

F + PG

meeting

Thurs. 3/27 7:00 PM



CITY OF SACRAMENTO

DEPARTMENT OF PERSONNEL

801 NINTH STREET, ROOM 201
SACRAMENTO, CALIF. 95814
TELEPHONE (916) 449-5270

DONNA L. GILES
DIRECTOR OF PERSONNEL

March 18, 1980.

TO: All Persons Interested in the Issue of the
Veterans Preference Section of the City Charter


FROM: Donna L. Giles, Director of Personnel,
Secretary to the Personnel and Public Employees Committee

At the last meeting of the Personnel and Public Employees Committee on January 31, 1980, the issue of the veterans preference section of the City Charter was discussed, and it was agreed that a special meeting would be called, during which this issue could be considered more fully.

The special meeting has been scheduled for Thursday, March 27, 1980, at 7:00 p.m. at the following address:

Personnel Department Conference Room
Room 103
801 - 9th Street
Sacramento, CA 95814

You are invited to attend this meeting and voice your concerns. If you have any questions, please contact me at 449-5270, or Councilman Thomas R. Hoeber, Chairman of the Personnel and Public Employees Committee at 444-2840.


Donna L. Giles
Director of Personnel



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DONNA L. GILES
DIRECTOR OF PERSONNEL

March 20, 1980

Personnel and Public Employees Committee
of the Sacramento City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Consideration of Revisions to Section 85 of the Sacramento
City Charter - Veterans Preference

SUMMARY

At the last Personnel and Public Employees Committee meeting of January 31, 1980, there was considerable discussion on the issue of veterans preference, and its effect on the failure of Measure "D" to pass on the September 25, 1979 ballot, and also whether it should be considered in the personnel section of any proposed City Charter revisions in the forthcoming election, the latter part of 1980. Various veteran members were particularly concerned that they had not had enough time to study the issues, and it was agreed that an evening meeting would be held to allow for more participation and input.

This report capsulizes the various proposals that were discussed prior to the ballot, and other possible alternatives, and the impact of veterans preference on examinations.

BACKGROUND

The intent in considering revision of Section 85 is to allow some preference for those whose careers were delayed while serving their country, yet not providing a perpetual or excessive benefit.

The current City Charter Section 85 provides that "... any person who at the time of taking (a civil service) test or examination has served in the (military service)...of the United States in time of war and who received an honorable discharge therefrom...shall be allowed an increase of ten points above the credit such applicant has attained in such (civil service) examination." This section goes on to state that preference does not apply to promotional examinations.

March 20, 1980

P & P E Committee
Subject: Veterans Preference

As a result of this specific section of the City Charter, the final scores of candidates successful in Civil Service examinations (who qualify under Charter Section 85) are increased by ten points. This credit applies to all qualified persons, without limitation. To provide an example of the effect of ten points veterans preference, a recent Firefighter candidate moved up 102 positions on an eligible list as a result of the ten points veterans preference.

It is generally found that other agencies provide a limitation as to the use of veterans preference. For example, the County of Sacramento's civil service rules adopted by the Civil Service Commission regarding veterans preference provide credit for "military veterans who have served during war time and whose military service terminated within eight years immediately prior to the final filing date for an examination...." The County's rules go on to state that "such preference shall apply only to the first appointment in any permanent County position."

Other agencies have been more restrictive than the County of Sacramento. For example, the County of San Diego allows veterans preference to apply to qualified persons only one time after the release from military service even if the preference is for other than the County of San Diego. In other words, an applicant for a position within the County of San Diego who has previously been provided credit for veterans preference will not be provided veterans preference with the County of San Diego. (See attachment A for use of veterans preference in various other jurisdictions). Furthermore, Sacramento's concern for the employment of persons under-represented in the City's work force is detrimentally affected by the provisions of Section 85 of the City Charter.

