

MINUTES OF CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
REGULAR MEETING                      JUNE 15, 1971

The Civil Service Board met in regular session in the Conference Room, 819 Tenth Street, at 1:30 p.m.

Present: Members Alexander, Reynoso, Street, Woods, Yew.  
Absent: None

Minutes of the meetings of May 4, May 17, and June 1, 1971, were approved as presented to the Board.

NEW EXAMINATIONS SCHEDULED

#1169 Zoo Attendant I  
#1170 Custodial Foreman I (Promotional only)  
#1171 Custodial Foreman II (Promotional only)

ELIGIBLE REGISTERS ESTABLISHED

<u>Exam. No.</u>	<u>Classification</u>	<u>Date of Written Test</u>	<u>Effective Date</u>
#1151	Identification Technician III (Promotional)	4/16/71	5/28/71
#1152	Identification Technician II (Open and Promotional)	4/22/71	5/28/71

REQUEST FOR LEAVE OF ABSENCE

Charlotte I. Page, Senior Legal Stenographer

Request for a five-month maternity leave of absence from July 1 through November 30, 1971, was made by Mrs. Charlotte I. Page, Senior Legal Stenographer, by her letter of May 4, 1971. Her request had the approval of the City Attorney.

Motion was made by Mr. Street to approve the request; seconded by Mr. Yew; and carried by unanimous vote.

REQUEST FOR LEAVE OF ABSENCE

John McKay, Identification Technician II

Communication dated June 7, 1971, from William J. Kinney, Chief of Police, and a letter from Dr. A. Bueno, physician for John McKay, recommending a six-month leave of absence, due to Mr. McKay's medical condition, were read and considered.

After discussion, motion was made by Mr. Street to approve the request for leave of absence from June 10 through December 9, 1971. The motion was seconded by Mr. Yew and carried by unanimous vote.

REQUEST FOR LEAVE OF ABSENCE

Diane M. McIntyre, Intermediate Stenographer-Clerk

Communication dated May 26, 1971, from Mrs. Diane M. McIntyre, formerly employed as an Intermediate Stenographer-Clerk in the City Clerk's office, requesting an additional nine-months' extension of her current three-month maternity leave of absence, was considered.

Motion was made by Mr. Alexander to deny her request; seconded by Mr. Yew, and the motion failed due to tie vote as follows:

Ayes: Members Alexander, Yew.  
 Noes: Members Street, Woods.  
 Abstained: Member Reynoso.

Motion was then made by Mr. Street to approve her request for additional nine months' leave of absence from June 8, 1971, through March 7, 1972. The motion was seconded by Mr. Reynoso, and carried by the following vote:

Ayes: Members Reynoso, Street, Woods.  
 Noes: Members Alexander, Yew.

CHANGE IN PREVAILING HOURLY RATE

In accordance with rates outlined in the agreement with Electrical Workers' Union Local No. 340, motion was made by Mr. Alexander that the following new rates for the below-listed classes be approved. The motion was seconded by Mr. Street and carried by unanimous vote.

<u>Classification</u>	<u>New Hourly Rate</u>	<u>Effective Date</u>
Electrician	\$ 8.02	June 15, 1971
Electrician-Lineman	8.02	June 15, 1971
Electrician Foreman (2 to 4 men)	8.82	June 15, 1971
Electrician Foreman (5 to 13 men)	9.22	June 15, 1971

REQUEST FOR VOLUNTARY DEMOTION

Ronald Giarmona, Tree Trimmer I to Maintenance Man II

Request was made by Ronald Giarmona and approved by the Director of Recreation and Parks for voluntary demotion from his current class of Tree Trimmer I in the Tree Services of the Parks Division to Maintenance Man II in the General Park Services of the same division. Mr. Giarmona made his request due to better promotional opportunities in the General Park Services.

Motion was made by Mr. Alexander to grant permanent status to Mr. Giarmona in the class of Maintenance Man II at the monthly salary of \$632 effective upon Mr. Giarmona's reassignment. In-grade salary increases are to be on the same anniversary date, January 1, as for his Tree Trimmer I position. The motion was seconded by Mr. Street, and the vote was unanimous.

REQUEST FOR VOLUNTARY DEMOTION

Louis N. Lajoie, Tabulating Machine Operator I to Parking Lot Attendant

Request was made by C. E. Rhodes, City Controller, for approval of the request for voluntary demotion of Louis N. Lajoie from Tabulating Machine Operator I to Parking Lot Attendant by his memorandum of January 11, 1971.

Motion was made by Mr. Street to grant Mr. Lajoie permanent status in the class of Parking Lot Attendant upon his reassignment at the salary of \$652 per month. The motion was seconded by Mr. Alexander and carried by unanimous vote.

