

ACTION SUMMARY
PERSONNEL AND PUBLIC EMPLOYEES COMMITTEE
OCTOBER 2, 1980

UPDATE ON CLASSIFICATION AND PAY STUDY

Mrs. Donna L. Giles, Director of Personnel, addressed the Committee and gave a brief history of the Study to date, and the projections for the immediate future.

There was some discussion on this issue, with Mrs. Giles answering questions from the Committee members.

Staff was directed to:

1. Write a report to the City Council and the Personnel and Public Employees Committee on the total cost of implementing the study, and
2. Break out the cost steps for implementation prior to taking the study to the Civil Service Board for approval.

PUBLIC REVIEW OF COLLECTIVE BARGAINING AGREEMENTS

Mr. Steve Lakich, Director of Employee Relations addressed the Committee and reviewed a report to the Committee on establishing a procedure for general public review of collective bargaining agreements. He pointed out that the November 4, 1980 general election could have a bearing on possible Charter changes if an amendment permitting retroactive pay increases was passed and recommended that this matter be held over until a scheduled Committee meeting after the November election.

After some discussion, Committee approved this recommendation and this matter is held over until the next regular meeting of the Personnel and Public Employees Committee after the general election on November 4, 1980.

AFFIRMATIVE ACTION UPDATE

Mrs. Giles introduced Mr. Gary L. Little, Affirmative Action Officer, who gave a brief report on the status of the draft Affirmative Action Plan. Mr. Little informed the Committee of the review process being conducted by department heads, and also the steps that would be taken after that to bring about a final draft of the Plan.

Mr. Little referred to a copy of the EEO-4 Report which had been sent to the Equal Employment Opportunity Commission, and answered questions from Committee members.

ACTION SUMMARY
P & P E COMMITTEE
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Mr. Little was directed to:

1. Send copies of the draft Affirmative Action Plan to community organizations and employee representative groups two weeks prior to the draft being presented to the P. & P.E. Committee, and
2. Send copies of the EEO-4 report with analyses to the City Council for their information.

The next meeting of the Personnel and Public Committee is scheduled for November 20, 1980.