

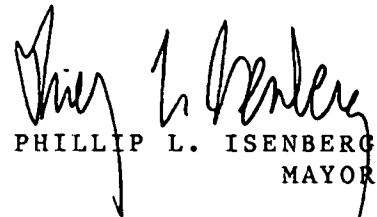
SPECIAL MEETING

SACRAMENTO CITY COUNCIL

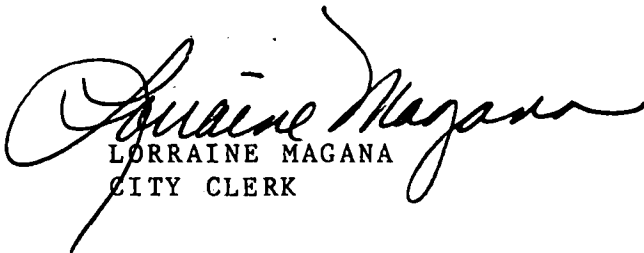
December 3, 1982  
Friday  
9:00 a.m.

I HEREBY CALL a Special Meeting of the Sacramento City Council, Council Chamber, Second Floor, City Hall, 915 "I" Street, Sacramento, California, on Friday, December 3, 1982, at the hour of 9:00 a.m., to meet for the purpose of considering and acting upon agreements with Stationary Engineers Local 39 - Operations and Maintenance, Office and Technical, Professional and General Supervisory Units.

ISSUED: This 1st Day of December, 1982

  
PHILLIP L. ISENBERG  
MAYOR

ATTEST:

  
LORRAINE MAGANA  
CITY CLERK

(1)



# CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS  
801 NINTH STREET, ROOM 105  
SACRAMENTO, CALIFORNIA 95814  
TELEPHONE (916) 449-5424

STEVE LAKICH  
DIRECTOR OF EMPLOYEE RELATIONS

December 3, 1982

City Council  
Sacramento, California

Honorable Members in Session:

SUBJECT: Tentative Agreements in Operations and Maintenance, Office and Technical, Professional and General Supervisory Units

## SUMMARY

The City of Sacramento and the Stationary Engineers Local 39 reached tentative settlement on two agreements covering approximately 1,525 employees in the Operations and Maintenance, Office and Technical, Professional and General Supervisory Units for the period December 3, 1982 to June 22, 1984. The tentative agreements have been ratified by the union membership. It is recommended that the City Council approve the attached tentative agreements.

## MAJOR FEATURES OF THE NEW AGREEMENTS

The major features of the tentative agreements in the first and second years are:

### First Year

1. There will be no general salary increase. The present salary rates will remain frozen during the first year.
2. Effective September 1, 1982, the City's monthly contribution for insurance benefits will increase by \$33.44, thereby changing the monthly contributions from \$139.20 to \$172.64 per employee.
3. Effective January 1, 1983, the City-sponsored Kaiser Plan will be "S" coverage.
4. Effective January 1, 1983, employees will be able to use the City insurance contribution to pay for the various City-sponsored insurance plans rather than the present practice which limits the City contribution to health and dental coverage only. With some exceptions, the employees will also be able to use the insurance contribution to purchase four Union-sponsored life and disability plans.

5. Effective December 11, 1982, the Identification Technicians I, II and III will receive a 15% education incentive if certified as Latent Print Examiner. The Superintendent of the Identification Bureau will receive a pay differential not to exceed 10% of the salary of the Identification Technician III with the incentive.
6. Effective December 11, 1982, the City will implement a productivity pay plan for employees in the classifications of Sanitation Worker I, II, III and IV. Employees assigned to one-member crews will receive an additional \$6 per day and employees assigned to two-member crews will receive an additional \$5 per day. There is a \$32 per day payment to the remaining two employees who are assigned to a legitimate three-member crew. A three-member crew has been defined as a residential route with less than 60% curbside pickup on a given day. In return, the City has eliminated the past practice of employees receiving extra compensation for a two-member crew working in lieu of a three-member crew. The new productivity pay plan will result in the immediate elimination of ten positions in the Waste Removal Division.
7. The uniform allowance for Parking Enforcement Officer has been increased from \$26.50 to \$35 per month. In addition, employees who are required to wear uniforms will be provided clean uniforms five days per week rather than the present practice of three clean uniforms per week.
8. Reimbursement for safety shoes has been increased from a maximum of \$60 to \$65 per pair. Also, reimbursement for safety glasses has been increased from the maximum of \$13.50 to \$15 per pair.
9. Effective February 5, 1983, employees in the Operations and Maintenance Unit will be covered by an agency shop provision which will require all employees to either join the union or pay a service fee to the Union for representation purposes. The Union currently has 69% membership in this unit. In the Office and Technical and Professional Units, the employees will be covered by modified agency shop which will require new employees hired on February 5, 1983 or later to join or pay a service fee to the Union. Incumbent employees who are not union members as of February 5, 1983 will not be required to join the union or pay a service fee. The Union currently has 42% membership in each of these units. As required by law, employees who have bona fide religious objection to public employee organizations will not be required to join or pay a service fee to the Union, but will have to pay a sum equal to the service fee to a charitable organization. The Union will have a right each fiscal year to call for a secret ballot election among employees in the Office and Technical or Professional Units to determine whether the employees want to be covered by a full agency shop.
10. Restrictions have been placed on the use of City time off for both union business and representational purposes for employee representatives.
11. The no-strike provision has been changed to clarify that the City Manager has the right to deny usage of sick leave in the event of a sick-out or other concerted activity.

12. The General Supervisory Unit is covered under a separate agreement from the other three rank-and-file bargaining units.
13. The classifications of Administrative Trainee, Benefits Technician and Retirement System Technician have been removed from the Office and Technical Unit and will be Unrepresented Confidential. The classifications of Stenographer Clerk III and Police Systems Analyst have been removed from Unrepresented Confidential and will be placed in the Office and Technical Unit.

#### Second Year

1. Effective June 25, 1983, there will be an 8% salary increase, except for those classifications with a maximum monthly of under \$1251 shall receive a salary increase of \$115 monthly and classifications with a maximum monthly salary of \$1250 to \$1484 shall receive a salary increase of 8% plus \$15 monthly.
2. Effective July 1, 1983, the City's monthly contribution for insurance benefits will increase by the amount of increase in the full family premium rates for the City-sponsored Kaiser "S" and Traveler's Dental plans.
3. The City will have the right to establish a composite rate for each City-sponsored health and dental plan commencing with Fiscal Year 1984-85.

#### FINANCIAL IMPACT


In the first year, the projected cost increase is \$801,000.

Based on 1982 budget data, the projected additional increase for the second year is \$3,275,000, excluding any increases in the City's insurance contributions. To give consideration to insurance increases in the second year, if Kaiser "S" and Traveler's Dental plans increased a total of \$10 per month, there would be an additional cost of \$183,000 for Fiscal Year 1983-84. The second-year cost projection covers the increased City expenditures to the retirement systems, including the unfunded liability.

#### RECOMMENDATION

It is recommended that the City Council approve the attached agreement covering employees in the Operations and Maintenance, Office and Technical and Professional Units and the attached agreement covering employees in the General Supervisory Unit.

Respectfully submitted,



STEVE LAKICH

Director of Employee Relations

Recommendation Approved:



WALTER J. SLIVE  
City Manager

# RESOLUTION NO. 82-829

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

December 3, 1982

A RESOLUTION ADOPTING AGREEMENT WITH  
INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY LOCAL 39, AFL-CIO  
DATED DECEMBER 3, 1982

WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution on employer-employee relations policy; and,

WHEREAS, under the terms of that policy, the representatives of the City Manager have met and conferred with representatives of the International Union of Operating Engineers, Stationary Local 39, AFL-CIO, the recognized employee organization for employees in the Operations and Maintenance, Office and Technical, and Professional Units as designated in said policy; and,

WHEREAS, these parties have reached agreement on matters relating to the employment conditions of the employees in said units, as reflected by the written Agreement entered into by them on December 3, 1982, which Agreement is attached hereto and made a part hereof; and,

WHEREAS, this Council finds that the provisions and agreements contained in this Agreement are fair and proper and in the best interests of the City of Sacramento;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in the said Agreement.

---

MAYOR

ATTEST:

---

CITY CLERK

AGREEMENT  
BETWEEN  
CITY OF SACRAMENTO  
AND

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY LOCAL 39, AFL-CIO

COVERING ALL EMPLOYEES IN THE  
OPERATIONS AND MAINTENANCE, OFFICE AND TECHNICAL  
AND PROFESSIONAL UNITS

1982 - 1984

TABLE OF CONTENTS

<u>Section</u>	<u>Page</u>
PREAMBLE	
ARTICLE I RECOGNITION	
1. Recognition . . . . .	1
2. Employees Covered by This Agreement . . . . .	1
ARTICLE II SOLE AGREEMENT	
3. Sole Agreement . . . . .	2
ARTICLE III CITY RIGHTS	
4. City Rights . . . . .	2
ARTICLE IV UNION RIGHTS	
5. Payroll Deductions . . . . .	3
6. Agency Shop . . . . .	4
7. Time Off for Union Business . . . . .	7
8. Bulletin Boards . . . . .	7
9. List of New Employees . . . . .	7
10. Stewards . . . . .	8
ARTICLE V GRIEVANCE PROCEDURE	
11. Purpose . . . . .	8
12. Definitions . . . . .	8
13. Step One . . . . .	9
14. Step Two . . . . .	9
15. Step Three . . . . .	9
16. Arbitration . . . . .	10
17. Witnesses . . . . .	11
ARTICLE VI SALARIES	
18. 1982-83 Salaries . . . . .	11
19. 1983-84 Salaries . . . . .	11
20. Salary Steps . . . . .	11

<u>Section</u>	<u>Page</u>
ARTICLE VII INSURANCE BENEFITS	
21. Insurance Benefits . . . . .	11
ARTICLE VIII HOURS OF WORK	
22. Workday, Workweek . . . . .	13
23. Rest Periods . . . . .	14
ARTICLE IX OVERTIME COMPENSATION	
24. Overtime . . . . .	14
25. Premium Pay Calculation . . . . .	15
26. Court Overtime . . . . .	16
ARTICLE X STANDBY ASSIGNMENTS AND NIGHT-SHIFT PREMIUM PAY	
27. Standby Assignments . . . . .	17
28. Night-Shift Premium Pay . . . . .	17
ARTICLE XI HOLIDAY BENEFITS AND LEAVES	
29. Holidays . . . . .	18
30. Vacation . . . . .	20
31. Jury Duty . . . . .	21
ARTICLE XII SPECIAL ALLOWANCES	
32. Temporary Work in a Higher Classification . . . . .	21
33. Tuition Reimbursement . . . . .	22
34. Sanitation Worker Productivity Pay Plan . . . . .	22
35. Identification Certificate Program . . . . .	22
ARTICLE XIII TRANSPORTATION	
36. General . . . . .	23
37. Mileage Reimbursement and Monthly Vehicle Allowance . . . . .	23
38. Regional Transit Bus Pass . . . . .	24
ARTICLE XIV LAYOFF	
39. Purpose . . . . .	24
40. Definitions . . . . .	24
41. Procedure . . . . .	26
42. Salary in Event of Downgrade . . . . .	28



<u>Section</u>	<u>Page</u>
ARTICLE XIV LAYOFF (Contd.)	
43. Fringe Benefits . . . . .	29
44. Recall . . . . .	29
45. General . . . . .	31
ARTICLE XV WORK SHARING PROGRAM	
46. Work Sharing Program . . . . .	31
ARTICLE XVI UNIFORMS AND COVERALLS	
47. Uniforms . . . . .	32
48. Coveralls . . . . .	33
ARTICLE XVII SAFETY SHOES AND SAFETY GLASSES	
49. Safety Shoes . . . . .	33
50. Safety Glasses . . . . .	33
ARTICLE XVIII SAFETY	
51. Safety Advisory Committee . . . . .	34
52. Accident Review Board in Street Maintenance . . . . .	34
53. Non-Fault Vehicular Accidents . . . . .	34
ARTICLE XIX DISCIPLINE	
54. Discipline . . . . .	35
ARTICLE XX CLASSIFICATION AND PAY	
55. New or Revised Job Classifications . . . . .	35
ARTICLE XXI MISCELLANEOUS	
56. Civil Service Rules . . . . .	36
57. Selection of Vacancies . . . . .	36
58. Advancement in Rate of Compensation . . . . .	36
59. Promotion From Within . . . . .	36
60. Consolidation . . . . .	36
61. Damage to Prescription Glasses . . . . .	37
62. Workers Compensation . . . . .	37

Section

Page

ARTICLE XXI  
MISCELLANEOUS (Contd.)

63. Non-Discrimination. . . . .	37
64. Savings Clause. . . . .	37
65. Bargaining Unit Changes . . . . .	37
66. Sick Leave Accrued in Sacramento Public Library System. . . . .	38
67. Employee Performance Evaluations. . . . .	38
68. Deferred Lump Sum Payment . . . . .	38
69. Contracting-Out . . . . .	39
70. Strikes and Lockouts. . . . .	39
71. Term. . . . .	39

Exhibit A  
Exhibit A-1  
Exhibit B

## PREAMBLE

This AGREEMENT, hereinafter referred to as the Agreement, entered into by and between the CITY OF SACRAMENTO, hereinafter referred to as the City, and the INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY LOCAL 39, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious labor relations between the City and the Union, establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work, and other conditions of employment.

## ARTICLE I RECOGNITION

### 1. RECOGNITION

a. The City hereby recognizes the Union as the exclusive bargaining agent for all employees in the Operations and Maintenance, Office and Technical, and Professional Units, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Union on all matters relating to the scope of representation pertaining to the said employees as authorized by law.

b. The Union will not object to the State Mediation Service or the American Arbitration Association conducting an election pursuant to the City's Employer-Employee Relations Policy.

### 2. EMPLOYEES COVERED BY THIS AGREEMENT

Any employee working in a job classification in the Operations and Maintenance, Office and Technical, and Professional Units shall be covered by this Agreement except as hereinafter provided. Additionally, any career employee covered by this Agreement who accepts a temporary appointment to a classification outside this Agreement, where such temporary appointment was not made from a current eligible list, shall continue to be covered by this Agreement and such temporary appointment shall be treated as an out-of-classification assignment. Similarly, a career employee not covered by this Agreement who accepts a temporary appointment to a classification covered by this Agreement, where such temporary appointment was not made from a current eligible list, shall not fall under the provisions of this Agreement.

The following terms are defined as used throughout this Agreement:

Career Employees: Those employees having either probationary or permanent status in a classification covered by this Agreement.

Non-Career Employees: Employees working in a classification covered by this Agreement who are not required to serve a probationary period and who therefore have neither probationary nor permanent status. There are the following two (2) categories of non-career employees:

(+1,040): These non-career employees work, within one (1) year of each date of employment, in excess of 1,040 hours during a continuous period of employment of more than six (6) months.

(-1,040): These non-career employees work, within one (1) year of each date of employment, 1,040 or less hours. Included in this category are all non-career employees who do not fall under the (+1,040) definition.

## ARTICLE II SOLE AGREEMENT

### 3. SOLE AGREEMENT

a. This Agreement when signed by the parties hereto, and approved by the City Council, supersedes all other Agreements and supplements, and represents the sole agreement between the parties.

b. Neither party shall be obligated to meet and confer during the term of this Agreement on any matter within the scope of bargaining. However, if during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the Agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representative of the City and the Union. Any such changes validly made shall become a part of this Agreement and subject to its terms.

c. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.

## ARTICLE III CITY RIGHTS

### 4. CITY RIGHTS

The City retains the exclusive right, subject to and in accordance with applicable laws, the City Charter, Civil Service Rules and Regulations, and the provisions of this Agreement, (a) to direct employees in the performance of their duties; (b) to hire, promote, transfer and assign employees; (c) to classify employees in accordance with applicable Charter, ordinance and Civil Service Rule provisions; (d) to discipline employees in accordance with applicable Rules; (e) to dismiss employees because of lack of work or for other reasonable cause; (f) to determine the mission of its Divisions and Departments, and its budget, organization, the number of employees, and the numbers, types, classifications and grades of positions or employees assigned to an organization unit, work project, shift, or tour of duty, and the methods and technology of performing its work; and (g) to take whatever action may be appropriate to carry out its mission in situations of emergency.

ARTICLE IV  
UNION RIGHTS

5. PAYROLL DEDUCTIONS

a. In addition to continuing existing payroll deductions for group insurance plans to which the City is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for (1) the normal and regular monthly union membership dues and assessments, (2) the service fees for non-members as set forth in Section 6 of this Agreement, and (3) the insurance premiums for plans to which the City is not the contracting party open to members of the Union.

b. All the above payroll deductions shall be subject to the following conditions:

- (1) Such deductions shall be made pursuant to the terms and conditions set forth in authorization forms approved by the City. Such forms shall be those which are currently used. Any changes or modifications shall be agreed upon between the City and Union.
- (2) If for any reason an employee does not have sufficient funds due him/her to provide for the payment of any of the above payroll deductions after all other authorized or mandatory deductions or garnishments have been made, if any, no such sums shall be payroll deducted and the Union shall assume the duty of direct collection from the employee.
- (3) Deductions and authorizations shall be separated by type of deduction (union membership dues, service fees, insurance premiums) and by payee. Additionally, the Union will also receive information as to which employees were required to pay a service fee within a bi-weekly pay period even if such service fee was not payroll deducted. The only exception shall be employees within the Office and Technical and Professional Units hired prior to February 5, 1983 who withdraw their Union membership on or after February 5, 1983.
- (4) Such deductions shall be made only upon submission to the Payroll Section, Department of Finance, of the said authorization form duly completed and executed by the employee and the Union, except the authorization form for service fees shall be completed and executed by solely the employee.
- (5) The Union will be responsible for notifying the Payroll Section of any changes in the amounts to be payroll deducted from the paychecks of employees who have authorization forms on file with the City. Such notification shall be in the form of a letter signed by the authorized representative of the Union certifying a change in dues, service fees, or insurance premiums.

- (6) The Union agrees to indemnify, defend and hold the City harmless against any claims made of any nature whatsoever, and against any suit instituted against the City arising from its deductions for dues, service fees, or insurance or other programs sponsored by the Union.
- (7) The City will remit to the Union a check for all of the deductions.

6. AGENCY SHOP

a. General

Effective February 5, 1983, as a condition of continued employment, all career employees who are paid one (1) or more hours salary (including injury-on-duty time under the City Charter) during a bi-weekly pay period, and all non-career employees who are paid forty (40) or more hours salary during a bi-weekly pay period shall be a member of the Union or pay an agency shop service fee to the Union in an amount determined as set forth in subsection (b) below. This provision shall apply to all employees in the Operations and Maintenance Unit, and employees hired on or after February 5, 1983, in the Office and Technical and Professional Units. Employees in the Office and Technical and Professional Units hired prior to February 5, 1983, and who are members of the Union on February 5, 1983, shall, as a condition of continued employment, maintain their Union membership or pay the service fee to the Union. No employee shall be required to pay the service fee during the first sixty (60) calendar days of employment.

The provisions of this Section shall remain in effect during the term of this Agreement and any mutually agreed upon extension of that term.

b. Service Fee

The service fee required in subsection (a) shall be an amount equal to the Union's uniformly-applied standard initiation fee, periodic dues and general assessments. In computing such amounts, the Union shall exclude expenditures for members-only benefits and Union expenditures for political and ideological purposes unrelated to collective bargaining, contract administration and grievance adjustment. Any dispute as to the service fee or the amount thereof shall be directed solely to the Union, and the City shall not be a party to the dispute.

Both the service fee and the union dues may be paid to the Union through payroll deductions as set forth in Section 5. There is no obligation on the part of the City to provide payroll deduction for the three (3) organizations listed in subsection (c).

c. Religious Objection

Any employee otherwise required to pay a service fee under this Section, and who is a member of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support any public employee organization as a condition of continued employment. Such an employee shall be required as a condition of continued employment, in lieu of the service fee, to pay a sum equal to the service fee otherwise payable under this Section to a non-religious, non-labor charitable fund exempt from taxation under Internal Revenue Code Section 501(c)(3). Upon request of the Union, such employee shall be required to submit to the Union proof of payment of the in-lieu-of service fee. For purposes of this Section, such employees shall choose from the following three (3) organizations:

March of Dimes  
United Way  
Firefighter Pacific Burn Institute

Employees claiming a religious exemption shall be required to file a written statement under oath or affirmation with the Union, which identifies the religious organization by name, if any, and which provides in detail that the employee and the organization meet all of the requirements for claiming the religious exemption.

d. Disclosure and Reporting

The Union shall keep an adequate itemized record of its financial transactions and shall make available annually, to the City and to the employees covered by this Section within sixty (60) days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant. The Union, if required to file financial reports under the Labor-Management Disclosure Act of 1959 covering employees governed by this Agreement, or if required to file financial reports under Section 3546.5 of the Government Code, shall instead provide the City with a copy of such financial reports.

e. Hold Harmless

The Union shall promptly refund to the City any amounts paid to the Union in error under this Section.

The Union expressly agrees to indemnify and hold the City harmless from any and all claims, demands, costs (including any costs incurred by the City in defense of a lawsuit), expenses, damages or other monetary losses arising out of or in any way connected with any action or inaction of the City in the adoption or administration of this Section. This hold harmless and indemnity agreement shall include but not be limited to employee legal actions of any sort or nature against the City based upon or related to this Section. Further, in the event that the City undertakes disciplinary action against an employee pursuant to this Section, this hold harmless and indemnity agreement

shall cover all costs and expenses, including any costs incurred by the City in defense of a lawsuit.

f. Change of Law

In the event there is a change in the law whereby any provision hereof becomes invalid or if for any reason any provision of this Section is rendered unlawful by any published appellate court decision, this Section shall be forthwith deemed amended to comply with the change or decision in question.

g. Discipline Procedure

No employee shall be terminated under this Section unless:

- (1) The Union first has notified the employee by letter, explaining that he/she is delinquent in not tendering the required service fee, or payment in lieu of service fee pursuant to subsections (c) and (d) above, specifying the current amount of the delinquency, and warning the employee that unless such service fee, or payment in lieu of service fee, is tendered within thirty (30) calendar days, the employee will be reported to the City for termination as provided in this Section; and
- (2) The Union has furnished the City with written proof that the procedure of subsection (1) above has been followed, or has supplied the City with a copy of the letter sent to the employee and notice that he/she has not complied with the request. The Union must further provide, when requesting the City to terminate the employee, the following written notice:

"The Union certifies that           (employee's name)           has failed to tender the agency shop service fee, or payment in lieu of service fee, required as a condition of employment under this Agreement and that under the terms thereof, the City shall terminate the employee."

No employee who is on injury-on-duty time under the City Charter shall be terminated under this Section.

h. Duty of Fair Representation

The Union shall accord fair representation in all matters to all employees in the unit without regard to whether the particular employee is a member of the Union. The duty of fair representation shall include but not be limited to all matters related to collective bargaining, discipline, contract administration, and grievance processing.



i. Employee Rights

Employees covered by this Agreement shall have all rights specified in Government Code Section 3502.5(b).

j. Agency Shop Election

The Union shall have the right each fiscal year to call for a secret ballot election among all eligible employees in the Office and Technical or Professional Units to determine whether the employees desire to be covered by a full agency shop. Eligible employees shall include all employees covered by the Agreement in the bi-weekly pay period ending immediately preceding the Union's request. The secret ballot election shall be supervised by the State Mediation Service. In the event a majority of the employees voting in either of the Units vote in the affirmative for the full agency shop, the parties shall amend this Agreement to include such a provision for that Unit.

7. TIME OFF FOR UNION BUSINESS

City employees covered by this Agreement who are serving current terms as members of the Union's Local 39 Executive Board may be allowed three (3) days per month of City time to conduct Union business if such request is made by the Business Representative of Local 39 to the Director of Employee Relations with at least forty-eight (48) hours advance notice. The Director of Employee Relations shall have the right to deny such requests.

8. BULLETIN BOARDS

a. In addition to providing the Union with a locked bulletin board at City Hall and the 28th Street Yard, space shall be provided on City property, at locations mutually agreed upon, for Union bulletin boards for the posting of the following types of notices:

- (1) Union recreational and social activities
- (2) Union elections
- (3) Union appointments and results of Union elections
- (4) Union meetings

b. Such other notices as may be mutually agreed upon by the Union and the Department of Employee Relations. Bulletin boards are for the sole purpose of such notices as are listed above. The board size shall be three (3) feet by four (4) feet.

9. LIST OF NEW EMPLOYEES

The Union will be given a list each month of career and non-career new hires, by name and department, appointed to classifications represented by the Union. The list will be made available in a timely manner after the first of each month.

10. STEWARDS

a. The City recognizes that the Union has established Stewards, who consist of career City employees represented by the Union, to handle grievances pertaining to this Agreement. A current list of Stewards shall be made available to the Director of Employee Relations, together with any changes thereto. Further, the Union shall provide each Department, and post in each work area, a current list of Stewards authorized in said Department.

b. Stewards shall be designated in accordance with areas mutually agreed upon by the Union and the City. The Union will not exceed a ratio of one (1) Steward to every fifty-five (55) represented employees.

c. Stewards shall not conduct union or representational activities, including grievance handling, on City time unless prior approval is expressly granted by City management.

ARTICLE V  
GRIEVANCE PROCEDURE

The City and the Union agree to implement the following grievance procedure:

11. PURPOSE

a. This grievance procedure shall be used to process and resolve grievances arising under this Agreement except to the extent that the City Charter vests jurisdiction elsewhere.

b. The purposes of this procedure are:

- (1) to resolve grievances informally at the lowest possible level;
- (2) to provide an orderly procedure for reviewing and resolving grievances promptly.

12. DEFINITIONS

a. A grievance is a good faith complaint of one or a group of employees, or a dispute between the City and the Union involving the interpretation, application, or enforcement of the express terms of this Agreement.

b. As used in this procedure, the term "supervisor" means the individual who assigns, reviews and directs the work of an employee.

c. As used in this procedure the term "party" means an employee, the Union, the City, or their authorized representatives.

d. The employee retains all rights conferred by Sections 3500 et. seq., of the Government Code or Civil Service Rules and Regulations of the City unless waived by such employee.

13. STEP ONE

An employee who believes he has cause for grievance may contact his supervisor alone. An employee who believes he has cause for grievance may contact his supervisor with his Steward. If after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted, the grievance may be reduced to writing. The grievance statement shall include the following:

a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and sections(s) of this Agreement.

b. The remedy or correction requested of the City.

c. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee's supervisor.

d. The grieving employee's Division Head or designee shall give his answer to the grievance in writing within five (5) standard workdays from the time he receives the grievance in writing. The answer by the Division Head or designee shall include the following:

(1) a complete statement of the City's position and the facts upon which it is based;

(2) the remedy or correction which has been offered, if any.

14. STEP TWO

The appeal to the second step will be made within five (5) standard workdays. The hearing of the grievance will be held within five (5) standard working days of the second step appeal. The Union Representative and designated Departmental Representative will meet in an effort to settle the matter. The City's answer will be made five (5) standard workdays after the hearing is held. The employee has five (5) standard workdays to determine whether or not to appeal the grievance to the third step.

15. STEP THREE

a. The Union's Representative and the designated representative of the City will meet to hear grievance appealed to the third step. Grievances of general nature pertaining to matters not normally decided by Shop or Unit supervisory personnel may be presented directly to the third step.

b. Grievances appealed to the third step of the grievance procedure shall be heard within ten (10) standard working days after the appeal to the third step of the grievance procedure.

c. A written answer will be made within ten (10) standard workdays after the hearing, stating the City's position.

## 16. ARBITRATION

If the third step answer is not satisfactory to the employee, the Union may appeal the grievance to arbitration. The request for arbitration must be given in writing to the designated City Representative by the Union within ten (10) standard workdays from the date of the third step answer.

a. An arbitrator may be selected by mutual agreement between the Union Representative and the City's Representative.

b. Should the representatives fail to mutually agree on an arbitrator they shall make a joint request to the State Conciliation & Mediation Service for a list of five (5) qualified arbitrators. The parties shall each strike two (2) names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.

c. It is understood that the arbitrator will only interpret this Agreement and will in no instance add to, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on the City, the Union and employee.

d. The fees of the arbitrator and the court reporter if used will be borne equally by the Union and the City.

e. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.

f. No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance was based. With the consent of the City's third step representative the 30-day time limit for filing grievances may be extended.

g. If the City does not meet time limits, the Union may process the grievance to the next step of the grievance procedure. Time limits at each grievance step may be waived by mutual agreement of the parties.

h. The Union Business Representative or designee shall have the authority to settle grievances for the Union or employees at the respective steps of the grievance procedure.

