

MINUTES OF CIVIL SERVICE BOARD
CITY OF SACRAMENTO
REGULAR MEETING

October 3, 1940

The Civil Service Board met in regular session in their office at 7:30 o'clock P.M.

PRESENT: Commissioners Cavanaugh, Deise and Stacy.
ABSENT : None

WAGE SCALE

Leftridge, Nathaniel
Jacobsen, Chris

City Attorney Hugh B. Bradford appeared before the Board and stated that at the trial of Leftridge and Jacobsen vs. City of Sacramento and the Civil Service Board, Judge Glenn found that this Board did attempt to investigate in good faith the prevailing scale of wages for employees of the City and to report said investigation thereof to the City Council, but said investigations were misdirected, and were not confined to or based upon the prevailing scale of wages paid for similar work in the City of Sacramento and vicinity; and, consequently, has never transmitted to the City Council a notice of divergence of the wages paid to petitioners Leftridge and Jacobsen or the respective classes of employees of petitioners as required by Section 52 of the Charter; that he rendered judgment accordingly and issued a Preemptory Writ of Mandate in part as follows:

"1. That you, the Civil Service Board of the City of Sacramento, and you, Joseph T. Stacy, Leroy Deise, B. W. Cavanaugh, and each of you forthwith hold investigations to ascertain and familiarize said Board and said members thereof with the prevailing scale of wages for work of a similar character to that performed by petitioners Nathaniel Leftridge and Chris Jacobsen and each of them respectively, in the employment of the City of Sacramento, all in accordance with Section 52 of the City Charter of the City of Sacramento, as well as other provisions of Article VIII and rules thereunder."

"4. That you and each of you appear before the above entitled court on Monday, the 23rd day of Sept. 1940, in the courtroom of Department No. 3, at the hour of 1:30 P.M. of said day, or as soon thereafter as counsel can be heard, then and there to make known how you shall have executed this writ."

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That said return day has been continued to October 21, 1940.

Dr. Stacy moved that the 10th day of October, 1940, at the hour of eight o'clock P.M. in the office of the Board be set as the time and place for holding such investigation as ordered by Court; that notice of said time and place be sent to Albert Sheets, Esq., attorney for said Leftridge and Jacobsen, and notice also be sent to said Leftridge and Jacobsen, each, and notice thereof be posted on the Civil Service Board bulletin board on the third floor of the City Hall in front of the elevator; seconded by Mr. Cavanaugh and unanimously carried.

Resolution

After discussing the procedure for holding an investigation as ordered by the Court in this matter, Dr. Stacy moved

that the following Resolution be approved; seconded by Mr. Cavanaugh and unanimously carried:

"WHEREAS, Department 3 of the Superior Court of the State of California, County of Sacramento, instructed the Civil Service Board September 13, 1940, to hold investigation to ascertain and familiarize itself with prevailing scale of wages in accordance with Charter provisions for certain types and kinds of work as performed by employees of the City of Sacramento, and

"WHEREAS, the instructions of said Superior Court state that should it appear during the course of said investigation that the compensation paid City employees diverges from the prevailing scale of wages for work of a similar character, notice of such divergence shall be transmitted to the City Council;

"NOW, THEREFORE, BE IT RESOLVED that the Civil Service Board proceed in accordance with above instructions, and for the purpose of comparison and in order to determine prevailing scale of wages, the following definition shall be used to-wit: the 'prevailing wage' shall be that rate received by the largest number of employees working in like or similar services provided that this particular rate includes at least 40% of the employees reported; otherwise the average rate shall be taken as the prevailing rate, and

"BE IT FURTHER RESOLVED that public hearings shall be held at times and places established by the Civil Service Board for receiving information relating to prevailing wage scales, and

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"BE IT FURTHER RESOLVED that evidence shall be submitted to the Civil Service Board in writing during hearings or office hours in order that proper consideration may be given by the Board, and

"BE IT FURTHER RESOLVED that notices of such hearings shall be posted upon the official Civil Service Board bulletin board, and mailed to such other parties as designated by the Civil Service Board, and

"BE IT FURTHER RESOLVED that the Secretary and Chief Examiner of the Civil Service Board shall secure such information as is possible relating to wage scales of employees both in and out of city service, and present said information to the Civil Service Board, and

"BE IT THEREFORE RESOLVED that a report of the findings of the Civil Service Board in accordance with Charter provisions shall be submitted to the City Council and those persons providing information for consideration and to such other interested parties as designated by the Civil Service Board."

Hearing

After discussing appropriate dates, Dr.

