes: Campos, Kuchman, Street, Wright.
 Noes: None.
 Absent: Giles.

AMENDMENT TO CIVIL SERVICE BOARD RULE 22.12, "EMPLOYEES INELIGIBLE FOR VACATION ALLOWANCE"

- a. Proposed revision from Phillip M. Cunningham, Business Representative, Stationary Engineers, Local 39.
- b. Proposed revision from Don A. Fausset, Assistant Personnel Director/ Employee Relations.

The Civil Service Board was requested to consider, pursuant to Charter Section 107, the issue of vacation accumulation for non-career employees who work at least 1040 hours within a twelve-month period.

Local 39's recommended proposal was to allow non-career employees who work over 1040 hours within a twelve-month period to bridge the periods of employment. When an aggregate of 60 months are accumulated, those non-career employees may then accumulate three weeks' vacation time. Local 39's proposed Rule 22.12 is as follows:

Employees Ineligible for Vacation Allowance

"Employees in part-time, seasonal, limited-term, relief, extra-board or special job classification positions as set out in Section 2.91-1 of the City Code shall not be entitled to any vacation allowance, except that:

- "a. Employees in any of the above-mentioned positions who work forty (40) hours or more in a bi-weekly pay period and are budgeted to work at least 1040 hours in City service in a twelve month period shall be granted vacation allowance in 22.1 of this rule, on a pro-rata basis.
- "b. Employees appointed to temporary full-time positions in the absence of eligible lists shall be eligible for vacation allowance computed from the date of their original appointment to such temporary position.
- "c. Employees appointed to seasonal or limited-term positions, who receive a probationary or exempt appointment without break in service, shall be eligible for vacation allowance computed from the beginning of the last period of continuous service.
- "d. Employees who work forty (40) hours or more in a bi-weekly pay period and complete at least 1040 hours of City service in a calendar year shall be entitled to count such prior service for the purpose of determining eligibility for earning increased vacation allowances on a pro-rata basis in accord with the schedule contained in Rule 22.1."

The City's proposal was to compute vacation time based upon the period of continuous employment, pursuant to City Charter provision. The City's proposed Rule 22.12 is as follows:

Employees Ineligible for Vacation Allowance.

"Except as provided hereinafter all employees with temporary status are not entitled to earn vacation allowance. Those employees with temporary status who work, within one year from each date of employment, in excess of 1040 hours during a continuous period of employment of more than six months and who are entitled to be represented by a recognized employee organization pursuant to the City's Employer-Employee Relations Policy shall be entitled to vacation allowance on a pro-rata basis."

A legal question was raised, pursuant to the provisions of Section 107 of the City Charter and Section 22.8 of the Civil Service Rules, as to whether it is legally possible to provide for a break in service for career employees who are reinstated to a position while requiring continuous service for non-career employees. The City Attorney's Office was requested to provide a legal opinion for the Civil Service Board on this matter.

RANDOM SELECTION

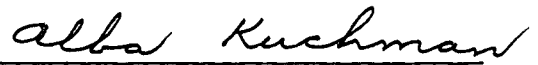
#1567 Machinist Helper

Board member Luis Campos assisted the Personnel Management Services Division staff to randomly select twenty numbers. Candidates so selected are to be invited to the next phase of the Machinist Helper examination. There were 28 current employees excluded from the random selection and who will be automatically invited to the next phase.

The meeting adjourned at 4:00 p.m.



William F. Danielson
Secretary



Alba Kuchman
President