17. WITNESSES

The City agrees that employees shall not suffer loss of compensation for time spent as a witness at an arbitration hearing held pursuant hereto. The Union agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

ARTICLE VI  
SALARIES

18. 1982-83 SALARIES

The bi-weekly rates of pay as set forth in Exhibit A shall continue in effect through June 24, 1983.

19. 1983-84 SALARIES

Effective June 25, 1983, salary ranges in terms of bi-weekly rates of pay for represented classifications shall receive an 8.0% increase, except classifications with a maximum monthly salary of under \$1251 shall receive a salary increase of \$115 monthly, and classifications with a maximum monthly salary of \$1251 to \$1484 shall receive a salary increase of 8.0% plus \$15 monthly.

20. SALARY STEPS

On the effective date of this Agreement, new employees hired and employees promoted in the following classifications shall be in a five-step (A-B-C-D-E) salary plan:

Sanitation Worker I  
Custodian I  
Custodian II  
Maintenance Worker I  
Park Maintenance Worker I

Incumbent career employees who remain in their current classifications shall continue in the three-step (A-C-E) salary plan.

ARTICLE VII  
INSURANCE BENEFITS

21. INSURANCE BENEFITS

a. Effective September 1, 1982, the City agrees to make contributions up to \$172.64 per month per eligible career and eligible non-career (+1,040) employee toward the premium costs of the City's medical and dental insurance plans covering eligible employees and qualified dependents, if any.

b. Effective January 1, 1983, the City agrees to make contributions up to \$172.64 per month per eligible full-time career employee toward the premiums in application preference of City-sponsored medical, dental, disability, and/or life insurance plans covering eligible employees and qualified dependents, if any. A full-time career employee shall be eligible for a City contribution on each applicable payday if the employee is paid for one or more hours of salary. Eligible career employees may apply any remaining portion of the City contribution to Union-sponsored term life insurance, High Level Accidental Death and Dismemberment Insurance, and/or permanent life insurance provided the eligible career employees have first applied the City contribution to the City's present supplemental life insurance. The City will have the right to offer more life insurance in the future. Employees will have the option of purchasing this life insurance with the City contribution but they would not have to exhaust the newly offered life insurance before purchasing the Union-sponsored insurance. Eligible career employees who use the City contribution for Union-sponsored permanent life insurance shall not receive by way of loan or otherwise any cash value on such insurance so long as they are employed with the City. Eligible career employees may apply the City contribution for the City's disability plan or the Union-sponsored disability income protection plan, but not both.

c. Effective January 1, 1983, the City agrees to make contributions up to \$172.64 per month, on either a 100% or 50% basis, for part-time career employees, including those in a work sharing program, and non-career (+1,040) employees, toward the premiums of only City-sponsored medical and dental insurance plans covering eligible employees and qualified dependents, if any. The amount of City contribution for each applicable payroll shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% contribution; 40-63.9 hours paid = 50% contribution. To be eligible for any City contribution under this Section, the part-time career and non-career (+1,040) employee must be paid for a minimum of forty (40) hours of work on each payday.

d. If a part-time career employee or a non-career employee fails to be paid for the minimum forty (40) hours necessary to receive the City contribution, the City shall deduct from the employee's paycheck the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the part-time career or non-career employee's paycheck cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall automatically drop the employee from the City-sponsored insurance program until the next open enrollment period.

e. The City agrees to provide basic life insurance in the amount of \$2,500 to each eligible career employee at no cost to the employee if the employee receives the City contribution as stated above.

f. Employees who are paid less than one hour salary per payday may continue any City-sponsored insurance in effect, for up to six (6) months, by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.

g. All terms and conditions of medical and dental insurance sponsored by the City will be as outlined on certificates of coverage and related insurance contracts.

h. Effective January 1, 1983, the City-sponsored Kaiser Plan will be "S" coverage (Drug III, Optical A, and Dependent Code 2).

i. Effective July 1, 1983, the City will increase the maximum monthly insurance contribution as set forth in Sections (b) and (c) above by a dollar amount equal to the increase in the full family premium rates for the City-sponsored Kaiser "S" and Traveler's Dental plans. This increase, if any, will be calculated by subtracting the premium rates in effect September 1982 from the rates to be effective September 1983.

j. The City shall have the right to establish a composite rate for each City-sponsored health and dental plan commencing with Fiscal Year 1984-85.

k. The Union agrees to furnish to the City, on request, information on each employee's enrollment in disability and life insurance plans sponsored by the Union to which the City contribution under subsection (b) of this Article may be applied. This information shall be furnished so that the proper amounts of City contribution and employee's contribution toward insurance premiums can be clearly distinguished. Such information may include, but not limited to, types of coverage, individual premiums, copies of enrollment cards or applications for coverage, premium rate schedules, and/or copies of itemized premium billings.

#### ARTICLE VIII HOURS OF WORK

#### 22. WORKDAY, WORKWEEK

a. The workweek for employees covered by this Agreement shall begin at 12:01 a.m. Saturday, and end at 12:00 midnight the following Friday. The employees' workweek shall consist of forty (40) working hours during the said seven (7) day period. This paragraph does not apply to non-career employees.

b. The City may establish a workweek schedule consisting of forty (40) hours in increments of four (4) ten (10) hour workdays or five (5) eight (8) hour workdays. The City agrees to discuss with the Union thirty (30) days in advance of implementation of the four-ten workweek. Every effort will be made to schedule such workdays consecutively and avoid back-to-back workweeks, unless a separate written workweek agreement is entered into by the City and the Union. This paragraph does not apply to non-career employees.

c. All employees covered by this Agreement, except those employees on a straight eight-hour workday, shall be allowed a lunch period, to be used as the employee desires within accepted standards, of not less than thirty (30) minutes nor more than one (1) hour which may be scheduled generally in the middle of the workshift. If an employee is required to work during his/her lunch period, and if no alternate lunch period is taken, at the approval of the employee's supervisor said time shall be compensated at the applicable overtime rate if the hours worked exceed that of his/her scheduled workshift. This paragraph does not apply to non-career employees.

d. Employees shall be given at least five (5) workdays' notice prior to a permanent change in their assigned hours of work. The notice requirement shall not apply to emergency assignments or changes as a result of absences by other employees. If an employee's shift or days off are changed without the above notification, he shall be paid the overtime rate for all hours worked on the first day of the new shift. This paragraph applies only to those non-career (+1,040) employees who have a permanent shift schedule.

### 23. REST PERIODS

a. Each employee covered by this Agreement will be afforded rest periods. These rest periods will be as currently administered by their respective departments.

b. The length of the rest periods will be fifteen (15) minutes during the first half of an employee's workshift, and fifteen (15) minutes during the last half of an employee's workshift, unless the City and Union agree otherwise in writing. Non-career employees shall be entitled to a fifteen (15) minute rest period during every four (4) hours of scheduled work.

c. The City shall notify employees or post in each work location a policy statement regarding when rest periods shall be taken. In the event it is deemed necessary to change an established rest period within a work organization, notification will be given to the Union prior to implementing such change.

## ARTICLE IX OVERTIME COMPENSATION

### 24. OVERTIME

a. The City agrees that it will compensate employees for overtime pay at one and one-half (1-1/2) times their regular rate of pay. When an employee is required to work in excess of a regular day workshift, or on scheduled days off, or on a recognized holiday, such worktime shall be compensated as overtime.

b. Overtime compensation will be paid only when an employee works in excess of eight (8) hours in a regular workday and/or in excess of forty (40) hours in a regular workweek.

c. Employees working four (4) ten (10) hour days shall be compensated at time and one-half for hours worked over ten (10) in a workday and/or forty (40) hours in a workweek.

d. Overtime work shall be distributed equally insofar as possible among qualified career employees engaged in the same activities or any one class in accordance with the criteria established herein.

e. The City shall determine which employees are qualified for overtime based on the following factors:



- (1) Employee class
- (2) Job location
- (3) Shift
- (4) Completion of started assignment
- (5) Emergency
- (6) Desire to work overtime
- (7) Employee availability

f. The City shall review its distribution of overtime every three (3) months. It is understood that the nature of certain work assignments does not easily permit equal distribution of overtime, and in such cases exception may be made to equal distribution. Disputes over equal distribution of overtime may be resolved pursuant to the grievance procedure.

g. Employees shall be entitled to overtime compensation or compensating time off at the employer's option. Considering the request of the employee, the determination of additional pay or time off for overtime compensation shall be made by the Department Head.

h. Both the cash payment and the compensating time off shall be computed at the rate of time and one-half (1-1/2) the number of overtime hours worked. Any compensating time off must be approved by the employee's Department Head.

i. Each calendar year employees may accrue up to eighty (80) hours of compensating time off up to the last pay period in December of each year. All compensating time off not used by this time will be paid to the employee in cash. This cash payment will be included in the first paycheck in January.

j. The City shall not adjust a regular workweek schedule during said workweek to avoid payment of overtime.

## 25. PREMIUM PAY CALCULATION

The annual hourly factor used to calculate the hourly rate for premium pay will be 2,080 hours. This hourly rate is to be used to determine the following premium pay benefits:

- (1) Overtime Pay
- (2) Out-of-Class Pay
- (3) Sick Leave Incentive Payouts
- (4) Vacation Sell-Back
- (5) Night-Shift Premium Pay

## COURT OVERTIME

a. Court Overtime

- (1) This section applies when an employee is subpoenaed to appear in the litigation of a public offense in his/her capacity as an employee of the City of Sacramento. For the purposes of this Section "subpoenaed to appear" shall be defined as being served with a subpoena in California Penal Code Sections 1326 through 1332, or a "subpoena request form" used by the Sacramento Police Department.
- (2) When an employee is subpoenaed to appear in court and is not scheduled to be on duty, during the time of his/her appearance, upon reporting to the court the employee will receive a minimum of four (4) hours pay at time and one-half, or the actual amount of time spent in court, whichever is greater.
- (3) When such court appearance on off-duty time requires the employee to be in attendance before and after the lunch recess, such lunch time will be included in determining the employee's court overtime pay.
- (4) When the employee's court appearance is scheduled within two (2) hours after the end of the employee's workhours, the employee will be compensated at the rate of time and one-half for a minimum of two (2) hours for such court appearance. If the employee's court extends beyond the two (2) hour minimum, the employee will receive four (4) hours pay at time and one-half, or the actual amount of time spent in court, whichever is greater.
- (5) When the employee's court appearance is scheduled within two (2) hours prior to the beginning of the employee's work hours, the employee will be compensated at the rate of time and one-half for a minimum of two (2) hours for such court appearance.
- (6) When an employee is on vacation more than two hundred (200) miles from Sacramento and the vacation is interrupted by a court appearance, the employee shall be paid a minimum of four (4) hours pay at the rate of double time for such court appearance, and shall be given an additional vacation day for each day at court appearance and travel time, if such travel time is at least one (1) full day. (Travel time is defined as seven (7) hours.) However, for an employee to be eligible for compensation under this subsection the employee must, upon receiving the subpoena, notify both his/her immediate supervisor and the Court Liaison Office of the scheduled vacation/court appearance conflict.

b. Telephone Standby Time

- (1) When an employee is placed on telephone standby by the District Attorney, or the judge of the court, the employee is required, at no cost to the City, to notify the Court Liaison Officer, and the employee's immediate supervisor, of the court order. If the standby requirement has been confirmed by the department, the employee will be compensated at the rate of one and one-half (1-1/2) times his/her regular rate of pay for only those hours that the court is actually in session.
- (2) There shall be no telephone overtime for an employee merely answering his/her personal telephone.
- (3) This section does not preclude the employee from contacting the court, District Attorney, his office, or the Court Liaison Office at his/her own discretion. However, these calls will not be compensated.

c. Cancellation of Appearances

Notice of cancellation will be given to employees three (3) hours prior to court or at the end of last shift prior to court. In the event that such notice is given within the three (3) hours, employees will receive two (2) hours of overtime at the rate of time and one-half. Notification to employees prior to three (3) hours will eliminate overtime compensation.

ARTICLE X  
STANDBY ASSIGNMENTS AND NIGHT-SHIFT PREMIUM PAY

27. STANDBY ASSIGNMENTS

An employee who is required to remain on call for emergency work shall be paid \$115 per week in addition to his regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay at time and one-half their base rate of pay. Non-career employees shall not be on call for emergency work. Any employee who is on standby New Year's Day, Christmas Day, Thanksgiving Day or the 4th of July shall receive twelve (12) hours holiday credit.

28. NIGHT-SHIFT PREMIUM PAY

a. Career and non-career (+1,040) employees covered by this Agreement who work five-eighths or more of their regular shift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated, therefore, by payment for the entire shift of an additional five percent (5%) of their base pay for that shift. Said employees who work less than five-eighths of their regular workshift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated for those hours worked (to the nearest one-half hour) within this period by payment of an additional five percent (5%) of their base pay for such hours.

b. An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.

ARTICLE XI  
HOLIDAY BENEFITS AND LEAVES

29. HOLIDAYS

a. The following shall be the recognized holidays under this Agreement:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Washington's Birthday	Third Monday in February
Friday (4 hours)	Friday Before Easter
Memorial Day	Last Day in May
Independence Day	July 4
Labor Day	First Monday in September
Admission Day	September 9
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving Day	Fourth Friday in November
Christmas Day	December 25
Christmas Eve (4 hours)	December 24
New Year's Eve (4 hours)	December 31

b. Eligibility

(1) To be eligible for holiday pay, the employee shall work the last scheduled workday before and after the recognized holiday. Paid time on vacation, sick leave or compensating time off shall be considered hours worked for the purpose of holiday pay eligibility. An employee absent due to a disciplinary suspension shall not be considered to have missed a scheduled workday for the purpose of holiday pay eligibility.

- (2) In addition to the above, a non-career employee shall be eligible to receive the holiday benefit on a pro-rata basis.
- (3) Notwithstanding any provision of this Section, non-career (-1,040) employees who work in classifications which have only an hourly rate of pay as set forth in Exhibits A and A-1 shall not have any recognized holidays.

c. Monday-Friday Schedule

If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- (2) If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- (3) An employee who is scheduled to work on a holiday shall receive holiday pay plus time and one-half compensation for working the holiday.

d. Weekend Schedule

If an employee's scheduled days off are other than Saturday and Sunday during the standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) The actual dates as listed above shall be considered as the employee's holiday.
- (2) If the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit.
- (3) An employee who is regularly scheduled to work on a holiday shall receive holiday pay plus time and one-half compensation for working the holiday.

e. Holiday Benefit for Dispatchers

- (1) The number of recognized holidays for employees in the classifications of Dispatcher I, II, and III shall be 12-1/2 per calendar year.
- (2) Credits for holidays shall accrue on the basis that employees shall be credited with one holiday on the first day of each month, except the month of January, in which they shall be credited with one and one-half (1-1/2) days irrespective of when particular holidays may occur on the calendar.

- (3) At the option of the City, the employee shall either be given one day off with pay for accrued holiday credit on a one-day for one-day basis, or in lieu thereof shall have his pay adjusted on the basis of an additional half day per holiday credit.
- (4) Holiday accumulation shall be limited to a total of ten (10) days.

f. Holiday Credit Accumulation

Employees may accumulate holiday credit up to a maximum of ten (10) days. Holiday credit may be taken by the employee at the discretion of the Department Head. Employees may use up to five (5) days of holiday accrual in conjunction with a scheduled vacation with the approval of the Department Head.

30. VACATION

a. The time at which the employee shall be granted a vacation is at the approval of the Department Head. However, in an effort to accommodate the employee's requested vacation schedule each department shall open to bid vacation scheduling thirty-one (31) days prior to February 1st of each year. Classification seniority shall govern where more than one employee bids for the same period. In case of a tie the employee with the greatest amount of continuous City service shall be senior.

b. Non-career (+1,040) employees shall be eligible to bid for vacation after all career employees have bid. Date of last hire shall determine seniority for non-career employees. Non-career employees shall bid for vacation on the basis of said seniority.

c. The final vacation schedule as approved by the Department Head shall be permanently posted in the employee work area not later than the 1st Friday of March.

d. Annual vacations applied for other than during the open bid period will be granted with the approval of the Department Head or his authorized representative.

e. In no event may a senior employee bump a junior employee from a vacation period after the thirty-one (31) day bidding period has run. However, employees may trade vacation periods if all trading employees agree. Changes in the vacation schedule may be amended with the approval of the Department Head or authorized representative.

f. Employees covered by this Agreement are entitled to schedule accumulated and unused vacation credits in increments of any duration.

g. All employees shall be notified in advance before losing accumulated vacation.

31. JURY DUTY

a. When an employee is absent from work to serve on a jury or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. Pay for such worktime lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all jury remuneration received, less transportation allowance, to the City.

b. If a swing shift or graveyard shift employee who is scheduled to work an eight (8) hour shift has served in excess of four (4) hours on jury duty, he will notify his supervisor in advance of his start time so he can be excused from his shift. If the employee is on jury duty less than four (4) hours, he will be required to work.

c. To receive pay for worktime lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any transportation and subsistence allowance.

d. When a non-career employee who is regularly scheduled to work and is ordered to report for jury duty said employee shall be entitled to jury duty benefits in accord with the above stated procedure.

ARTICLE XII  
SPECIAL ALLOWANCES

32. TEMPORARY WORK IN A HIGHER CLASSIFICATION

a. Temporary assignments to higher classifications shall be permitted only in those classes where in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned to a higher classification shall be compensated for the duration of the out-of-class assignment by the payment of five (5) percent of the regular salary the employee received prior to the out-of-class assignment, or the salary provided for in Step "A" of the higher classification, whichever is greater, but not to exceed Step "E" of the higher classification.

b. Temporary work in a higher classification shall first be offered to career employees. If no career employee desires the temporary work in a higher classification said assignment may then be offered to a non-career employee.

c. The City recognizes that temporary work in a higher classification shall not be used as a device for circumventing career Civil Service positions.

33. TUITION REIMBURSEMENT

The City agrees to reimburse career employees for the cost of tuition up to a maximum of \$60.00 per semester pursuant to the City's existing policy for such education reimbursement.

34. SANITATION WORKER PRODUCTIVITY PAY PLAN

a. Effective December 11, 1982, the City shall implement a productivity pay plan for employees in the classifications of Sanitation Worker I, II, III, and IV as set forth below.

b. Employees who are assigned to a one-member crew shall receive an additional \$6.00 per day for the completion of the majority of the assigned route. An employee who does not complete the majority of the assigned route on a one-member crew shall receive only an additional \$.75 per hour for the actual time spent working on such route.

c. Employees who are assigned to a two-member crew shall receive an additional \$5.00 per day for the completion of the majority of the assigned route. An employee who does not complete the majority of the assigned route on a two-member crew shall receive only an additional \$.625 per hour for the actual time spent working on such route.

d. Employees who are assigned to a three-member crew, but work the route without the third crew member, shall receive an additional \$32.00 per day for the completion of the majority of the assigned route. An employee who does not complete the majority of the assigned route on a three-member crew, without the third crew member, shall receive only an additional \$4.00 per hour for the actual time spent working on such route. For the purpose of this subsection, a three-member crew is a residential route with less than sixty percent (60%) curbside pickup on a given day.

e. Employees who are assigned to yard or other duties rather than a route assignment shall not be eligible for productivity pay.

f. Employees shall be eligible for productivity pay for time worked only. Productivity pay shall not be applicable for any paid or unpaid time off including, but not limited to, holidays, vacation, sick leave, compensating time off, and injury-on-duty time. Productivity pay shall not be considered a part of the regular rate of pay for the purpose of overtime compensation.

g. The prior past practice of employees receiving extra compensation for a two-member crew in lieu of a three-member crew is abolished and superseded by the above. The City reserves the right to determine the crew size, route size, and employee assignments.

35. IDENTIFICATION CERTIFICATE PROGRAM

This Section is applicable to career employees in the classifications of Identification Technician II and III.



a. Effective December 11, 1982, career employees in the classifications of Identification Technician II and III shall receive fifteen percent (15%) incentive compensation calculated upon the base salary, for possessing a Latent Print Examiner Certificate. The I.A.I. (International Association for Identification) standards currently in effect or any revised standards shall apply to the Latent Print Examiner Certificate.

b. In order to be eligible for the Incentive Compensation Program, employees who possess the Latent Print Examiner Certificate must place it on file with the Police Department for verification and process of the incentive compensation to be effective in the next bi-weekly pay period.

c. The incentive rates for the Identification Certificate Program are set forth in Exhibits A and A-1.

ARTICLE XIII  
TRANSPORTATION

36. GENERAL

It is the understanding of the parties that the City retains the right to eliminate, at any time, the overnight retention of City vehicles for employees in the units represented by the Union.

37. MILEAGE REIMBURSEMENT AND MONTHLY VEHICLE ALLOWANCE

a. The City has the right to offer one of the following mileage reimbursements to individual employees who use their personal vehicles for City business:

- (1) The rate established by the City for general mileage reimbursement; or
- (2) Monthly vehicle allowance at one of the following rates:

Average Miles Per Month		Current Mileage Reimbursement Rate		Insurance		Monthly Vehicle Allowance
400	x	\$.28	+	\$12	=	\$124
200	x	\$.28	+	\$12	=	\$ 68

b. If a personal vehicle was not a condition of employment, individual employees have the right to refuse to use their personal vehicles for City business.

38. REGIONAL TRANSIT BUS PASS

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for a one-half (1/2) price discount on a SRTD monthly bus pass. The employee must notify the Department of Finance, Revenue and Collections Division, prior to the first day of the month to obtain the bus pass discount for that next month. The one-half (1/2) price discount shall not include the cost of the zone sticker.

ARTICLE XIV  
LAYOFF

39. PURPOSE

This Article provides the procedure to be followed when an employee is to be displaced/laid off from his/her position.

40. DEFINITIONS

a. Layoff A layoff shall be defined as the dismissal or displacement of at least one (1) employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

b. Seniority

(1) Classification Seniority: Classification seniority shall be defined as the effective date of probationary appointment to the employee's present job classification including any time spent in a higher job classification, but less any time spent in a lower job classification due to a downgrade. The term higher classification shall mean a job classification in which the top rate of pay (Step E) is greater than the top rate of pay (Step E) of the employee's present job classification. For any employee who has not served a probationary period in his/her present job classification, or any employee whose position has been reallocated in accord with applicable Civil Service rules, classification seniority shall be mutually established by the City and the Union. For an employee who has downgraded, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted: (1) classification seniority in any higher classifications, and (2) previous classification seniority in the job classification in which the employee is currently working, and (3) present time spent in the job classification in which the employee is currently working.

(2) City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first

full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater.

- (3) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
- (4) Seniority Adjustments: Classification seniority and City service seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service.
- (5) Termination of Seniority: Termination of classification seniority and City service seniority shall occur upon:
  - (a) Resignation, provided that any employee who is reinstated and completes a probationary period, if any, in the position to which he/she was reinstated may count the seniority which he/she accumulated prior to resignation.
  - (b) Discharge.
  - (c) Retirement.
  - (d) Layoff in excess of five (5) consecutive years out of the City service.
  - (e) Failure to comply, report, or respond to a recall notice within fourteen (14) calendar days from the date of postmark on the recall notice.

c. Downgrade A downgrade shall be defined as a change in job classification to which the top rate of pay (Step E) is the same or less than the top rate of pay (Step E) of the employee's present classification, due to a layoff. A downgrade shall only be allowed to the appropriate classification within the employee's regression ladder, except as provided in Section 41(b)(4) of this Article.

d. Regression Ladder A regression ladder shall be defined as a classification series through which an employee may downgrade. The regression ladders are as set forth in Exhibit B to this Agreement.

e. Permanent Status For the purposes of this layoff procedure, permanent status is attained in a job classification when an employee has successfully completed his/her probationary period in that job classification. An employee in an exempt classification represented by the Union shall be considered a permanent employee under this Article.

f. Department of Library Those employees in the Department of Library who worked in a non-career position thirty-nine (39) hours per week shall consider such position as a full-time position within the meaning of City

Service Seniority. Those employees who are City employees at the time of a layoff, but who have held a position(s) in the County of Sacramento shall consider such County position(s) as employment with the City within the meaning of Classification Seniority and City Service Seniority.

41. PROCEDURE

a. Non-Career Employees

- (1) When a layoff is to occur within a job classification within a department, all non-career employees in the regression ladder in which that job classification is found shall be laid off first, except in the Refuse Collection and Off-Street Parking functions. In these functions, the City may continue working non-career Parking Lot Attendants and up to twenty-five (25) non-career Refuse Collectors regardless of any career employees who may be laid off in the regression ladder in which these job classifications fall. Career Refuse Collectors subject to layoff shall have the right to bump into the non-career Extra Board.
- (2) Non-career employees shall be laid off in the order provided by established department procedures. If such procedures have not been established on the effective date of this Agreement, non-career employees shall be laid off in such order as the Department Head shall provide. In no event shall a career employee suffer a layoff until all non-career employees in the affected regression ladder in the department have been laid off.
- (3) Notwithstanding Section 41(a)(1) above CETA employees shall be treated in the manner provided by the federal regulations in that, within each department, CETA employees cannot work in a job if any career employee in that same or substantially equivalent job is laid off or downgraded. In order to protect the rights of career employees and to avoid the substitution of CETA funds for local resources the City agrees that so long as any career employee is laid off and possesses recall rights back to his/her regression ladder, no additional CETA positions shall be created in any job classification within that laid off career employee's regression ladder; except that the City shall have the right to create additional CETA positions in entry-level job classifications in a regression ladder after all career employees have either been recalled, refused recall, or exhausted recall to said entry-level job classification.
- (4) Should the federal regulations change during the term of this Agreement, the City or the Union shall have the right to open this Agreement to meet and confer on the effect of the changed regulations on this Article.

- (5) Disputes between the City and the Union regarding "same or substantially equivalent jobs" or entry-level jobs shall be submitted directly to the third step of the grievance procedure.

b. Career Employees

- (1) Within each job classification in each department in which a layoff occurs, employees shall be laid off in the following order: first, all provisional employees; second, all probationary employees in the order of their classification seniority; and, third, permanent employees in the order of their classification seniority, beginning with the employee with the least such seniority. For those incumbents employed prior to July 1, 1981, the Departments of Engineering and General Services shall be considered one department for the purpose of classification seniority in the event of layoff of employees in the Drafting Technician classifications.
- (2) Any provisional or probationary employee who is affected by a layoff or displaced by a downgrading employee shall return to the last Department and job classification in which the employee holds permanent status, if any. If the employee does not hold permanent status in another job classification, he/she shall be laid off; the name of such employee may be restored to an eligible list in accordance with applicable Civil Service Rules. If the employee does hold permanent status in another job classification, he/she shall then be treated as a permanent employee in that job classification with respect to any layoff in that job classification.
- (3) Any permanent employee who is to be laid off or displaced shall have the right to downgrade, within the Department, in descending order, to job classifications within his/her regression ladder, provided that: (a) the employee meets the qualifications of the lower classification. If there are any provisional employees in such lower classification, the provisional employee with the least City service seniority shall be displaced first. If there are no provisional employees in the lower classification, the probationary employee with the least City service seniority shall be displaced. If there are neither provisional nor probationary employees in the lower classification, the permanent employee with the least City service seniority shall be displaced, provided that the downgrading employee has greater City service seniority. If the permanent employee is unable to downgrade to any job classification within the appropriate regression ladder, he/she shall be laid off.
- (4) Any permanent employee currently working in a classification contained within classification group 48 shall have the right to downgrade, in the same manner as provided in Section

41(b)(3), to the last classification in which permanent status was held, if any, provided such classification is contained within regression ladder 1 through 47, or classification group 48. If such a downgrade is not possible, the employee shall be laid off. If such a downgrade is possible, the employee shall then in the future have the right to downgrade through that new regression ladder only.

- (5) An employee may accept layoff in lieu of the opportunity to downgrade by notifying the Employee Relations Department within 48 hours of receiving notice of layoff. Where the employee accepts a layoff in lieu of a downgrade, said employees shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.
- (6) If two (2) or more employees have an equal amount of classification seniority, the senior employee shall be determined on the basis of greater City service seniority. If two (2) or more employees have an equal amount of City service seniority, the senior employee shall be determined on the basis of greater hire date seniority, or by lowest random number in the event of a tie.
- (7) The application of this procedure is not intended to extend job assignment, work organization, or departmental preference to any employee affected by a layoff.

c. Notice of Layoff

In the event of a layoff, the City shall send by certified mail a layoff notice to all affected employee(s). Such notice shall be postmarked at least fourteen (14) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address currently printed on the employee's paycheck, and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees. However, the employee who is on sick leave or injury-on-duty status on the date of the layoff notice shall not be laid off or downgraded until the employee returns to work; except that the effective date for recall purposes shall be the date of actual layoff as stated on the layoff notice.