Stacy moved that October 10, 1940, at 8:00

o'clock P.M. be set as a date and time for

hearing in this matter, said hearing to be held in the City Council Chamber, City Hall; seconded by Mr. Cavanaugh and unanimously carried.

PLUMBING INSPECTOR EXAMINATION #142

At this time the Board held personal

interviews with candidates who had success-

Personal Interviews

fully passed the written portion of this

Tent. Elig. Reg.

examination and were present.

At the conclusion of the interviews grades were computed and Mr. Cavanaugh moved that a tentative eligible register be posted October 4, 1940; seconded by Dr. Stacy and unanimously carried.

LIBRARY CLERK EXAM. #143

The Secretary reported that the written

and typing portion of this examination was held on

Exam. Held

September 27, 1940, at the Sacramento

Senior High School, R. P. Everett, Willard Kersh, Harriet Martin, Herbert Martin, Katherine Mergell, and Birdie Nathan assisting. The examination

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commenced at 7:00 P.M. and concluded at 10:59 P.M.

AIRPORT ATTENDANT
EXAMINATION #134

Date set for
Pers. Interv.

After discussing appropriate dates
for personal interviews, identifi-
cation envelopes were opened and Dr.

Stacy moved that October 23, 1940 be set as a date for holding personal
interviews; seconded by Mr. Cavanaugh and unanimously carried.

EXAMINATIONS

Captain-Fire Dept.
Engineer-Fire Dept.
Electrical Inspector
Laborer
Lineman and Apprentice Lineman
material for examinations.

After discussing the necessity for
holding these examinations, the
Secretary was instructed to prepare

KIRCHGATER, ROY J.
LANE, ARDEN W.

A letter from Carl M. Hoskinson,
Acting Superintendent of the Water
Department, dated September 26,

1940, relating to the employment of Messrs. Kirchgater and Lane, was reviewed
by the Board. After review of past history relating to this employment and
minutes of May 2, 1940, and Charter provisions relating to residence, Dr.
Stacy moved that the Civil Service Board action of May 2, 1940 be sustained
and that it was impossible for the Board to grant Mr. Hoskinson's request;
seconded by Mr. Cavanaugh and unanimously carried.

WAGE SCALE

Prevailing Rate
For Electricians

A letter dated September 14, 1940,
from John J. Hamlyn, Attorney,
presenting material relating to the

prevailing rate of pay for Electricians was considered by the Board. The
letter was accompanied by a copy of a letter from Mr. Hamlyn to City Manager
James S. Dean, dated July 13, 1940, as well as a copy of a letter from Mr.
Dean to Mr. Hamlyn, dated July 16, 1940, both relating to this matter. After
discussion the Secretary was instructed to prepare a resolution outlining the
procedure for the Board to follow.

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CAMPBELL, WILLIAM K.
GASS, WILLIAM J.

Mr. Maloney, Superintendent, Recreation Department, had requested information relating to possible lay-off dates for

Seniority these two employees, both of whom were certified on the same day. After reviewing records of appointment and rules and regulations, Mr. Cavanaugh moved that the interpretation of Rule VIII, Section 2, is that the last employee appointed should be the first one laid off; seconded by Dr. Stacy and unanimously carried.

NAMES OFF LISTS

The following names were removed from eligible registers either at the request of eligibles or because of failure to report or return of certifications by postal authorities.

<u>Name</u>	<u>Eligible Register</u>
Julia Perisich	Telephone Operator #78
Marvel D. Shore	Library Clerk #119 (Per request)
Dorothy C. Thompson	Library Clerk #119

DEPARTMENTAL REPORTS APPROVAL OF

After review of the following reports, Dr. Stacy moved that they be approved; seconded by Mr. Cavanaugh and unanimously carried.

City Attorney

Anderson, Leone - Temp. Appt. 9/23-28/40 Stenographer @ \$125 Mo., Exempt.

City Library

McNeill, Olive - Temp. Appt. 9/26/40 Jr. Librarian @ 65¢ Hr., Exempt.

Engineering Department

Alexander, Floyd W. - Temp. Appt. 9/25/40 Janitor @ \$125 Month from list.
 Patton, Arthur J. - Temp. Appt. 9/25/40 Lineman @ \$11.00 Day from list.
 Pfandler, Harold - Temp. Appt. 10/1/40 Janitor @ \$125 Month from list.
 Williams, Robert - Temp. Appt. 9/24/40 Steam Fitter @ \$12.00 Day.
 Fowler, W. E. - Name restored to Laborer elig. reg. by Board.

