

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
REGULAR MEETING FEBRUARY 15, 1972

The Civil Service Board met in regular session at 1:30 p.m. in the City Hall Council Chamber, with President Joseph Yew presiding.

Present: Members Alexander, Reynoso, Woods, Yew.
Absent: Member Street.

The minutes of the meeting of February 1 were approved as presented to the Board.

The minutes of the Civil Service Board meetings from December 15, 1970, through April 20, 1971, were belatedly mailed to the Board members during the past week. The reason for this delay was due to the heavy work load in the Personnel Department which resulted in the inability to finalize and to timely present these minutes to the Board. Motion was made by Mr. Woods and seconded by Mr. Alexander to approve the minutes from December 15, 1970, through April 20, 1971, as presented to the Board. The motion was carried by the following vote:

Ayes: Members Alexander, Woods, Yew.
Noes: None.
Absent: Members Reynoso, Street.

ELIGIBLE REGISTERS ESTABLISHED

<u>Exam. No.</u>	<u>Class Title</u>	<u>Date of Written Test</u>	<u>Personal Interview</u>	<u>Effective Date</u>
#1170	Custodial Foreman I (Prom.)	N/A	1/26/72	2/2/72
#1171	Custodial Foreman II (Prom.)	N/A	1/26/72	2/2/72
#1174	Building Inspector I	1/10/72	2/ 7/72	2/8/72
#1175	Electrical Inspector I	1/10/72	2/ 1/72	2/2/72

REPORT ON THE USE OF SELECTIVE CERTIFICATION FOR PARKING LOT ATTENDANT

The Secretary reported that on February 4, 1972, selective certification was used to fill two of the five vacant Parking Lot Attendant positions. Two women and two minority men were selectively certified. One of the women and one of the minority men were appointed. On February 11, five Caucasian persons were certified in the traditional manner to fill the remaining three vacancies, but appointments had not yet been made.

REQUEST FOR VOLUNTARY DEMOTION

Francis Patrick Hassey, Water and Sewer Serviceman I to Plant Operator I

Request was made by Francis Patrick Hassey for a voluntary demotion from the class of Water and Sewer Serviceman I to Plant Operator I, both of which

are within the Water and Sewer Division of the Engineering Department. Mr. Hassey's request was made due to a back injury which he sustained on his job which hindered his performing his duties as Water and Sewer Serviceman I. Mr. Ray Jones, Manager of the Water and Sewer Division, had indicated his approval of this voluntary demotion and transfer within his division.

Motion was made by Mr. Alexander, seconded by Mr. Woods, and carried by the following vote to grant approval of Mr. Hassey's request for voluntary demotion.

Ayes: Members Alexander, Reynoso, Woods, Yew.
 Noes: None.
 Absent: Member Street.

REQUEST FOR LEAVE OF ABSENCE EXTENSION
 Vera Rosenblatt, Intermediate Typist-Clerk

Request was made by Dr. John J. Fisher, on behalf of Vera Rosenblatt, for a six months' extension of her leave of absence due to her serious illness. The request had the approval of Police Chief Kinney and of the City Manager.

It was moved by Mr. Woods, seconded by Mr. Reynoso, and unanimously carried to grant the requested six-month extension to Mrs. Rosenblatt from February 8, 1972, through August 7, 1972.

CHANGE OF PREVAILING CONSTRUCTION HOURLY RATE (Painters Contract)

<u>Classification</u>	<u>New Hourly Rate</u>	<u>Effective Date</u>
Industrial Painter	\$7.17	February 15, 1972
Painter	7.17	February 15, 1972
Painter Foreman	7.62	February 15, 1972

In accordance with construction rates outlined in the agreement with District Council of Painters #16, motion was made by Mr. Alexander, seconded by Mr. Woods, and carried by unanimous vote to approve the above-listed rates, effective February 15, 1972.

HEARING DATE TO BE SET TO APPEAL DISCIPLINARY ACTION

Stanley Catlett, Fire Captain
 Raul Lara, Firefighter
 Richard L. Mayberry, Firefighter
 Frederick Shoenman, Fire Captain
 Robert Yoas, Fire Engineer

It was noted that David Pearson, Firefighter, had withdrawn his request to appeal disciplinary action by his letter of February 2, 1972.

After a brief report on the reason for the request for hearing by Mr. Anthony J. Poidmore of the law firm of CoBen, Cooper & Zilaff, motion was made by Mr. Woods and seconded by Mr. Reynoso to set the hearing date for the above-listed men for Tuesday, March 14, 1972, at 1:30 p.m. in the City Hall Council Chamber. The motion was carried by unanimous vote.

REVISED ANNOUNCEMENT FOR PROMOTIONAL EXAMINATION FOR FIRE CAPTAIN

An agreement as to the service rating weight scale for the Fire Captain promotional examination could not be reached at the meeting held on February 9 between Robert A. Kern and Tim McCormack, representing Fire Fighters Local 522, and Assistant Fire Chief Robert Sch8ltz and Personnel Officer William F. Danielson. Therefore, this matter was again brought before the Board for consideration.

Recommendation was made by Mr. Kern, on behalf of Local 522, to eliminate the 10% service rating weight for the Fire Captain examination and to reallocate it to the written test, thereby increasing the weight of the written test from 50% to 55%. The reason for this was Mr. Kern's contention that the numerical service rating system used in the Fire Department is complex, that timely ratings are not conducted, and that the system is unfair.

It was the recommendation of the Personnel Officer to retain the 10% weight for service rating. However, if the Board were to consider eliminating this factor, the Personnel Officer recommended that the written test then be weighted 50% and the oral 50%.

Upon questioning, Assistant Fire Chief Schultz indicated that the service ratings should be given twice a year, however, this had not been done. He went on to state that the old system was to have the Fire Captain place the men under his supervision in numerical order according to his own personal judgment. This method proved unsatisfactory; therefore, to improve this evaluation procedure, the numerical system was then implemented. He stated that uniformity had not yet been reached in the use of the numerical rating system.

It was the consensus of the Board that, if the service rating is to be used as a weight factor for a promotional examination, the numerical rating system must first be perfected.

After discussion, it was moved by Mr. Woods, seconded by Mr. Alexander, and unanimously carried to delete the weight factor for service rating.

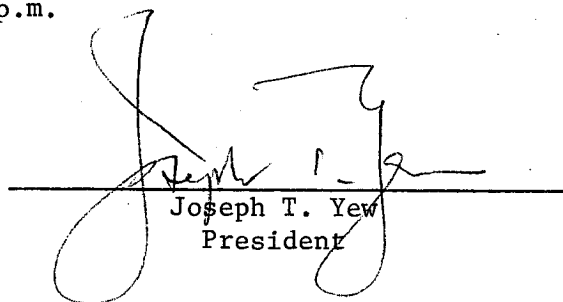
Motion was then made by Mr. Reynoso, seconded by Mr. Alexander, and unanimously carried to revise the relative weight scale for the Fire Captain promotional examination as follows:

<u>Part</u>	<u>Relative Weight</u>
Written Test	55%
Personal Interview	45%

The meeting was adjourned at 2:50 p.m.



William F. Danielson
Secretary



Joseph T. Yew
President