

**MINUTES OF REGULAR MEETING
CIVIL SERVICE BOARD
CITY OF SACRAMENTO
November 20, 2007**

The meeting of the City of Sacramento Civil Service Board was called to order by Chairperson Pryor in the Hearing Room of Historic City Hall, 915 I Street, Second Floor, Sacramento, CA at 1:30 p.m.

MEMBERS PRESENT: Robillard
Manders
Pryor
Lopez*

MEMBERS ABSENT: Thompson

*Lopez arrived at 2:20 p.m.

MINUTES OF CIVIL SERVICE BOARD MEETING OF NOVEMBER 6, 2007

The Board received the minutes of the November 6, 2007 meeting. Chairperson Pryor asked if the Board had any comments. Ms. Manders moved to accept the minutes. The motion was seconded by Mr. Robillard. The motion to approve went as follows:

Motion: Manders
Second: Robillard

The motion carried with the following roll call vote:

Ayes: Pryor
Robillard
Manders

ELIGIBLE LISTS ESTABLISHED

No comments or questions.

APPEAL OF REMOVAL FROM ELIGIBLE LISTS

In the Matter of Scott Meyers – Street Construction Laborer & Sanitation Worker II

Jill Laurenzi, Sr. Personnel Analyst, explained the reason for Mr. Meyers' removal from both eligible lists. The City is concerned about Mr. Meyers'

ability to safely operate a City vehicle. Mr. Meyers has a felony vehicle code conviction related to unsafe driving.

Paul Gale, City Attorney, advised that the board needs to waive procedures under Rule 4.11, unless it wants a full evidentiary hearing.

Board Member Manders moved to waive procedures. Board Member Robillard seconded the motion.

Mr. Pryor swore in Scott Meyers. Mr. Meyers testified that he has two felonies, one of which is still pending. The first felony took place in 2002 and 2005 was the second vehicle felony related to evasion from law enforcement. He stated he did well on the tests, scoring in Rank 1. He is not a bad person and not a career felon.

Ms. Laurenzi was sworn in and clarified the city was concerned only with the vehicle code violation, not the previous domestic related felony. Due to the nature of this conviction, her concern is Mr. Meyers' safe operation of City equipment.

Mr. Robillard questioned Mr. Meyers about rehabilitating himself since the convictions. Mr. Meyers responded that 91 days in jail was dreadful and he has "slowed down". Mr. Robillard also expressed concern about Mr. Meyers' points, driving a city vehicle and using poor judgment.

The City acknowledged Mr. Meyers' work experience, passing the tests and commended him for his honesty. The City is also not aware of any on the job unsafe driving. Ms. Laurenzi acknowledged Mr. Meyers was very upfront with all information requested of him. But, Ms. Laurenzi felt the City should err on the side of caution.

Ms. Manders shared that she has a difficult time with barring applicants from eligible lists who have good work history and would like to see him back on the list.

Mr. Robillard's concern is that Mr. Meyers appears to be a more mature individual and used poor judgment and the fact that he is still on probation. Mr. Pryor commented he is inclined to agree with Ms. Manders, unfortunately there are too many "little things" and has a concern for security of the public.

Mr. Robillard commented that the Board should not consider the current charges pending against Mr. Meyers because they have not resulted in a conviction.

Board Member Manders moved to grant Mr. Meyers' appeal and reinstate him on the eligible lists. Mr. Pryor seconded the motion. The motion to approve went as follows:

Motion: Manders
Second: Pryor

The motion carried with the following roll call vote:

Ayes: Manders
Pryor
Noes: Robillard

CITIZENS ADDRESSING THE BOARD ON MATTERS NOT ON THE AGENDA

None

APPEAL OF DISCIPLINE – CHARLOTTE ALDRIDGE

Mr. Shawn Hadnot, Labor Relations Officer and Mr. Andrew Farmer, Utilities Department Supervisor, were sworn in. Mr. Kropf, City Attorney, explained a 5-day suspension discipline had been issued to Ms. Aldridge on June 18, 2007. Ms. Aldridge's representative decided not to pursue representation. Ms. Aldridge failed to respond to all following correspondence. She did not attend the hearing set for September 19, 2007. The City requests discipline be sustained. Ms. Aldridge is a 29 year employee as a Typist Clerk II, and Customer Service Representative since approximately 2006. She is currently on administrative leave for an unrelated issue. Mr. Kropf submitted an offer of proof with a detailed discipline history letter dated June 18, 2007 to the board.

Board member Lopez inquired if any counseling sessions were offered Ms. Aldridge. Mr. Farmer confirmed that various coaching sessions to review errors were offered and attended by Ms. Aldridge. Mr. Kropf stated that Ms. Aldridge was noticed for the September 18, 2007 hearing and today's hearing. We have no reason to believe she did not receive notice.

Mr. Robillard asked if the former classification of Typist Clerk have as much public contact as the current Customer Service Representative? Mr. Farmer did not know specifically, but stated, generally Typist Clerks do have interaction with the public. He asserted that he has experienced a lack of concern on Ms. Aldridge's part.

Ms. Manders asked Mr. Kropf if the City is looking into any changes in procedures to allow employees to withdraw their appeals?

Mr. Hadnot, Labor Relations, replied yes.

Mr. Robillard moved to uphold the 5-day discipline and deny appeal. The motion was seconded by Ms. Manders. The motion to approve went as follows:

Motion: Robillard
Second: Manders

The motion carried with the following roll call vote:

Ayes: Robillard
Pryor
Lopez
Manders

Noes: None

Ms. Manders suggested that documents submitted to the Board should not have appellant social security numbers.

APPEAL OF DISCIPLINE – FELTON WARREN

Mr. Shawn Hadnot, Labor Relations Officer, Mr. Tyler Stratton, Mr. Edison Hicks and Mr. Bill Skinner, Utilities Department staff, were sworn in.

Mr. Kropf, representing the City, explained a 20-day suspension discipline had been issued on November 15, 2006. Mr. Warren's representative declined to pursue representation. Mr. Warren failed to respond to all following correspondence. He did not attend the hearing set for September 19, 2007. The City requests discipline be sustained. Mr. Hicks reported that Mr. Warren has had a long history of absences and failed probation from Sanitation Worker I to II due to attendance issues.

Ms. Lopez moved to uphold the 20-day discipline and deny appeal. The motion to approve went as follows:

Motion: Lopez
Second: Manders

The motion carried with the following roll call vote:

Ayes: Robillard
Pryor

Lopez
Manders

Noes: None

BOARD IDEAS, QUESTIONS, AND ANNOUNCEMENTS

None

There being no further business, the meeting adjourned at 2:45 pm.

THOMAS PRYOR
Chairperson

GERRIEE GIFFIN
Acting Secretary