42. SALARY IN EVENT OF DOWNGRADE

a. An employee who is downgraded through a regression ladder pursuant to this Article shall be paid in the new classification the salary range step closest to the monthly pay rate received immediately prior to downgrade providing there is no increase in pay.

b. If appointed in the lower classification at other than Step "E", future salary step adjustment shall be made in accordance with City Code Section

2.97 "Advancement in Rate of Compensation" with time served in the class from which the downgrade occurred counting toward salary step advancement.

c. Upon subsequent recall through a regression ladder the employee shall not receive in the next higher class less than that received in the lower class, provided however, that upon subsequent placement in the class from which the employee was downgraded, salary step placement shall be at the salary step previously held. If, however, said salary step is less than that received in the class to which the employee was downgraded, salary step placement shall be at the salary step immediately higher. The anniversary date for future in-grade salary adjustments shall be the date of recall to the permanent classification.

d. Salary as referred to in this Article shall be the monthly salary range and respective salary step for the affected classification as identified in Exhibits A and A-1 to this Agreement.

#### 43. FRINGE BENEFITS

a. Employees laid off shall be paid sick leave, vacation, holiday accrual, longevity, and similar benefits per applicable ordinances and rules. Employees being recalled who received a sick leave payoff at the time of layoff, shall have the uncompensated portion of their sick leave balance restored; provided, however, that only those sick leave hours accrued after recall shall be applied to sick leave payoff related to a subsequent termination.

b. Employees laid off who are enrolled in City insurance programs may continue elected coverage for a period up to six (6) months by advanced personal remittance for each month's total premium for the cost of such coverage, at the time of layoff.

c. Assistance with this insurance option, unemployment benefits, and the availability of retirement benefits or refunds as governed by the City Charter will be provided by the Employee Services Division on the request of laid off employees.

#### 44. RECALL

a. When a vacancy occurs in a job classification, the laid off or downgraded employee(s) eligible to return to that job classification shall be recalled in the order of City service seniority, beginning with the employee with the greatest City service seniority. Permanent employees who were laid off or downgraded are eligible to return to the job classification in which permanent status is held within their regression ladder, or to lower classifications within the same regression ladder, but shall have no recall rights to any job classification in which provisional status was held at the time of layoff or downgrade. Permanent employees who held probationary status in another job classification on the date of layoff shall be eligible to return to the job classification in which probationary status was held for a period of five (5) years from the date of layoff; but upon such return must serve the complete probationary period for such job classification.

b. Career employees shall be entitled to recall rights for a period of five (5) consecutive years from the effective date of layoff or downgrade. The effective date of layoff shall be the employee's last day of work. The effective date of downgrade shall be the employee's last day of work in the classification from which he/she is downgraded. If, however, a permanent employee has been recalled or downgraded but has not been recalled to the classification in which permanent status is held within the five (5) year period, said employee shall continue to possess recall rights back to the classification in which permanent status is held, and to any other classifications in the employee's regression ladder which are lower than the classification in which permanent status is held and higher than the classification in which the employee was working at the expiration of the five (5) year period. If said employee is recalled to a classification higher in his/her regression ladder than the employee was working at the expiration of the five (5) year period, the employee shall serve the complete probationary period in such higher classification. If said employee fails to satisfactorily complete the probationary period he/she shall return to the next highest classification in the applicable regression ladder in which a vacancy exists and shall gain permanent status in such classification. In no event shall the employee be required to return to a classification lower than that from which he/she left to take the probationary appointment. Said employee shall then continue to possess recall rights to any higher classification in his/her regression ladder which is lower than the classification in which the employee failed to complete the probationary period but higher than the classification to which the employee returned after failing probation, subject to all provisions stated above.

c. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown on the employee's last paycheck unless a more recent address has been furnished by the laid off/downgraded employee. To expedite recall, more than one (1) employee may be notified of an opening. This recall notice shall be by certified mail and the employee shall have fourteen (14) calendar days to report to work from the date of postmark on the recall notice. If said employee fails to report to work within fourteen (14) calendar days, he/she will lose all recall rights. An employee who has been laid off or downgraded shall be required to meet the physical and other minimum qualifications of the classification to which he/she is recalled. Any additional qualifications established during said employee's layoff shall be waived with regard to an employee holding recall rights to that job classification except as required by law. An employee who accepts recall shall receive all seniority to which he/she is entitled under Section 41(b) of this Article.

d. A non-career employee (+1,040) laid off pursuant to Section 41(a)(1) shall have recall rights back to the job classification from which he/she was laid off for a period of two (2) years. The order of recall shall be as provided in established department procedures. If such procedures have not been established on the effective date of this Agreement, non-career employees shall be recalled in such order as determined by the Department Head. No such non-career employees shall be hired or recalled to any regression ladder until such time as all career employees have exhausted or lost their recall rights back to that regression ladder. Non-career (-1,040) employees shall have no recall rights.



e. Career employees holding recall rights may be offered a non-career job of less than 1,040 hours annually, and if said career employee accepts or refuses such non-career jobs of less than 1,040 hours it shall have no effect on said career employee's normal recall rights.

45. GENERAL

a. A seniority list shall be made available to the Union on the first working day in September of each year, and after review with the Union, said list shall be posted by each department and copies made available for ready inspection. A copy shall be furnished free of cost to the Union each September.

b. The City shall immediately after effecting a layoff provide the Union a list of those employees who have been laid off. Said list shall be known as a Recall List and shall be updated as necessary.

c. The City or the Union shall have the right, at any time during the term of this Agreement, to initiate discussions between the parties as to possible alternatives to layoff. The City, however, retains the right to proceed with layoffs according to the procedures set forth in this Agreement at any time including, but not limited to that time, if any, during which an impasse on layoff alternatives is being resolved.

d. The parties shall have the further right, at any time during the term of this Agreement, to initiate discussions on possible alternatives to layoff to correct any adverse impact a proposed layoff would have on minorities and women employees in the units represented by the Union. If such discussions are initiated but the parties fail to reach agreement, the present layoff procedure shall continue in full force and effect.

e. Any grievance filed regarding this Article shall be submitted directly to the third step of the grievance procedure as set forth in Article V.

ARTICLE XV  
WORK SHARING PROGRAM

46. WORK SHARING PROGRAM

The City may establish a work sharing program in accordance with the provisions of this Article.

a. The City will decide the classification and positions which are feasible for a work sharing program. The Union will have the opportunity to make suggestions.

b. The program is voluntary.

c. Two employees in the same classification who voluntarily agree shall equally share the workweek of one full-time position. The program is limited to full-time permanent civil service employees in the same classification and same work unit, except the City may hire a part-time employee

to implement or continue the work sharing arrangement in those cases where only one full-time permanent civil service employee voluntarily agrees.

d. Participating employees will receive pro-rata benefits, including pro-rata City insurance contribution and retirement, and pro-rata seniority accrual.

e. A work sharing arrangement may be terminated by the City or by either of the two employees upon submission of written notice to the other parties. Upon receipt of the written notice, the work sharing arrangement will be terminated on a date mutually acceptable to the City and the two employees or thirty (30) calendar days from the date of written notice, whichever occurs first. This option shall apply for the first nine (9) months of the work sharing arrangement. Thereafter, the City may terminate the work sharing arrangement at its discretion.

f. Classification seniority shall prevail, if necessary, upon return to a full-time position or in the event of layoff.

g. The Union Business Representative or designee shall have the opportunity to attend the meeting between the City and the two employees at the time the decision is to be made on the work sharing arrangement.

h. The parties agree that the work sharing plan will be reviewed after a two-year trial period at which time either party may terminate the plan by serving written notice on the other party within thirty (30) calendar days of the review date.

#### ARTICLE XVI UNIFORMS AND COVERALLS

##### 47. UNIFORMS

a. The City agrees to provide uniforms for employees who are required to wear uniforms.

b. All employees covered by this Agreement and occupying classifications in the Operations and Maintenance Unit as otherwise defined herein and required by the City to wear a uniform shall have a clean uniform provided five days a week (5-5-1), at no cost to the employee.

c. Employees in the Waste Removal Division who wear gloves as part of their duties shall be permitted not more than twelve (12) pairs per fiscal year. Rubber gloves, as needed, shall be provided but will be included in the twelve (12) pair yearly maximum.

d. For the first year of employment, new employees hired as Parking Enforcement Officers shall receive an initial \$150 uniform allowance for the purchase of the necessary uniform which is presently required, including but not limited to appropriate footwear; plus a \$39 monthly uniform allowance for initial uniform cost and uniform replacement cost. After one year's employment,

Parking Enforcement Officers shall receive a \$35.00 monthly allowance for uniform replacement.

e. The City agrees to provide a uniform allowance in the amount of \$200 per year to the following classes in the Police Department: Dispatcher I, II, III, and Police Clerk positions in Records Section currently receiving uniforms, providing the personnel are assigned to full-time career positions. The employees receiving the uniform allowance shall adhere to the grooming policy established in Police Department General Order M-5. Payment of the allowance will be made in the first pay period in January of each year.

f. The City may provide uniforms for non-career employees.

#### 48. COVERALLS

Employees in the classifications of Building Inspector I and II shall be supplied with one pair of coveralls. Employees shall be responsible for the laundry, maintenance, and repair of such coveralls. Replacement of unserviceable coveralls shall be the responsibility of the City.

### ARTICLE XVII SAFETY SHOES AND SAFETY GLASSES

#### 49. SAFETY SHOES

a. Where the City requires that safety shoes be worn by employees as a condition of employment, the City shall reimburse said employees for the cost of an acceptable safety shoe up to a maximum of \$65.00 per pair, but no more than two pair per fiscal year. To be eligible for this reimbursement, the employee must obtain prior authorization from his/her supervisor before purchasing safety shoes, and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement.

b. The City maintains the right to specify the type of required safety shoe.

#### 50. SAFETY GLASSES

a. It shall be mandatory for employees to wear safety glasses where such glasses are required to be worn by the City. Employees who wear prescription glasses shall wear protective eye wear provided by the City or prescription safety glasses.

b. The City will reimburse the employee for the purchase of non-prescription or prescription safety glasses up to a maximum cost of \$15.00 per pair.

c. To be eligible for the above reimbursement, the employee must obtain prior authorization from his/her supervisor before purchasing the required safety glasses, and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement. The City maintains the right to

specify the standards for non-prescription safety glasses. Further, prescription safety glasses shall conform in all respects to the U.S.A. Safety Standards for Head, Eye and Respiratory Protection, and the prescription shall not be more than twenty-four (24) months old.

d. The cost of any eye examination and special or cosmetic frames shall be paid by the employee.

## ARTICLE XVIII SAFETY

### 51. SAFETY ADVISORY COMMITTEE

The City shall continue to provide for the safety of employees during the hours of their employment. In this regard, the City agrees that it will receive and consider written recommendations with respect to unsafe working conditions or other safety ideas in the area of working conditions from any employee or the Union; and the employees and the Union agree that they will direct their safety recommendations and ideas to the City. To facilitate this process, a Safety Advisory Committee consisting of four (4) representatives of the City and four (4) representatives of the Union shall meet every three (3) months to consult on such safety matters. Up to four (4) career Union representatives may attend such meetings without loss of pay or benefits.

### 52. ACCIDENT REVIEW BOARD IN STREET MAINTENANCE

The parties agree that the penalties established in the rules and regulations of the Accident Review Board in Street Maintenance Division will be terminated on the effective date of this Agreement. Penalties for chargeable accidents will be determined by management. The sole function of the Accident Review Board shall be to establish whether a vehicular accident is chargeable or non-chargeable. The four-member Accident Review Board shall consist of one (1) Division manager, two (2) Division foremen, and one (1) Division shop steward. Accordingly, the Board shall revise its rules and regulations to reflect this limited function. The Safe Driving Program presently in effect shall continue.

### 53. NON-FAULT VEHICULAR ACCIDENTS

At the request of an employee who was involved in a non-fault vehicular accident while performing City work, the City will provide a letter to the employee stating the accident was non-fault.

ARTICLE XIX  
DISCIPLINE

54. DISCIPLINE

For non-career employees not covered by the Rules and Regulations of the Civil Service Board, discipline shall be for just cause. Discipline shall include a written reprimand, suspension, demotion, withholding of an in-grade salary increase, in-grade salary reduction, and termination.

Grievances filed pursuant to this Article shall be filed at Step 2 of the grievance procedure. However, disciplinary action shall only be grievable for non-career employees who have worked in excess of 1,040 hours since their last date of hire.

ARTICLE XX  
CLASSIFICATION AND PAY

55. NEW OR REVISED JOB CLASSIFICATIONS

a. It is recognized that the establishment of new or revised job classifications within the units covered by this Agreement may be warranted because of changes in job content or services offered by the City. Under such circumstances, the City shall prepare and submit to the Union the proposed descriptions and proposed appropriate rate ranges for such job classifications as will have been determined to be within the unit covered by this Agreement not less than fifteen (15) days prior to submission of the job classification to the Civil Service Board. Upon request of the Union, the fifteen (15) day period will be extended by an additional ten (10) days.

b. The Union and the City shall meet prior to submission of the proposed descriptions to the Civil Service Board and shall make every reasonable effort to reach agreement on a joint proposal to the Civil Service Board. The Union and the City shall follow provisions of applicable state law and the City's Employer-Employee Relations Policy regarding negotiations of an appropriate salary range for any revised entry or revised promotional classification covered by this Agreement.

c. The Union shall have the right to file an appeal to the Civil Service Board regarding job classification.

d. The City shall submit all job announcements for positions covered under this Agreement to the Union not less than five (5) days prior to publication by the City.

e. In the event the Employer-Employee Relations Policy is revised in respect to the assignment of classifications to representation units, either party may reopen this Section for the purpose of reaching mutual agreement on the procedural changes which may need to be made under this Section.

ARTICLE XXI  
MISCELLANEOUS

56. CIVIL SERVICE RULES

In the event that any Civil Service Rules or Regulations are in conflict with this Agreement, the Agreement shall apply.

57. SELECTION OF VACANCIES

a. Whenever a vacancy occurs in a particular job assignment of a regular Civil Service position, and the Department Head or his designee, in his discretion, elects to permanently fill said vacancy, employees holding permanent Civil Service status in the classification allocated to that position, and who are assigned to the particular operation in which the vacancy arises, may request to be reassigned to fill said vacancy. The Department Head shall give first consideration to those employees making such requests before considering any other persons for the vacancy.

b. In the event more than one qualified employee requests to fill said vacancy, the assignment shall be based on classification seniority (or in the case of a tie, highest position on the eligible list) provided relative experience and capability in performing the required job functions and relative disruptive effect on the established work schedule are equal.

c. A vacancy or vacancies resulting from an assignment made hereunder may not be subject to this procedure.

d. It shall be within the discretion of the Department Heads, or their respective designee, to make departmental transfers as in their judgment will best meet the organizational, operational and personnel needs of the departments. This Section does not apply to non-career employees.

58. ADVANCEMENT IN RATE OF COMPENSATION

Increases to career employees who successfully complete a probationary period shall become effective on the first day of the following weekly pay period.

59. PROMOTION FROM WITHIN

In accord with Article VII, Section 84 of the Charter of the City of Sacramento, the City does hereby reaffirm its policy to promote from within whenever possible.

60. CONSOLIDATION

Prior to entering into an Agreement to consolidate any City function which includes employees represented by Local 39 as the recognized employee organization, the City shall meet with the Union in an attempt to resolve employee problems.

61. DAMAGE TO PRESCRIPTION GLASSES

a. The City agrees to repair or replace prescription glasses damaged or destroyed while the employee is actively at work provided that the employee furnishes satisfactory proof to the City of such loss.

b. The prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under the Section. All costs to update the prescription shall be borne by the employee.

62. WORKERS COMPENSATION

In recognition of the three (3) calendar day waiting period for temporary disability payments required by the Labor Code for Workers Compensation, a non-career (+1,040) employee with three (3) months, or more, of continuous service may apply available sick leave during such waiting period to the extent that his/her weekly income (salary, sick leave and/or disability payments) does not exceed earnings for scheduled hours during a given workweek. If sick leave is not available for all or part of the three (3) calendar day waiting period, for those days payment(s) for which sick leave is not available will be made by the City based on applicable temporary disability payment amounts, as provided by the Labor Code, for such waiting period.

63. NON-DISCRIMINATION

The City and the Union agree not to discriminate against any employee for Union activity, race, creed, religion, sex, age, handicap, or the exercise of their rights pursuant to Section 3502 of the Government Code..

64. SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision should be rendered or declared invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

65. BARGAINING UNIT CHANGES

Effective January 8, 1983, the parties agree to the following bargaining unit changes:

<u>Classification</u>	<u>From</u>	<u>To</u>
Stenographer Clerk III	Unrepresented Confidential	Office & Technical
Police Systems Analyst	Unrepresented Confidential	Office & Technical
Administrative Trainee	Office & Technical	Unrepresented Confidential
Benefits Technician	Office & Technical	Unrepresented Confidential

<u>Classification</u>	<u>From</u>	<u>To</u>
Retirement System Technician	Office & Technical	Unrepresented Confidential
Librarian III	Professional	General Supervisory

66. SICK LEAVE ACCRUED IN SACRAMENTO PUBLIC LIBRARY SYSTEM

a. Regular County employees who accept career employment with the City of Sacramento shall receive City credit for sick leave accrued in County service, not to exceed thirty (30) days (240 hours).

b. City credit for sick leave accrued in County service shall be for sick leave usage only and shall not be utilized towards any sick leave cash payoff as set forth in City Code Sections 2.113-3 and 2.113-4.

c. This provision is limited to the Sacramento Public Library System and shall apply only to County employees leaving County employment in a classification listed below to accept City employment in a classification also listed below.

Librarian II  
Librarian I

Library Technician II  
Library Technician I

Library Assistant II  
Library Assistant I

Library Page

67. EMPLOYEE PERFORMANCE EVALUATIONS

A career employee who disagrees with a performance evaluation may:

a. Write a rebuttal statement for attachment to the performance evaluation form; and

b. Informally appeal to the reviewer.

Appeals on employee performance evaluations are not subject to the grievance procedure.

68. DEFERRED LUMP SUM PAYMENT

An employee who retires from the City may request to defer the lump sum payment on vacation accumulation, holiday credit, and sick leave buy-out until the next calendar year after the date of retirement. Upon such request, the City will defer such lump sum payment to the month selected by the employee in the next calendar year. The amount of lump sum payment shall be the same as the employee would have received upon retirement and with no interest.



69. CONTRACTING-OUT

a. The City shall not contract out for goods and services performed by bargaining unit employees which will result in any career employee being laid off without prior consultation with the Union concerning the impact on the terms and conditions of employment of employees covered by this Agreement.

b. Any layoffs resulting from the City's action shall be made pursuant to the layoff provisions of this Agreement.

70. STRIKES AND LOCKOUTS

For the duration of this Agreement the Union and its members agree that it shall not call, sanction or engage in any strike, slowdown, suspension or stoppage of work activity, and the City agrees that it shall not cause or engage in any lockout.

Further, the City shall have the right to deny all usage of sick leave by any employee where the City Manager has reasonable cause to believe the sick leave usage is related to a sick-out or any other form of concerted activity.

71. TERM

a. This Agreement shall remain in full force and effect from December 3, 1982 to and including June 22, 1984.

b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

DATED: *December 3, 1982*

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY ENGINEERS LOCAL 39, AFL-CIO

CITY OF SACRAMENTO

BY: *Art Viat*  
ART VIAT  
BUSINESS MANAGER

BY: *Steve Lakich*  
STEVE LAKICH  
DIRECTOR OF EMPLOYEE  
RELATIONS

*Garland Rosauro*  
GARLAND ROSAURO  
BUSINESS REPRESENTATIVE

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-G

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF &amp; TECH, OPER &amp; MAINT, PROF)

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	..... STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES STEP B	STEP C	STEP D	..... STEP E
03401	ACCOUNT CLERK I	03	1,047.97 483.88 6.046	1,100.32 507.84 6.348	1,155.27 533.20 6.665	1,212.99 559.84 6.998	1,273.65 587.84 7.348
03403	ACCOUNT CLERK II	03	1,170.00 540.00 6.750	1,228.41 566.96 7.067	1,289.77 595.28 7.441	1,354.25 625.04 7.813	1,422.03 656.32 8.204
03402	ACCOUNTING TECH	03	1,243.15 573.76 7.172	1,305.37 602.48 7.531	1,370.72 632.64 7.908	1,439.19 664.24 8.303	1,511.12 697.44 8.718
03665	AIR CONDITIONER SERVICER	03	1,319.41 608.96 7.612	1,385.45 639.44 7.993	1,454.79 671.44 8.393	1,527.59 705.04 8.813	1,604.03 740.32 9.254
03601	ANIMAL CONTROL OFFICER	03	1,208.13 557.60 6.970	1,268.63 585.52 7.319	1,332.07 614.80 7.685	1,398.63 645.52 8.069	1,468.48 677.76 8.472
03125	ARBORIST	03	1,811.33 836.00 10.450	1,901.99 877.84 10.973	1,997.15 921.76 11.522	2,096.99 967.84 12.098	2,201.85 1,016.24 12.703
03404	ART GALLERY RECEPTIONIST	03	1,118.00 516.00 6.450	1,173.81 541.76 6.772	1,232.57 568.88 7.111	1,294.28 597.36 7.467	1,358.93 627.20 7.840
03507	ART IN PUB PLCS COORD	03	1,863.33 860.00 10.750	1,956.59 903.04 11.288	2,054.35 948.16 11.852	2,157.13 995.60 12.445	2,264.95 1,045.36 13.067
03451	ART MUSEUM REGISTRAR	03	1,554.80 717.60 8.970	1,632.63 753.52 9.419	1,714.27 791.20 9.890	1,799.89 830.72 10.384	1,889.85 872.24 10.903
* 09031	ARTS & CRAFTS SPECIALIST	03	4.511	4.737	4.974	5.223	5.484
03112	ASSOC PLANNER	03	1,971.84 910.08 11.376	2,070.47 955.60 11.945	2,173.95 1,003.36 12.542	2,282.63 1,053.52 13.169	2,396.68 1,106.16 13.827
03106	ASST PLANNER	03	1,718.25 793.04 4.913	1,804.23 832.72 10.409	1,894.36 874.32 10.929	1,989.00 918.00 11.475	2,088.49 963.92 12.049
03407	BOOKMENDER	03	1,021.80 471.60 5.895	1,072.93 495.20 6.190	1,126.49 519.92 6.499	1,182.83 545.92 6.824	1,241.93 573.20 7.165

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

C I T Y O F S A C R A M E N T O  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-8

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03408 BOOKMOBILE DRIVER-CLERK	03	1,224.95 565.36 7.067	1,286.13 593.60 7.420	1,350.44 623.28 7.791	1,418.04 654.48 8.181	1,488.93 687.20 8.590
03605 BUILDING ATTD	03	1,190.11 549.28 6.866	1,249.56 576.72 7.209	1,311.96 605.52 7.569	1,377.48 635.76 7.947	1,446.29 667.52 8.344
03409 BUILDING INSP I	03	1,818.96 839.52 10.494	1,909.96 881.52 11.019	2,005.47 925.60 11.570	2,105.83 971.92 12.149	2,211.04 1,020.48 12.756
03482 BUILDING INSP II	03	1,881.71 868.48 10.856	1,975.83 911.92 11.399	2,074.63 957.52 11.969	2,178.28 1,005.36 12.567	2,287.13 1,055.60 13.195
03410 BUILDING TECHNICIAN	03	1,548.56 714.72 8.934	1,626.04 750.48 9.381	1,707.33 788.00 9.850	1,792.79 827.44 10.343	1,882.40 868.80 10.860
03496 BURGLARY/ROBBERY ALM IN	03	1,678.56 774.72 9.684	1,762.45 813.44 10.168	1,850.51 854.08 10.676	1,943.07 896.80 11.210	2,040.31 941.68 11.771
03413 BUYER I	03	1,438.67 664.00 8.300	1,510.60 697.20 8.715	1,586.17 732.08 9.151	1,665.56 768.72 9.609	1,748.76 807.12 10.089
03411 BUYER II	03	1,637.31 755.68 9.446	1,719.12 793.44 9.918	1,805.09 833.12 10.414	1,895.40 874.80 10.935	1,990.21 918.56 11.482
03412 BUYER III	03	1,886.21 870.56 10.882	1,980.51 914.08 11.426	2,079.48 959.76 11.997	2,183.48 1,007.76 12.597	2,292.68 1,058.16 13.227
03414 CASHIER	03	1,031.16 475.92 5.949	1,082.64 499.68 6.246	1,136.72 524.64 6.558	1,193.57 550.88 6.886	1,253.20 578.40 7.230
* 09054 CHARM & MODEL INSTR I	03	3.639	3.821	4.012	4.213	4.424
* 09053 CHARM & MODEL INSTR II	03	4.635	4.867	5.110	5.366	5.634

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-E

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
			STEP A	STEP B	STEP C	STEP D	STEP E
03667	CLAIMS REP	03	1,348.71 622.48 7.781	1,416.13 653.60 8.170	1,486.85 686.24 8.578	1,561.21 720.56 9.007	1,639.21 756.56 9.457
* 09002	CLERICAL ASSISTANT	03					
			4.132	4.339	4.556	4.784	5.023
03440	CLERK I	03	900.99 415.84 5.198	946.05 436.64 5.458	993.37 458.48 5.731	1,043.12 481.44 6.018	1,095.29 505.52 6.319
03437	CLERK II	03	988.35 456.16 5.702	1,037.75 478.96 5.987	1,089.57 502.88 6.286	1,144.00 528.00 6.600	1,201.20 554.40 6.930
03465	CLERK III	03	1,122.51 518.08 6.476	1,178.67 544.00 6.800	1,237.60 571.20 7.140	1,299.48 599.76 7.497	1,364.48 629.76 7.872
03415	CODE ENFORCEMENT OFF	03	1,397.59 645.04 8.063	1,467.44 677.28 8.466	1,540.76 711.12 8.889	1,617.72 746.64 9.333	1,698.67 784.00 9.800
03656	COMM CENTER ATTD I	03	1,130.48 571.76 6.522	1,186.99 547.84 6.848	1,246.27 575.20 7.190	1,308.49 603.92 7.549	1,373.84 634.08 7.926
03657	COMM CENTER ATTD II	03	1,209.69 558.32 6.979	1,270.19 588.24 7.328	1,333.63 615.52 7.694	1,400.36 646.32 8.079	1,470.39 678.64 8.483
03475	COMM SERVICE REP	03	1,212.64 559.68 6.996	1,273.31 587.68 7.346	1,336.92 617.04 7.713	1,403.83 647.92 8.099	1,474.03 680.32 8.504
03486	COMPUTER OPERATOR	03	1,261.69 582.32 7.279	1,324.79 611.44 7.643	1,391.00 642.00 8.025	1,460.51 674.08 8.426	1,533.48 707.76 8.847
03416	CONSTR INSP I	03	1,434.16 661.92 8.274	1,505.92 695.04 8.688	1,581.15 729.76 9.122	1,660.19 766.24 9.578	1,743.21 804.56 10.057
03417	CONSTR INSP II	03	1,699.88 784.56 9.807	1,784.81 823.76 10.297	1,874.08 864.96 10.812	1,967.85 908.24 11.353	2,066.31 953.68 11.921
03418	CONSTR INSP III	03	1,896.96 875.52 10.944	1,991.77 919.28 11.491	2,091.44 965.28 12.066	2,195.96 1,013.52 12.669	2,305.68 1,064.16 13.302

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS.

