

12-16-59

There being no further business, the Board adjourned at 3:30 P.M., to meet again at the Call of the Chair.

*Leroy Deise*  
SECRETARY

\_\_\_\_\_  
P R E S I D E N T

MINUTES OF CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
Regular Meeting

January 6, 1960

The Civil Service Board met in regular session at 817-10th Street at 2:00 P.M.

PRESENT: Commissioners Leroy Deise, James Alexander and Joe Genshlea.

ABSENT: Commissioners Clarence Alexander and Edwin Grebitus.

Minutes of the last regular meeting held December 16, 1959, were read and approved.

ELECTION OF CHAIRMAN  
AND VICE-CHAIRMAN  
Year 1960

Leroy Deise was nominated for Chairman of the Civil Service Board for the year 1960 by James Alexander. Nomination

seconded by Mr. Genshlea and Mr. Deise was elected by unanimous vote.

Edwin Grebitus was nominated for Vice-Chairman of the Board for the year 1960 by Mr. Genshlea. Nomination was seconded by Mr. Alexander and Mr. Grebitus was elected by unanimous vote.

CIVIL SERVICE BOARD REPRESENTATIVE - ELECTION OF  
Year 1960

James Alexander was nominated to be the representative from the Civil Service Board to the Retirement Board for the year 1960

by Leroy Deise. Nomination was seconded by Mr. Genshlea and Mr. Alexander was elected by unanimous vote.

1-6-60

NEW EXAMINATIONS SCHEDULED:

Announcement Notices for the following examinations were approved:

|      |                     |
|------|---------------------|
| #606 | Custodian II        |
| #607 | Fire Alarm Operator |
| #608 | Custodian III       |

MACHINIST EXAMINATION #600  
Eligible Register

Written Test scores of Machinist Examination #600 held December 15, 1959, were

reviewed. Minimum qualifying score of 120 of possible 175 items was approved, and the following eligible register established to become effective December 21, 1959:

Machinist Examination #600

|     |                     |        |
|-----|---------------------|--------|
| 1.  | Robert D. Hughes    | 80.36% |
| #2. | Johnnie W. Ledford  | 80.00  |
| 3.  | Lester Blair        | 78.73  |
| 4.  | Glen B. Evans       | 77.09  |
| 5.  | Walter T. Lampshire | 75.45  |
| 6.  | Carl L. Schafer     | 73.27  |
| 7.  | Frank Birch         | 73.27  |
| 8.  | Bruce L. Reynen     | 70.55  |

(#Indicates applicant received 10 points Veterans' Credit)

PROMOTIONAL POLICY  
"y-rate" employees

Secretary advised that provisions of the Salary Ordinance are conflicting insofar as they apply to the salary rate to which "y-rate" employees will advance when they are promoted to a class with a higher salary range. The policy to be determined is whether such an employee is promoted from his "y-rate" to the next higher salary step in the range of the class to which he is promoted, or is the "y-rate" disregarded and promotion made from the proper step of the range of his class to the next higher step of the range of the class to which he is promoted.

After discussion, the matter was laid over to the next regular meeting of the Board for discussion.

1-6-60

SALARY INCREASES FOR CERTAIN  
CLERKS I FORMERLY ON "Y-RATES"

Laura Holley, Ruth Hribar,  
Louise Van Vranken, Catherine  
Strong

Secretary advised that a review of the  
city's pay policies as they affect certain  
"y-rate" employees revealed that four employees

(originally Clerks I, promoted to Clerk II prior to July 1, 1959, and reclassified as Clerks I on July 1, 1959, as a result of P.A.S. Survey) will not reach the maximum salary as Clerk II (\$360 which was the maximum for Clerk II prior to July 1, 1959) until a date later than the date they would have received this same maximum salary had they never been promoted to Clerk II in the first place.

After discussion, motion was made by Mr. Alexander that the four employees involved (Laura Holley, Catherine Strong, Louise Van Vranken and Ruth Hribar) be granted an immediate one-step increase on January 1, 1960, and such subsequent increases as necessary in order to permit them to reach the maximum salary of \$360 per month not later than the date they would have reached this same salary had they never been promoted to Clerk II.

Motion was seconded by Mr. Genshlea and carried by the following vote:

AYES: Commissioners Deise, Genshlea, and Alexander

NOES: None

CHANGE OF PREVAILING HOURLY RATES

Electrician  
Electrician-Lineman  
Apprentice Electrician  
Foreman Electrician

In accordance with contract  
between Electrical Workers'  
Local #340, IBEW, and the

Sacramento Valley Chapter of the National Electrical Contractors' Association, motion was made by Mr. Alexander that hourly rates for the following classes as outlined be adopted, to become effective January 7, 1960:

1-6-60

| <u>Class</u>                  | <u>Contract Rate</u> | <u>Amt. deducted from Contract rate for Vacation Fund</u> | <u>Hourly Rate for City Employees</u> |
|-------------------------------|----------------------|---|---------------------------------------|
| Electrician                   | \$4.28               | 16¢ hr.   | \$4.12                                |
| Electrician-Lineman           | 4.28                 | 16¢ hr.   | 4.12                                  |
| Foreman Electrician           | 4.82                 | 19¢ hr.   | 4.63                                  |
| <b>Electrician Apprentice</b> |                      |   |                                       |
| 1st 6 months                  | 1.93                 | 7¢ hr.  | 1.86                                  |
| 2nd 6 months                  | 2.14                 | 8¢ hr.  | 2.06                                  |
| 3rd 6 months                  | 2.35                 | 9¢ hr.  | 2.26                                  |
| 4th 6 months                  | 2.57                 | 10¢ hr.   | 2.47                                  |
| 5th 6 months                  | 2.78                 | 11¢ hr.   | 2.67                                  |
| 6th 6 months                  | 3.00                 | 12¢ hr.   | 2.88                                  |
| 7th 6 months                  | 3.42                 | 13¢ hr.   | 3.29                                  |
| 8th 6 months                  | 3.85                 | 14¢ hr.   | 3.70                                  |

(Note: Since the contract rate includes 4% for a vacation fund to be deducted from the employee's pay, this 4% is deducted to determine the hourly rate to be paid city employees in the above classes.)

Motion seconded by Mr. Genshlea and carried by the following vote:

AYES: Commissioners Deise, Alexander, and Genshlea

NOES: None

REQUEST-CHANGE FROM HOURLY RATES TO MONTHLY SALARY RANGES

Auto mechanic: Body and Fender Repairman; Automotive Painter; Master Mechanic; Blacksmith-Welder

Mr. Leonard Campbell, Mr. Charles Simons, and Mr. Charles Kiefer, representing a group of seventeen

hourly rate employees in the classes above outlined, appeared before the Board to discuss the request made by this group of employees to be paid on monthly salary ranges in place of the current prevailing hourly rates under union contract. Mr. Carl Jennings, Assistant City Engineer, also appeared before the Board with the employee representatives to discuss the request.

Employee representatives stated that request was being made for a monthly salary range equivalent to the salary ranges being paid by the State of California and by the County of Sacramento, instead of the current prevailing hourly rate under the Fleet Operators' contract, as below outlined:

1-6-60

| <u>Class</u>          | <u>Agency</u>        | <u>Salary Range</u> |
|-----------------------|----------------------|---------------------|
| Auto Mechanic         | State of California  | \$481-\$530         |
| Auto Mechanic (heavy) | County of Sacramento | \$444-\$540         |
| Auto Mechanic (light) | County of Sacramento | \$402-\$490         |

Equivalent monthly salary rate for Auto Mechanics employed by the City of Sacramento is \$461 per month (2008 hours multiplied by \$2.75 $\frac{1}{2}$  per hour divided by 12), under the Fleet Operators' Contract.

Employee representatives pointed out that the type of equipment on which they work might more closely be compared with the equipment on which employees paid under the Reeves-Teichert contract work, prevailing rate for such journeyman employees being currently \$3.20 per hour, or the equivalent of \$535 per month based on 2008<sup>hours per</sup> per year.

It was also pointed out that city employees working under union contract rates are not paid for any holidays, whereas in the Fleet Operators contract, provision is made for eight (8) paid holidays. Also that the union contract rate for Auto Mechanics has not increased in proportion to the increases under other union contracts and by monthly salaried city employees. Secretary advised that, since 1947, percentage increases in salary rates for certain classes were as follows:

|                     |      |
|---------------------|------|
| Auto Mechanic       | 72%  |
| Electrician         | 100% |
| Plumber             | 110% |
| Patrolman & Fireman | 120% |
| Clerk I             | 98%  |

After further discussion, the Secretary was instructed to make an investigation as to whether the rates under the present Fleet Operator's Contract are properly applicable for city mechanics in view of the various types of heavy equipment on which they work.

1-6-60

REQUESTS - LEAVE OF ABSENCE

Archie McFadden

Audrey Spieth

Requests of Archie McFadden, Laborer in the  
Water Department, for additional 90-day

leave of absence to April 4, 1960, because of physical impairment; and Audrey Spieth for seven month leave of absence from her position as Parking Meter Checker because of pregnancy, were considered.

Motion made by Mr. Genshlea that the requests be approved. Motion seconded by Mr. Alexander and carried by the following vote:

AYES: Commissioners Deise, Alexander and Genshlea

NOES: None

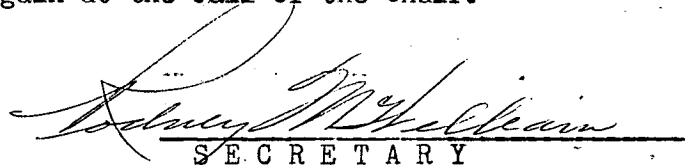
SICK LEAVE REPORT  
October 1959

Sick leave report for the month of October 1959, showing the number of days on special leave was read and ordered filed.

LETTER OF APPRECIATION  
Ex-Mayor Azevedo

Letter from former Mayor Clarence Azevedo, expressing appreciation of the members of the Civil Service Board for their work and co-operation during his terms of office as Mayor of the City of Sacramento, was read and ordered filed.

ADJOURNMENT: There being no further business, the meeting was adjourned at 4:30 P.M. to meet again at the call of the Chair.

  
SECRETARY

APPROVED:

\_\_\_\_\_  
P R E S I D E N T