

# COUNCIL COMMITTEE MINUTES

Concurrent Special Committee Meetings of the Sacramento City Council, Redevelopment Agency of the City of Sacramento, Housing Authority of the City of Sacramento and the Parking Authority of the City of Sacramento.

VOTING RECORD LEGEND			
MOV:	MOVED	ABST:	ABSTAIN
SEC:	SECOND	ABS:	ABSENT
M --	MAYOR RUDIN	D5 --	SERNA
D1 --	FARGO	D6 --	MUELLER
D2 --	FERRIS	D7 --	KASTANIS
D3 --	PANE	D8 --	ROBIE
D4 --	CHINN		

COMMITTEE NAME: Personnel & Public Employees

MEETING DATE: January 30, 1990

MEETING TIME: 4:00 p.m.

LOCATION: 915 I Street, City Council Chamber

I HEREBY CALL Special Meetings of the Sacramento City Council, Redevelopment Agency of the City of Sacramento, Housing Authority of the City of Sacramento, and Parking Authority of the City of Sacramento to be conducted concurrently with the Council committee meetings listed below, which are incorporated herein by reference. The Special Meetings are called to permit Members who are not on the listed committees to attend the meetings and participate in the discussions. In the event five (5) or more members of the City Council are present at a Committee meeting, only those items listed on the agenda can be acted on or discussed.

The meeting was called to order at 4:05 p.m.

MEMBERS PRESENT: Committee members Ferris (Chair), Kastanis, Mueller  
Committee member Fargo entered at 4:15 p.m.

## 1. Report regarding Police Officer Candidate Drug Standards (D-ALL)

RECOMMENDATION OF STAFF: COMMITTEE INFORMATION ONLY

COMMITTEE ACTION: REFER TO CIVIL SERVICE BOARD

VOTING RECORD: MOV: D-6  
NO VOTE REQUIRED

### MINUTES

John Worcester, Personnel Services Manager, gave a brief overview of the City's Police Officer candidate drug standards.

John P. Kearns, Chief of Police, addressed the Committee. Chief Kearns informed the Committee that the Police Department was in agreement with the Personnel Department's drug standards for police officers. He also explained to the Committee the Police Department's procedures for screening candidates. The background investigation, polygraph test and the oral interview.

Jim Jorgensen, President of the Sacramento Police Officers' Association, addressed the Committee. Mr. Jorgensen informed the Committee that he supports the language that staff has proposed. He also stated that the ultimate decision on whether a candidate is hired should rest with the Chief.

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Ms. Carla Lowe, addressed the Committee. Ms. Lowe expressed concern regarding the leniency of the drug standards. She informed the Committee that she felt a more restrictive policy was necessary. She wanted the standards changed to no use of a felony drug at any age and use of a misdemeanor drug such as marijuana as an adult (age 18 and over) would be prohibited. She would also have the use of misdemeanor drugs as a minor reviewed on an individual basis.

Councilmember Mueller expressed concern regarding the wording on the job announcement.

If the job announcement should contain additional prohibitions, Councilmember Fargo stated that she was more concerned about domestic violence, for example, than experimental drug use. Concern about alcoholism was also expressed by Councilmember Ferris.

Ms. Lowe suggested that candidates who would be disqualified under her standards be provided an appeals process.

Councilmember Kastanis stated that he did not agree with an appeals process.

Staff informed the Committee that they feel that the existing appeal process for disqualified candidates is a satisfactory mechanism. Moreover, staff would not automatically disqualify, as advocated by Ms. Lowe, candidates who have used drugs such as marijuana as an adult.

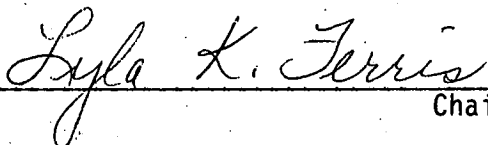
Solon Wisham, Assistant City Manager, addressed the Committee and stated that staff tried to make the job announcement as specific as possible for the candidates and that both the Department of Personnel and the Police Department feel that these standards are acceptable.

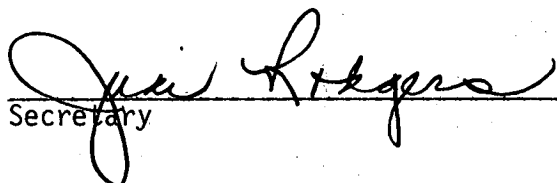
It was MOVED by Councilmember Mueller that the matter of Police Officer Candidate Drug Standards be referred to the Civil Service Board. That the Civil Service Board and staff:

1. Review whether the "correct message" is made by job announcement.
2. Whether the procedures explained in the job announcement and used in the hiring process need modification.
3. If the job announcement should contain additional prohibitions.

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The meeting was adjourned by Chair Ferris at 5:03 p.m.

  
Chair

  
Secretary