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Fire Department

Kinney, Wm. J. - Prob. Appt. 9/1/40 Uniform Fireman @ \$170 Mo. from list.
 Stephan, Wm. P. - Prob. Appt. 9/1/40 Uniform Fireman @ \$170 Mo. from list.
 Webber, Woodrow W. - Prob. Appt. 9/1/40 Uniform Fireman @ \$170 Mo. from list.

Health Department

Beard, Marshall - Temp. Appt. 9/16,17/40 Relief Surgeon @ \$135 Mo., Exempt.

Memorial Auditorium

Uplinger, Everett - Temp. Appt. 10/1/40 Janitor @ \$125 Month from list.

Park Department

Lyons, George F. - Reinst. 10/1/40 Tree Trimmer @ \$150 Month from layoff list.

Police Department

Lindfeldt, E. W. - Temp. Appt. 9/23-29/40 Act. Chief Radio Opr. @ \$200 Mo.
 Wonacott, Elma - Temp. Appt. 10/2-15/40 Matron @ \$130 Month from list.

Recreation Department

Tronsen, Alex - Temp. Appt. 9/1/40 Laborer @ \$120 Month from list.

Waste Removal Department

Burgess, Marion - Emerg. Appt. 9/16/40 Garbageman, Ex. Bd. @ \$5.25 Day.
 Douglas, Eli - Emerg. Appt. 9/7/40 Garbageman, Ex. Bd. @ \$5.25 Day.
 Gray, Norman T. - Temp. Appt. 9/16/40 Pick-up Man @ \$5.98 Day from list.
 Harris, W. - Temp. Appt. 9/13/40 Pick-up Man @ \$5.98 Day from list.
 Hopkins, Delmar - Temp. Appt. 9/14/40 Pick-up Man @ \$5.98 Day from list.
 Jones, Buster - Emerg. Appt. 9/16/40 Garbageman, Ex. Bd., @ \$5.25 Day.
 Lannon, Raymond - Temp. Appt. 9/29/40 Laborer @ \$5.52 Day from list.
 Maryland, Chester - Temp. Appt. 9/16/40 Garbageman, Ex. Bd. @ \$5.25 Day.
 Rouse, George - Temp. Appt. 9/17/40 Pick-up Man @ \$5.98 Day from list.
 Semas, Manuel - Temp. Appt. 9/13/40 Pick-up Man @ \$5.98 Day from list.

Water Department

Miller, George - Temp. Appt. 9/23/40 Laborer @ \$120 Month from list.
 Slocumb, Joseph - Temp. Appt. 9/25/40 Electrician @ \$11.00 Day from list.

Leave of Absence

France, R. R. - Leave of absence from Aug. 1 to Aug. 31, 1940, a/c illness (without pay).
 Palmer, Frank L. - Leave of absence from Sept. 23, 1940, to December 22, 1940, without pay.
 Parker, L. - Leave of absence from Oct. 4 to Oct. 16, 1940, without pay.
 Phelan, B. S. - Leave of absence from Aug. 1 to Aug. 31, 1940, without pay.
 Bitter, Genevieve - Leave of absence from Oct. 1 to Nov. 1, 1940, without pay.

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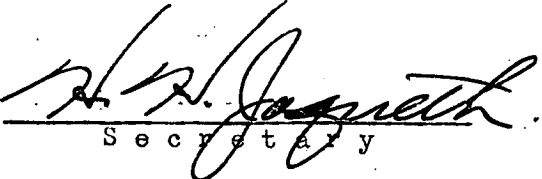
Leave of Absence

- Rodgers, Maxwell C. - Leave of absence from July 1, 1940, to January 1, 1941, without pay.
 Thames, Willie - Leave of absence from August 13, 1940 to Nov. 12, 1940, without pay.

Transfers

- Barney, Jackson L. - Trans. 10/1/40 as Janitor from City Hall to McClatchy Library @ \$125 Month.
 Gillette, A. M. - Trans. 9/20/40 as Laborer from Corp. Yard. to Public Service Dept. @ \$130 Month.
 Gussenbauer, John J. - Trans. 10/1/40 as Janitor from Memorial Auditorium to City Hall @ \$125 Month.
 Hawthorne, Carlisle - Trans. 9/25/40 as Senior Draftsman from Corp. Yard to Engineering Dept., @ \$225 Month.
 Morrison, Robert - Trans. 9/30 to 10/13/40 as Janitor (City Jail Porter) from Hall of Justice to Police Dept. @ \$125 Month.

There being no further business, the Board adjourned at 12:00 midnight to meet again at the Call of the Chair.


 Secretary

APPROVED:


 President