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION .....	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03406 CURATOR OF EDUCATION	03	1,711.15 789.76 9.872	1,796.77 829.28 10.366	1,886.56 870.72 10.884	1,980.85 914.24 11.422	2,079.83 959.92 11.999
03607 CUSTODIAN II	03	1,085.93 501.20 6.265		1,197.21 552.56 6.907		1,319.93 609.20 7.615
03487 DATA CONTROL CLERK	03	1,084.55 500.56 6.257	1,138.80 525.60 6.570	1,195.65 551.84 6.898	1,255.45 579.44 7.243	1,318.20 608.40 7.605
03420 DATA PROC TECH I	03	1,202.07 554.80 6.935	1,262.21 582.56 7.282	1,325.31 611.68 7.646	1,391.52 642.24 8.028	1,461.03 674.32 8.429
03500 DISPATCHER I (POLICE)	03	1,098.76 507.12 6.339	1,153.71 532.48 6.656	1,211.43 559.12 6.989	1,271.92 587.04 7.338	1,335.53 616.40 7.705
03423 DISPATCHER II (POLICE)	03	1,220.27 503.20 7.040	1,281.28 591.36 7.392	1,345.41 620.96 7.762	1,412.67 652.00 8.150	1,483.39 684.64 8.558
03466 DISPATCHER III (POLICE)	03	1,325.65 611.84 7.648	1,391.87 642.40 8.030	1,461.55 674.56 8.432	1,534.69 708.32 8.854	1,611.48 743.76 9.297
03424 DRAFTING TECH I	03	1,374.53 634.40 7.930	1,443.35 666.16 8.327	1,515.45 699.44 8.743	1,591.20 734.40 9.180	1,670.76 771.12 9.639
03469 DRAFTING TECH II	03	1,548.56 714.72 8.934	1,626.04 750.48 9.381	1,707.33 788.00 9.850	1,792.79 827.44 10.343	1,882.40 868.80 10.860
03427 EDP PROGRAMMER I	03	1,564.16 721.92 9.024	1,642.33 758.00 9.475	1,724.49 795.92 9.949	1,810.64 835.68 10.446	1,901.12 877.44 10.968
03428 EDP PROGRAMMER II	03	1,758.12 811.44 10.143	1,846.00 852.00 10.650	1,938.21 894.56 11.182	2,035.11 939.28 11.741	2,136.85 986.24 12.328
03429 EDP PROGRAMMER-TRAINEE	03	1,374.53 634.40 7.930	1,443.35 666.16 8.327	1,515.45 699.44 8.743	1,591.20 734.40 9.180	1,670.76 771.12 9.639

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

..... EMPLOYEE CLASSIFICATION .....	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....
CODE TITLE .....	STEP A	STEP B STEP C STEP D STEP E
03425 ELECT CONSTR INSP I	03	1,641.99 757.84 9.473 1,724.15 795.76 9.947 1,810.29 835.52 10.444 1,900.77 877.28 10.966 1,995.76 921.12 11.514
03491 ELECT CONSTR INSP II	03	1,806.83 833.92 10.424 1,897.13 875.60 10.945 1,991.95 919.36 11.492 2,091.61 965.36 12.067 2,196.13 1,013.60 12.670
03492 ELECT CONSTR INSP III	03	1,921.40 886.80 11.085 2,017.43 931.12 11.639 2,118.31 977.68 12.221 2,224.21 1,026.56 12.832 2,335.49 1,077.92 13.474
03615 ELECTRONIC MAINT TECH	03	1,678.56 774.72 9.684 1,762.45 813.44 10.168 1,850.51 854.08 10.676 1,943.07 896.80 11.210 2,040.31 941.68 11.771
03608 ENGINEERING AIDE I	03	1,220.27 563.20 7.040 1,281.28 591.36 7.392 1,345.41 620.96 7.762 1,412.67 652.00 8.150 1,483.39 684.64 8.558
03609 ENGINEERING AIDE II	03	1,330.33 614.00 7.675 1,396.89 644.72 8.059 1,466.75 676.96 8.462 1,540.07 710.80 8.885 1,617.03 746.32 9.329
03430 ENGINEERING TECH	03	1,705.95 787.36 9.842 1,791.23 826.72 10.334 1,880.84 868.08 10.851 1,974.96 911.52 11.394 2,073.76 957.12 11.964
03658 EQUIP OPR I	03	1,269.32 585.84 7.323 1,332.76 615.12 7.689 1,399.32 645.84 8.073 1,469.35 678.16 8.477 1,542.84 712.08 8.901
03659 EQUIP OPR II	03	1,357.89 626.72 7.834 1,425.84 658.08 8.226 1,497.08 690.96 8.637 1,571.96 725.52 9.069 1,650.48 761.76 9.522
03504 EVENTS COORDINATOR	03	1,364.13 629.60 7.870 1,432.25 661.04 8.263 1,503.84 694.08 8.676 1,579.07 728.80 9.110 1,657.93 765.20 9.565
03431 EXHIBITS TECHNICIAN	03	1,232.40 568.80 7.110 1,294.11 597.28 7.466 1,358.76 627.12 7.839 1,426.71 658.48 8.231 1,498.12 691.44 8.643
03432 FIELD REP	03	1,272.27 587.20 7.340 1,335.88 616.56 7.707 1,402.61 647.36 8.092 1,472.81 679.76 8.497 1,546.48 713.76 8.922
03461 FLEET MGMT TECH	03	1,787.07 824.80 10.310 1,876.33 866.00 10.825 1,970.11 909.28 11.366 2,068.56 954.72 11.934 2,172.04 1,002.48 12.531
* 09044 GOLF COURSE IRRIGATOR	03	6.919
03618 GOLF COURSE MARSHAL	03	1,209.69 556.32 6.979 1,270.19 586.24 7.328 1,333.63 615.52 7.694 1,400.36 646.32 8.079 1,470.39 678.64 8.483

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-6

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STFP A	STEP B	STEP C	STEP D	STEP E
* 09052 GRAPHIC ARTIST	03	6.071	6.375	6.694	7.029	7.380
03619 GREENSKEEPER	03	1,243.15 573.76 7.172	1,305.37 602.48 7.531	1,370.72 632.64 7.908	1,439.19 664.24 8.303	1,511.12 697.44 8.718
03506 HISTORIAN-ARCH & PRES	03	1,716.25 793.04 9.913	1,804.23 832.72 10.409	1,894.36 874.32 10.929	1,989.00 918.00 11.475	2,088.49 963.92 12.049
03433 IDENT TECH I	03	1,305.89 602.72 7.534	1,371.24 632.88 7.911	1,439.88 664.56 8.307	1,511.81 697.76 8.722	1,587.39 732.64 9.158
03434 IDENT TECH II	03	1,521.17 702.08 8.776	1,597.27 737.20 9.215	1,677.17 774.08 9.676	1,761.07 812.80 10.160	1,849.12 853.44 10.668
03435 IDENT TECH III	03	1,704.56 786.72 9.834	1,789.84 826.08 10.326	1,879.28 867.36 10.842	1,973.23 910.72 11.384	2,071.85 956.24 11.953
03436 INFORMATION CLERK	03	988.35 456.16 5.702	1,037.75 478.96 5.987	1,089.57 502.88 6.286	1,144.00 528.00 6.600	1,201.20 554.40 6.930
03646 INSTRUMENT TECH	03	1,756.12 811.44 10.143	1,846.00 852.00 10.650	1,938.21 894.56 11.182	2,035.11 939.28 11.741	2,136.85 986.24 12.326
03105 JR PLANNER	03	1,554.80 717.60 8.970	1,632.63 753.52 9.419	1,714.27 791.20 9.890	1,799.89 830.72 10.384	1,889.85 872.24 10.903
03647 KENNEL ATTD	03	1,093.73 504.80 6.310	1,148.33 530.00 6.625	1,205.71 556.48 6.956	1,266.03 584.32 7.304	1,329.29 613.52 7.669
03443 KEY DATA OPR I	03	1,026.48 473.76 5.922	1,077.79 497.44 6.218	1,131.69 522.32 6.529	1,188.20 548.40 6.855	1,247.65 575.84 7.198
03499 LANDSCAPE ARCH TECH	03	1,548.56 714.72 8.934	1,626.04 750.48 9.381	1,707.33 788.00 9.850	1,792.79 827.44 10.343	1,882.40 868.80 10.860
* 09049 LAW CLERK	03	6.706	7.041	7.393	7.763	8.151
03117 LIBRARIAN I	03			1,471.60 679.20 8.490	1,545.27 713.20 8.915	1,622.57 748.88 9.361
03118 LIBRARIAN II	03	1,554.80 717.60 8.970	1,632.63 753.52 9.419	1,714.27 791.20 9.890	1,799.89 830.72 10.384	1,889.85 872.24 10.903

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R700U-6

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
			STEP A	STEP B	STEP C	STEP D	STEP E
03448	LIBRARY ASST I	03	988.35 456.16 5.702	1,037.75 478.96 5.987	1,089.57 502.88 6.286	1,144.00 528.00 6.600	1,201.20 554.40 6.930
03445	LIBRARY ASST II	03	1,118.00 516.00 6.450	1,173.81 541.76 6.772	1,232.57 568.88 7.111	1,294.28 597.36 7.467	1,358.93 627.20 7.840
03449	LIBRARY PAGE	03	896.48 413.76 5.172	941.37 434.48 5.431	988.52 456.24 5.703	1,037.92 479.04 5.988	1,089.75 502.96 6.287
03446	LIBRARY TECH I	03	1,231.01 568.16 7.102	1,292.55 596.56 7.457	1,357.20 626.40 7.830	1,425.15 657.76 8.222	1,496.39 690.64 8.633
03447	LIBRARY TECH II	03	1,400.71 646.48 8.081	1,470.73 678.80 8.485	1,544.23 712.72 8.909	1,621.36 748.32 9.354	1,702.48 785.76 9.822
03670	LITTER CONTROL AIDE	03	1,015.91 468.88 5.861	1,066.69 492.32 6.154	1,120.08 516.96 6.462	1,176.07 542.80 6.785	1,234.83 569.92 7.124
03669	LITTER CONTROL OFFICER	03	1,119.56 516.72 6.459	1,175.55 542.56 6.782	1,234.31 569.68 7.121	1,296.01 598.16 7.477	1,360.84 628.08 7.851
03651	MAINT WORKER I	03	1,130.48 521.76 6.522	1,186.99 547.84 6.848	1,246.27 575.20 7.190	1,308.49 603.92 7.549	1,373.84 634.08 7.926
03652	MAINT WORKER II	03	1,218.71 562.48 7.031	1,279.72 590.64 7.383	1,343.68 620.16 7.752	1,410.93 651.20 8.140	1,481.48 683.76 8.547
03650	MARINA ATTD	03	1,130.48 521.76 6.522	1,186.99 547.84 6.848	1,246.27 575.20 7.190	1,308.49 603.92 7.549	1,373.84 634.08 7.926
03450	MATRON CLERK	03	1,041.73 480.80 6.010	1,093.73 504.80 6.310	1,148.51 530.08 6.626	1,205.88 556.56 6.957	1,266.20 584.40 7.305
03484	MEDIA PRODUC SPECIALIST	03	1,524.12 703.44 8.793	1,600.39 738.64 9.233	1,680.47 775.60 9.695	1,764.53 814.40 10.180	1,852.76 855.12 10.689
03621	METER READER	03	1,020.41 470.96 5.887	1,071.37 494.48 6.181	1,124.93 519.20 6.490	1,181.09 545.12 6.814	1,240.20 572.40 7.155



CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7D00-B

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... CODE	EMPLOYEE TITLE	CLASSIFICATION	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
				STEP A	STEP B	STEP C	STEP D	STEP E
03625	MOTOR SWEEPER OPR		03	1,479.92	1,553.93	1,631.59	1,713.23	1,798.85
				683.04	717.20	753.04	790.72	830.24
				8.538	8.965	9.413	9.884	10.378
03477	MUSEUM ATTD		03	1,058.55	1,111.41	1,167.05	1,225.47	1,286.65
				428.56	512.96	538.64	565.60	593.84
				6.107	6.412	6.733	7.070	7.423
03505	MUSEUM REGISTRAR		03	1,554.80	1,632.63	1,714.27	1,799.89	1,889.85
				717.60	753.52	791.20	830.72	872.24
				8.970	9.419	9.890	10.384	10.903
03490	OFFSET EQUIP OPR		03	1,137.76	1,194.61	1,254.41	1,317.16	1,383.03
				525.12	551.36	578.96	607.92	638.32
				6.564	6.892	7.237	7.599	7.979
03666	PARK EQUIP OPERATOR		03	1,364.13	1,432.25	1,503.64	1,579.07	1,657.93
				629.60	661.04	694.08	728.80	765.20
				7.870	8.263	8.676	9.110	9.565
03653	PARK MAINT WORKER I		03	1,168.44		1,288.21		1,420.29
				539.28		594.56		655.52
				6.741		7.432		8.194
03654	PARK MAINT WORKER II		03	1,272.27	1,335.88	1,402.61	1,472.81	1,546.48
				587.20	616.56	647.36	679.76	713.76
				7.340	7.707	8.092	8.497	8.922
03655	PARK MAINT WORKER III		03	1,353.39	1,420.99	1,492.05	1,566.59	1,644.93
				624.64	655.84	688.64	723.04	759.20
				7.808	8.198	8.608	9.038	9.490
03630	PARKING ENFORC OFF		03	1,119.56	1,175.55	1,234.31	1,296.01	1,360.84
				516.72	542.56	569.68	598.16	628.08
				6.459	6.782	7.121	7.477	7.851
03627	PARKING LOT ATTD		03	1,064.61	1,117.83	1,173.64	1,232.40	1,293.93
				451.36	515.92	541.68	568.80	597.20
				6.142	6.449	6.771	7.110	7.465
03626	PARKING METER COIN COLLEC		03	1,121.12	1,177.11	1,236.04	1,297.92	1,362.75
				517.44	543.28	570.48	599.04	628.96
				6.468	6.791	7.131	7.488	7.862
03625	PARKING METER REPAIR WORK		03	1,227.89	1,289.25	1,353.73	1,421.51	1,492.57
				566.72	595.04	624.80	656.08	688.88
				7.084	7.438	7.810	8.201	8.611

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-6

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES					
		STEP A	STEP B	STEP C	STEP D	STEP E	
		4.310	4.525	4.751	4.989	5.238	
03453 PERSONNEL ASST.	03	1,185.00 546.96 6.837	1,244.36 574.32 7.179	1,306.59 603.04 7.538	1,371.93 633.20 7.915	1,440.57 664.88 8.311	
03468 POLICE CLERK I	03	900.99 415.84 5.198	946.05 436.64 5.458	993.37 458.48 5.731	1,043.12 481.44 6.018	1,095.29 505.52 6.319	
03455 POLICE CLERK II	03	988.35 456.16 5.702	1,037.75 478.96 5.987	1,089.57 502.88 6.286	1,144.00 528.00 6.600	1,201.20 554.40 6.930	
03454 POLICE CLERK III	03	1,122.51 518.08 6.476	1,178.67 544.00 6.800	1,237.60 571.20 7.140	1,299.48 599.76 7.497	1,364.48 629.76 7.872	
03426 PROGRAMMER ANALYST	03	2,042.04 942.48 11.781	2,144.13 989.60 12.370	2,251.43 1,039.12 12.989	2,363.92 1,091.04 13.638	2,482.13 1,145.60 14.320	
03456 PROPERTY ASST I	03	1,170.00 540.00 6.750	1,228.41 566.96 7.087	1,289.77 595.28 7.441	1,354.25 625.04 7.813	1,422.03 656.32 8.204	
03457 PROPERTY ASST II	03	1,301.21 600.56 7.507	1,366.21 630.56 7.882	1,434.51 662.08 8.276	1,506.27 695.20 8.690	1,581.67 730.00 9.125	
03478 PROPERTY ASST III	03	1,347.59 645.04 8.063	1,467.44 677.28 8.466	1,540.76 711.12 8.889	1,617.72 746.64 9.333	1,698.67 784.00 9.800	
* 09037 PUBLIC SERVICE AIDE	03		3.639	3.821	4.012	4.213	4.424
03458 REAL PROP AGENT I	03	1,657.24 764.88 9.561	1,740.09 803.12 10.039	1,827.11 843.28 10.541	1,918.45 885.44 11.068	2,014.31 929.68 11.621	
03459 REAL PROP AGENT II	03	1,912.04 882.48 11.031	2,007.72 926.64 11.583	2,108.08 972.96 12.162	2,213.47 1,021.60 12.770	2,324.23 1,072.72 13.409	
* 09039 RECREATION LEADER I	03		3.639	3.821	4.012	4.213	4.424
* 09040 RECREATION LEADER II	03		4.635	4.967	5.110	5.366	5.634

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-6

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION .....	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
* 09038 RECREATION LEADER (HANDICA	03	3.816	4.007	4.207	4.417	4.638
03493 RECREATION PROG COORD	03	1,229.45 567.44 7.093	1,290.99 595.84 7.448	1,355.47 625.60 7.820	1,423.24 656.88 8.211	1,494.48 689.76 8.622
03497 REVENUE INSPECTOR	03	1,272.27 587.20 7.340	1,335.88 616.56 7.707	1,402.61 647.36 8.092	1,472.81 679.76 8.497	1,546.48 713.76 8.922
03121 SANITARY CHEMIST	03	1,758.12 811.44 10.143	1,846.00 852.00 10.650	1,938.21 894.56 11.182	2,035.11 939.28 11.741	2,136.85 986.24 12.328
03460 SANITARY INSP	03	1,375.92 635.04 7.938	1,444.73 666.80 8.335	1,517.01 700.16 8.752	1,592.93 735.20 8.190	1,672.67 772.00 9.650
03461 SANITARY LAB TECH	03	1,298.27 599.20 7.490	1,363.09 629.12 7.864	1,431.21 660.56 8.257	1,502.80 693.60 8.670	1,578.03 728.32 9.104
03662 SANITATION WORKER I	03	1,224.95 565.36 7.067		1,350.44 623.28 7.791		1,488.93 687.20 8.590
03663 SANITATION WORKER II	03	1,328.77 613.28 7.666	1,395.16 643.92 8.049	1,464.84 676.08 8.451	1,538.16 709.92 8.874	1,615.12 745.44 9.318
03664 SANITATION WORKER III	03	1,394.64 643.68 8.046	1,464.32 675.84 8.448	1,537.47 709.60 8.870	1,614.25 745.04 9.313	1,695.03 782.32 9.779
* 09041 SEAMSTRESS	03	3.816	4.007	4.207	4.417	4.638
03462 SECRETARY TO PLAN COMM	03	1,214.37 570.48 7.006	1,275.04 588.48 7.356	1,338.83 617.92 7.724	1,405.73 648.80 8.110	1,475.93 681.20 8.515
03641 SECURITY GUARD	03	1,050.92 495.04 6.063	1,103.44 509.28 6.366	1,158.56 534.72 6.694	1,216.45 561.44 7.018	1,277.29 589.52 7.369

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-B

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....					
			..... STEP A	STEP B	STEP C	STEP D	STEP E	
C3464	SR CASHIER	03	1,118.00 516.00 6.450	1,173.81 541.76 6.772	1,232.57 568.88 7.111	1,294.28 597.36 7.467	1,358.93 627.20 7.840	
03476	SR CLERICAL ASST	03	1,102.75 508.96 6.362	1,157.87 534.40 6.680	1,215.76 561.12 7.014	1,276.60 589.20 7.365	1,340.39 618.64 7.733	
03421	SR DATA PROCES TECH	03	1,357.89 626.72 7.834	1,425.84 658.08 8.226	1,497.08 690.96 8.637	1,571.96 725.52 9.069	1,650.48 761.76 9.522	
03633	SR ELECTRONIC MAINT TECH	03	1,816.01 838.16 10.477	1,906.84 880.08 11.001	2,002.17 924.08 11.551	2,102.36 970.32 12.129	2,207.40 1,018.80 12.735	
03444	SR KEY DATA OPR	03	1,098.07 506.80 6.335	1,153.01 532.16 6.652	1,210.73 558.80 6.925	1,271.23 586.72 7.334	1,334.64 616.08 7.701	
03662	SR PARKING LOT ATTD	03	1,130.48 521.76 6.522	1,186.99 547.84 6.848	1,246.27 575.20 7.190	1,308.49 603.92 7.549	1,373.84 634.08 7.926	
* 09055	SR RECREATION LEADER	03		5.525	5.801	6.091	6.396	6.716
* 09050	STAFF AIDE	03		8.922				
* 09057	STAFF SERVICES AIDE	03		5.560				
03441	STENO CLERK I	03	968.59 447.04 5.588	1,016.95 469.36 5.867	1,067.73 492.80 6.160	1,121.12 517.44 6.468	1,177.11 543.28 6.791	
03438	STENO CLERK II	03	1,059.93 489.20 6.215	1,112.97 513.68 6.421	1,168.61 539.36 6.742	1,227.03 566.32 7.079	1,288.39 594.64 7.433	
03501	STOREKEEPER	03	1,251.12 577.44 7.218	1,313.69 606.32 7.579	1,379.39 636.64 7.958	1,448.37 668.48 8.356	1,520.83 701.92 8.774	
03502	STORES CLERK I	03	1,034.63 477.52 5.969	1,086.28 501.36 6.267	1,140.53 526.40 6.580	1,197.56 552.72 6.909	1,257.36 580.32 7.254	

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	SCHEDULED MONTHLY/B1-WEEKLY/HOURLY RATES .....				
			STEP A	STEP B	STEP C	STEP D	STEP E
03489	STORES CLERK II	03	1,137.76 525.12 6.564	1,194.61 551.36 6.892	1,254.41 578.96 7.237	1,317.16 607.92 7.599	1,383.03 638.32 7.979
* 09009	STUDENT TRAINEE	03	4.573	4.802	5.042	5.294	5.559
03470	TELEPHONE OPS	03	972.92 449.04 5.613	1,021.63 471.52 5.894	1,072.76 495.12 6.189	1,126.32 519.84 6.498	1,182.65 545.84 6.823
* 09010	TICKET SELLER	03	5.481	5.755	6.043	6.345	6.662
03463	TICKET SELLER	03	1,072.24 494.88 6.186	1,125.80 519.60 6.495	1,182.13 545.60 6.820	1,241.24 572.88 7.161	1,303.29 601.52 7.519
03471	TRAFFIC CHECKER	03	1,113.49 513.92 6.424	1,169.13 539.60 6.745	1,227.55 566.56 7.082	1,288.91 594.88 7.436	1,353.39 624.64 7.808
03472	TRAFFIC INVESTIGATOR	03	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

1982-83 SALARY SCHEDULE

LOCAL 35 (OFF & TECH, OPER & MAINT, PROF)

EMPLOYEE CODE	CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
03637	TRAFFIC SIGNAL TECH	03	1,716.87 792.40 9.905	1,802.67 832.00 10.400	1,892.80 873.60 10.920	1,987.44 917.28 11.466	2,086.76 963.12 12.039
03660	TREE MAINT WORKER I	03	1,264.64 583.68 7.296	1,327.91 612.88 7.661	1,394.29 643.52 8.044	1,463.97 675.68 8.446	1,537.12 709.44 8.868
03661	TREE MAINT WORKER II	03	1,307.28 603.36 7.542	1,372.63 633.52 7.919	1,441.27 665.20 8.315	1,513.37 698.48 8.731	1,589.12 733.44 9.168
03639	TREE TRIMMER I	03	1,318.20 608.40 7.605	1,384.07 638.80 7.985	1,453.23 670.72 8.384	1,525.85 704.24 8.803	1,602.12 739.44 9.243
03640	TREE TRIMMER II	03	1,429.65 659.84 8.248	1,501.07 692.80 8.660	1,576.12 727.44 9.093	1,654.99 763.84 9.548	1,737.67 802.00 10.025
03638	TREE TRIMMER TRAINEE	03	1,153.19 532.24 6.653	1,210.91 558.88 6.966	1,271.40 586.80 7.335	1,335.01 616.16 7.702	1,401.75 646.96 8.087
03442	TYPIST CLERK I	03	900.99 415.84 5.198	946.05 436.64 5.458	993.37 458.48 5.731	1,043.12 481.44 6.018	1,095.29 505.52 6.319
03439	TYPIST CLERK II	03	988.35 456.16 5.702	1,037.75 478.96 5.987	1,089.57 502.88 6.286	1,144.00 528.00 6.600	1,201.20 554.40 6.930
03468	TYPIST CLERK III	03	1,122.51 518.08 6.476	1,178.67 544.00 6.800	1,237.60 571.20 7.140	1,299.48 599.76 7.497	1,364.48 629.76 7.872
03494	UTILITY BILLING REP I	03	926.72 428.64 5.358	975.17 450.08 5.626	1,023.89 472.56 5.907	1,075.01 496.16 6.202	1,128.75 520.96 6.512
03495	UTILITY BILLING REP II	03	1,020.41 470.96 5.887	1,071.37 494.48 6.161	1,124.93 519.20 6.490	1,181.09 545.12 6.814	1,240.20 572.40 7.155
03498	UTILITY SVCS INSP	03	1,272.27 577.20 7.340	1,335.88 616.56 7.707	1,402.61 647.36 8.092	1,472.81 679.76 8.497	1,546.48 713.76 8.922

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-6

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....					
			STFP A	STEP B	STEP C	STEP D	STEP E	
* 09011	UTILITY WORKER	03		3.816	4.007	4.207	4.417	4.638
* 09060	WATER WASTE INSPECTOR	03		4.573	4.802	5.042	5.294	5.559
03473	WEED ABATEMENT INSP	03	1,194.27 551.20 6.890	1,254.07 578.80 7.235	1,316.81 607.76 7.597	1,382.68 638.16 7.977	1,451.84 670.08 8.376	
03474	ZONING INVESTIGATOR	03	1,389.96 641.52 8.019	1,459.47 673.60 8.420	1,532.44 707.29 8.841	1,609.05 742.64 9.283	1,689.48 779.76 9.747	
03642	ZOO ATTD I	03	1,220.27 583.20 7.040	1,281.28 591.36 7.392	1,345.41 620.96 7.762	1,412.67 652.00 8.150	1,483.39 684.64 8.558	
03643	ZOO ATTD II	03	1,331.89 614.72 7.684	1,398.45 645.44 8.068	1,468.31 677.68 8.471	1,541.80 711.60 8.895	1,618.93 747.20 9.340	
03644	ZOO GATEKEEPER	03	1,053.87 486.40 6.080	1,106.56 510.72 6.384	1,161.85 536.24 6.703	1,219.92 563.04 7.038	1,280.93 591.20 7.390	
03123	ZOO HERPETOLOGIST	03	1,510.60 647.20 8.715	1,586.17 732.08 9.151	1,665.56 768.72 9.609	1,748.76 807.12 10.089	1,836.12 847.44 10.593	
03124	ZOOLOGIST	03	1,510.60 647.20 8.715	1,586.17 732.08 9.151	1,665.56 768.72 9.609	1,748.76 807.12 10.089	1,836.12 847.44 10.593	
03510	Police Sys. Analyst	03	2,103.23 970.72 12.134	2,208.44 1,019.28 12.741	2,318.85 1,070.24 13.378	2,434.81 1,123.76 14.047	2,556.49 1,179.92 14.749	
03511	Steno Clerk III	03	1,238.64 571.68 7.146	1,300.52 600.24 7.503	1,365.52 630.24 7.878	1,433.81 661.76 8.272	1,505.57 694.88 8.686	
03512	Ident. Tech. I (LPE Cert.)	03	1,501.76 693.12 8.664	1,576.81 727.76 9.097	1,655.68 764.16 9.552	1,738.53 802.40 10.030	1,825.55 824.56 10.532	
03513	Ident. Tech. II (LPE Cert.)	03	1,749.11 807.28 10.091	1,836.64 847.68 10.596	1,928.51 890.08 11.126	2,025.40 934.80 11.685	2,126.63 981.52 12.269	
03514	Ident. Tech. III (LPE Cert.)	03	1,964.23 904.72 11.309	2,058.16 949.92 11.874	2,161.12 997.44 12.468	2,269.11 1,047.28 13.091	2,382.64 1,099.68 13.746	

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03401 ACCOUNT CLERK I	03	1,144.00 528.00 6.600	1,201.20 554.40 6.930	1,261.35 582.16 7.277	1,324.44 611.28 7.641	1,390.65 641.84 8.023
03463 ACCOUNT CLERK II	03	1,276.08 588.96 7.362	1,339.87 618.40 7.730	1,406.77 649.28 8.116	1,477.15 681.76 8.522	1,550.99 715.84 8.948
03402 ACCOUNTING TECH	03	1,342.81 619.76 7.747	1,409.89 650.72 8.134	1,480.44 683.28 8.541	1,554.45 717.44 8.968	1,632.11 753.28 9.416
03665 AIR CONDITIONER SERVICER	03	1,425.32 657.84 8.223	1,496.56 690.72 8.634	1,571.44 725.28 9.066	1,649.96 761.52 9.519	1,732.47 799.60 9.995
03601 ANIMAL CONTROL OFFICER	03	1,317.16 607.92 7.599	1,383.03 638.32 7.979	1,452.19 670.24 8.378	1,524.81 703.76 8.797	1,601.08 738.96 9.237
03125 ARBORIST	03	1,956.59 903.04 11.288	2,054.35 948.16 11.852	2,157.13 995.60 12.445	2,264.95 1,045.36 13.067	2,378.13 1,097.60 13.720
03404 ART GALLERY RECEPTIONIST	03	1,219.92 563.04 7.038	1,280.93 591.20 7.390	1,345.07 620.80 7.760	1,412.32 651.84 8.148	1,482.87 684.40 8.555
03507 ART IN PUB PLCS COORD	03	2,012.40 928.80 11.610	2,113.11 975.28 12.191	2,218.84 1,024.08 12.801	2,329.77 1,075.28 13.441	2,446.25 1,129.04 14.113
03451 ART MUSEUM REGISTRAR	03	1,679.25 775.04 9.688	1,763.15 813.76 10.172	1,851.37 854.48 10.681	1,943.93 897.20 11.215	2,041.17 942.08 11.776
* 09031 ARTS & CRAFTS SPECIALIST	03	4.872	5.116	5.372	5.641	5.923
03113 ASSOC PLANNER	03	2,129.75 982.96 12.287	2,236.17 1,032.08 12.901	2,347.97 1,083.68 13.546	2,465.32 1,137.84 14.223	2,588.56 1,194.72 14.934
03106 ASST PLANNER	03	1,855.71 856.48 10.706	1,948.44 899.28 11.241	2,045.85 944.24 11.803	2,148.12 991.44 12.393	2,255.59 1,041.04 13.013
03407 BOOKMENDER	03	1,116.96 515.52 6.444	1,172.77 541.28 6.766	1,231.36 568.32 7.104	1,292.89 596.72 7.459	1,357.55 626.56 7.832

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS



CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION .....	REP	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....					
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	
03408 BOOKMOBILE DRIVER-CLERK	03	1,322.88 610.56 7.632	1,389.09 641.12 8.014	1,458.60 673.20 8.415	1,531.57 706.88 8.836	1,608.19 742.24 9.278	
03605 BUILDING ATTD	03	1,297.57 598.88 7.486	1,362.40 628.80 7.860	1,430.52 660.24 8.253	1,502.11 693.28 8.666	1,577.16 727.92 9.099	
03409 BUILDING INSP I	03	1,964.56 906.72 11.334	2,062.84 952.08 11.901	2,165.97 999.68 12.496	2,274.31 1,049.68 13.121	2,388.01 1,102.16 13.777	
03482 BUILDING INSP II	03	2,032.16 937.92 11.724	2,133.73 984.80 12.310	2,240.51 1,034.08 12.926	2,352.48 1,085.76 13.572	2,470.17 1,140.08 14.251	
03410 BUILDING TECHNICIAN	03	1,672.49 771.92 9.649	1,756.04 810.48 10.131	1,843.92 851.04 10.638	1,936.13 893.60 11.170	2,033.03 938.32 11.729	
03496 BURGLARY/ROBBERY ALM IN	03	1,812.89 836.72 10.459	1,903.55 878.56 10.982	1,998.71 922.48 11.531	2,098.72 968.64 12.108	2,203.59 1,017.04 12.713	
03413 BUYER I	03	1,553.93 717.20 8.965	1,631.59 753.04 9.413	1,713.23 790.72 9.884	1,798.85 830.24 10.378	1,888.81 871.76 10.897	
03411 BUYER II	03	1,768.35 816.16 10.202	1,856.75 856.96 10.712	1,949.65 899.84 11.248	2,047.07 944.80 11.810	2,149.51 992.08 12.401	
03412 BUYER III	03	2,037.19 940.24 11.753	2,139.11 987.28 12.341	2,246.05 1,036.64 12.958	2,358.37 1,088.48 13.606	2,476.24 1,142.88 14.286	
03414 CASHIER	03	1,125.97 519.68 6.496	1,182.31 545.68 6.821	1,241.41 572.96 7.162	1,303.47 601.60 7.520	1,368.64 631.68 7.896	
* 09054 CHARM & MODEL INSTR I	03		3.930	4.127	4.333	4.550	4.778
* 09053 CHARM & MODEL INSTR II	03						
* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS		5.006	5.256	5.519	5.795	6.085	

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
		STEP A	STEP B	STEP C	STEP D	STEP E
03667 CLAIMS REP	03	1,456.69 672.32 8.404	1,529.49 705.92 8.824	1,605.93 741.20 9.265	1,686.19 778.24 9.728	1,770.43 817.12 10.214
* 09003 CLERICAL ASSISTANT	03					
		4.464	4.687	4.921	5.167	5.425
03440 CLERK I	03	996.32 459.84 5.748	1,046.07 482.80 6.035	1,098.41 506.96 6.337	1,153.36 532.32 6.654	1,211.08 558.96 6.987
03437 CLERK II	03	1,083.16 499.92 6.249	1,137.24 524.88 6.561	1,194.09 551.12 6.889	1,253.72 578.64 7.233	1,316.47 607.60 7.595
03465 CLERK III	03	1,224.77 565.28 7.066	1,285.96 593.52 7.419	1,350.27 623.20 7.790	1,417.87 654.40 8.180	1,488.76 687.12 8.589
03415 CODE ENFORCEMENT OFF	03	1,509.39 696.64 8.708	1,584.79 731.44 9.143	1,664.00 768.00 9.600	1,747.20 806.40 10.080	1,834.56 846.72 10.584
03656 COMM CENTER ATTD I	03	1,233.09 569.12 7.114	1,294.80 597.60 7.470	1,359.63 627.52 7.844	1,427.57 658.88 8.236	1,498.99 691.84 8.648
03657 COMM CENTER ATTD II	03	1,319.07 608.80 7.610	1,384.93 639.20 7.990	1,454.27 671.20 8.390	1,526.89 704.72 8.809	1,603.16 739.92 9.249
03475 COMM SERVICE REP	03	1,322.36 610.32 7.629	1,388.40 640.80 8.010	1,457.73 672.80 8.410	1,530.53 706.40 8.830	1,607.15 741.78 9.272
03258 COMPUTER OPR SUPVR	03	1,570.40 724.80 9.060	1,648.92 761.04 9.513	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,908.75 880.96 11.012
03416 CONSTR INSP I	03	1,548.91 714.88 8.936	1,626.39 750.64 9.383	1,707.68 788.16 9.852	1,793.13 827.60 10.345	1,882.75 868.96 10.862
03417 CONSTR INSP II	03	1,835.95 847.36 10.592	1,927.81 889.76 11.122	2,024.19 934.24 11.678	2,125.41 980.96 12.262	2,231.67 1,030.00 12.875
03418 CONSTR INSP III	03	2,048.63 945.52 11.819	2,151.07 992.80 12.410	2,258.71 1,042.48 13.031	2,371.72 1,094.64 13.683	2,490.28 1,149.36 14.367

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION .....	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
D3406 CURATOR OF EDUCATION	03	1,847.91 852.88 10.661	1,940.29 895.52 11.194	2,037.36 940.32 11.754	2,139.28 987.36 12.342	2,246.23 1,036.72 12.959
03606 CUSTODIAN I	03	1,107.77 511.28 6.391	1,163.24 536.88 6.711	1,221.48 563.76 7.047	1,282.49 591.92 7.399	1,346.63 621.52 7.769
03607 CUSTODIAN II	03	1,185.25 547.04 6.838	1,244.53 574.40 7.180	1,306.76 603.12 7.539	1,372.11 633.28 7.916	1,440.75 664.96 8.312
03467 DATA CONTROL CLERK	03	1,183.87 546.40 6.830	1,242.97 573.68 7.171	1,305.20 602.40 7.530	1,370.37 632.48 7.906	1,438.84 664.08 8.301
03420 DATA PROC TECH I	03	1,310.57 604.88 7.561	1,376.09 635.12 7.939	1,444.91 666.88 8.336	1,517.19 700.24 8.753	1,593.11 735.28 9.191
03500 DISPATCHER I (POLICE)	03	1,199.29 553.52 6.919	1,259.27 581.20 7.265	1,322.19 610.24 7.628	1,388.23 640.72 8.009	1,457.56 672.72 8.409
03423 DISPATCHER II (POLICE)	03	1,330.51 614.08 7.676	1,397.07 644.80 8.060	1,466.92 677.04 8.463	1,540.24 710.88 8.866	1,617.20 746.40 9.330
03466 DISPATCHER III (POLICE)	03	1,431.91 660.88 8.261	1,503.49 693.92 8.674	1,578.72 728.64 9.108	1,657.59 765.04 9.563	1,740.44 803.28 10.041
03424 DRAFTING TECH I	03	1,484.60 685.20 8.565	1,558.79 719.44 8.993	1,636.79 755.44 9.443	1,718.60 793.20 9.915	1,804.57 832.88 10.411
03469 DRAFTING TECH II	03	1,672.49 771.92 9.649	1,756.04 810.48 10.131	1,843.92 851.04 10.638	1,936.13 893.60 11.170	2,033.03 938.32 11.729
03427 EDP PROGRAMMER I	03	1,689.31 779.68 9.746	1,773.72 818.64 10.233	1,862.47 859.60 10.745	1,955.55 902.56 11.282	2,053.31 947.68 11.846
03428 EDP PROGRAMMER II	03	1,898.69 876.32 10.954	1,993.68 920.16 11.502	2,093.35 966.16 12.077	2,198.04 1,014.48 12.681	2,307.93 1,065.20 13.315
03429 EDP PROGRAMMER-TRAINEE	03	1,484.60 685.20 8.565	1,558.79 719.44 8.993	1,636.79 755.44 9.443	1,718.60 793.20 9.915	1,804.57 832.88 10.411

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-6

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION .....	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....
CODE TITLE .....	UNIT	STEP A STEP B STEP C STEP D STEP E
03425 ELECT CONSTR INSP I	03	1,773.37 818.48 10.231 1,862.12 859.44 10.743 1,955.20 902.40 11.290 2,052.96 947.52 11.844 2,155.57 994.88 12.436
03491 ELECT CONSTR INSP II	03	1,951.21 900.56 11.257 2,048.80 945.60 11.820 2,151.24 992.88 12.411 2,258.88 1,042.56 13.032 2,371.89 1,094.72 13.684
03492 ELECT CONSTR INSP III	03	2,074.97 957.68 11.971 2,178.80 1,005.60 12.570 2,287.83 1,055.92 13.199 2,402.23 1,108.72 13.859 2,522.35 1,164.16 14.552
03615 ELECTRONIC MAINT TECH	03	1,812.89 836.72 10.459 1,903.55 878.56 10.982 1,998.71 922.48 11.531 2,098.72 968.64 12.108 2,203.59 1,017.04 12.713
03608 ENGINEERING AIDE I	03	1,330.51 614.08 7.676 1,397.07 644.80 8.060 1,466.92 677.04 8.463 1,540.24 710.88 8.886 1,617.20 746.40 9.330
03609 ENGINEERING AIDE II	03	1,436.93 663.20 8.290 1,508.69 696.32 8.704 1,584.09 731.12 9.139 1,663.31 767.68 9.596 1,746.51 806.08 10.076
03430 ENGINEERING TECH	03	1,842.71 850.48 10.631 1,934.92 893.04 11.163 2,031.64 937.68 11.721 2,133.21 984.56 12.307 2,239.81 1,033.76 12.922
03658 EQUIP OPR I	03	1,371.07 632.80 7.910 1,439.53 664.40 8.305 1,511.47 697.60 8.720 1,587.04 732.48 9.156 1,666.43 769.12 9.614
03659 EQUIP OPR II	03	1,466.57 676.88 8.461 1,539.89 710.72 8.884 1,616.85 746.24 9.328 1,697.63 783.52 9.794 1,782.56 822.72 10.284
03504 EVENTS COORDINATOR	03	1,473.16 679.92 8.499 1,546.83 713.92 8.924 1,624.13 749.60 9.370 1,705.43 787.12 9.839 1,790.71 826.48 10.331
03431 EXHIBITS TECHNICIAN	03	1,331.20 614.40 7.680 1,397.76 645.12 8.064 1,467.61 677.36 8.467 1,540.93 711.20 8.890 1,618.07 746.80 9.335
03432 FIELD REP	03	1,374.19 634.24 7.928 1,442.83 665.92 8.324 1,514.93 699.20 8.740 1,590.68 734.16 9.177 1,670.24 770.88 9.636
03481 FLEET MGMT TECH	03	1,929.89 890.72 11.134 2,026.44 935.28 11.691 2,127.84 982.08 12.276 2,234.27 1,031.20 12.890 2,345.89 1,082.72 13.534
* 09044 GOLF COURSE IRRIGATOR	03	7.473
03618 GOLF COURSE MARSHAL	03	1,319.07 608.80 7.610 1,384.93 639.20 7.990 1,454.27 671.20 8.390 1,526.89 704.72 8.809 1,603.16 739.92 9.249

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R700G-8

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
* 09052 GRAPHIC ARTIST	03					
		6.558	6.886	7.230	7.591	7.971
03619 GREENSKEEPER	03	1,342.81 619.76 7.747	1,409.89 650.72 8.134	1,480.44 683.28 8.541	1,554.45 717.44 8.968	1,632.11 753.28 9.416
03506 HISTORIAN-ARCH & PRES	03	1,855.71 856.48 10.706	1,948.44 899.28 11.241	2,045.85 944.24 11.803	2,148.12 991.44 12.393	2,255.59 1,041.04 13.013
03433 IDENT TECH I	03	1,410.41 650.96 8.137	1,480.96 683.52 8.544	1,554.97 717.68 8.971	1,632.80 753.60 9.420	1,714.44 791.28 9.891
03434 IDENT TECH II	03	1,642.85 758.24 9.478	1,725.01 796.16 9.952	1,811.33 836.00 10.450	1,901.99 877.84 10.973	1,997.15 921.76 11.522
03435 IDENT TECH III	03	1,840.97 849.68 10.621	1,933.01 892.16 11.152	2,029.73 936.80 11.710	2,131.13 983.60 12.295	2,237.73 1,032.80 12.910
03436 INFORMATION CLERK	03	1,083.16 499.92 6.249	1,137.24 524.88 6.561	1,194.09 551.12 6.889	1,253.72 578.64 7.233	1,316.47 607.60 7.595
03648 INSTRUMENT TECH	03	1,898.69 876.32 10.954	1,993.68 920.16 11.502	2,093.35 966.16 12.077	2,198.04 1,014.48 12.681	2,307.93 1,065.20 13.315
03105 JR PLANNER	03	1,679.25 775.04 9.688	1,763.15 813.76 10.172	1,851.37 854.48 10.681	1,943.93 897.20 11.215	2,041.17 942.08 11.776
03647 KENNEL ATTD	03	1,193.57 550.88 6.886	1,253.20 578.40 7.230	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370
03443 KEY DATA DPR I	03	1,121.64 517.68 6.471	1,177.80 543.60 6.795	1,236.73 570.80 7.135	1,298.61 599.36 7.492	1,363.61 629.36 7.867
03499 LANDSCAPE ARCH TECH	03	1,672.49 771.92 9.649	1,756.04 810.48 10.131	1,843.92 851.04 10.638	1,936.13 893.60 11.170	2,033.03 938.32 11.729
* 09049 LAW CLERK	03					
		7.244	7.606	7.986	8.385	8.804
03117 LIBRARIAN I	03	1,441.61 665.36 8.317	1,513.72 698.64 8.733	1,589.47 733.60 9.170	1,669.03 770.32 9.629	1,752.40 808.80 10.110
03118 LIBRARIAN II	03	1,679.25 775.04 9.688	1,763.15 813.76 10.172	1,851.37 854.48 10.681	1,943.93 897.20 11.215	2,041.17 942.08 11.776

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7UDD-5

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....	.....	.....	.....	.....
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03446 LIBRARY ASST I	03	1,083.16 499.92 6.249	1,137.24 524.88 6.561	1,194.09 551.12 6.889	1,253.72 578.64 7.233	1,316.47 607.60 7.595
03445 LIBRARY ASST II	03	1,219.92 563.04 7.038	1,280.93 591.20 7.390	1,345.07 620.80 7.760	1,412.32 651.84 8.148	1,482.87 684.40 8.555
03449 LIBRARY PAGE	03	991.47 457.60 5.720	1,041.04 480.48 6.006	1,093.04 504.48 6.306	1,147.64 529.68 6.621	1,205.01 556.16 6.952
03446 LIBRARY TECH I	03	1,329.47 613.60 7.670	1,396.03 644.32 8.054	1,465.68 676.56 8.457	1,539.20 710.40 8.880	1,616.16 745.92 9.324
03447 LIBRARY TECH II	03	1,512.85 698.24 8.728	1,588.43 733.12 9.164	1,667.81 769.76 9.622	1,751.19 808.24 10.103	1,838.72 848.64 10.608
03670 LITTER CONTROL AIDE	03	1,111.24 512.88 6.411	1,166.88 538.56 6.732	1,225.29 565.52 7.069	1,286.48 593.76 7.422	1,350.79 623.44 7.793
03669 LITTER CONTROL OFFICER	03	1,221.65 563.84 7.048	1,282.67 592.00 7.400	1,346.80 621.60 7.770	1,414.23 652.72 8.159	1,484.95 685.36 8.567
03651 MAINT WORKER I	03	1,233.09 569.12 7.114	1,294.80 597.60 7.470	1,359.63 627.52 7.844	1,427.57 658.88 8.236	1,498.99 691.84 8.648
03652 MAINT WORKER II	03	1,328.77 613.28 7.666	1,395.16 643.92 8.049	1,464.84 676.08 8.451	1,538.16 709.92 8.874	1,615.12 745.44 9.318
03650 MARINA ATTO	03	1,233.09 569.12 7.114	1,294.80 597.60 7.470	1,359.63 627.52 7.844	1,427.57 658.88 8.236	1,498.99 691.84 8.648
03450 MATRON CLERK	03	1,137.41 524.96 6.562	1,194.27 551.20 6.890	1,254.07 578.80 7.235	1,316.81 607.76 7.597	1,382.68 638.16 7.977
03484 MEDIA PRODUC SPECIALIST	03	1,646.15 759.76 9.497	1,728.48 797.76 9.972	1,814.97 837.68 10.471	1,905.80 879.60 10.995	2,001.13 923.60 11.545
03621 METER READER	03	1,115.23 514.72 6.434	1,171.04 540.48 6.756	1,229.63 567.52 7.094	1,291.16 595.92 7.449	1,355.64 625.68 7.821

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-6

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03625 MOTOR SWEEPER OPR	03	1,598.48 737.76 9.222	1,678.39 774.64 9.683	1,762.28 813.36 10.167	1,850.33 854.00 10.675	1,942.89 896.72 11.209
03477 MUSEUM ATTD	03	1,155.61 533.36 6.667	1,213.33 560.00 7.000	1,274.00 588.00 7.350	1,337.79 617.44 7.718	1,404.69 648.32 8.104
03505 MUSEUM REGISTRAR	03	1,679.25 775.04 9.688	1,763.15 813.76 10.172	1,851.37 854.48 10.681	1,943.93 897.20 11.215	2,041.17 942.08 11.776
03490 OFFSET EQUIP OPR	03	1,241.24 572.88 7.161	1,303.29 601.52 7.519	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.87 696.40 8.705
03666 PARK EQUIP OPERATOR	03	1,473.16 679.92 8.499	1,546.83 713.92 8.924	1,624.13 749.60 9.370	1,705.43 787.12 9.839	1,790.71 826.48 10.331
03653 PARK MAINT WORKER I	03	1,274.35 588.16 7.352	1,338.13 617.60 7.720	1,405.04 648.48 8.106	1,475.24 680.88 8.511	1,549.08 714.96 8.937
03654 PARK MAINT WORKER II	03	1,374.19 634.24 7.928	1,442.83 665.92 8.324	1,514.93 699.20 8.740	1,590.68 734.16 9.177	1,670.24 770.88 9.636
03655 PARK MAINT WORKER III	03	1,461.55 674.56 8.432	1,534.69 708.32 8.854	1,611.48 743.76 9.297	1,692.08 780.96 9.762	1,776.67 820.00 10.250
03630 PARKING ENFORC OFF	03	1,221.65 563.84 7.048	1,282.67 592.00 7.400	1,346.80 621.60 7.770	1,414.23 652.72 8.159	1,484.95 685.36 8.567
03627 PARKING LOT ATTD	03	1,162.20 536.40 6.705	1,220.27 563.20 7.040	1,281.28 591.36 7.392	1,345.41 620.96 7.762	1,412.67 652.00 8.150
03628 PARKING METER COIN COLLEC	03	1,223.21 564.56 7.057	1,284.40 592.80 7.410	1,348.71 622.48 7.781	1,416.13 653.60 8.170	1,486.85 686.24 8.578
03629 PARKING METER REPAIR WORK	03	1,326.00 612.00 7.650	1,392.39 642.64 8.033	1,462.07 674.80 8.435	1,535.21 708.56 8.857	1,612.00 744.00 9.300

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
* 09058 PERFORM ARTS SPEC	03					
		4.655	4.888	5.132	5.389	5.658
03453 PERSONNEL ASST	03	1,292.37	1,357.03	1,424.80	1,496.04	1,570.92
		596.48	626.32	657.60	690.48	725.04
		7.456	7.829	8.220	8.631	9.063
03468 POLICE CLERK I	03	996.32	1,046.07	1,098.41	1,153.36	1,211.08
		459.84	482.80	506.96	532.32	558.96
		5.748	6.035	6.337	6.654	6.987
03455 POLICE CLERK II	03	1,083.16	1,137.24	1,194.09	1,253.72	1,316.47
		499.92	524.88	551.12	578.64	607.60
		6.249	6.561	6.889	7.233	7.595
03454 POLICE CLERK III	03	1,224.77	1,285.96	1,350.27	1,417.87	1,488.76
		565.28	593.52	623.20	654.40	687.12
		7.066	7.419	7.790	8.180	8.589
03426 PROGRAMMER ANALYST	03	2,205.67	2,315.91	2,431.69	2,553.20	2,680.77
		1,018.00	1,068.88	1,122.32	1,178.40	1,237.28
		12.725	13.361	14.029	14.730	15.466
03456 PROPERTY ASST I	03	1,276.08	1,339.87	1,406.77	1,477.15	1,550.99
		578.96	618.40	649.28	681.76	715.84
		7.362	7.730	8.116	8.522	8.948
03457 PROPERTY ASST II	03	1,405.39	1,475.59	1,549.43	1,626.91	1,708.20
		648.64	681.04	715.12	750.88	788.40
		8.108	8.513	8.939	9.386	9.855
03478 PROPERTY ASST III	03	1,509.39	1,584.79	1,664.00	1,747.20	1,834.56
		696.64	731.44	768.00	806.40	846.72
		6.708	9.143	9.600	10.080	10.584
* 09037 PUBLIC SERVICE AIDE	03					
		3.930	4.127	4.333	4.550	4.778
03452 REAL PROP AGENT I	03	1,789.84	1,879.28	1,973.23	2,071.85	2,175.51
		826.08	867.36	910.72	956.24	1,004.08
		10.326	10.842	11.384	11.953	12.551
03459 REAL PROP AGENT II	03	2,065.09	2,168.40	2,276.73	2,390.61	2,510.21
		953.12	1,000.80	1,050.80	1,103.36	1,158.56
		11.914	12.510	13.135	13.792	14.482
* 09039 RECREATION LEADER I	03					
		3.930	4.127	4.333	4.550	4.778
* 09040 RECREATION LEADER II	03					
		5.006	5.256	5.519	5.795	6.085

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS



CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP.	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
* 09038 RECREATION LEADLR(HANDICA	03					
		4.122	4.328	4.544	4.771	5.010
03493 RECREATION PROG COORD	03	1,328.08 612.96 7.662	1,394.47 643.60 8.045	1,464.15 675.76 8.447	1,537.29 709.52 8.869	1,614.08 744.96 9.312
03497 REVENUE INSPECTOR	03	1,374.19 634.24 7.928	1,442.83 665.92 8.324	1,514.93 699.20 8.740	1,590.68 734.16 9.177	1,670.24 770.88 9.636
03121 SANITARY CHEMIST	03	1,898.69 876.32 10.954	1,993.68 920.16 11.502	2,093.35 966.16 12.077	2,198.04 1,014.48 12.681	2,307.93 1,065.20 13.315
03460 SANITARY INSP	03	1,486.16 685.92 8.574	1,560.52 720.24 9.003	1,638.52 756.24 9.453	1,720.51 794.08 9.926	1,806.48 833.76 10.422
03461 SANITARY LAB TECH	03	1,402.27 647.20 8.090	1,472.29 679.52 8.494	1,545.96 713.52 8.919	1,623.27 749.20 9.365	1,704.39 786.64 9.833
03662 SANITATION WORKER I	03	1,322.68 610.56 7.632	1,389.09 641.12 8.014	1,458.60 673.20 8.415	1,531.57 706.88 8.836	1,608.19 742.24 9.278
03663 SANITATION WORKER II	03	1,435.20 662.40 8.280	1,506.96 695.52 8.694	1,582.36 730.32 9.129	1,661.40 766.80 9.585	1,744.43 805.12 10.064
03664 SANITATION WORKER III	03	1,506.27 695.20 8.690	1,581.49 729.92 9.124	1,660.53 766.40 9.580	1,743.56 804.72 10.059	1,830.75 844.96 10.562
* 09041 SEAMSTRESS	03					
		4.122	4.328	4.544	4.771	5.010
03462 SECRETARY TO PLAN COMM	03	1,323.92 611.04 7.638	1,390.13 641.60 8.020	1,459.64 673.68 8.421	1,532.61 707.36 8.842	1,609.23 742.72 9.284
03641 SECURITY GUARD	03	1,147.29 529.52 6.619	1,204.67 556.00 6.950	1,264.99 583.84 7.298	1,328.25 613.04 7.663	1,394.64 643.68 8.046

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03404 SR CASHIER	03	1,219.92 563.04 7.038	1,260.93 591.20 7.390	1,345.07 620.80 7.760	1,412.32 651.84 8.148	1,482.87 684.40 8.555
03476 SR CLERICAL ASST	03	1,203.45 555.44 6.943	1,263.60 583.20 7.290	1,326.69 612.32 7.654	1,393.08 642.96 8.037	1,462.76 675.12 8.439
03421 SR DATA PROCES TECH	03	1,466.57 676.88 8.461	1,539.89 710.72 8.884	1,616.85 746.24 9.328	1,697.63 783.52 9.794	1,782.56 822.72 10.284
03633 SR ELECTRONIC MAINT TECH	03	1,961.27 905.20 11.315	2,059.37 950.48 11.881	2,162.33 998.00 12.475	2,270.49 1,047.92 13.099	2,384.03 1,100.32 13.754
03444 SR KEY DATA OPR	03	1,198.60 553.20 6.915	1,258.57 580.88 7.261	1,321.49 609.92 7.624	1,387.53 640.40 8.005	1,456.87 672.40 8.405
03666 SR PARKING LOT ATTD	03	1,233.09 509.12 7.114	1,294.80 597.60 7.470	1,359.63 627.52 7.844	1,427.57 658.88 8.236	1,498.99 691.84 8.648
* 09059 SR RECREATION LEADER	03	5.969	6.267	6.580	6.909	7.254
03229 SR SANITARY CHEMIST	03	2,055.21 948.56 11.857	2,158.00 996.00 12.450	2,265.99 1,045.84 13.073	2,379.35 1,098.16 13.727	2,498.25 1,153.04 14.413
* 09050 STAFF AIDE	03	9.636				
* 09057 STAFF SERVICES AIDE	03	6.005				
03441 STENO CLERK I	03	1,063.40 490.80 6.135	1,116.61 515.36 6.442	1,172.43 541.12 6.764	1,231.01 568.16 7.102	1,292.55 596.56 7.457
03438 STENO CLERK II	03	1,157.17 534.08 6.676	1,215.07 560.80 7.010	1,275.91 588.88 7.361	1,339.69 618.32 7.729	1,406.60 649.20 8.115
03501 STOREKEEPER	03	1,351.31 623.68 7.796	1,418.91 654.88 8.186	1,489.80 687.60 8.595	1,564.33 722.00 9.025	1,642.51 758.08 9.476
03502 STORES CLERK I	03	1,129.79 521.44 6.518	1,186.29 547.52 6.844	1,245.57 574.88 7.186	1,307.80 603.60 7.545	1,373.15 633.76 7.922

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-6

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

.... EMPLOYEE CLASSIFICATION ....	REP	..... SCHEDULED MONTHLY/B1-WEEKLY/HOURLY RATES .....				
CODE TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03489 STORES CLERK II	03	1,241.24 572.88 7.161	1,303.29 601.52 7.519	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.87 696.40 8.705
* 09009 STUDENT TRAINEE	03	4.940	5.187	5.446	5.718	6.004
03470 TELEPHONE OPF	03	1,066.08 492.96 6.162	1,121.47 517.60 6.470	1,177.63 543.52 6.794	1,236.56 570.72 7.134	1,298.44 599.28 7.491
* 09010 TICKET SELLER	03	5.919	6.215	6.526	6.852	7.195
03463 TICKET SELLED	03	1,170.35 540.16 6.752	1,228.93 567.20 7.090	1,290.47 595.60 7.445	1,354.95 625.36 7.817	1,422.72 656.64 8.208
03471 TRAFFIC CHECKER	03	1,215.07 560.80 7.010	1,275.73 588.80 7.360	1,339.52 618.24 7.728	1,406.43 649.12 8.114	1,476.80 681.60 8.520
03472 TRAFFIC INVESTIGATOR	03	1,537.47 709.60 8.870	1,614.25 745.04 9.313	1,695.03 782.32 9.779	1,779.79 821.44 10.268	1,868.71 862.48 10.781

\* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R700C-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH. OPER & MAINT, PROF)

....	EMPLOYEE CLASSIFICATION	....	REP	.....	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	.....		
CODE	TITLE	.....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03637	TRAFFIC SIGNAL TECH		03	1,854.15 855.76 10.697	1,946.88 898.56 11.232	2,044.29 943.52 11.794	2,146.56 990.72 12.384	2,253.85 1,040.24 13.083
03660	TREE MAINT WORKER I		03	1,365.87 630.40 7.880	1,434.16 661.92 8.274	1,505.92 695.04 8.688	1,581.15 729.76 9.122	1,660.19 766.24 9.578
03661	TREE MAINT WORKER II		03	1,411.97 651.68 8.146	1,482.52 684.24 8.553	1,556.71 718.48 8.981	1,634.53 754.40 9.430	1,716.35 792.16 9.902
03639	TREE TRIMMER I		03	1,423.59 657.04 8.213	1,494.83 689.92 8.624	1,569.53 724.40 9.055	1,648.05 760.64 9.508	1,730.39 798.64 9.983
03640	TREE TRIMMER II		03	1,543.88 712.56 8.907	1,621.01 748.16 9.352	1,702.13 785.60 9.820	1,787.24 824.88 10.311	1,876.68 866.16 10.827
03638	TREE TRIMMER TRAINEE		03	1,257.88 580.56 7.257	1,320.80 609.60 7.620	1,386.84 640.08 8.001	1,456.17 672.08 8.401	1,528.97 705.68 8.821
03442	TYPIST CLERK I		03	996.32 459.84 5.748	1,046.07 482.80 6.035	1,098.41 506.96 6.337	1,153.36 532.32 6.654	1,211.08 558.96 6.987
03439	TYPIST CLERK II		03	1,083.16 499.92 6.249	1,137.24 524.88 6.561	1,194.09 551.12 6.889	1,253.72 578.64 7.233	1,316.47 607.60 7.595
0346E	TYPIST CLERK III		03	1,224.77 565.28 7.066	1,285.96 593.52 7.419	1,350.27 623.20 7.790	1,417.87 654.40 8.180	1,488.76 687.12 8.589
03494	UTILITY BILLING REP I		03	1,023.53 472.40 5.905	1,074.67 496.00 6.200	1,128.40 520.80 6.510	1,184.91 546.88 6.836	1,244.19 574.24 7.178
03495	UTILITY BILLING REP II		03	1,115.23 514.72 6.434	1,171.04 540.48 6.756	1,229.63 567.52 7.094	1,291.16 595.92 7.449	1,355.64 625.68 7.821
03498	UTILITY SVCS INSP		03	1,374.19 634.24 7.928	1,442.83 665.92 8.324	1,514.93 699.20 8.740	1,590.68 734.16 9.177	1,670.24 770.88 9.636

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-E

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

LOCAL 39 (OFF & TECH, OPER & MAINT, PROF)

....	EMPLOYEE CLASSIFICATION	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE	TITLE .....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
* 09011	UTILITY WORKER	03					
			4.122	4.328	4.544	4.771	5.010
* 09066	WATER WASTE INSPECTOR	03					
			4.940	5.187	5.446	5.718	6.004
03473	WEED ABATEMENT INSP	03	1,302.43 601.12 7.514	1,367.60 631.20 7.890	1,436.07 662.80 8.285	1,507.83 695.92 8.699	1,583.23 730.72 9.134
03474	ZONING INVESTIGATOR	03	1,501.24 692.88 8.661	1,576.29 727.52 9.094	1,655.16 763.92 9.549	1,737.84 802.08 10.026	1,824.68 842.16 10.527
03642	ZOO ATTD I	03	1,330.51 614.08 7.676	1,397.07 644.80 8.060	1,466.92 677.04 8.463	1,540.24 710.88 8.886	1,617.20 746.40 9.330
03643	ZOO ATTD II	03	1,438.49 663.92 8.299	1,510.43 697.12 8.714	1,586.00 732.00 9.150	1,665.39 768.64 9.608	1,748.59 807.04 10.088
03644	ZOO GATEKEEPER	03	1,150.59 531.04 6.638	1,208.13 557.60 6.970	1,268.63 585.52 7.319	1,332.07 614.80 7.685	1,398.63 645.52 8.069
03123	ZOO HERPETOLOGIST	03	1,631.41 752.96 9.412	1,713.05 790.64 9.883	1,798.68 830.16 10.377	1,888.64 871.68 10.896	1,983.11 915.28 11.441
03124	ZOOLOGIST	03	1,631.41 752.96 9.412	1,713.05 790.64 9.883	1,798.68 830.16 10.377	1,888.64 871.68 10.896	1,983.11 915.28 11.441
03510	Police Sys. Analyst	03	2,271.53 1,048.40 13.105	2,385.07 1,100.80 13.760	2,504.32 1,155.84 14.448	2,629.47 1,213.60 15.170	2,761.03 1,274.32 15.929
03511	Steno Clerk III	03	1,337.79 617.44 7.718	1,404.69 648.32 8.104	1,474.89 680.72 8.509	1,548.56 714.72 8.934	1,626.04 750.48 9.381
03512	Ident. Tech I (LPE Cert.)	03	1,622.05 748.64 9.358	1,703.17 786.08 9.826	1,788.28 825.36 10.317	1,877.72 866.64 10.833	1,971.67 910.00 11.375
03513	Ident. Tech II (LPE Cert.)	03	1,889.68 872.16 10.902	1,984.15 915.76 11.447	2,083.29 961.52 12.019	2,187.47 1,009.60 12.620	2,296.84 1,060.08 13.251
03514	Ident. Tech III (LPE Cert.)	03	2,117.09 977.12 12.214	2,223.00 1,026.00 12.825	2,334.11 1,077.28 13.466	2,450.76 1,131.12 14.139	2,573.31 1,187.68 14.846

EXHIBIT B

REGRESSION LADDERS

UNITS

Operations & Maintenance  
Office & Technical  
Professional

1. Traffic Signal Supervisor  
Senior Electronic Maintenance Technician  
Traffic Signal Technician  
Electronic Maintenance Technician
2. Associate Planner  
Assistant Planner
3. Senior Sanitary Chemist  
Sanitary Chemist  
Sanitary Lab Technician
4. Police Systems Analyst  
Programmer Analyst  
EDP Programmer II  
EDP Programmer I  
EDP Programmer Trainee
5. Senior Data Processing Technician  
Data Processing Technician I  
Data Control Clerk
6. Computer Operator Supervisor  
Computer Operator
7. Senior Key Data Operator  
Key Data Operator I
8. Street Cleaning Supervisor  
Motor Sweeper Operator  
Equipment Operator II  
Vegetal Waste Facility Worker  
Equipment Operator I  
Maintenance Worker II  
Maintenance Worker I  
Security Guard
9. Utility Service Inspector  
Utility Billing Representative III  
Utility Billing Representative II  
Meter Reader  
Utility Billing Representative I
10. Librarian III  
Librarian II  
Librarian I

11. Library Technician II  
Library Technician I  
Library Assistant II  
Library Assistant I  
Library Page
12. Building Inspector III  
Building Inspector II  
Building Inspector I
13. Construction Inspector III  
Construction Inspector II  
Survey Party Chief  
Construction Inspector I  
Engineering Aide II  
Engineering Aide I
14. Real Property Agent II  
Real Property Agent I
15. Buyer III  
Buyer II  
Buyer I
16. Central Stores Supervisor  
Storekeeper  
Stores Clerk II  
Stores Clerk I
17. Superintendent - Identification Bureau  
Identification Technician III  
Identification Technician II  
Identification Technician I
18. Office Supervisor  
Personnel Assistant  
Clerk III  
Clerk II  
Clerk I
19. Electrical Construction Inspector III  
Electrical Construction Inspector II  
Electrical Construction Inspector I
20. Typist Clerk III  
Typist Clerk II  
Typist Clerk I
21. Stenographer Clerk III  
Secretary to the Planning Commission  
Stenographer Clerk II  
Stenographer Clerk I

22. Assistant Box Office Supervisor  
Supervising Cashier  
Ticket Seller  
Cashier
23. Chief Telephone Operator  
Telephone Operator
24. Central Services Supervisor  
Offset Equipment Operator
25. Zoning Administrator  
Zoning Investigator
26. Engineering Technician  
Building Technician  
Drafting Technician II  
Drafting Technician I  
Engineering Aide II  
Engineering Aide I
27. Community Center Facilities Supervisor  
Custodial Supervisor II  
Custodial Supervisor I  
Community Center Attendant II  
Building Attendant  
Community Center Attendant I  
Custodian II  
Custodian I
28. Accounting Technician  
Account Clerk II  
Account Clerk I
29. Weed Abatement Supervisor (Exempt)  
Weed Abatement Inspector
30. Supervising Dispatcher  
Dispatcher III  
Dispatcher II  
Dispatcher I
31. Property Supervisor  
Property Assistant III  
Property Assistant II  
Property Assistant I
32. Senior Animal Control Officer  
Animal Control Officer  
Kennel Attendant
33. Parking Meter Repair Supervisor  
Parking Meter Repairworker



- 34. Refuse Collection Supervisor  
Sanitation Worker IV  
Sanitation Worker III  
Sanitation Worker II  
Sanitation Worker I
  
- 35. Senior Recreation Supervisor  
Recreation Supervisor II  
Recreation Supervisor I  
Recreation Program Coordinator
  
- 36. Parks Supervisor  
Parks Equipment Operator  
Park Maintenance Worker III  
Park Maintenance Worker II  
Park Maintenance Worker I
  
- 37. Tree Maintenance Supervisor  
Tree Maintenance Worker II  
Tree Maintenance Worker I
  
- 38. Golf Course Supervisor  
Greenskeeper
  
- 39. Tree Trimmer Supervisor  
Tree Trimmer II  
Tree Trimmer I  
Tree Trimmer Trainee
  
- 40. Zoo Supervisor  
Zoo Attendant II  
Zoo Attendant I
  
- 41. Supervisor-Records Section  
Supervising Police Clerk  
Police Clerk III  
Matron Clerk  
Police Clerk II  
Police Clerk I
  
- 42. Parking Lot Supervisor  
Senior Parking Lot Attendant  
Parking Lot Attendant
  
- 43. Parking Enforcement Supervisor  
Parking Meter Coin Collector  
Parking Enforcement Officer
  
- 44. Traffic Investigator  
Traffic Checker
  
- 45. Marina Supervisor  
Marina Attendant

- 46. Chief Museum Attendant  
Museum Attendant
- 47. Litter Control Officer  
Litter Control Aide
- 48. Bump to previously held classification's regression ladder.

Museum Registrar  
Burglary Robbery Alarm Inspector  
Tax & License Supervisor  
Community Service Representative  
Media Production Specialist  
Events Coordinator  
Zoologist  
Instrument Technician  
Arborist  
Fleet Management Technician  
Exhibits Technician  
Zoo Gatekeeper  
Art Gallery Receptionist  
Golf Course Marshal  
Claims Representative  
Sanitary Inspector  
Air Conditioner Servicer  
Bookmender  
Supervising Plant Operator  
Drainage Supervisor  
Revenue Inspector  
Curator of Education  
Art Museum Registrar  
Code Enforcement Officer  
Landscape Architectural Technician  
Bookmobile Driver-Clerk  
Historian - Architecture and Preservation  
Vegetal Waste Facility Worker  
Art in Public Places Coordinator

# RESOLUTION NO. 82-830

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

December 3, 1982

A RESOLUTION ADOPTING AGREEMENT WITH  
INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY LOCAL 39, AFL-CIO  
DATED DECEMBER 3, 1982

WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution on employer-employee relations policy; and,

WHEREAS, under the terms of that policy, the representatives of the City Manager have met and conferred with representatives of the International Union of Operating Engineers, Stationary Local 39, AFL-CIO, the recognized employee organization for employees in the General Supervisory Unit as designated in said policy; and,

WHEREAS, these parties have reached agreement on matters relating to the employment conditions of the employees in said units, as reflected by the written Agreement entered into by them on December 3, 1982, which Agreement is attached hereto and made a part hereof; and,

WHEREAS, this Council finds that the provisions and agreements contained in this Agreement are fair and proper and in the best interests of the City of Sacramento;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in the said Agreement.

---

MAYOR

ATTEST:

---

CITY CLERK

AGREEMENT

BETWEEN

CITY OF SACRAMENTO

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY LOCAL 39, AFL-CIO

COVERING ALL EMPLOYEES IN THE  
GENERAL SUPERVISORY UNIT

1982 - 1984

TABLE OF CONTENTS

<u>Section</u>	<u>Page</u>
PREAMBLE	
ARTICLE I RECOGNITION	
1. Recognition . . . . .	1
ARTICLE II SOLE AGREEMENT	
2. Sole Agreement . . . . .	1
ARTICLE III CITY RIGHTS	
3. City Rights . . . . .	2
ARTICLE IV UNION RIGHTS	
4. Payroll Deductions . . . . .	2
5. Bulletin Boards . . . . .	3
6. Stewards . . . . .	3
ARTICLE V GRIEVANCE PROCEDURE	
7. Purpose . . . . .	4
8. Definitions . . . . .	4
9. Step One . . . . .	4
10. Step Two . . . . .	5
11. Step Three . . . . .	5
12. Arbitration . . . . .	5
13. Witnesses . . . . .	6
ARTICLE VI SALARIES	
14. 1982-83 Salaries . . . . .	6
15. 1983-84 Salaries . . . . .	6
ARTICLE VII INSURANCE BENEFITS	
16. Insurance Benefits . . . . .	7

Section

Page

ARTICLE VIII  
HOURS OF WORK

17. Workday, Weekweek. . . . .	8
18. Rest Periods . . . . .	9

ARTICLE IX  
OVERTIME COMPENSATION

19. Overtime . . . . .	9
20. Premium Pay Calculation. . . . .	10
21. Court Overtime . . . . .	11

ARTICLE X  
STANDBY ASSIGNMENTS AND NIGHT-SHIFT PREMIUM PAY

22. Standby Assignments. . . . .	12
23. Night-Shift Premium Pay. . . . .	13

ARTICLE XI  
HOLIDAY BENEFITS AND LEAVES

24. Holidays . . . . .	13
25. Vacation . . . . .	15
26. Jury Duty. . . . .	16

ARTICLE XII  
SPECIAL ALLOWANCES

27. Temporary Work in a Higher Classification. . . . .	16
28. Tuition Reimbursement. . . . .	16
29. Identification Certificate Program . . . . .	17

ARTICLE XIII  
TRANSPORTATION

30. General. . . . .	17
31. Mileage Reimbursement and Monthly Vehicle Allowance. . . . .	17
32. Regional Transit Bus Pass. . . . .	17

ARTICLE XIV  
LAYOFF

33. Purpose. . . . .	18
34. Definitions. . . . .	18
35. Procedure. . . . .	20
36. Salary in Event of Downgrade . . . . .	22
37. Fringe Benefits. . . . .	22
38. Recall . . . . .	23
39. General. . . . .	24

Section

Page

ARTICLE XV  
UNIFORMS AND COVERALLS

40. Uniforms . . . . .	25
41. Coveralls . . . . .	25

ARTICLE XVI  
SAFETY SHOES AND SAFETY GLASSES

42. Safety Shoes . . . . .	25
43. Safety Glasses . . . . .	25

ARTICLE XVII  
CLASSIFICATION AND PAY

44. New or Revised Job Classifications . . . . .	26
--	----

ARTICLE XVIII  
MISCELLANEOUS

45. Civil Service Rules . . . . .	27
46. Selection of Vacancies . . . . .	27
47. Advancement in Rate of Compensation . . . . .	27
48. Promotion From Within . . . . .	27
49. Consolidation . . . . .	27
50. Damage to Prescription Glasses . . . . .	28
51. Non-Discrimination . . . . .	28
52. Savings Clause . . . . .	28
53. Bargaining Unit Changes . . . . .	28
54. Sick Leave Accrued in Sacramento Public Library System . . . . .	28
55. Employee Performance Evaluations . . . . .	29
56. Deferred Lump Sum Payment . . . . .	29
57. Non-Fault Vehicular Accidents . . . . .	29
58. Contracting Out . . . . .	29
59. Strikes and Lockouts . . . . .	29
60. Term . . . . .	29

- Exhibit A
- Exhibit A-1
- Exhibit B

## PREAMBLE

This AGREEMENT, hereinafter referred to as the Agreement, entered into by and between the CITY OF SACRAMENTO, hereinafter referred to as the City, and the INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY LOCAL 39, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious labor relations between the City and the Union, establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work, and other conditions of employment.

## ARTICLE I RECOGNITION

### 1. RECOGNITION

a. The City hereby recognizes the Union as the exclusive bargaining agent for all employees in the General Supervisory Unit, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Union on all matters relating to the scope of representation pertaining to the said employees as authorized by law.

b. The Union will not object to the State Mediation Service or the American Arbitration Association conducting an election pursuant to the City's Employer-Employee Relations Policy.

## ARTICLE II SOLE AGREEMENT

### 2. SOLE AGREEMENT

a. This Agreement when signed by the parties hereto, and approved by the City Council, supersedes all other Agreements and supplements, and represents the sole agreement between the parties.

b. Neither party shall be obligated to meet and confer during the term of this Agreement on any matter within the scope of bargaining. However, if during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the Agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representative of the City and the Union. Any such changes validly made shall become a part of this Agreement and subject to its terms.

c. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.



ARTICLE III  
CITY RIGHTS

3. CITY RIGHTS

The City retains the exclusive right, subject to and in accordance with applicable laws, the City Charter, Civil Service Rules and Regulations, and the provisions of this Agreement, (a) to direct employees in the performance of their duties; (b) to hire, promote, transfer and assign employees; (c) to classify employees in accordance with applicable Charter, ordinance and Civil Service Rule provisions; (d) to discipline employees in accordance with applicable Rules; (e) to dismiss employees because of lack of work or for other reasonable cause; (f) to determine the mission of its Divisions and Departments, and its budget, organization, the number of employees, and the numbers, types, classifications and grades of positions or employees assigned to an organization unit, work project, shift, or tour of duty, and the methods and technology of performing its work; and (g) to take whatever action may be appropriate to carry out its mission in situations of emergency.

ARTICLE IV  
UNION RIGHTS

4. PAYROLL DEDUCTIONS

a. In addition to continuing existing payroll deductions for group medical insurance plans to which the City now is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the Union for (1) the normal and regular monthly membership dues and assessments, and (2) insurance premiums for plans to which the City is not the contracting party.

b. All the above payroll deductions shall be subject to the following conditions:

- (1) Such deductions shall be made pursuant to the terms and conditions set forth in authorization forms approved by the City. Such forms shall be those which are currently used. Any changes or modifications shall be agreed upon between the City and Union.
- (2) Deductions and authorizations shall be separated by type of deductions (union membership dues, insurance premiums) and by payee.
- (3) Such deductions shall be made only upon submission to the Payroll Section, Department of Finance, of the said authorization form duly completed and executed by the employee and the Union.
- (4) The Union will be responsible for notifying the Payroll Section of any changes in the amounts to be payroll deducted from the paychecks of employees who have authorization forms

on file with the City. Such notification shall be in the form of a letter signed by the authorized representative of the Union certifying a change in dues.

- (5) The Union agrees to indemnify, defend and hold the City harmless against any claims made of any nature whatsoever, and against any suit instituted against the City arising from its deductions for dues or insurance or other programs sponsored by the Union.
- (6) The City will remit to the Union a check for all of the deductions.

5. BULLETIN BOARDS

a. In addition to providing the Union with a locked bulletin board at City Hall and the 28th Street Yard, space shall be provided on City property, at locations mutually agreed upon, for Union bulletin boards for the posting of the following types of notices:

- (1) Union recreational and social activities
- (2) Union elections
- (3) Union appointments and results of Union elections
- (4) Union meetings

b. Such other notices as may be mutually agreed upon by the Union and the Department of Employee Relations. Bulletin boards are for the sole purpose of such notices as are listed above. The board size shall be three (3) feet by four (4) feet.

6. STEWARDS

a. The City recognizes that the Union has established Stewards, who consist of career City employees represented by the Union, to handle grievances pertaining to this Agreement. A current list of Stewards shall be made available to the Director of Employee Relations, together with any changes thereto. Further, the Union shall provide each Department, and post in each work area, a current list of Stewards authorized in said Department.

b. Stewards shall be designated in accordance with areas mutually agreed upon by the Union and the City. The Union will not exceed a ratio of one (1) Steward to every fifty-five (55) represented employees.

c. Stewards shall not conduct union or representational activities, including grievance handling, on City time unless prior approval is expressly granted by City management.

ARTICLE V  
GRIEVANCE PROCEDURE

The City and the Union agree to implement the following grievance procedure:

7. PURPOSE

a. This grievance procedure shall be used to process and resolve grievances arising under this Agreement except to the extent that the City Charter vests jurisdiction elsewhere.

b. The purposes of this procedure are:

- (1) to resolve grievances informally at the lowest possible level;
- (2) to provide an orderly procedure for reviewing and resolving grievances promptly.

8. DEFINITIONS

a. A grievance is a good faith complaint of one or a group of employees, or a dispute between the City and the Union involving the interpretation, application, or enforcement of the express terms of this Agreement.

b. As used in this procedure, the term "supervisor" means the individual who assigns, reviews and directs the work of an employee.

c. As used in this procedure the term "party" means an employee, the Union, the City, or their authorized representatives.

d. The employee retains all rights conferred by Sections 3500 et. seq., of the Government Code or Civil Service Rules and Regulations of the City unless waived by such employee.

9. STEP ONE

An employee who believes he has cause for grievance may contact his supervisor alone. An employee who believes he has cause for grievance may contact his supervisor with his Steward. If after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted, the grievance may be reduced to writing. The grievance statement shall include the following:

a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and sections(s) of this Agreement.

b. The remedy or correction requested of the City.

c. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee's supervisor.

d. The grieving employee's Division Head or designee shall give his answer to the grievance in writing within five (5) standard workdays from the time he receives the grievance in writing. The answer by the Division Head or designee shall include the following:

(1) a complete statement of the City's position and the facts upon which it is based;

(2) the remedy or correction which has been offered, if any.

#### 10. STEP TWO

The appeal to the second step will be made within five (5) standard workdays. The hearing of the grievance will be held within five (5) standard working days of the second step appeal. The Union Representative and designated Departmental Representative will meet in an effort to settle the matter. The City's answer will be made five (5) standard workdays after the hearing is held. The employee has five (5) standard workdays to determine whether or not to appeal the grievance to the third step.

#### 11. STEP THREE

a. The Union's Representative and the designated representative of the City will meet to hear grievance appealed to the third step. Grievances of general nature pertaining to matters not normally decided by Shop or Unit supervisory personnel may be presented directly to the third step.

b. Grievances appealed to the third step of the grievance procedure shall be heard within ten (10) standard working days after the appeal to the third step of the grievance procedure.

c. A written answer will be made within ten (10) standard workdays after the hearing, stating the City's position.

#### 12. ARBITRATION

If the third step answer is not satisfactory to the employee, the Union may appeal the grievance to arbitration. The request for arbitration must be given in writing to the designated City Representative by the Union within ten (10) standard workdays from the date of the third step answer.

a. An arbitrator may be selected by mutual agreement between the Union Representative and the City's Representative.

b. Should the representatives fail to mutually agree on an arbitrator they shall make a joint request to the State Conciliation & Mediation Service

for a list of five (5) qualified arbitrators. The parties shall each strike two (2) names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.

c. It is understood that the arbitrator will only interpret this Agreement and will in no instance add too, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on the City, the Union and employee.

d. The fees of the arbitrator and the court reporter if used will be borne equally by the Union and the City.

e. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.

f. No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance was based. With the consent of the City's third step representative the 30-day time limit for filing grievances may be extended.

g. If the City does not meet time limits, the Union may process the grievance to the next step of the grievance procedure. Time limits at each grievance step may be waived by mutual agreement of the parties.

h. The Union Business Representative or designee shall have the authority to settle grievances for the Union or employees at the respective steps of the grievance procedure.

### 13. WITNESSES

The City agrees that employees shall not suffer loss of compensation for time spent as a witness at an arbitration hearing held pursuant hereto. The Union agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

## ARTICLE VI SALARIES

### 14. 1982-83 SALARIES

The bi-weekly rates of pay as set forth in Exhibit A shall continue in effect through June 24, 1983.

### 15. 1983-84 SALARIES

Effective June 25, 1983, salary ranges in terms of bi-weekly rates of pay for represented classifications shall receive an 8.0% increase, except

classifications with a maximum monthly salary of under \$1251 shall receive a salary increase of \$115 monthly, and classifications with a maximum monthly salary of \$1251 to \$1484 shall receive a salary increase of 8.0% plus \$15 monthly.

## ARTICLE VII INSURANCE BENEFITS

### 16. INSURANCE BENEFITS

a. Effective September 1, 1982, the City agrees to make contributions up to \$172.64 per month per eligible career and eligible non-career (+1,040) employee toward the premium costs of the City's medical and dental insurance plans covering eligible employees and qualified dependents, if any.

b. Effective January 1, 1983, the City agrees to make contributions up to \$172.64 per month per eligible full-time career employee toward the premiums in application preference of City-sponsored medical, dental, disability, and/or life insurance plans covering eligible employees and qualified dependents, if any. A full-time career employee shall be eligible for a City contribution on each applicable payday if the employee is paid for one or more hours of salary. Eligible career employees may apply any remaining portion of the City contribution to Union-sponsored term life insurance, High Level Accidental Death and Dismemberment Insurance, and/or permanent life insurance provided the eligible career employees have first applied the City contribution to the City's present supplemental life insurance. The City will have the right to offer more life insurance in the future. Employees will have the option of purchasing this life insurance with the City contribution but they would not have to exhaust the newly offered life insurance before purchasing the Union-sponsored insurance. Eligible career employees who use the City contribution for Union-sponsored permanent life insurance shall not receive by way of loan or otherwise any cash value on such insurance so long as they are employed with the City. Eligible career employees may apply the City contribution for the City's disability plan or the Union-sponsored disability income protection plan, but not both.

c. Effective January 1, 1983, the City agrees to make contributions up to \$172.64 per month, on either a 100% or 50% basis, for part-time career employees and non-career (+1,040) employees, toward the premiums of only City-sponsored medical and dental insurance plans covering eligible employees and qualified dependents, if any. The amount of City contribution for each applicable payroll shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% contribution; 40-63.9 hours paid = 50% contribution. To be eligible for any City contribution under this Section, the part-time career and non-career (+1,040) employee must be paid for a minimum of forty (40) hours of work on each payday.

d. If a part-time career employee or a non-career employee fails to be paid for the minimum forty (40) hours necessary to receive the City contribution, the City shall deduct from the employee's paycheck the amount needed to pay for the insurance plans which the employee has selected. If this

deduction from the part-time career or non-career employee's paycheck cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall automatically drop the employee from the City-sponsored insurance program until the next open enrollment period.

e. The City agrees to provide basic life insurance in the amount of \$2,500 to each eligible career employee at no cost to the employee if the employee receives the City contribution as stated above.

f. Employees who are paid less than one hour salary per payday may continue any City-sponsored insurance in effect, for up to six (6) months, by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.

g. All terms and conditions of medical and dental insurance sponsored by the City will be as outlined on certificates of coverage and related insurance contracts.

h. Effective January 1, 1983, the City-sponsored Kaiser Plan will be "S" coverage (Drug III, Optical A, and Dependent Code 2).

i. Effective July 1, 1983, the City will increase the maximum monthly insurance contribution as set forth in Sections (b) and (c) above by a dollar amount equal to the increase in the full family premium rates for the City-sponsored Kaiser "S" and Traveler's Dental plans. This increase, if any, will be calculated by subtracting the premium rates in effect September 1982 from the rates to be effective September 1983.

j. The City shall have the right to establish a composite rate for each City-sponsored health and dental plan commencing with Fiscal Year 1984-85.

k. The Union agrees to furnish to the City, on request, information on each employee's enrollment in disability and life insurance plans sponsored by the Union to which the City contribution under subsection (b) of this Article may be applied. This information shall be furnished so that the proper amounts of City contribution and employee's contribution toward insurance premiums can be clearly distinguished. Such information may include, but not limited to, types of coverage, individual premiums, copies of enrollment cards or applications for coverage, premium rate schedules, and/or copies of itemized premium billings.