Prior to the September 1979 election, in the preparation of Measure "D", many alternatives were considered for allowing credit for veterans in the Civil Service examinations. The various options considered were:

1. No veterans preference
2. Five points, one time use only with any agency
3. Five points within 5 years of discharge
4. Five points within 8 years of discharge
5. Five points within 10 years of discharge
6.
 - a. Five points within 10 years (same limit as G.I. Bill)
 - b. Five points with no time limit for disabled veterans (30% rating)
 - c. Five points within 10 years, plus time spent as a POW or MIA
 - d. Five points within 10 years, for service in specific campaigns in which a service medal was issued.
7. Ten points with no time or use limit, as in the City Charter now.

After much consideration, #6 was the proposal that was placed on the September 1979 ballot.

March 20, 1980

P & P E Committee
Subject: Veterans Preference

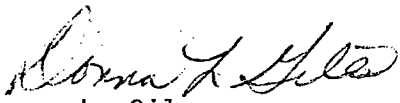
DISCUSSION

As indicated above, various alternatives were considered. Categorically the alternatives for further consideration at this time are as follows:

- a. Delegation of responsibility for determining preference to the Sacramento Civil Service Board
- b. Changing the number of years the preference may be used from one year to no limit as is presently the case
- c. Limit the use of veterans preference to once, with any agency after discharge
- d. Give more or fewer points.

The impact of veterans preference on various open examinations over the past several years was tabulated, and is included in attachment B. The data indicates that in those examinations where there is a predominance of male candidates, the impact of veterans preference is significant. In 44% of the examinations studied, veterans were hired at a rate of 50% or higher.

Respectfully submitted,


Donna L. Giles
Director of Personnel

Attach/

USE OF VETERANS' PREFERENCE POINTS
SIX-CITY AND COUNTY/STATE SURVEY
MAY 3, 1979

	Number of Points	Entry-level Positions	Promotional Positions	Any Restrictions	One-time Use	Multiple Use	When Discontinued	Contact Name
ANAHEIM	None (never used)	N/A	N/A	N/A	N/A	N/A	N/A	Rick Hall
FRESNO	5	Any Open Position	NO	None	No	Each Open Exam	N/A	Sandy Hindman
LONG BEACH	10*	Any Open Position	NO	Last 10 years with Vietnam Cutoff Date: July 1973	No	Each Open Exam	N/A	Cindy Gonzalez
OAKLAND	5% of Final Grade	Any Open Position	Restricted** For City Employees	Within 5 years of Discharge	No	Each Open and Restricted Exam	N/A	Bertha Chew
SAN JOSE	5	Any Open Position	NO	Discharged within last 5 years and served 18 months or disabled	No	Each Open Exam	N/A	Shirley Oswald
SANTA ANA	None	N/A	N/A	N/A	N/A	N/A	Approximately 1969	John Burkhart
COUNTY	5***	Any Open Position	NO	Within 8 years through March 5, 1975 Cutoff Date	NO	Each Open Exam	N/A	Pat Prater
STATE	10 Regular 15 Disabled	Any Open Position	NO	None	NO	Each Open Exam	N/A	Ludna Victor

- * Also applies to any unremarried spouse of deceased veteran; spouse of veteran with 30% (or more) disability.
 ** Restricted positions are those which are only for City employees and which do not require a probationary period.
 *** Not added to examination score; added at certification after pass point is set; and names are placed below those who have already received scores.

