

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
REGULAR MEETING JANUARY 5, 1971

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

Present: Members Aguilar, Alexander, LaForgia, Street.
Absent: Member Woods.

ELECTION OF OFFICERS - 1971 Term:

Mr. Marion J. Woods was nominated for the office of President for the 1971 term by Mr. Alexander. The nomination was seconded by Mr. LaForgia. There was no further nomination, and Mr. Woods was elected by unanimous vote.

Mr. Frank LaForgia was nominated for the office of Vice-President by Mr. Aguilar, and the nomination was seconded by Mr. Alexander. There was no further nomination, and Mr. LaForgia was elected by unanimous vote.

Mr. Frank LaForgia was nominated by Mr. Aguilar to be the Civil Service Board's representative to the City Employees Retirement Board. The nomination was seconded by Mr. Alexander, and Mr. LaForgia was elected by unanimous vote.

ELIGIBLE REGISTERS ESTABLISHED:

<u>Exam. No.</u>	<u>Classification</u>			<u>Effective Date</u>
#1114	Buyer Trainee	Written Test	10/27/70	12/15/70
#1130	EDP Programmer-Analyst	Personal Interviews	12/ 8/70	12/10/70

PROPOSED AMENDMENT TO CLASSIFICATION PLAN:

Assistant Electrical Engineer
Associate Electrical Engineer

Recommendation for the creation of two new classes of Assistant Electrical Engineer and Associate Electrical Engineer was presented to the Board. Rates of pay for the two new classes would be allocated to Range B204 (\$957-\$1163) for Assistant Electrical Engineer and Range B240 (\$1144-\$1390) for Associate Electrical Engineer. The Secretary reported that the specifications have been reviewed and approved by the department.

To allow the Board members time for further study of the proposed addition to the classification plan, it was the decision of the Board to continue this matter at the regular meeting of January 19, 1971.

CHANGE OF PREVAILING HOURLY RATES:

In accordance with rates outlined in agreements between Operating Engineers Local #3 and Associated General Contractors, and Plasterers and Cement Masons of Northern California and Associated General Contractors, motion was made by Mr. Alexander that the following new rates for the below-listed classes be approved. Motion was seconded by Mr. Aguilar and carried by unanimous vote.

<u>Classification</u>	<u>Hourly Rate</u>	<u>Effective Date</u>
Assistant to Engineer	\$5.75	January 1, 1971
Chip Spreader Operator	7.16	January 1, 1971
Compactor w/Dozer Operator	7.16	January 1, 1971
Dragline Operator	7.54	January 1, 1971
Heater-Planer Operator	6.78	January 1, 1971
Heavy Duty Repairman	7.16	January 1, 1971
LeTourneau Pull Operator	7.16	January 1, 1971
Loader (to 2 yards) Operator	7.16	January 1, 1971
Pavement Roller Operator	6.78	January 1, 1971
Power Blade Operator	7.54	January 1, 1971
Small R/T Tractor Operator	6.78	January 1, 1971
Small R/T Trenching Machine Operator	7.46	January 1, 1971
Spreader and Boxman	5.99	January 1, 1971
Tractor Loader Operator	7.16	January 1, 1971
Tractor Operator	7.16	January 1, 1971
Truck-Crane Operator	7.54	January 1, 1971
Cement Mason	5.94	January 16, 1971

EMPLOYEE STATUS IN POSITION REALLOCATED TO HIGHER CLASS:

Jacqueleen J. Dickenson, Intermediate Typist-Clerk

The Secretary informed the Board that the position occupied by Jacqueleen J. Dickenson, Junior Typist-Clerk in the Real Estate and Street Assessment Division, Office of the City Engineer, had been reallocated from the Junior to the Intermediate level after Mrs. Dickenson's completion of the required length of service and upon recommendation by the Real Estate Supervisor, Irvin E. Moraes.

Motion was made by Mr. LaForgia that, effective January 1, 1971, probationary status be granted Jacqueleen J. Dickenson in the class of Intermediate Typist-Clerk in accordance with Section 4.7(c) of the rules and regulations. Motion was seconded by Mr. Aguilar and unanimously carried.

REQUEST FOR LEAVE OF ABSENCE:

Bernadine Waters, Library Page

Communication from Bernadine L. Waters, Library Page, dated December 16, 1970, requesting approval of leave of absence due to illness, from December 29, 1970, to September 1, 1971, was considered. The request had the approval of the City-County Librarian.

Motion was made by Mr. LaForgia that the request be granted in accordance with Section 15.2(c) of the rules and regulations. The motion was seconded by Mr. Aguilar, and the vote was unanimous.

REQUEST FOR EXTENSION OF LEAVE OF ABSENCE:

Teresa L. Garlick, Intermediate Stenographer-Clerk

Communication from Teresa L. Garlick, Intermediate Stenographer-Clerk at the City Library, dated December 30, 1970, requesting approval of leave of absence, because of illness, for an additional six months was considered. A ninety-day extension of leave of absence without pay from January 1, 1971, through March 31, 1971, had the approval of the City-County Librarian. On that date, Mrs. Garlick will have been off without pay for a total of one year.

