

MINUTES OF THE REGULAR MEETING
OF THE CIVIL SERVICE BOARD
CITY OF SACRAMENTO
JUNE 15, 1982

The regular meeting of the Civil Service Board, City of Sacramento, was called to order by President Joseph L. Russell, in Conference Room 103, Department of Personnel, 801 - 9th Street, Sacramento, California, at 1:30 p.m.

Members Present: Ms. Gail A. Mabbutt
Mrs. Vivian C. Nance
Ms. Pamela C. Placencia
Mr. Joseph L. Russell

Member Absent: Mr. Jonathan E. Mayhew

MINUTES OF THE REGULAR MEETING OF MAY 18, 1982

Motion was made to approve the minutes of the regular meeting of May 18, 1982, as read.

Motion: Mrs. Nance
Second: Ms. Mabbutt

Motion was approved by unanimous roll call vote.

REPORTS OF DIRECTOR OF PERSONNEL

There were no reports from the Director of Personnel.

REQUEST TO ABOLISH THE CLASSIFICATIONS OF - SENIOR CASHIER, SENIOR CLERICAL ASSISTANT, KEY DATA SUPERVISOR, INFORMATION CLERK, ZOO HERPETOLOGIST, AND FIELD REPRESENTATIVE

Ms. Thelma Vanesian, Personnel Analyst I, addressed the Board and explained the rationale for this request, and stated that affected Departments and Local 39 were in agreement with the proposed abolition of these classes.

Mr. John Worcester, Personnel Services Manager, addressed the Board in the absence of Mrs. Donna L. Giles, Director of Personnel, and stated that it had been determined that these classes were no longer needed and requested that the Board approve the abolition of them.

Ms. Vanesian answered questions from the Board and explained how the duties of these classifications had been dispersed or terminated.

Mr. Jonathan E. Mayhew entered the meeting at 1:37 p.m.

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Motion was made to approve the first and second reading and abolition of the classifications of Senior Cashier, Senior Clerical Assistant, Key Data Supervisor, Information Clerk, Zoo Herpetologist, and Field Representative.

Motion: Ms. Placencia
Second: Mrs. Nance

Motion was approved by unanimous roll call vote.

REQUEST TO REVISE CLASS SPECIFICATION - ARCHITECT SERIES - First Reading

Ms. Susan Davidson, Personnel Analyst II, introduced Mr. Mel Johnson, recently-appointed Assistant City Engineer, to the Board, and explained the proposed minor revisions to the class specifications for Junior, Assistant, and Associate Architect, to allow review of private building plans.

Both Ms. Davidson and Mr. Johnson answered questions from the Board on this issue.

Motion was made to approve the first reading of the proposed revisions to the Junior, Assistant, and Associate Architect class specifications, and pass for second reading.

Motion: Mrs. Nance
Second: Ms. Mabbutt

Motion was approved by unanimous roll call vote.

PROPOSED AMENDMENT TO SECTION 92 OF THE CITY CHARTER

Mr. Russell referred to the Personnel and Public Employees Committee meeting of June 2, 1982, when this proposed Charter amendment was introduced.

Mrs. Donna Giles, Director of Personnel, stated that the P & P E Committee had referred this item to the Civil Service Board as the disciplinary/appeal process is under the jurisdiction of the Board, and the Committee had requested Board input on this.

Mr. Steve Lakich, Director of Employee Relations, addressed the Board and explained the rationale for making disciplinary and appeal actions a part of the negotiation process. He explained that this could only be effected if the City and employees' representatives entered into a mutual written agreement.

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Mr. Lakich informed the Board that the County of Sacramento had passed this type of a Charter amendment about 10 years ago, and in answer to questions from the Board, stated that only one bargaining unit, Sacramento County Probation Association, had accepted this as part of their negotiation process. He then explained the three-step grievance/arbitration procedure, and stated that the amendment would give more flexibility.

Mr. Garland Rosauero, Business Representative for Local #39, addressed the Board in support of this proposed Charter amendment.

Mr. Wayne Harbolt, President of Firefighters Union Local #522, addressed the Board and stated that he had been asked to speak for the following employee organizations: Confidential Unit; Machinists Union; Auto, Marine and Specialty Painters; Building and Trades Council; and, Western Council of Engineers. Mr. Harbolt stated that all these employee organizations, together with Firefighters Local #522 were opposed to the proposed Charter amendment.

Mr. Val Schiele, President of the Sacramento Police Officers Association, addressed the Board and stated SPOA's opposition to the proposed Charter amendment, stating that the present system worked, and that they saw no need to change it.

There was some discussion on potential cost to individual employees not represented by an employee organization, potential costs to those employee organizations should they be compelled to defend employees not paying dues to their organization, and the possibility of the written agreement to include the disciplinary process being used as a "trade off" during negotiations. Some Board Members expressed concern about the implications of the discipline/appeal process becoming a part of the negotiation process, and employees not being able to appeal to an impartial body such as the Civil Service Board.

Mr. Dick Mayberry, Vice-President, Firefighters Local #522, suggested that the disciplinary and appeal processes could be made negotiable only up to the point of impasse. If an impasse occurred, under Mr. Mayberry's proposal, the processes would no longer be negotiated, and the Civil Service Board appeal process would continue to be used.

There was some discussion on the Union Representatives and the Director of Employee Relations having additional meetings to try to negotiate the wording of the proposed Charter amendment so that it would be acceptable to all parties involved.

Motion was made to table further action on the Proposed Amendment to Section 92 of the City Charter to the next regular meeting.

Motion: Ms. Placencia
Second: Mrs. Nance

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Motion was approved by the following roll call vote:

Ayes: Mrs. Nance
Ms. Mabbutt
Ms. Placencia
Mr. Russell

Noes: Mr. Mayhew

EXAMINATIONS ANNOUNCED

- a. #1876 - Electrician
- b. #1875 - Parking Meter Repair Supervisor
(Promotional and Open)
- c. #1879 - Art in Public Places Coordinator

There was some discussion on the residency requirement on the Electrician examination announcement, and Deputy Chief Lee Dohm, Sacramento Police Department gave some background information on this.

ELIGIBLE LISTS ESTABLISHED

- a. #1856 - Police Clerk I
- b. #1872 - Senior Parking Lot Attendant
- c. #1862 - Historian - Architecture & Preservation
- d. #1873 - Traffic Signal Technician

There was some discussion on the fact that there was only one applicant for the position of Historian - Architecture & Preservation.


ELIGIBLE LIST EXTENDED

Police Cadet - Police Officer

There was some concern expressed over one of the eligibles who had been passed over on the list, and Deputy Chief Dohm informed the Board that he would personally inform this applicant of his appeal rights should he be passed over again and removed from the list.

Captain Michael O'Kane, Sacramento Police Department informed the Board on the background check procedure.

There being no further business, President Russell declared the meeting adjourned at 3:12 p.m.



Joseph L. Russell
President



Donna L. Giles
Secretary