#### ARTICLE VIII HOURS OF WORK

##### 17. WORKDAY, WORKWEEK

a. The workweek for employees covered by this Agreement shall begin at 12:01 a.m. Saturday, and end at 12:00 midnight the following Friday. The employees' workweek shall consist of forty (40) working hours during the said seven (7) day period.

b. The City may establish a workweek schedule consisting of forty (40) hours in increments of four (4) ten (10) hour workdays or five (5) eight (8) hour workdays. The City agrees to discuss with the Union thirty (30) days in advance of implementation of the four-ten workweek. Every effort will be made to schedule such workdays consecutively and avoid back-to-back workweeks, unless a separate written workweek agreement is entered into by the City and the Union.

c. All employees covered by this Agreement, except those employees on a straight eight-hour workday, shall be allowed a lunch period, to be used as the employee desires within accepted standards, of not less than thirty (30) minutes nor more than one (1) hour which may be scheduled generally in the middle of the workshift. If an employee is required to work during his/her lunch period, and if no alternate lunch period is taken, at the approval of the employee's supervisor said time shall be compensated at the applicable overtime rate if the hours worked exceed that of his/her scheduled workshift.

d. Employees shall be given at least five (5) workdays' notice prior to a permanent change in their assigned hours of work. The notice requirement shall not apply to emergency assignments or changes as a result of absences by other employees. If an employee's shift or days off are changed without the above notification, he shall be paid the overtime rate for all hours worked on the first day of the new shift.

#### 18. REST PERIODS

a. Each employee covered by this Agreement will be afforded rest periods. These rest periods will be as currently administered by their respective departments.

b. The length of the rest periods will be fifteen (15) minutes during the first half of an employee's workshift, and fifteen (15) minutes during the last half of an employee's workshift, unless the City and Union agree otherwise in writing.

c. The City shall notify employees or post in each work location a policy statement regarding when rest periods shall be taken. In the event it is deemed necessary to change an established rest period within a work organization, notification will be given to the Union prior to implementing such change.

### ARTICLE IX OVERTIME COMPENSATION

#### 19. OVERTIME

a. The City agrees that it will compensate employees for overtime pay at one and one-half (1-1/2) times their regular rate of pay. When an employee is required to work in excess of a regular day workshift, or on scheduled days off, or on a recognized holiday, such worktime shall be compensated as overtime.



b. Overtime compensation will be paid only when an employee works in excess of eight (8) hours in a regular workday and/or in excess of forty (40) hours in a regular workweek.

c. Employees working four (4) ten (10) hour days shall be compensated at time and one-half for hours worked over ten (10) in a workday and/or forty (40) hours in a workweek.

d. Overtime work shall be distributed equally insofar as possible among qualified career employees engaged in the same activities or any one class in accordance with the criteria established herein.

e. The City shall determine which employees are qualified for overtime based on the following factors:

- (1) Employee class
- (2) Job location
- (3) Shift
- (4) Completion of started assignment
- (5) Emergency
- (6) Desire to work overtime
- (7) Employee availability

f. The City shall review its distribution of overtime every three (3) months. It is understood that the nature of certain work assignments does not easily permit equal distribution of overtime, and in such cases exception may be made to equal distribution. Disputes over equal distribution of overtime may be resolved pursuant to the grievance procedure.

g. Employees shall be entitled to overtime compensation or compensating time off at the employer's option. Considering the request of the employee, the determination of additional pay or time off for overtime compensation shall be made by the Department Head.

h. Both the cash payment and the compensating time off shall be computed at the rate of time and one-half (1-1/2) the number of overtime hours worked. Any compensating time off must be approved by the employee's Department Head.

i. Each calendar year employees may accrue up to eighty (80) hours of compensating time off up to the last pay period in December of each year. All compensating time off not used by this time will be paid to the employee in cash. This cash payment will be included in the first paycheck in January.

j. The City shall not adjust a regular workweek schedule during said workweek to avoid payment of overtime.

## 20. PREMIUM PAY CALCULATION

The annual hourly factor used to calculate the hourly rate for premium pay will be 2,080 hours. This hourly rate is to be used to determine the following premium pay benefits:

- (1) Overtime Pay
- (2) Out-of-Class Pay
- (3) Sick Leave Incentive Payouts
- (4) Vacation Sell-Back
- (5) Night-Shift Premium Pay

21. COURT OVERTIME

a. Court Overtime

- (1) This section applies when an employee is subpoenaed to appear in the litigation of a public offense in his/her capacity as an employee of the City of Sacramento. For the purposes of this Section "subpoenaed to appear" shall be defined as being served with a subpoena in California Penal Code Sections 1326 through 1332, or a "subpoena request form" used by the Sacramento Police Department.
- (2) When an employee is subpoenaed to appear in court and is not scheduled to be on duty, during the time of his/her appearance, upon reporting to the court the employee will receive a minimum of four (4) hours pay at time and one-half, or the actual amount of time spent in court, whichever is greater.
- (3) When such court appearance on off-duty time requires the employee to be in attendance before and after the lunch recess, such lunch time will be included in determining the employee's court overtime pay.
- (4) When the employee's court appearance is scheduled within two (2) hours after the end of the employee's workhours, the employee will be compensated at the rate of time and one-half for a minimum of two (2) hours for such court appearance. If the employee's court extends beyond the two (2) hour minimum, the employee will receive four (4) hours pay at time and one-half, or the actual amount of time spent in court, whichever is greater.
- (5) When the employee's court appearance is scheduled within two (2) hours prior to the beginning of the employee's work hours, the employee will be compensated at the rate of time and one-half for a minimum of two (2) hours for such court appearance.
- (6) When an employee is on vacation more than two hundred (200) miles from Sacramento and the vacation is interrupted by a court appearance, the employee shall be paid a minimum of four (4) hours pay at the rate of double time for such court appearance, and shall be given an additional vacation day for each day at court appearance and travel time, if such travel

time is at least one (1) full day. (Travel time is defined as seven (7) hours.) However, for an employee to be eligible for compensation under this subsection the employee must, upon receiving the subpoena, notify both his/her immediate supervisor and the Court Liaison Office of the scheduled vacation/court appearance conflict.

b. Telephone Standby Time

- (1) When an employee is placed on telephone standby by the District Attorney, or the judge of the court, the employee is required, at no cost to the City, to notify the Court Liaison Officer, and the employee's immediate supervisor, of the court order. If the standby requirement has been confirmed by the department, the employee will be compensated at the rate of one and one-half (1-1/2) times his/her regular rate of pay for only those hours that the court is actually in session.
- (2) There shall be no telephone overtime for an employee merely answering his/her personal telephone.
- (3) This section does not preclude the employee from contacting the court, District Attorney, his office, or the Court Liaison Office at his/her own discretion. However, these calls will not be compensated.

c. Cancellation of Appearances

Notice of cancellation will be given to employees three (3) hours prior to court or at the end of last shift prior to court. In the event that such notice is given within the three (3) hours, employees will receive two (2) hours of overtime at the rate of time and one-half. Notification to employees prior to three (3) hours will eliminate overtime compensation.

ARTICLE X

STANDBY ASSIGNMENTS AND NIGHT-SHIFT PREMIUM PAY

22. STANDBY ASSIGNMENTS

An employee who is required to remain on call for emergency work shall be paid \$115 per week in addition to his regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay at time and one-half their base rate of pay. Non-career employees shall not be on call for emergency work. Any employee who is on standby New Year's Day, Christmas Day, Thanksgiving Day or the 4th of July shall receive twelve (12) hours holiday credit.

23. NIGHT-SHIFT PREMIUM PAY

a. Employees covered by this Agreement who work five-eighths or more of their regular shift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated, therefore, by payment for the entire shift of an additional five percent (5%) of their base pay for that shift. Said employees who work less than five-eighths of their regular workshift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated for those hours worked (to the nearest one-half hour) within this period by payment of an additional five percent (5%) of their base pay for such hours.

b. An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.

ARTICLE XI  
HOLIDAY BENEFITS AND LEAVES

24. HOLIDAYS

a. The following shall be the recognized holidays under this Agreement:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Washington's Birthday	Third Monday in February
Friday (4 hours)	Friday Before Easter
Memorial Day	Last Day in May
Independence Day	July 4
Labor Day	First Monday in September
Admission Day	September 9
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving Day	Fourth Friday in November
Christmas Day	December 25
Christmas Eve (4 hours)	December 24
New Year's Eve (4 hours)	December 31

b. Eligibility

To be eligible for holiday pay, the employee shall work the last scheduled workday before and after the recognized holiday. Paid time on vacation, sick leave or compensating time off shall be considered hours worked for the purpose of holiday pay eligibility. An employee absent due to a disciplinary suspension shall not be considered to have missed a scheduled workday for the purpose of holiday pay eligibility.

c. Monday-Friday Schedule

If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- (2) If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- (3) An employee who is scheduled to work on a holiday shall receive holiday pay plus time and one-half compensation for working the holiday.

d. Weekend Schedule

If an employee's scheduled days off are other than Saturday and Sunday during the standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) The actual dates as listed above shall be considered as the employee's holiday.
- (2) If the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit.
- (3) An employee who is regularly scheduled to work on a holiday shall receive holiday pay plus time and one-half compensation for working the holiday.

e. Holiday Benefit for Supervising Dispatchers

- (1) The number of recognized holidays for employees in the classification of Supervising Dispatcher shall be 12-1/2 per calendar year.
- (2) Credits for holidays shall accrue on the basis that employees shall be credited with one holiday on the first day of each

month, except the month of January, in which they shall be credited with one and one-half (1-1/2) days irrespective of when particular holidays may occur on the calendar.

- (3) At the option of the City, the employee shall either be given one day off with pay for accrued holiday credit on a one-day for one-day basis, or in lieu thereof shall have his pay adjusted on the basis of an additional half day per holiday credit.
- (4) Holiday accumulation shall be limited to a total of ten (10) days.

f. Holiday Credit Accumulation

Employees may accumulate holiday credit up to a maximum of ten (10) days. Holiday credit may be taken by the employee at the discretion of the Department Head. Employees may use up to five (5) days of holiday accrual in conjunction with a scheduled vacation with the approval of the Department Head.

25. VACATION

a. The time at which the employee shall be granted a vacation is at the approval of the Department Head. However, in an effort to accommodate the employee's requested vacation schedule each department shall open to bid vacation scheduling thirty-one (31) days prior to February 1st of each year. Classification seniority shall govern where more than one employee bids for the same period. In case of a tie the employee with the greatest amount of continuous City service shall be senior.

b. The final vacation schedule as approved by the Department Head shall be permanently posted in the employee work area not later than the 1st Friday of March.

c. Annual vacations applied for other than during the open bid period will be granted with the approval of the Department Head or his authorized representative.

d. In no event may a senior employee bump a junior employee from a vacation period after the thirty-one (31) day bidding period has run. However, employees may trade vacation periods if all trading employees agree. Changes in the vacation schedule may be amended with the approval of the Department Head or authorized representative.

e. Employees covered by this Agreement are entitled to schedule accumulated and unused vacation credits in increments of any duration.

f. All employees shall be notified in advance before losing accumulated vacation.

26. JURY DUTY

a. When an employee is absent from work to serve on a jury or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. Pay for such worktime lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all jury remuneration received, less transportation allowance, to the City.

b. If a swing shift or graveyard shift employee who is scheduled to work an eight (8) hour shift has served in excess of four (4) hours on jury duty, he will notify his supervisor in advance of his start time so he can be excused from his shift. If the employee is on jury duty less than four (4) hours, he will be required to work.

c. To receive pay for worktime lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any transportation and subsistence allowance.

ARTICLE XII  
SPECIAL ALLOWANCES

27. TEMPORARY WORK IN A HIGHER CLASSIFICATION

a. Temporary assignments to higher classifications shall be permitted only in those classes where in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned to a higher classification shall be compensated for the duration of the out-of-class assignment by the payment of five (5) percent of the regular salary the employee received prior to the out-of-class assignment, or the salary provided for in Step "A" of the higher classification, whichever is greater, but not to exceed Step "E" of the higher classification.

b. Temporary work in a higher classification shall first be offered to career employees. If no career employee desires the temporary work in a higher classification said assignment may then be offered to a non-career employee.

c. The City recognizes that temporary work in a higher classification shall not be used as a device for circumventing career Civil Service positions.

28. TUITION REIMBURSEMENT

The City agrees to reimburse career employees for the cost of tuition up to a maximum of \$60.00 per semester pursuant to the City's existing policy for such education reimbursement.

29. IDENTIFICATION CERTIFICATE PROGRAM

In no event shall the pay differential between the Identification Technician III and the Superintendent of Identification Bureau exceed ten percent (10%) with the application of the incentive compensation to the class of Identification Technician III effective December 11, 1982.

ARTICLE XIII  
TRANSPORTATION

30. GENERAL

It is the understanding of the parties that the City retains the right to eliminate, at any time, the overnight retention of City vehicles for employees in the units represented by the Union.

31. MILEAGE REIMBURSEMENT AND MONTHLY VEHICLE ALLOWANCE

a. The City has the right to offer one of the following mileage reimbursements to individual employees who use their personal vehicles for City business:

- (1) The rate established by the City for general mileage reimbursement; or
- (2) Monthly vehicle allowance at one of the following rates:

<u>Average Miles Per Month</u>		<u>Current Mileage Reimbursement Rate</u>		<u>Insurance</u>		<u>Monthly Vehicle Allowance</u>
400	x	\$.28	+	\$12	=	\$124
200	x	\$.28	+	\$12	=	\$ 68

b. If a personal vehicle was not a condition of employment, individual employees have the right to refuse to use their personal vehicles for City business.

32. REGIONAL TRANSIT BUS PASS

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for a one-half (1/2) price discount on a SRTD monthly bus pass. The employee must notify the Department of Finance, Revenue and Collections Division, prior to the first day of the month to obtain the bus pass discount for that next month. The one-half (1/2) price discount shall not include the cost of the zone sticker.



ARTICLE XIV  
LAYOFF

33. PURPOSE

This Article provides the procedure to be followed when an employee is to be displaced/laid off from his/her position.

34. DEFINITIONS

a. Layoff A layoff shall be defined as the dismissal or displacement of at least one (1) employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

b. Seniority

- (1) Classification Seniority: Classification seniority shall be defined as the effective date of probationary appointment to the employee's present job classification including any time spent in a higher job classification, but less any time spent in a lower job classification due to a downgrade. The term higher classification shall mean a job classification in which the top rate of pay (Step E) is greater than the top rate of pay (Step E) of the employee's present job classification. For any employee who has not served a probationary period in his/her present job classification, or any employee whose position has been reallocated in accord with applicable Civil Service rules, classification seniority shall be mutually established by the City and the Union. For an employee who has downgraded, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted: (1) classification seniority in any higher classifications, and (2) previous classification seniority in the job classification in which the employee is currently working, and (3) present time spent in the job classification in which the employee is currently working.
- (2) City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater.
- (3) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
- (4) Seniority Adjustments: Classification seniority and City service seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service.

(5) Termination of Seniority: Termination of classification seniority and City service seniority shall occur upon:

- (a) Resignation, provided that any employee who is reinstated and completes a probationary period, if any, in the position to which he/she was reinstated may count the seniority which he/she accumulated prior to resignation.
- (b) Discharge.
- (c) Retirement.
- (d) Layoff in excess of five (5) consecutive years out of the City service.
- (e) Failure to comply, report, or respond to a recall notice within fourteen (14) calendar days from the date of postmark on the recall notice.

c. Downgrade A downgrade shall be defined as a change in job classification to which the top rate of pay (Step E) is the same or less than the top rate of pay (Step E) of the employee's present classification, due to a layoff. A downgrade shall only be allowed to the appropriate classification within the employee's regression ladder, except as provided in Section 35(b)(4) of this Article.

d. Regression Ladder A regression ladder shall be defined as a classification series through which an employee may downgrade. The regression ladders are as set forth in Exhibit B to this Agreement.

e. Permanent Status For the purposes of this layoff procedure, permanent status is attained in a job classification when an employee has successfully completed his/her probationary period in that job classification. An employee in an exempt classification represented by the Union shall be considered a permanent employee under this Article.

f. Department of Library Those employees in the Department of Library who worked in a non-career position thirty-nine (39) hours per week shall consider such position as a full-time position within the meaning of City Service Seniority. Those employees who are City employees at the time of a layoff, but who have held a position(s) in the County of Sacramento shall consider such County position(s) as employment with the City within the meaning of Classification Seniority and City Service Seniority.

## PROCEDURE

a. Non-Career Employees

- (1) When a layoff is to occur within a job classification within a department, all non-career employees in the regression ladder in which that job classification is found shall be laid off first, except in the Refuse Collection and Off-Street Parking functions. In these functions, the City may continue working non-career Parking Lot Attendants and up to twenty-five (25) non-career Refuse Collectors regardless of any career employees who may be laid off in the regression ladder in which these job classifications fall. Career Refuse Collectors subject to layoff shall have the right to bump into the non-career Extra Board.
- (2) Non-career employees shall be laid off in the order provided by established department procedures. If such procedures have not been established on the effective date of this Agreement, non-career employees shall be laid off in such order as the Department Head shall provide. In no event shall a career employee suffer a layoff until all non-career employees in the affected regression ladder in the department have been laid off.

b. Career Employees

- (1) Within each job classification in each department in which a layoff occurs, employees shall be laid off in the following order: first, all provisional employees; second, all probationary employees in the order of their classification seniority; and, third, permanent employees in the order of their classification seniority, beginning with the employee with the least such seniority. For those incumbents employed prior to July 1, 1981, the Departments of Engineering and General Services shall be considered one department for the purpose of classification seniority in the event of layoff of employees in the Drafting Technician classifications.
- (2) Any provisional or probationary employee who is affected by a layoff or displaced by a downgrading employee shall return to the last Department and job classification in which the employee holds permanent status, if any. If the employee does not hold permanent status in another job classification, he/she shall be laid off; the name of such employee may be restored to an eligible list in accordance with applicable Civil Service Rules. If the employee does hold permanent status in another job classification, he/she shall then be treated as a permanent employee in that job classification with respect to any layoff in that job classification.

- (3) Any permanent employee who is to be laid off or displaced shall have the right to downgrade, within the Department, in descending order, to job classifications within his/her regression ladder, provided that: (a) the employee meets the qualifications of the lower classification. If there are any provisional employees in such lower classification, the provisional employee with the least City service seniority shall be displaced first. If there are no provisional employees in the lower classification, the probationary employee with the least City service seniority shall be displaced. If there are neither provisional nor probationary employees in the lower classification, the permanent employee with the least City service seniority shall be displaced, provided that the downgrading employee has greater City service seniority. If the permanent employee is unable to downgrade to any job classification within the appropriate regression ladder, he/she shall be laid off.
- (4) Any permanent employee currently working in a classification contained within classification group 35 shall have the right to downgrade, in the same manner as provided in Section 35(b)(3), to the last classification in which permanent status was held, if any, provided such classification is contained within regression ladder 1 through 34, or classification group 35. If such a downgrade is not possible, the employee shall be laid off. If such a downgrade is possible, the employee shall then in the future have the right to downgrade through that new regression ladder only.
- (5) An employee may accept layoff in lieu of the opportunity to downgrade by notifying the Employee Relations Department within 48 hours of receiving notice of layoff. Where the employee accepts a layoff in lieu of a downgrade, said employees shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.
- (6) If two (2) or more employees have an equal amount of classification seniority, the senior employee shall be determined on the basis of greater City service seniority. If two (2) or more employees have an equal amount of City service seniority, the senior employee shall be determined on the basis of greater hire date seniority, or by lowest random number in the event of a tie.
- (7) The application of this procedure is not intended to extend job assignment, work organization, or departmental preference to any employee affected by a layoff.

c. Notice of Layoff

In the event of a layoff, the City shall send by certified mail a layoff notice to all affected employee(s). Such notice shall be postmarked at least fourteen (14) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address currently printed on the employee's paycheck, and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees. However, the employee who is on sick leave or injury-on-duty status on the date of the layoff notice shall not be laid off or downgraded until the employee returns to work; except that the effective date for recall purposes shall be the date of actual layoff as stated on the layoff notice.

36. SALARY IN EVENT OF DOWNGRADE

a. An employee who is downgraded through a regression ladder pursuant to this Article shall be paid in the new classification the salary range step closest to the monthly pay rate received immediately prior to downgrade providing there is no increase in pay.

b. If appointed in the lower classification at other than Step "E", future salary step adjustment shall be made in accordance with City Code Section 2.97 "Advancement in Rate of Compensation" with time served in the class from which the downgrade occurred counting toward salary step advancement.

c. Upon subsequent recall through a regression ladder the employee shall not receive in the next higher class less than that received in the lower class, provided however, that upon subsequent placement in the class from which the employee was downgraded, salary step placement shall be at the salary step previously held. If, however, said salary step is less than that received in the class to which the employee was downgraded, salary step placement shall be at the salary step immediately higher. The anniversary date for future in-grade salary adjustments shall be the date of recall to the permanent classification.

d. Salary as referred to in this Article shall be the monthly salary range and respective salary step for the affected classification as identified in Exhibits A and A-1 to this Agreement.

37. FRINGE BENEFITS

a. Employees laid off shall be paid sick leave, vacation, holiday accrual, longevity, and similar benefits per applicable ordinances and rules. Employees being recalled who received a sick leave payoff at the time of layoff, shall have the uncompensated portion of their sick leave balance restored; provided, however, that only those sick leave hours accrued after recall shall be applied to sick leave payoff related to a subsequent termination.

b. Employees laid off who are enrolled in City insurance programs may continue elected coverage for a period up to six (6) months by advanced personal remittance for each month's total premium for the cost of such coverage, at the time of layoff.

c. Assistance with this insurance option, unemployment benefits, and the availability of retirement benefits or refunds as governed by the City Charter will be provided by the Employee Services Division on the request of laid off employees.

38. RECALL

a. When a vacancy occurs in a job classification, the laid off or downgraded employee(s) eligible to return to that job classification shall be recalled in the order of City service seniority, beginning with the employee with the greatest City service seniority. Permanent employees who were laid off or downgraded are eligible to return to the job classification in which permanent status is held within their regression ladder, or to lower classifications within the same regression ladder, but shall have no recall rights to any job classification in which provisional status was held at the time of layoff or downgrade. Permanent employees who held probationary status in another job classification on the date of layoff shall be eligible to return to the job classification in which probationary status was held for a period of five (5) years from the date of layoff; but upon such return must serve the complete probationary period for such job classification.

b. Career employees shall be entitled to recall rights for a period of five (5) consecutive years from the effective date of layoff or downgrade. The effective date of layoff shall be the employee's last day of work. The effective date of downgrade shall be the employee's last day of work in the classification from which he/she is downgraded. If, however, a permanent employee has been recalled or downgraded but has not been recalled to the classification in which permanent status is held within the five (5) year period, said employee shall continue to possess recall rights back to the classification in which permanent status is held, and to any other classifications in the employee's regression ladder which are lower than the classification in which permanent status is held and higher than the classification in which the employee was working at the expiration of the five (5) year period. If said employee is recalled to a classification higher in his/her regression ladder than the employee was working at the expiration of the five (5) year period, the employee shall serve the complete probationary period in such higher classification. If said employee fails to satisfactorily complete the probationary period he/she shall return to the next highest classification in the applicable regression ladder in which a vacancy exists and shall gain permanent status in such classification. In no event shall the employee be required to return to a classification lower than that from which he/she left to take the probationary appointment. Said employee shall then continue to possess recall rights to any higher classification in his/her regression ladder which is lower than the classification in which the employee failed to complete the probationary period but higher than the classification to which the employee returned after failing probation, subject to all provisions stated above.

c. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown on the employee's last paycheck unless a more recent address has been furnished by the laid off/downgraded employee. To expedite recall, more than one (1) employee may be notified of an opening. This recall notice shall be by certified mail and the

employee shall have fourteen (14) calendar days to report to work from the date of postmark on the recall notice. If said employee fails to report to work within fourteen (14) calendar days, he/she will lose all recall rights. An employee who has been laid off or downgraded shall be required to meet the physical and other minimum qualifications of the classification to which he/she is recalled. Any additional qualifications established during said employee's layoff shall be waived with regard to an employee holding recall rights to that job classification except as required by law. An employee who accepts recall shall receive all seniority to which he/she is entitled under Section 35(b) of this Article.

d. Career employees holding recall rights may be offered a non-career job of less than 1,040 hours annually, and if said career employee accepts or refuses such non-career jobs of less than 1,040 hours it shall have no effect on said career employee's normal recall rights.

39. GENERAL

a. A seniority list shall be made available to the Union on the first working day in September of each year, and after review with the Union, said list shall be posted by each department and copies made available for ready inspection. A copy shall be furnished free of cost to the Union each September.

b. The City shall immediately after effecting a layoff provide the Union a list of those employees who have been laid off. Said list shall be known as a Recall List and shall be updated as necessary.

c. The City or the Union shall have the right, at any time during the term of this Agreement, to initiate discussions between the parties as to possible alternatives to layoff. The City, however, retains the right to proceed with layoffs according to the procedures set forth in this Agreement at any time including, but not limited to that time, if any, during which an impasse on layoff alternatives is being resolved.

d. The parties shall have the further right, at any time during the term of this Agreement, to initiate discussions on possible alternatives to layoff to correct any adverse impact a proposed layoff would have on minorities and women employees in the units represented by the Union. If such discussions are initiated but the parties fail to reach agreement, the present layoff procedure shall continue in full force and effect.

e. Any grievance filed regarding this Article shall be submitted directly to the third step of the grievance procedure as set forth in Article V.

ARTICLE XV  
UNIFORMS AND COVERALLS

40. UNIFORMS

a. The City agrees to provide uniforms for employees who are required to wear uniforms.

b. All employees covered by this Agreement and required by the City to wear a uniform shall have a clean uniform provided five days a week (5-5-1), at no cost to the employee.

c. Supervisors shall receive a \$35.00 monthly allowance for uniform replacement.

d. The City agrees to provide a uniform allowance in the amount of \$200 per year to the Supervising Dispatcher. These employees receiving the uniform allowance shall adhere to the grooming policy established in Police Department General Order M-5. Payment of the allowance will be made in the first pay period in January of each year.

41. COVERALLS

Employees in the classification of Building Inspector III shall be supplied with one pair of coveralls. Employees shall be responsible for the laundry, maintenance, and repair of such coveralls. Replacement of unserviceable coveralls shall be the responsibility of the City.

ARTICLE XVI  
SAFETY SHOES AND SAFETY GLASSES

42. SAFETY SHOES

a. Where the City requires that safety shoes be worn by employees as a condition of employment, the City shall reimburse said employees for the cost of an acceptable safety shoe up to a maximum of \$65.00 per pair, but no more than two pair per fiscal year. To be eligible for this reimbursement, the employee must obtain prior authorization from his/her supervisor before purchasing safety shoes, and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement.

b. The City maintains the right to specify the type of required safety shoe.

43. SAFETY GLASSES

a. It shall be mandatory for employees to wear safety glasses where such glasses are required to be worn by the City. Employees who wear prescription glasses shall wear protective eye wear provided by the City or prescription safety glasses.



b. The City will reimburse the employee for the purchase of non-prescription or prescription safety glasses up to a maximum cost of \$15.00 per pair.

c. To be eligible for the above reimbursement, the employee must obtain prior authorization from his/her supervisor before purchasing the required safety glasses, and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement. The City maintains the right to specify the standards for non-prescription safety glasses. Further, prescription safety glasses shall conform in all respects to the U.S.A. Safety Standards for Head, Eye and Respiratory Protection, and the prescription shall not be more than twenty-four (24) months old.

d. The cost of any eye examination and special or cosmetic frames shall be paid by the employee.

