

MINUTES OF THE SPECIAL MEETING
OF THE CIVIL SERVICE BOARD
CITY OF SACRAMENTO
JUNE 5, 1980

The special meeting of the Civil Service Board, City of Sacramento, was called to order by Vice-President Campos at 4:10 p.m. in the Conference Room, Personnel Department, 801 - 9th Street, Sacramento, California.

Members present: Mr. Luis J. Campos
Mr. Joseph L. Russell
Mrs. Vivian C. Nance
Mr. Jonathan E. Mayhew

Member absent: Mr. Wilfred D. Street

EXAMINATION TO BE ANNOUNCED

#1723 - Machinist Helper

Motion was made to approve examination #1723 - Machinist Helper

Motion: Mrs. Nance
Second: Mr. Russell

Motion was approved by unanimous roll call vote.

PROPOSED AMENDMENT TO CIVIL SERVICE RULE 3.7 - "REALLOCATION TO A LOWER CLASS AS A RESULT OF THE ANDERSEN CLASSIFICATION STUDY OF 1979 - 80" - 2nd reading

Mrs. Donna L. Giles, Director of Personnel addressed the Board and informed them of the meet and confer sessions which had taken place with the representatives of the employee organizations, and also explained the few minor amendments to the proposed rule, and the options available to the employees who may be affected as a result of the study.

Mrs. Nance questioned the incorporation into the Civil Service Rules of the actual name of the consultant firm, and Mrs. Giles responded that there may be other classification studies in the future, but because of the scope of the Andersen study it was felt that a rule of the nature of 3.7 was necessary.

The question was raised as to why the rule was proposed for adoption before the Andersen study had been approved, and Mrs. Giles explained that any employees whose positions had been indicated for downgrading needed the rule in order that they would know the options open to them and also their appeal rights.

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There was some discussion as to the discrimination between possible downgrades and employees recourse under 3.7 because of the Andersen study, and any future downgrades as a result of other classification studies which would be governed by rule 3.6. It was agreed that this issue could be considered at some future time.

Mr. Tony Nastro, Superintendent, Building Maintenance, and Lt. Robbie Waters, Police Department voiced thier concerns about certain aspects of the proposed rule 3.7.

Mr. Garland Rosauero, Business Representative, Local #39 addressed the Board and said that he spoke for Local #39, Local #522, Firefighters, and SPOA, and that these organizations had no objections to the proposed rule change.

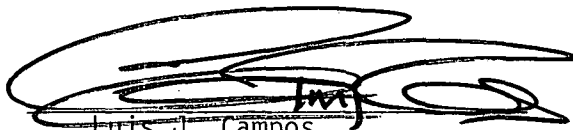
There was more discussion on the implications of adoption of the proposed rule, and motion was made to adopt the proposed amendment to Civil Service Rule 3.7 - "Reallocation to a Lower Class as a Result of the Andersen Classification Study of 1979 - 80".


Motion: Mrs. Nance
Second: Mr. Mayhew

Motion was approved by unanimous roll call vote.

Mrs. Nance requested that the Director of Personnel review the reclassification process and current procedures as it presently exists, to ensure that it is fair and equal to all employees. Mrs. Giles agreed to handle this and bring recommendations back to the Board.

There being no further business, Vice-President Campos adjourned the meeting at 4:55 p.m.


Luis J. Campos
Vice-President


Donna L. Giles
Secretary