

MINUTES OF THE SPECIAL MEETING  
OF THE CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
JANUARY 13, 1981

The special meeting of the Civil Service Board, City of Sacramento was called to order by President Campos in the Conference Room, Personnel Department, 801 - 9th Street, Sacramento, California, at 5:15 p.m., for the purpose of discussion of the draft Affirmative Action Plan.

Members present:                   Mr. Jonathan E. Mayhew  
  Ms. Gail A. Mabbutt  
  Ms. Luis J. Campos

Members absent:                   Mr. Joseph L. Russell  
  Mrs. Vivian C. Nance

President Campos referred to the presentation on the proposed Affirmative Action Plan which had been made to the Board by Mr. Gary L. Little, the Affirmative Action Officer at the last regular meeting on January 6, 1981.

Ms. Mabbutt voiced some concern regarding the involvement the Civil Service Board would have in the implementation of the Affirmative Action Plan, and referred to the section on "Assignment of Responsibility" which outlines the role of the Civil Service Board.

There was some discussion on this issue.

Mr. Joseph L. Russell entered the meeting at 5:25 p.m.

Motion was made that the following section be added to the City's Affirmative Action Plan on Page 16, Section 6.a ii) "The Civil Service Board is to review any changes, additions, or modifications to the City's Affirmative Action Plan prior to adoption by the City Council".

Motion:           Ms. Mabbutt  
Second:          Mr. Mayhew

Motion was approved by unanimous roll call vote.

Mr. Campos referred to a letter addressed to Mr. Little on December 5, 1980, jointly from Stationary Engineers, Local #39, Sacramento Police Officers Association, and Firefighters Local 522 stating collectively their policy on affirmative action, recruitment and Equal Employment Opportunity, and informed the Board that these three employee representative organizations had requested that this letter be formally entered in as part of the Civil Service Board record.

There were no objections.

There was some discussion on the information the Board wished to receive when this Plan is implemented, and some concern was expressed that discrimination complaints be passed on to the Board in order that they may review for possible patterns or areas of concern.

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Motion was made that the following section be added to the City's Affirmative Action Plan on Page 16, Section 6.a iii) "The Civil Service Board is to receive and review quarterly summary reports from the Director of Personnel on the progress of the Affirmative Action Plan implementation and any discrimination reports received".

Motion: Ms. Mabbutt  
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

The question was raised as to whether the Board could or should hear discriminatory appeals and was informed only if this was a part of an examination or disciplinary process.

Mr. Otis Scott, Chairman, Sacramento Area Black Caucus addressed the Board and expressed concern regarding the review process of the Affirmative Action Plan.

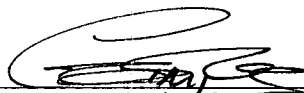
After some discussion, it was agreed that a presentation would be made to the City Council at the time the Plan is presented, conveying the Board's support of the implementation of this Plan.

Motion was made that the draft Affirmative Action Plan be adopted in concept and submitted to the City Council together with the recommendations of the Board listed above.

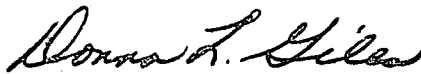
Motion: Mr. Russell  
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

There being no further business, President Campos declared the meeting adjourned at 6:18 p.m.



Luis J. Campos  
President



Donna L. Giles  
Secretary