RECOMMENDATION TO ABOLISH THE CLASSES OF SUPERVISOR OF LICENSES and SUPERVISING CASHIER

Memorandum from Wilma Briggs, City Collector, advising that the classes of Supervisor of Licenses and Supervising Cashier had been eliminated in her department by combining the duties into the class of Deputy City Collector, was read and considered. The Board was informed that the City Collector did not contemplate filling these positions in the future.

After discussion, motion was made by Mr. Street to abolish the two classifications of Supervisor of Licenses and Supervising Cashier. The motion was seconded by Mr. Yew. The motion failed by the following vote:

Ayes: Members Alexander, Street.

Noes: Members Reynoso, Woods, Yew.

SETTING OF DATE FOR HEARING OF AFFIRMATIVE ACTION: CIVIL SERVICE RULE CHANGE

Recommendation was made by the Secretary that the hearing of this matter be scheduled for July 20 after meeting and conferring with the employee organizations.

It was so moved by Mr. Alexander, seconded by Mr. Street, and carried by unanimous vote.

President Woods expressed dissatisfaction with the Affirmative Action Policy Statement which had been presented to the City Manager and to the City Council by memorandum dated May 16, 1971, from the Personnel Officer and which was approved and adopted by the City Council by its Resolution No. 738 on May 20, 1971.

The Secretary informed the members of the Board that the adopted Affirmative Action Policy Statement included by reference the Griggs versus Duke Power doctrine and the United States Equal Employment Opportunity Commission Guidelines, which makes the City of Sacramento's Affirmative Action Policy Statement one of the strongest policy statements to be adopted by any California city. The Secretary also informed the Board that plans were being formulated for an Awareness Training Program for supervisors.

CONTINUATION OF HEARING ON RECOMMENDATIONS CONTAINED IN COMMUNICATION OPERATIONS STUDY

Due to the fact that City management and the employee organizations had not yet met and conferred regarding the Communication Operations Study, it was moved by Mr. Street to postpone the hearing to July 6. The motion was seconded by Mr. Alexander and carried by unanimous vote.

HEARING TO CONSIDER CIVIL SERVICE RULE RE RESIDENCY RESTRICTION

Labor Relations Counsel John Liebert presented a brief review of the circumstances leading to the change in residency restriction as approved by the people in the November election. The Charter amendment provides the Civil Service Board with the authority to determine residency restrictions for City employees. Shortly after the November election, the City's Labor Relations Counsel went into negotiations with the various employee groups to determine which classes should be required to reside within a reasonable distance of their assigned work location. Through negotiations, it was determined that an air-mile residency restriction from the freeway interchange of W-X, 29-30th Streets would be proper. Thereupon, the City administration felt that a 15 air-mile residency restriction for critical classifications would be necessary in order to protect the public's safety and welfare in the event of emergency. Consequently, Mr. Liebert presented to the Civil Service Board a map of the City of Sacramento and the surrounding area which indicated the area which would be affected by the 15 air-mile restriction.

The following classifications are considered to be critical and, therefore, required to live within the designated restricted area:

Fire Department Unit:	Deputy Fire Marshal Fire Captain Fire Engineer Firefighter
Police Department Unit:	Patrolman Police Lieutenant Police Sergeant Policewoman
Professional Unit:	Assistant Civil Engineer City Engineer's Office Associate Civil Engineer City Engineer's Office
Miscellaneous Employees Unit:	Construction Inspector II Civil Defense Executive Laborer - Street Maintenance Street Maintenance Supervisor Supervising Traffic Signal Technician Traffic Signal Technician Water and Sewer Foreman Water and Sewer Serviceman II Water and Sewer Supervisor

Building Trades and Craft

- Unit: Electrician
- Electrician Foreman
- Machinist
- Machinist Foreman
- Plumber
- Plumber Foreman

All employees having custody of City vehicles.

Sacramento Police Officers Association, represented by President Blake Koller and Patrolman Thomas Sansome, objected to the 15 air-mile restriction. Though it did not affect any of its members at the current time because all members live within the City limits, it was pointed out that some of the policemen may wish to move outside the 15 air-mile radius in the future.


Fire Fighters' Local 522, represented by President Kirk Stubbs and by William Bruce, Engineer in the Fire Department, was also in objection to any residency restriction.

Police Chief William J. Kinney and Fire Chief Winston O. Wilson both informed the Board of the procedures which are taken when call-backs are made for emergency duty. To best protect the City of Sacramento, they expressed their desire of having the 15 air-mile residency restriction enacted by the Board.

After discussion at length, it was requested by the Board for the City to indicate on the map the area which would be included in a 25 air-mile restriction. Mr. Street then moved to table this matter until the next meeting of July 6. The motion was seconded by Mr. Reynoso, and the vote was unanimous.

There being no further business to come before the Board, the meeting was adjourned at 4:50 p.m.

  
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