

**MINUTES OF REGULAR MEETING  
CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
June 19, 2001**

The meeting of the City of Sacramento Civil Service Board was called to order by President Shelburne in the Civil Service Board Room 101, 921 - 10th Street, Sacramento, CA at 1:35 p.m.

**MEMBERS PRESENT:** Shelburne  
Fine  
Lopez

**MEMBERS ABSENT:** Hoh

**MINUTES OF CIVIL SERVICE BOARD MEETING OF May 15, 2001**

A motion was made to approve the minutes of the May 15, 2001 Civil Service Board meeting:

**Motion:** Fine  
**Second:** Shelburne

The motion was approved by the following roll call vote:

**Ayes:** Fine  
Shelburne

**Abstain:** Lopez

**Absent:** Hoh

**REPORTS OF SECRETARY TO THE BOARD**

Gerrie Giffin, Acting Secretary to the Board, stated that there were no reports in open session.

**SEPARATE MATTERS**

**Eligible Lists Established**

Information item only.

**APPEAL OF BRUCE PINKSTON, CANDIDATE FOR COMPUTER OPERATOR I/II**

Bruce Pinkston addressed the Board. He stated that he had been with the City of Sacramento for 13 years. Mr. Pinkston was questioning the clarity of the application. He explained that he had recently attended MTI and been certified for computer repairs. He had thought by how the application was written that this job was an entry level job that was closely monitored by staff.

Ms. Lopez stated that the Supplemental application which is attached to the application gives the candidates an idea of what the City is looking for.

Kristine Humphries, Sr. Personnel Analyst, explained that the job announcement was based on the minimum qualifications. The Supplemental Application is in lieu of a written or oral test. Mr. Pinkston met the minimum qualifications, but was screened out during the review of the Supplemental Application process.

A motion was made to deny the request for appeal because it did not meet the grounds under section 10 ( c) of the Civil Service Rules.

Motion: Lopez  
Second: Shelburne

The motion was approved by the following roll call vote:

Ayes: Fine  
Lopez  
Shelburne

Absent: Hoh

**CITIZENS ADDRESSING THE CIVIL SERVICE BOARD ON MATTERS NOT ON THE AGENDA**

There were no citizens wishing to address the board.

**PROPOSED DECISION OF THE ARBITRATOR IN THE MATTER OF AARON ADAMS, JR., SANITATION WORKER II**

Sherry Hoefling was present representing Local 39 and Richard Lovell, Deputy City Attorney, was present representing the City.

Sherry Hoefling explained that this was the jointly recommended decision of the City of Sacramento and Local 39.

After a brief discussion the Board voted to adopt the opinion of the arbitrator in the matter.

A motion was made to adopt the recommended decision of the arbitrator in the matter.

Motion: Lopez  
Second: Fine

The motion was approved by the following roll call vote:

Ayes: Fine  
Lopez  
Shelburne

Absent: Hoh

**PROPOSED DECISION OF THE ARBITRATOR IN THE MATTER OF AMY SMALL, SENIOR ANIMAL CARE TECHNICIAN**

Sherry Hoefling was present representing the union, Local 39. Matt Ruyak, Deputy City Attorney, was present representing the City of Sacramento. Dennis Kubo, Manager of Parking and Animal Services Division was also present.

The Board had questions about how long Ms. Small had worked for the City and whether there were previous disciplines. Mr. Shelburne stated that it is hard to second guess the arbitrator. Mr. Fine was questioning whether the penalty was

appropriate with no prior discipline. Ms. Lopez pointed out that Ms. Small's defense was that the penalty should go away and that she tried to minimize her role. Mr. Shelburne said that he would hesitate to overturn what was jointly recommended.

A motion was made to approve the approve the Arbitrator's decision.

Motion: Lopez  
Second: Shelburne

The motion was approved by the following roll call vote:

Ayes: Fine  
Lopez  
Shelburne  
  
Absent: Hoh

**PROPOSED DECISION OF THE DEICISON OF THE ARBITRATOR IN THE MATTER OF DAVID FERNANDEZ, SANITATION WORKER II**

Sherry Hoefling was present representing Local 39. Matt Ruyak, Deputy City Attorney was present representing the City of Sacramento.

The Board discussed the decision. They were confused about what Paragraph 3 means. Matt Ruyak explained that it is unnecessary.

Ms. Lopez made a motion to restore the employee without any back pay or benefits. The motion died for lack of a second.

Ms. Lopez made a substitute motion which was to adopt the Arbitrator's decision, modify Paragraph 2 on Page 17 of the Arbitrator's award by changing the date from November 15, 2000 to March 8, 2001 and striking in its entirety Paragraph 4 of the Award on Page 17 of the Arbitrator's decision.

Motion: Lopez  
Second: Fine

The motion was approved by the following roll call vote: