

January 28, 1955

Mr. T. Fenton Ham, President
Santa Cruz Civil Service
Employee's Association
Santa Cruz, California

Dear Mr. Ham:

In reply to the inquiry of the Association regarding the policy of this office with respect to attendance at Association meetings and Civil Service Commission meetings, I would like to advise you as follows:

1. The management and supervision of a city or any organization has no monopoly on the knowledge and ability to determine the best employee policy under certain circumstances, or the most efficient and practical methods to render service. A logical function of the employees' association should be the establishment of regular meetings where discussion of employee relations and policy is encouraged, and all departments of the City should encourage employees to be represented at your meetings in order to assure an accurate expression of opinions.

2. The Civil Service Commission meetings are public except where examinations are taking place or in the event of inquiries into disciplinary action. The Civil Service Commission is charged with the responsibility of advising the City Council and this office of personnel policy and I would encourage

the Association to have a representative at Civil Service Commission meetings. I do not think it is necessary, or good business, to have more than one or two Association representatives at Civil Service Commission meetings which are convened during working hours unless there is a special petition being made to the Commission by the Association.

(Continued Page 7)

MEXICAN ROAD RACES FILM TO
HIGHLIGHT FEBRUARY MEETING

"Run for the River" an action packed thriller is to be shown at the regular February meeting of the Santa Cruz City Civil Service Association next Monday, February 28th. It is the story of the world famous Mexican Road Races that are held each year South of the border.

The Retirement Committee will present its recommendation to the Association and the status of the new Extended Coverage CFS Plan will be reported. Refreshments and our KITTY will round out the evening. Come and help us decide things that concern YOU.