

MINUTES OF CIVIL SERVICE BOARD  
CITY OF SACRAMENTO  
REGULAR MEETING                      NOVEMBER 17, 1970

The Civil Service Board met in regular session at 1:30 p.m., in the Council Chambers, City Hall, President Street presiding.

Present: Members Aguilar, Alexander, LaForgia, Street, Woods.  
Absent: None

PROPOSED AMENDMENT OF CLASSIFICATION PLAN

Adoption of Revised Job Specifications  
Water Treatment Plant Superintendent  
Assistant Water Treatment Plant Superintendent

PROPOSED REQUEST TO CERTIFY FROM SENIOR STENOGRAPHER-CLERK  
AND LEGAL STENOGRAPHER ELIGIBLE REGISTERS

Adoption of request to certify from Senior Stenographer-Clerk and Senior Legal Stenographer Eligible Registers to fill Intermediate Stenographer-Clerk position in accordance with Rule 11.6 of the Civil Service Board Rules and Regulations.

CONSIDERATION OF FIREMENS' SALARY SURVEY DATA AND SALARY  
PROPOSALS, AND SALARY RECOMMENDATIONS UNDER CHARTER SECTION #52

Mr. John Steely, Co-chairman of the Salary Committee of the Sacramento Firefighters, Local #522, made a presentation before the Board on behalf of the firefighters. Mr. Steely requested that the Board make an independent salary survey of its own and not rely on the survey presented by the staff of the City Manager's office.

Mr. Woods replied that there is nothing under Charter Section 52 that directs the Board to make an independent survey. Member Woods stated that Section 52 merely states that the Board review the existing compensation plan and make recommendations based on that.

Mr. Thomas Heubner testified before the Board in response to Mr. Steely's oral presentation and to his (Steely's) letter of November 14, 1970. Mr. Heubner stated that most of the "leg work" on the survey was done by Mr. Bill Woska of the Personnel Department, and that the survey was conducted at the initial request of the Board. Mr. Huebner also made reference to an inference in Mr. Steely's letter, that he in his capacity as Assistant City Manager and Employee Relations Officer

had pressured the Board in an effort to influence its recommendation regarding the firefighters. In a direct question put to the Board by Mr. Huebner each member of the Board replied that they had not been pressured in any way by Mr. Huebner or anyone else in the City Manager's office.

Mr. Huebner stated that the basis for the firefighters' salary recommendations was based on the labor market, an adequate wage in that labor market, a competitive wage; and consideration of where the firefighters' classification fits among other city classifications. Mr. Huebner went on to say that considering all of the factors specified in Section 52 of the Charter, he felt that the City was submitting a highly defensible salary recommendation for the firefighters.

After a short recess Mr. Huebner was questioned by various members of the Board regarding the criteria used for his recommendations in the salary survey.

Mr. Ken Howard, Communications Operator II, Fire Department, made a presentation before the Board on behalf of the communication operators in the Fire Department.

In response to questions posed by members of the Board, Mr. Huebner stated that a management study of the entire communications operation within the City is being contemplated, and that this study will include a job evaluation of the communication operators within the Fire Department.

After a short recess Chairman Street introduced two letters received from Mr. Ronald Vegas, Foreman, Sacramento City Nursery and one from three field collectors. Mr. Woods moved that a pay and classification study comparing nursery foreman to comparable classes in other jurisdictions be initiated by the Personnel Department, and that the Board hold over any decision on the field collectors. The motion was seconded by Mr. Aguilar. The vote was unanimous.

The Secretary, Mr. William F. Danielson, read a letter to the Board from Mr. Thomas Huebner, Assistant City Manager, which accompanied signed statements from the various employee groups, which in effect agreed to accept the salary adjustments reached in negotiations, and contained in the Memorandums of Understanding, which have subsequently been adopted by the City Council. Mr. Aguilar moved to accept the salary recommendations outlined in the Memorandums of Understanding; Mr. Woods seconded. The vote was unanimous.

Inasmuch as the field collectors were represented by the Sacramento City Employees Association and their salary adjustments had been adopted by the City Council and accepted by the

Board, Mr. Woods made the motion to deny the appeal of the field collectors. Mr. Aguilar seconded the motion. The vote was unanimous.

Mr. Woods made the motion to increase the Firefighters' salary to \$960.00 per month, an increase of 6.6%; to increase the Deputy Fire Marshal's to \$1005.00 per month, an increase of 6.9%; to raise the Fire Engineers' to \$1030.00 per month an increase of 7.3%; and Captains' to \$1206.00, an increase of 7.2%. The motion was seconded by Mr. Aguilar. The vote was as follows:

Ayes: Aguilar, Alexander, Woods

Noes: LaForgia, Street

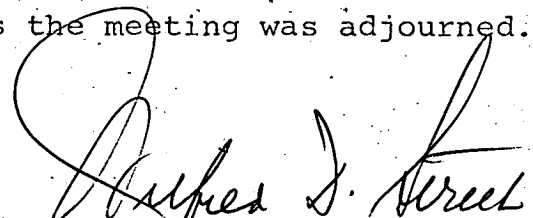
Mr. Aguilar made the motion to increase the Communication Operator I's salary to Range 94, top step \$674.00; Communication Operator II's to Range 121, top step \$772.00; and Supervising Communication Operator to Range 149, top step \$880.00. The motion was seconded by Mr. Woods. The vote was unanimous.

All of the above increases to be effective December 1, 1970 through July 1, 1971.

The Board instructed and authorized the Secretary to note all the recommendations and transmit them to the City Council.

There being no further business the meeting was adjourned.

  
Secretary

  
President