Motion was made by Mr. LaForgia that the request for extension of leave of absence for ninety days from January 1 through March 31, 1971, be approved in accordance with Section 15.2(c) of the rules and regulations. Motion was seconded by Mr. Aguilar, and the vote was unanimous.

REQUEST FOR LEAVE OF ABSENCE:

Kathleen Mead, Library Assistant

Communication from Kathleen Mead, Library Assistant, dated December 30, 1970, requesting approval of a one-year leave of absence due to personal reasons, from February 1, 1971, through January 31, 1972, was considered. The request had the approval of the City-County Librarian.

Motion was made by Mr. LaForgia that the request for one-year's leave of absence be approved in accordance with Sections 15.1(d) and 15.2(c) of the rules and regulations. Motion was seconded by Mr. Aguilar and the vote was unanimous.

REQUEST FOR REINSTATEMENT FOLLOWING RESIGNATION - RESCINDED:

Eldon Martin, Firefighter

Eldon Martin, Firefighter, by letter of September 26, 1970, had requested reinstatement to the Sacramento Fire Department. His resignation had become effective on October 1, 1969, after six years of service. By his letter dated December 14, 1970, Mr. Martin rescinded his request for reinstatement.

Motion was made by Mr. Alexander to remove the matter from the calendar; seconded by Mr. Aguilar; and the vote was unanimous.

SECOND REVIEW OF DISCIPLINARY ACTION IMPOSED UPON MEMBERS OF
FIRE DEPARTMENT AND FURTHER REQUEST FOR ELIMINATING DISCIPLINARY ACTION DENIED

Deputy City Attorney John Liebert informed the members of the Board that the Board's decision was final, that unless there was something wrong with the proceedings of the original hearing, there was no grounds for

reopening, reviewing, and reconsidering its decision in the disciplinary appeals of the Firefighters.

After discussion and based on the opinion rendered by Mr. Liebert, motion was made by Mr. Aguilar to deny the request for reopening and reconsidering the disciplinary action imposed upon Firefighters. The motion was seconded by Mr. LaForgia and carried by the following vote:

Ayes: Members Aguilar, LaForgia, Street.

Noes: Member Alexander.

Absent: Member Woods.

APPEAL FROM MEDICAL DISQUALIFICATION FOR FIREFIGHTER:

Steve Middleton, Firefighter applicant

The review of Steve Middleton's appeal from medical disqualification for Firefighter was continued from the meeting of December 15, 1970, pending Dr. Leroy Brown's study of all supplemental information which had been submitted to him.

Both Mr. Lew A. Garbutt, Attorney for Mr. Middleton, and Dr. Leroy Brown, City's Chief Physician, were present.

In addition to the documents and letters already submitted to the Civil Service Board, Dr. Brown presented to the Board a letter from Dr. Chinn dated October 22, 1970, addressed to Dr. Brown, setting forth results of the glucose tolerance test performed on Mr. Middleton on September 30, 1970, with the diagnosis of "Subclinical Diabetes Mellitus".

Testimony of Dr. Brown regarding diabetes symptoms, glucose tolerance tests, and problems and hazards faced by a diabetic employee was heard. A series of questions were also asked of Dr. Brown by the members of the Board.

Thereupon, Mr. Garbutt requested an independent medical examination by a doctor or by a local clinical laboratory to determine the present diabetic condition of Mr. Middleton as well as the prognosis. However, Dr. Brown did not recommend further testing. He explained that Mr. Middleton is classified as "adult onset of mature diabetic asymptomatic mild degree"; that Mr. Middleton's condition would progress in five to ten years to where medication would be required for control; that in ten to fifteen years, injection of insulin may be needed; and that there is no known cure.

It was agreed that Mr. Middleton's medical testing was not discriminatory. All candidates were tested identically, and only those with a prior medical history were given further extensive examination as in the case of Mr. Middleton.

After discussion duly had, Mr. Aguilar moved that re-examination be made and the appeal be held in abeyance. The motion was seconded by Mr. Alexander. The motion died due to tie vote as follows:

Ayes: Members Aguilar, Alexander.

Noes: Members LaForgia, Street.

Absent: Member Woods.

A motion was then made by Mr. Aguilar to deny the appeal of Mr. Middleton from medical disqualification. Mr. LaForgia seconded the motion, and the motion was carried by the following vote:

- Ayes: Members Aguilar, LaForgia, Street.
- Noes: Member Alexander.
- Absent: Member Woods.

There being no further business to come before the Board, the meeting was adjourned at 2:20 p.m.

WFD

William F. Decker
 SECRETARY

Robert J. Street
 PRESIDENT

St.