Attachment A

IMPACT of VETERAN'S PREFERENCE

Exam No.	Exam Title	Year	# On List	# Hired	# Vets Hired	%	# Minority Vets Hired	%	# Females Hired	%	# Min. Hired	%
1693	Account Clerk	1979	33	1	0	0	0	0	1	100	0	0
1676	Accountant	1979	34	2	0	0	0	0	2	100	0	0
1653	Ass't Engineer	1979	4	1	0	0	0	0	0	0	0	0
1716	Assoc. Engineer	1979	7	0	0	0	0	0	0	0	0	0
1672	Assoc. Persnl, Analyst	1979	3	1	1	100	0	0	0	0	0	0
1634	Assoc. Planner	1979	11	2	0	0	0	0	2	100	1	50
1694(A)	Building Inspector	1979	16	0	0	0	0	0	0	0	0	0
1695	Buyer II	1979	10	1	0	0	0	0	0	0	1	100
1625	Comm. Ctr. Attn. II	1979	11	2	2	100	1	50	0	0	1	50
1572	Computer Operator	1977	39	6	4	67	0	0	1	17	2	33
1571	Data Control Clerk	1977	22	1	0	0	0	0	0	0	0	0
1630	Dispatcher	1979	53	16	1	6	0	0	6	38	4	25
1655	EDP Programmer	1979	8	0	0	0	0	0	0	0	0	0
1635	Engineering Aide I	1979	12	4	3	75	0	0	0	0	1	25
1656	Equip. Serviceman II	1979	18	5	0	0	0	0	0	0	2	40
1566	Firefighter	1979	439	27	25	93	8	30	0	0	9	33
1708	I. D. Technician II	1979	12	5	3	60	0	0	1	20	1	20
1596	Intermed. Clerk (P.D.)	1978	61	14	3	21	0	0	8	57	3	21
1648	Jr. Typist Clk. (P.D.)	1979	23	4	0	0	0	0	4	100	1	25
1617	Machinist	1979	9	2	1	50	0	0	0	0	0	0
1666	Personnel Technician	1979	59	2	1	50	0	0	1	50	0	0
1590	Plant Operator I	1979	39	8	4	50	0	0	0	0	2	25
1660	Police Cadet/Officer	1979	207	39	13	33	5	13	1	3	12	31
1649	Rec. Prog. Coord.	1979	20	1	1	100	1	100	0	0	1	100
1679	Sr. Account Clerk	1979	24	1	0	0	0	0	1	100	0	0
1692	Voc. Rehab. Coord.	1979	7	1	0	0	0	0	1	100	0	0
			<u>1181</u>	<u>146</u>	<u>62</u>	<u>425</u>	<u>15</u>	<u>103</u>	<u>29</u>	<u>199</u>	<u>41</u>	<u>281</u>

IMPACT of VETERAN'S PREFERENCE

<u>Exam No.</u>		<u>Year</u>	<u># On List</u>	<u># Hired</u>	<u># Vets Hired</u>	<u>%</u>	<u># Minority Vets Hired</u>	<u>%</u>	<u># Females Hired</u>	<u>%</u>	<u># Min. Hired</u>	<u>%</u>
321 (H)	Police Officer	1977	279	9	8	89.0	2	22.0	1	11.0	2	22.0
416	Firefighter	1976	319	32	22	69.0	8	25.0	2	6.0	13	41.0
541	Accountant	1977	40	4	3	75.0	0	0.0	0	0.0	0	0.0
539	Bldg. Insp. III	1977	10	1	0	0.0	0	0.0	0	0.0	0	0.0
524	Audio-Vis. Spec.	1977	12	1	1	100.0	0	0.0	0	0.0	0	0.0
490	Draftsperson	1977	35	2	0	0.0	0	0.0	0	0.0	0	0.0
489	Senior Acct. Clk	1977	28	7	1	14.0	0	0.0	6	86.0	0	0.0
464	Gardener	1977	35	4	1	25.0	0	0.0	0	00.0	2	50.0
529 (A)	Trfc. Sig. Tech.	1977	17	1	1	100.0	0	0.0	0	00.0	0	00.0
475	Const. Insp. I	1976	33	1	1	100.0	1	100.0	0	00.0	1	100.0
			<u>808</u>	<u>62</u>	<u>38</u>	<u>61.3</u>	<u>11</u>	<u>17.8</u>	<u>9</u>	<u>14.5</u>	<u>18</u>	<u>29.0</u>