

COUNCIL COMMITTEE MINUTES

Concurrent Special Committee Meetings of the Sacramento City Council, Redevelopment Agency of the City of Sacramento, Housing Authority of the City of Sacramento and the Parking Authority of the City of Sacramento.

COMMITTEE NAME: Personnel & Public Employees

MEETING DATE: June 28, 1994

MEETING TIME: 12:00 PM

LOCATION: 915 I Street, City Council Chamber

VOTING RECORD LEGEND			
MOV:	MOVED	ABST:	ABSTAIN
SEC:	SECOND	ABS:	ABSENT
M --	MAYOR RUDIN	D5 --	SERNA
D1 --	FARGO	D6 --	MUELLER
D2 --	FERRIS	D7 --	KASTANIS
D3 --	PANE	D8 --	ROBIE
D4 --	CHINN		

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CITY OF SACRAMENTO
JUL 27 1 34 PM '94

I HEREBY CALL Special Meetings of the Sacramento City Council, Redevelopment Agency of the City of Sacramento, Housing Authority of the City of Sacramento, and Parking Authority of the City of Sacramento to be conducted concurrently with the Council committee meetings listed below, which are incorporated herein by reference. The Special Meetings are called to permit Members who are not on the listed committees to attend the meetings and participate in the discussions. In the event five (5) or more members of the City Council are present at a Committee meeting, only those items listed on the agenda can be acted on or discussed.

The meeting was called to order by Chairperson Sam Pannell at 12:08 p.m.

PRESENT: Committee Chairperson Sam Pannell, Committee Member Yee

ABSENT: Fargo, Kerth

Mr. Kerth entered the meeting at 12:10

1. Affirmative Action Plan Annual Department Review
Office of the City Treasurer (D-All)

RECOMMENDATION OF STAFF: REPORT BACK WITHIN 60-90 DAYS

COMMITTEE ACTION: REPORT DUE BACK WITHIN 60-90 DAYS

MINUTES

Mr. Ken Fleming, Affirmative Action Officer, addressed the Committee. He gave a brief overview of the Office of the City Treasurer's statistics and their annual submission.

Mr. Tom Friery, City Treasurer, addressed the Committee. Mr. Friery gave a synopsis of the Department's appointments from 1990 to present. He also informed the Committee of how many employees he has lost to other jurisdictions.

The Committee asked that Mr. Friery report back on salary comparisons with other jurisdictions separating salary and benefits.

2. Status Report and Future Work Plan of City of Sacramento Workers's Compensation Program (D-All).

RECOMMENDATION OF STAFF: APPROVE & FORWARD TO COUNCIL

COMMITTEE ACTION: REPORT BACK WITHIN 30 DAYS

Margaret Ann Allen, Risk Manager, addressed the Committee. Ms. Allen informed the Committee that this report discusses and presents a work plan targeted to improve the overall efficiency and effectiveness of the Workers' Compensation Program. The workload requirements of the Division have increased significantly because of the impact of the Workers' Compensation Reform Act of 1989 and successive reform legislation in 1991, 1992 and 1993.

After considerable discussion and analysis of the increased workload by Human Resources and the Internal Audit staff, an alternative to adding permanent staff was developed. Some of the work plan steps are increased automation, increased involvement of City staff, creation of efficiencies in the claims administration process, and policy and administrative enhancements to provide a more efficient and effective workers' compensation program. Ms. Allen informed the Committee that at this time, to facilitate implementation of these and additional changes, staff is requesting a temporary augmentation to staff.

Mr. Greg Norton, Auditor, also addressed the Committee. After considerable discussion by the Committee, Ms. Allen, Ms. Giles and Mr. Norton, Committee instructed staff to report back with a more comprehensive resolution depicting cost allocations.

3. 1993 Affirmative Action Status Report (D-All)

RECOMMENDATION OF STAFF: APPROVE & FORWARD TO COUNCIL

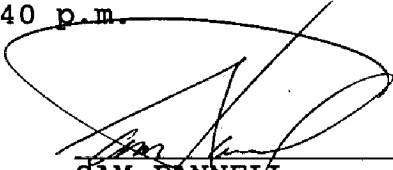
COMMITTEE ACTION: APPROVED & FORWARDED TO COUNCIL

Mr. Ken Fleming, Affirmative Action Officer, addressed the Committee. Mr. Fleming gave a brief synopsis of the 1993 Affirmative Action Status Report. He highlighted areas where improvement was needed and informed the Committee of some of the things that occurred during the year. Such as the elimination of 500 positions, major reorganization, limited hiring to prevent layoffs and the modification of our goals to reflect the 1990 Census, which reflects a more ambitious standard.

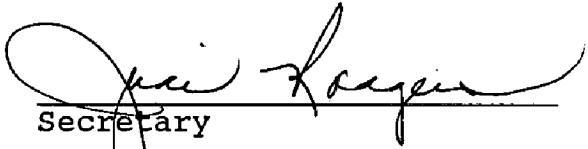
Mr. Fleming answered questions from Committee Members.

Ms. Kathleen Burks, member of the Affirmative Action Advisory Committee, addressed the Committee. Ms. Burks informed the Committee that the Advisory Committee recommends approval of the Status Report and they are currently reviewing the employee discipline statistics.

The meeting was adjourned at 5:40 p.m.



SAM PANNELL
Committee Chairperson


Secretary

COMMITTEE MEMBERS: Pannell (Chair), Kerth, Fargo, Yee

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