

PERSONNEL & PUBLIC EMPLOYEES COMMITTEE
September 4, 1985

The meeting was called to order by Chairman Grantland Johnson at 2:17 p.m.

MEMBERS PRESENT: Joe Serna
Grantland Johnson

MEMBERS ABSENT: Tom Chinn
Terry Kastanis

Chairman Johnson told staff he would like to hear Item 2 first and then follow with Items 1 and 3.

OPTIONS FOR STRUCTURING AN AFFIRMATIVE ACTION ADVISORY COMMITTEE

Gary Little, Affirmative Action Officer, addressed the Committee on this item. Mr. Little briefly outlined each option.

Option 1 - Based on Minority/Female Underutilization

Mr. Little told the Committee that if this option is chosen it would be dominated by white females.

Option 2 - The County Model

Mr. Little told the Committee that the County model would not have the same impact on the City as it does on the County due to the varied differences of the two systems.

Option 3 - Based on Affirmative Action Goals

Mr. Little informed the Committee that this option is the one staff feels would be the most balanced and workable committee for the City's needs.

After discussions with the Committee and staff the Committee instructed staff to submit to the full Council a report recommending that Option 3 be used for the creation of an Advisory Committee changing the 4 members from female organizations with two from minority-female organizations rather than one.

AFFIRMATIVE ACTION PROGRAM REVIEW - CITY CLERK, CITY ATTORNEY, CITY TREASURER, CITY MANAGER, MAYOR/COUNCIL OFFICES AND DEPARTMENT OF PERSONNEL

Anne Mason, Assistant City Clerk, addressed the Committee on the City Clerk's Department review. She asked the Committee if they had any questions on the report submitted by Gary Little.

The Committee informed Mr. Little that they felt it wasn't necessary to review all the small departments since it was obvious that there was a consistent pattern. They said that they wanted to definitely review the Departments of Public Works, Parks and Community Services, General Services, Police and Fire.

BRIDGING CLASSIFICATION

Donna Giles, Director of Personnel, addressed the Committee on this issue. She informed the Committee that staff was working on creating bridging classifications in several areas this fiscal year. Ms. Giles used the example of the Personnel Technician and Planning Technician classifications. These two classes bridge into professional classifications.

Councilman Serna asked if there were problems in upward mobility. Ms. Giles informed him that there were problems with upward mobility within smaller departments.

John Worcester, Personnel Services Manager, explained the concept of the Career Development Trainee Program to the Committee.

Gary Little, Affirmative Action Officer, informed the Committee of the increase of women applying for non-traditional jobs.

The Committee commended staff on the good job that they have done for the Personnel and Public Employees Committee.

There was no further business, Chairman Johnson declared the meeting adjourned at 3:07 p.m.