

MINUTES OF THE REGULAR MEETING
OF THE CIVIL SERVICE BOARD
CITY OF SACRAMENTO
APRIL 21, 1981

The regular meeting of the Civil Service Board, City of Sacramento, was called to order by President Campos in the Conference Room, Department of Personnel, 801 - 9th Street, Sacramento, California at 1:34 p.m.

Members present: Mrs. Vivian C. Nance
Mr. Joseph L. Russell
Mr. Luis J. Campos

Members absent: Mr. Jonathan E. Mayhew
Ms. Gail A. Mabbutt

MINUTES OF THE SPECIAL MEETING OF MARCH 31, 1981, AND THE REGULAR MEETING OF APRIL 7, 1981

Motion was made to approve the minutes of the Special Meeting of March 31, 1981, and the Regular Meeting of April 7, 1981.

Motion: Mrs. Nance
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

REPORTS OF DIRECTOR OF PERSONNEL

Leave of Absence Extension - Jean Palermo

Mrs. Donna L. Giles, Director of Personnel informed the Board that a leave of absence extension had been granted to Jean Palermo.

Mrs. Nance requested that Items 6 through 10 be considered at this time. There were no objections.

REQUEST FOR VOLUNTARY DEMOTION

Charles T. Williams - Equipment Mechanic II

Ms. Susan Davidson, Associate Personnel Analyst addressed the Board and informed the Board that Mr. Williams was not in the audience, but was aware of the implications of this request, and the fact that his pay would be decreased.

Motion was made to approve the request for Voluntary Demotion by Charles T. Williams from Equipment Mechanic II to Equipment Mechanic I.

Motion: Mrs. Nance
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

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AMENDMENT TO CIVIL SERVICE RULE 7.4 (PROBATIONARY PERIOD LENGTH) FOR
DISPATCHER I - Second Reading

Motion was made to approve and adopt the amendment to Civil Service Rule 7.4 (Probationary Period Length) for Dispatcher I.

Motion: Mr. Russell
Second: Mrs. Nance

Motion was approved unanimous roll call vote.

Mr. Jonathan E. Mayhew entered the meeting at 1:40 p.m.

REVISIONS TO STREET CLEANING SUPERVISOR CLASS SPECIFICATIONS - First
Reading

Ms. Susan Davidson, Associate Personnel Analyst addressed the Board and stated that the proposed revisions were basically housekeeping in nature, to bring the duties and responsibilities of the classification in line with the current requirements of the position.

Ms. Gail Mabbutt entered the meeting at 1:43 p.m.

Motion was made to approve the revisions to Street Cleaning Supervisor class specifications and to pass for second reading.

Motion: Mrs. Nance
Second: Mr. Russell

Motion was approved by the following roll call vote:

Ayes: Mrs. Nance
Mr. Mayhew
Mr. Russell
Mr. Campos

Abstain: Ms. Mabbutt

EXTENSION OF ELIGIBLE LISTS

- a. Plant Operator II
- b. Plant Operator III

Mr. Russell requested that the affirmative action impact of eligible list extensions be provided to the Board in the future.

Motion was made to approve the extension of Plant Operator II and III eligible lists.

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Motion: Mr. Russell
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

ELIGIBLE LISTS ESTABLISHED

- a. #1802 - Engineering Aide
- b. #1803 - Water & Sewer Serviceman II

There were no questions.

RECOMMENDED DECISIONS OF ADMINISTRATIVE LAW JUDGE

Appeals of:.

Police Sergeants Examination

Melvyn J. Coben, Attorney at Law representing the eight appellants in this matter addressed the Board and outlined his dissention with the decision of the Administrative Law Judge. With the aid of a chart, he indicated the percentage differences between the various ethnic groups at different stages of the examination process. Mr. Coben also pointed out various passages of the Administrative Law Judge's proposed decision to which he objected.

The meeting was adjourned at 2:10 p.m.
The meeting reconvened at 2:25 p.m.

Mr. Lee Savage, Deputy City Attorney addressed the Board and introduced a letter from the Department of Fair Employment & Housing to Mr. Pat Dowden (one of the appellants) indicating that that agency found no cause for a discrimination complaint. Mr. Savage indicated that the date of the letter was February 18, 1981, and therefore could not have been introduced at the hearing.

Mr. Coben read the letter and voiced his concerns regarding it.

Mr. Savage presented his opinion as to why the Board should adopt the recommendations of the Administrative Law Judge.

Mr. Pat Dowden, one of the appellants addressed the Board and voiced his feelings about the examination process and the recommended decision of the Administrative Law Judge.

After some discussion between the Board members it was decided not to accept the letter presented by Mr. Savage.

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The Board went into executive session at 2:56 p.m.
The Board reconvened at 3:25 p.m.

Motion was made to adopt the proposed decision of the Administrative Law Judge including findings of fact and conclusions in the matter of the appeal of the Police Sergeants Examination.

Motion: Mr. Russell
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

Police Officer Frank Martinez

Mr. Don Pressley, Attorney at Law for the SPOA, addressed the Board and introduced Mr. Frank Martinez.

Mr. Martinez addressed the Board and discussed the problems of the area of Sacramento which was mentioned in the disciplinary action, and also stated that he did not think he was given a direct order.

Mr. Sam Jackson, Deputy City Attorney, addressed the Board and recommended the adoption of the proposed decision of the Administrative Law Judge.

The Board went into executive session at 3:35 p.m.
The Board reconvened at 3:48 p.m.

Motion was made to adopt the findings of fact of the Administrative Law Judge but to modify the proposed decision to uphold the disciplinary action of a one day suspension to a letter of reprimand in the matter of the appeal of Police Officer Frank Martinez.

Motion: Ms. Mabbutt
Second: Mrs. Nance

Motion was approved by unanimous roll call vote.

Police Officer Michael O'Hare

Mr. Pressley addressed the Board and stated that there was no opposition to the recommended decision of the Administrative Law Judge.

Motion was made to adopt the recommended decision and the findings of fact of the Administrative Law Judge in the matter of the appeal of Police Officer Michael O'Hare.

Motion: Mrs. Nance
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

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Donna Griffin - Junior Typist-Clerk

Mr. Sam Jackson informed the Board that Ms. Griffin had not appeared at the hearing before the Administrative Law Judge, and recommended that the proposed decision of the Administrative Law Judge be adopted.

Motion was made to adopt the decision and findings of fact of the Administrative Law Judge in the matter of the appeal of Donna Griffin.

Motion: Mr. Mayhew
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

Van Jones Sanitation Worker I

President Campos referred to a letter from Mr. Garland Rosauero, Business Representative Local #39, which had been delivered to the Board prior to the commencement of the meeting, which stated that Local #39 would not contest the decision of the Administrative Law Judge.

Mr. Dan Bonebrake, Employee Relations Representative, addressed the Board and recommended adoption of the proposed decision of the Administrative Law Judge.

Motion was made to adopt the decision and findings of fact of the Administrative Law Judge in the matter of the appeal of Van Jones.

Motion: Mr. Mayhew
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

APPEAL FOR REEMPLOYMENT AFTER RESIGNATION

Gilbert W. Harris

Mr. Gilbert Harris appeared before the Board and requested that they consider his appeal for reemployment.

Ms. Davidson presented the background on this issue and there was some discussion between Board members.

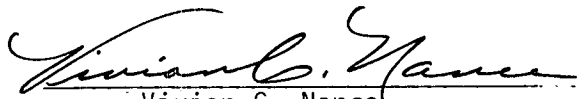
Motion was made to deny the appeal for reemployment after resignation by Gilbert W. Harris.

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Motion: Mrs. Nance
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

There being no further business, President Campos declared the meeting adjourned at 4:00 p.m.



Vivian C. Nance
President Pro-Tem



Donna L. Giles
Secretary