

MINUTES OF THE CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
REGULAR MEETING AUGUST 21, 1979

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

Board Members Present: Wilfred D. Street, President  
Luis J. Campos, Vice-President  
Vivian C. Nance  
Joseph L. Russell  
Jonathan E. Mayhew

MINUTES OF MEETING OF AUGUST 7, 1979:

Motion was made to approve the minutes as read:

Motion: Mr. Campos  
Second: Mrs. Nance

Motion was approved by unanimous roll call vote.

REPORTS OF THE DIRECTOR OF PERSONNEL:

Donna L. Giles, Director of Personnel addressed the Board and requested the Board's preference for the next Civil Service Board meeting for September 4 or 5 as September 3 is a holiday. It was the decision of the Board that the next regular Board meeting be scheduled for September 5, 1979.

Mrs. Nance informed the Board that she would be unable to attend the next meeting as she will be on vacation.

RECOMMENDED DECISION OF THE ADMINISTRATIVE LAW JUDGE:

Thomas D. Holmes, Sanitary Worker I

Garland S. Rosauero, Business Representative of the Stationary Engineers, Local 39, addressed the Board and stated that the decision of the Administrative Law Judge in the matter of the appeal of Thomas D. Holmes would not be contested.

Motion was made to uphold the recommended decision of the Administrative Law Judge and deny the appeal of Thomas D. Holmes.

Motion: Mrs. Nance  
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

APPEAL OF THE POLICE TESTING PROCEDURES BY MARTA ELIZABETH YORK:

Susan Davidson, Associate Personnel Analyst addressed the Board and gave the Board some background on the physical agility testing procedure for the Police Officer/Police Cadet examination in June, 1979.

Marta Elizabeth York and Manuel Garcia of the Human Rights Commission staff

addressed the Board and stated the basis for the appeal citing two obstacles in the examination, the three-foot hurdles and the six-foot wall. Miss York felt that the painted surface of the wall made it difficult for women to scale, and that the five-second penalty for knocking over a hurdle was unjustified. She stated that she would be willing to take the test over again.

Mr. Garcia referred to the State Supreme Court trial of HARDY v. STUMPF in which a woman who failed a police agility test appealed.

There was some discussion and questions were asked by Board members of Miss York, Mr. Garcia, and Mrs. Davidson.

Captain Felix Luna, Sacramento Police Department, and William Woska, Department of Personnel addressed the Board and answered questions presented by members of the Board.

Mr. Russell moved that the Board refrain from making a decision until a more thorough study has been conducted of the validation process for the test, and statistics surrounding male/female passing ratios have been gathered from previous physical agility tests.

Motion died for lack of a second.

Mrs. Nance moved to accept the recommendation of the Personnel Department and the appeal of Marta Elizabeth York be denied.

Motion died for lack of a second.

After some discussion, motion was again introduced to accept the recommendation of the Personnel Department, and that the appeal of Marta Elizabeth York be denied.

Motion: Mrs. Nance  
Second: Mr. Mayhew

Motion was approved by the following roll call vote:

Ayes: Mr. Campos  
Mr. Mayhew  
Mrs. Nance  
Mr. Street

Noes: Mr. Russell

President Street adjourned the meeting for a brief recess at 2:58 p.m.

The meeting reconvened at 3:10 p.m.

Motion was made that the staff be directed to review the present physical agility testing procedures with an eye toward development of an alternative test that could effectively determine an applicant's ability to perform the duties of a police officer while reducing the disproportionate impact on women.

Motion: Mr. Russell  
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

EXAMINATIONS TO BE ANNOUNCED:

#1695 Buyer II

Motion: Mr. Campos  
Second: Mrs. Nance

Motion was approved by unanimous roll call vote.

#1702 Fire Apparatus Operator - Promotional

Motion: Mr. Mayhew  
Second: Mr. Campos

Motion was approved by unanimous roll call vote.

#1708 Identification Technician II

Motion: Mr. Campos  
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

#1694 Building Inspector I (Building)

Motion: Mr. Campos  
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

#1707 Building Inspector I (Electrical)

Motion: Mrs. Nance  
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

#1706 Building Inspector I (Plumbing)

Motion: Mr. Mayhew  
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

#1703 Building Inspector III (Plumbing) - Promotional

Motion: Mr. Mayhew  
Second: Mrs. Nance

Motion was approved by unanimous roll call vote.

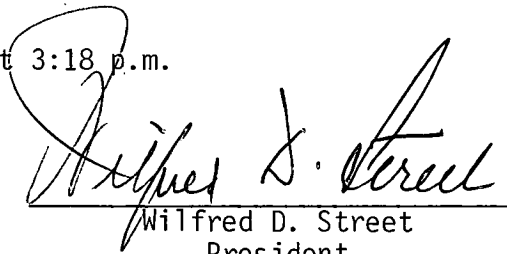
ELIGIBLE LISTS ESTABLISHED

<u>Exam</u>	<u>Classification</u>	<u>Effective Date</u>	<u>Certification Date</u>	<u>Expiration Date</u>
#1652	Custodial Foreman I	8/9/1979	8/24/1979	8/8/1980
#1657	Carpenter Foreman	8/8/1979	8/23/1979	8/7/1980
#1689	Building Inspector III (Elect)	8/7/1979	8/22/1979	8/6/1980
#1667	Property Assistant III	8/6/1979	8/21/1979	8/5/1980
#1672	Associate Personnel Analyst	8/3/1979	8/20/1979	8/2/1980
#1671	Construction Inspector II	8/2/1979	8/17/1979	8/1/1980

The meeting was adjourned by President Street at 3:18 p.m.



Donna L. Giles  
Secretary



Wilfred D. Street  
President