ARTICLE XVII  
CLASSIFICATION AND PAY

44. NEW OR REVISED JOB CLASSIFICATIONS

a. It is recognized that the establishment of new or revised job classifications within the units covered by this Agreement may be warranted because of changes in job content or services offered by the City. Under such circumstances, the City shall prepare and submit to the Union the proposed descriptions and proposed appropriate rate ranges for such job classifications as will have been determined to be within the unit covered by this Agreement not less than fifteen (15) days prior to submission of the job classification to the Civil Service Board. Upon request of the Union, the fifteen (15) day period will be extended by an additional ten (10) days.

b. The Union and the City shall meet prior to submission of the proposed descriptions to the Civil Service Board and shall make every reasonable effort to reach agreement on a joint proposal to the Civil Service Board. The Union and the City shall follow provisions of applicable state law and the City's Employer-Employee Relations Policy regarding negotiations of an appropriate salary range for any revised entry or revised promotional classification covered by this Agreement.

c. The Union shall have the right to file an appeal to the Civil Service Board regarding job classification.

d. The City shall submit all job announcements for positions covered under this Agreement to the Union not less than five (5) days prior to publication by the City.

e. In the event the Employer-Employee Relations Policy is revised in respect to the assignment of classifications to representation units, either party may reopen this Section for the purpose of reaching mutual agreement on the procedural changes which may need to be made under this Section.

ARTICLE XVIII  
MISCELLANEOUS.

45. CIVIL SERVICE RULES

In the event that any Civil Service Rules or Regulations are in conflict with this Agreement, the Agreement shall apply.

46. SELECTION OF VACANCIES

a. Whenever a vacancy occurs in a particular job assignment of a regular Civil Service position, and the Department Head or his designee, in his discretion, elects to permanently fill said vacancy, employees holding permanent Civil Service status in the classification allocated to that position, and who are assigned to the particular operation in which the vacancy arises, may request to be reassigned to fill said vacancy. The Department Head shall give first consideration to those employees making such requests before considering any other persons for the vacancy.

b. In the event more than one qualified employee requests to fill said vacancy, the assignment shall be based on classification seniority (or in the case of a tie, highest position on the eligible list) provided relative experience and capability in performing the required job functions and relative disruptive effect on the established work schedule are equal.

c. A vacancy or vacancies resulting from an assignment made hereunder may not be subject to this procedure.

d. It shall be within the discretion of the Department Heads, or their respective designee, to make departmental transfers as in their judgment will best meet the organizational, operational and personnel needs of the departments. This Section does not apply to non-career employees.

47. ADVANCEMENT IN RATE OF COMPENSATION

Increases to career employees who successfully complete a probationary period shall become effective on the first day of the following weekly pay period.

48. PROMOTION FROM WITHIN

In accord with Article VII, Section 84 of the Charter of the City of Sacramento, the City does hereby reaffirm its policy to promote from within whenever possible.

49. CONSOLIDATION

Prior to entering into an Agreement to consolidate any City function which includes employees represented by Local 39 as the recognized employee organization, the City shall meet with the Union in an attempt to resolve employee problems.

50. DAMAGE TO PRESCRIPTION GLASSES

a. The City agrees to repair or replace prescription glasses damaged or destroyed while the employee is actively at work provided that the employee furnishes satisfactory proof to the City of such loss.

b. The prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under the Section. All costs to update the prescription shall be borne by the employee.

51. NON-DISCRIMINATION

The City and the Union agree not to discriminate against any employee for Union activity, race, creed, religion, sex, age or handicap.

52. SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision should be rendered or declared invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

53. BARGAINING UNIT CHANGES

Effective January 8, 1983, the parties agree to the following bargaining unit changes:

<u>Classification</u>	<u>From</u>	<u>To</u>
Librarian IV	General Supervisory	General Management
Librarian III	Professional	General Supervisory

54. SICK LEAVE ACCRUED IN SACRAMENTO PUBLIC LIBRARY SYSTEM

a. Regular County employees who accept career employment with the City of Sacramento shall receive City credit for sick leave accrued in County service, not to exceed thirty (30) days (240 hours).

b. City credit for sick leave accrued in County service shall be for sick leave usage only and shall not be utilized towards any sick leave cash payoff as set forth in City Code Sections 2.113-3 and 2.113-4.

c. This provision is limited to the Sacramento Public Library System and shall apply only to County employees leaving County employment in the classification of Librarian III.

55. EMPLOYEE PERFORMANCE EVALUATIONS

A career employee who disagrees with a performance evaluation may:

- a. Write a rebuttal statement for attachment to the performance evaluation form; and
- b. Informally appeal to the reviewer.

Appeals on employee performance evaluations are not subject to the grievance procedure.

56. DEFERRED LUMP SUM PAYMENT

An employee who retires from the City may request to defer the lump sum payment on vacation accumulation, holiday credit, and sick leave buy-out until the next calendar year after the date of retirement. Upon such request, the City will defer such lump sum payment to the month selected by the employee in the next calendar year. The amount of lump sum payment shall be the same as the employee would have received upon retirement and with no interest.

57. NON-FAULT VEHICULAR ACCIDENTS

At the request of an employee who was involved in a non-fault vehicular accident while performing City work, the City will provide a letter to the employee stating the accident was non-fault.

58. CONTRACTING OUT

a. The City shall not contract out for goods and services performed by bargaining unit employees which will result in any career employee being laid off without prior consultation with the Union concerning the impact on the terms and conditions of employment of employees covered by this Agreement.

b. Any layoffs resulting from the City's action shall be made pursuant to the layoff provisions of this Agreement.

59. STRIKES AND LOCKOUTS

For the duration of this Agreement the Union and its members agree that it shall not call, sanction or engage in any strike, slowdown, suspension or stoppage of work activity, and the City agrees that it shall not cause or engage in any lockout.

60. TERM

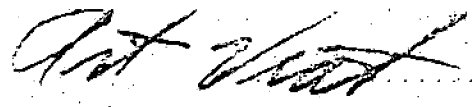
a. This Agreement shall remain in full force and effect from December 3, 1982 to and including June 22, 1984.

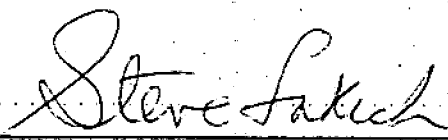
b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

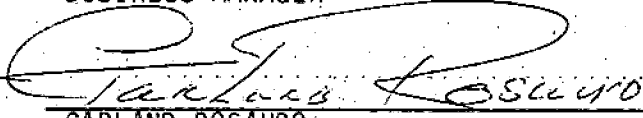
DATED: December 3, 1982

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY ENGINEERS LOCAL 39, AFL-CIO

CITY OF SACRAMENTO

BY:   
ART VIAT  
BUSINESS MANAGER

BY:   
STEVE LAKICH  
DIRECTOR OF EMPLOYEE  
RELATIONS

  
GARLAND ROSAURO  
BUSINESS REPRESENTATIVE

CITY OF SACRAMENTO  
 PAYROLL/PERSONNEL SYSTEM  
 1982-83 SALARY SCHEDULE  
 (GENERAL SUPERVISORY UNIT)

EMPLOYEE CLASSIFICATION CODE	TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
03254	ASST BOX OFFICE SUPVR	03	1,344.03 620.32 7.754	1,411.28 651.36 8.142	1,481.83 683.92 8.549	1,555.84 718.08 8.976	1,633.67 754.00 9.425
03203	BUILDING INSP III	03	1,970.11 919.28 11.366	2,068.56 954.72 11.934	2,172.04 1,002.48 12.531	2,280.72 1,052.64 13.158	2,394.77 1,105.28 13.816
03260	CENTRAL SERVICES SUPVR	03	1,348.71 622.48 7.781	1,416.13 653.65 8.170	1,486.85 686.24 8.578	1,561.21 720.56 9.007	1,639.21 756.56 9.457
03266	CENTRAL STORES SUPVR	03	1,281.28 591.36 7.392	1,345.41 620.96 7.762	1,412.67 652.00 8.150	1,483.39 684.64 8.558	1,557.57 718.88 8.986
03254	CHIEF MUSEUM ATTD	03	1,211.43 549.12 6.989	1,271.92 567.04 7.338	1,335.53 616.40 7.705	1,402.27 647.20 8.090	1,472.29 679.52 8.494
03210	CHIEF TELEPHONE OPR	03	1,130.48 521.76 6.522	1,186.99 547.84 6.848	1,246.27 575.20 7.190	1,308.49 603.92 7.549	1,373.84 634.08 7.926
03202	COMM CENTER FACs SUPVR	03	1,371.59 633.04 7.913	1,440.23 684.72 8.309	1,512.16 697.92 8.724	1,587.73 732.80 9.160	1,667.12 769.44 9.618
0325P	COMPUTER OPR SUPVR	03	1,454.09 671.12 8.389	1,526.72 704.64 8.808	1,602.99 739.84 9.248	1,683.07 776.80 9.710	1,767.31 815.68 10.196
03211	CUSTODIAL SUPVR I	03	1,211.43 559.12 6.989	1,271.92 587.04 7.338	1,335.53 616.40 7.705	1,402.27 647.20 8.090	1,472.29 679.52 8.494
03212	CUSTODIAL SUPVR II	03	1,253.72 578.64 7.233	1,316.47 607.60 7.595	1,382.33 638.00 7.975	1,451.49 669.92 8.374	1,524.12 703.44 8.793
03213	DRAINAGE SUPVR	03	1,575.85 704.24 8.803	1,602.12 739.44 9.243	1,682.20 776.40 9.705	1,766.27 815.20 10.190	1,854.67 856.00 10.700
03215	GOLF COURSE SUPVR	03	1,674.05 772.64 9.650	1,757.77 811.28 10.141	1,845.65 851.84 10.648	1,937.87 894.40 11.180	2,034.76 939.12 11.739
03216	KEY DATA SUPVR	03	1,150.11 549.28 6.866	1,249.56 576.72 7.209	1,311.96 605.52 7.569	1,377.48 635.76 7.947	1,446.29 667.52 8.344
03119	LIBRARIAN III	03	1,739.57 802.88 10.030	1,826.59 843.04 10.538	1,917.93 885.20 11.065	2,013.79 929.44 11.618	2,114.49 975.92 12.199
03257	MARINA SUPVR	03	1,554.80 717.60 8.970	1,632.63 753.52 9.419	1,714.27 791.20 9.890	1,799.89 830.72 10.384	1,889.85 872.24 10.903

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-6

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

EMPLOYEE CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
03230	OFFICE SUPERVISOR	03	1,302.77 671.28 7.516	1,367.95 631.36 7.892	1,436.41 662.96 8.287	1,508.17 696.08 8.701	1,583.57 730.88 9.136
03222	PARKING ENFORCE SUPVR	03	1,280.27 503.20 7.300	1,281.28 591.36 7.392	1,345.41 620.96 7.762	1,412.67 652.00 8.150	1,463.39 684.64 8.558
03223	PARKING LOT SUPVR	03	1,244.71 574.48 7.181	1,306.93 603.20 7.540	1,372.28 633.36 7.917	1,440.92 665.04 8.313	1,513.03 698.32 8.729
03224	PARKING METER REPAIR SUPV	03	1,454.09 671.12 8.389	1,526.72 704.64 8.808	1,602.99 739.84 9.248	1,683.07 776.80 9.710	1,767.31 815.68 10.196
03225	PARKS SUPVR	03	1,629.68 752.16 9.402	1,711.15 789.76 9.872	1,796.77 829.28 10.366	1,886.56 870.72 10.884	1,980.85 914.24 11.428
03200	PROPERTY SUPVR	03	1,547.17 714.08 8.926	1,624.48 749.76 9.372	1,705.77 787.28 9.841	1,791.05 826.64 10.333	1,880.67 868.00 10.850
03202	RECREATION SUPERVISOR I	03	1,515.11 669.28 8.741	1,590.85 734.24 9.178	1,670.41 770.96 9.637	1,753.96 809.52 10.119	1,841.67 850.00 10.625
03227	RECREATION SUPERVISOR II	03	1,707.51 778.08 9.851	1,792.96 827.52 10.344	1,882.57 858.88 10.861	1,976.69 912.32 11.404	2,075.49 957.92 11.974
03228	REFUSE COLLEC SUPVR	03	1,597.61 737.36 9.217	1,677.52 774.24 9.675	1,761.41 812.56 10.162	1,849.47 853.60 10.679	1,941.85 896.24 11.203
03253	SR ANIMAL CONTROL OFF	03	1,391.52 642.24 8.028	1,461.03 674.32 8.429	1,534.00 708.00 8.850	1,610.61 743.36 9.292	1,691.21 786.56 9.757
03263	SR RECREATION SUPVR	03	1,925.91 868.88 11.111	2,022.28 933.36 11.667	2,123.33 980.00 12.250	2,229.59 1,029.04 12.863	2,341.04 1,080.48 13.506
03229	SR SANITARY CHEMIST	03	1,903.20 878.40 10.980	1,998.36 922.32 11.529	2,098.20 968.40 12.105	2,203.07 1,016.80 12.718	2,313.13 1,067.60 13.345
03232	STREET CLEAN SUPVR	03	1,648.23 766.72 9.509	1,730.56 798.72 9.984	1,817.05 838.64 10.463	1,907.88 880.56 11.007	2,003.21 924.56 11.557
03234	SUPT IDENT BUREAU	03	2,190.44 995.28 12.441	2,264.25 1,045.04 13.063	2,377.44 1,097.28 13.716	2,496.35 1,152.16 14.402	2,621.15 1,209.76 15.122
03231	SUPV CASHIER	03	1,203.76 507.12 7.464	1,358.41 626.96 7.837	1,426.36 658.32 8.229	1,497.60 691.20 8.640	1,572.48 725.76 9.072
03237	SUPV DISPATCHER (POLICE)	03	1,454.09 671.12 8.389	1,526.72 704.64 8.808	1,602.99 739.84 9.248	1,683.07 776.80 9.710	1,767.31 815.68 10.196

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1982-83 SALARY SCHEDULE

PROCESSING DATE 12/02/82

EMPLOYEE CLASSIFICATION CODE	TITLE	REP UNIT	SCHEDULED MONTHLY/B1-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
03239	SUPV PLANT CPR	03	1,770.08 816.96 10.212	1,858.65 857.84 10.723	1,951.56 900.72 11.259	2,049.15 945.76 11.822	2,151.59 993.04 12.413
03247	SUPV POLICE CLERK	03	1,372.77 601.28 7.516	1,367.95 631.36 7.892	1,436.41 662.96 8.297	1,509.17 696.08 8.701	1,583.57 730.88 9.136
03233	SUPVR-RECORDS SECTION	03	2,061.80 551.60 11.695	2,164.93 999.20 12.490	2,273.09 1,049.12 13.114	2,386.80 1,101.60 13.770	2,506.23 1,156.72 14.459
03240	SURVEY PARTY CHIEF	03	1,664.63 777.52 9.719	1,768.87 816.40 10.205	1,857.27 857.20 10.715	1,950.17 900.08 11.251	2,047.76 945.12 11.814
03284	TAX AND LICENSE SUPVR	03	1,641.99 757.84 9.473	1,724.15 795.76 9.947	1,810.29 835.52 10.444	1,900.77 877.28 10.966	1,995.76 921.12 11.514
03246	TRAFFIC SIGNAL SUPVR	03	1,925.91 836.88 11.111	2,022.28 933.36 11.667	2,123.33 980.00 12.250	2,229.59 1,029.04 12.863	2,341.04 1,080.48 13.506
03264	TREE MAINT SUPVR	03	1,629.68 752.16 9.402	1,711.15 769.76 9.872	1,796.77 829.28 10.366	1,886.56 870.72 10.884	1,980.85 914.24 11.428
03248	TREE TRIMMER SUPVR	03	1,629.68 752.16 9.402	1,711.15 739.76 9.872	1,796.77 829.28 10.366	1,886.56 870.72 10.884	1,980.85 914.24 11.428
03261	UTILITY BILLING REP III	03	1,232.40 568.80 7.110	1,294.11 597.28 7.466	1,358.76 627.12 7.839	1,426.71 658.48 8.231	1,498.12 691.44 8.643
03249	WEED ABATEMENT SUPVR	03	1,454.09 671.12 8.389	1,526.72 784.64 8.808	1,602.99 735.84 9.248	1,683.07 776.80 9.710	1,767.31 815.68 10.196
03251	ZONING ADMIN	03	1,726.83 767.92 9.974	1,815.32 837.84 10.473	1,906.15 879.76 10.997	2,001.48 923.76 11.547	2,101.49 969.92 12.124
03252	ZGC SUPVR	03	1,629.68 752.16 9.402	1,711.15 789.76 9.872	1,796.77 829.28 10.366	1,886.56 870.72 10.884	1,980.85 914.24 11.428



CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

EXHIBIT A-1

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

(GENERAL SUPERVISORY UNIT)

.... EMPLOYEE CLASSIFICATION .....	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
CODE TITLE .....		STEP A	STEP B	STEP C	STEP D	STEP E
03256 ASST BOX OFFICE SUPVR	03	1,451.32 669.84 8.373	1,523.95 703.36 8.792	1,600.21 738.56 9.232	1,680.29 775.52 9.694	1,764.36 814.32 10.179
03203 BUILDING INSP III	03	2,127.84 982.08 12.276	2,234.27 1,031.20 12.890	2,345.89 1,082.72 13.534	2,463.24 1,136.88 14.211	2,586.48 1,193.76 14.922
03200 CENTRAL SERVICES SUPVR	03	1,456.69 672.32 6.404	1,529.49 705.92 8.824	1,605.93 741.20 9.265	1,686.19 778.24 9.728	1,770.43 817.12 10.214
03200 CENTRAL STORES SUPVR	03	1,384.07 638.80 7.985	1,453.23 670.72 8.384	1,525.85 704.24 8.803	1,602.12 739.44 9.243	1,682.20 776.40 9.705
03254 CHIEF MUSEUM ATTC	03	1,320.63 609.52 7.619	1,386.67 640.00 8.000	1,456.00 672.00 8.400	1,528.80 705.60 8.820	1,605.24 740.88 9.261
03210 CHIEF TELEPHONE OPR	03	1,233.09 569.12 7.114	1,294.80 597.60 7.470	1,359.63 627.52 7.844	1,427.57 658.88 8.236	1,498.99 691.64 8.648
03202 COMM CENTER FACs SUPVR	03	1,481.31 683.68 8.546	1,555.32 717.84 8.973	1,633.15 753.76 9.422	1,714.79 791.44 9.893	1,800.59 831.04 10.388
03258 COMPUTER OPR SUPVR	03	1,570.40 724.80 9.060	1,648.92 761.04 9.513	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,906.75 880.96 11.012
03211 CUSTODIAL SUPVR I	03	1,320.63 609.52 7.619	1,386.67 640.00 8.000	1,456.00 672.00 8.400	1,528.80 705.60 8.820	1,605.24 740.88 9.261
03212 CUSTODIAL SUPVR II	03	1,354.25 625.04 7.813	1,422.03 656.32 8.204	1,493.09 689.12 8.614	1,567.80 723.60 9.045	1,646.15 759.76 9.497
03213 DRAINAGE SUPVR	03	1,646.05 760.64 9.508	1,730.39 798.64 9.983	1,816.88 838.56 10.482	1,907.71 880.48 11.006	2,003.04 924.48 11.556
03215 GOLF COURSE SUPVR	03	1,807.87 834.40 10.430	1,898.35 876.16 10.952	1,993.33 920.00 11.500	2,093.00 966.00 12.075	2,197.69 1,014.32 12.679
03210 KEY DATA SUPVR	03	1,257.57 598.88 7.486	1,362.40 628.80 7.860	1,430.52 660.24 8.253	1,502.11 693.28 8.666	1,577.16 727.92 9.099
03119 LIBRARIAN III	03	1,878.76 867.12 10.839	1,972.71 910.48 11.381	2,071.33 956.00 11.950	2,174.99 1,003.84 12.548	2,283.67 1,054.00 13.175
03257 MARINA SUPVR	03	1,679.25 775.04 9.688	1,763.15 813.76 10.172	1,851.37 854.48 10.681	1,943.93 897.20 11.215	2,041.17 942.08 11.776

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	..... STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES STEP B	..... STEP C	STEP D	..... STEP E
03216	OFFICE SUPERVISOR	03	1,407.12 649.44 8.118	1,477.49 661.92 8.524	1,551.33 716.00 8.950	1,628.81 751.76 9.397	1,710.28 789.36 9.867
03222	PARKING ENFORCE SUPVR	03	1,330.51 614.08 7.676	1,397.07 644.80 8.060	1,466.92 677.04 8.463	1,540.24 710.88 8.886	1,617.20 746.40 9.330
03223	PARKING LOT SUPVR	03	1,344.37 620.48 7.756	1,411.63 651.52 8.144	1,482.17 684.08 8.551	1,556.36 718.32 8.979	1,634.19 754.24 9.428
03224	PARKING METER REPAIR SUPV	03	1,570.40 724.80 9.060	1,648.92 761.04 9.513	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,908.75 880.96 11.012
03225	PARKS SUPVR	03	1,760.03 812.32 10.154	1,848.08 852.96 10.662	1,940.47 895.60 11.195	2,037.53 940.40 11.755	2,139.45 987.44 12.343
03209	PROPERTY SUPVR	03	1,671.11 771.28 9.641	1,754.65 809.84 10.123	1,842.36 850.32 10.629	1,934.40 892.80 11.160	2,031.12 937.44 11.718
03202	RECREATION SUPERVISOR I	03	1,636.44 755.28 9.441	1,718.25 793.04 9.913	1,804.23 832.72 10.409	1,894.36 874.32 10.929	1,989.00 918.00 11.475
03227	RECREATION SUPERVISOR II	03	1,844.09 851.12 10.639	1,936.31 893.66 11.171	2,033.20 938.40 11.730	2,134.77 985.28 12.316	2,241.55 1,034.56 12.932
03228	REFUSE COLLEC SUPVR	03	1,725.36 716.32 9.954	1,811.68 836.16 10.452	1,902.33 878.00 10.975	1,997.49 921.92 11.524	2,097.33 968.00 12.160
03253	SR ANIMAL CONTROL OFF	03	1,502.80 693.60 8.670	1,577.85 728.24 9.103	1,656.72 764.64 9.558	1,739.57 802.88 10.036	1,826.59 843.04 10.538
03203	SR RECREATION SUPVR	03	2,080.00 960.00 12.000	2,184.00 1,008.00 12.600	2,293.20 1,058.40 13.230	2,407.95 1,111.36 13.892	2,528.41 1,166.96 14.587
03229	SR SANITARY CHEMIST	03	2,095.21 948.56 11.857	2,158.00 996.00 12.450	2,265.99 1,045.84 13.073	2,379.35 1,098.16 13.727	2,498.25 1,153.04 14.413
03232	STREET CLEAN SUPVR	03	1,720.13 821.60 10.270	1,869.05 862.64 13.783	1,962.48 905.76 11.322	2,060.59 951.04 11.868	2,163.55 998.56 12.482
03234	SUPV IDENT BUREAU	03	2,328.91 1,074.68 13.436	2,445.39 1,128.64 14.108	2,567.59 1,185.04 14.813	2,696.03 1,244.32 15.554	2,830.88 1,306.56 16.332
03235	SUPV CASHIER	03	1,397.24 644.88 8.061	1,467.09 677.12 8.464	1,540.41 710.96 8.887	1,617.37 746.48 9.331	1,698.32 783.84 9.798
03237	SUPV DISPATCHER (POLICE)	03	1,570.40 724.80 9.060	1,648.92 761.04 9.513	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,908.75 880.96 11.012

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1983-84 SALARY SCHEDULE

PROCESSING DATE 12/02/82

.... CODE	EMPLOYEE CLASSIFICATION TITLE .....	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES .....				
			STEP A	STEP B	STEP C	STEP D	STEP E
03239	SUPV PLANT OPR	03	1,911.87 882.40 11.030	2,007.55 926.56 11.582	2,107.91 972.89 12.161	2,213.29 1,021.52 12.409	2,323.88 1,072.56 13.407
03243	SUPV POLICE CLERK	03	1,477.12 649.44 6.118	1,477.49 661.92 8.524	1,551.33 716.00 8.950	1,628.81 751.76 9.397	1,710.28 789.36 9.867
03233	SUPVR-RECORDS SECTION	03	2,226.99 1,027.84 12.848	2,336.27 1,079.20 13.490	2,455.09 1,133.12 14.164	2,577.81 1,189.76 14.872	2,706.77 1,249.28 15.616
03242	SURVEY PARTY CHIEF	03	1,819.48 839.76 10.497	1,910.48 881.76 11.022	2,005.99 925.84 11.573	2,106.35 972.16 12.152	2,211.73 1,020.80 12.760
03204	TAX AND LICENSE SUPVR	03	1,773.37 618.48 10.231	1,862.12 859.44 10.743	1,955.20 932.40 11.280	2,052.96 947.52 11.844	2,155.57 994.88 12.436
03240	TRAFFIC SIGNAL SUPVR	03	2,080.00 960.00 12.000	2,184.00 1,008.00 12.600	2,293.20 1,056.40 13.230	2,407.95 1,111.36 13.892	2,528.41 1,166.96 14.587
03264	TREL MAINT SUPVR	03	1,760.03 612.32 10.154	1,848.08 852.96 10.662	1,940.47 895.60 11.195	2,037.53 940.40 11.755	2,139.45 987.44 12.343
03248	TREE TRIMMER SUPVR	03	1,760.03 612.32 10.154	1,848.08 852.96 10.662	1,940.47 895.60 11.195	2,037.53 940.40 11.755	2,139.45 987.44 12.343
03261	UTILITY BILLING REP III	03	1,321.20 614.40 7.680	1,397.76 645.12 8.064	1,467.61 677.36 8.467	1,540.93 711.20 8.890	1,616.07 746.80 9.335
03245	WEED ABATEMENT SUPVR	03	1,570.40 724.80 9.060	1,648.92 761.04 9.513	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,908.75 880.96 11.012
03251	ZONING ADMIN	03	1,866.97 861.68 10.771	1,960.40 904.80 11.310	2,058.51 950.08 11.876	2,161.47 997.60 12.470	2,269.63 1,047.52 13.094
03252	ZOO SUPVR	03	1,760.03 612.32 10.154	1,848.08 852.96 10.662	1,940.47 895.60 11.195	2,037.53 940.40 11.755	2,139.45 987.44 12.343

EXHIBIT B

REGRESSION LADDERS

GENERAL SUPERVISORY UNIT

1. Traffic Signal Supervisor  
Senior Electronic Maintenance Technician  
Traffic Signal Technician  
Electronic Maintenance Technician
2. Senior Sanitary Chemist  
Sanitary Chemist  
Sanitary Laboratory Technician
3. Computer Operator Supervisor  
Computer Operator
4. Street Cleaning Supervisor  
Motor Sweeper Operator  
Equipment Operator II  
Equipment Operator I  
Maintenance Worker II  
Maintenance Worker I  
Security Guard
5. Utility Service Inspector  
Utility Billing Representative III  
Utility Billing Representative II  
Meter Reader  
Utility Billing Representative I
6. Librarian III  
Librarian II  
Librarian I
7. Building Inspector III  
Building Inspector II  
Building Inspector I
8. Survey Party Chief  
Construction Inspector I  
Engineering Aide II  
Engineering Aide I
9. Central Stores Supervisor  
Storekeeper  
Stores Clerk II  
Stores Clerk I

10. Superintendent - Identification Bureau  
Identification Technician III  
Identification Technician II  
Identification Technician I
11. Office Supervisor  
Personnel Assistant  
Clerk III  
Clerk II  
Clerk I
12. Assistant Box Office Supervisor  
Supervising Cashier  
Ticket Seller  
Cashier
13. Chief Telephone Operator  
Telephone Operator
14. Central Services Supervisor  
Offset Equipment Operator
15. Zoning Administrator  
Zoning Investigator
16. Community Center Facilities Supervisor  
Custodial Supervisor II  
Custodial Supervisor I  
Community Center Attendant II  
Building Attendant  
Community Center Attendant I  
Custodian II  
Custodian I  
Security Guard
17. Weed Abatement Supervisor (Exempt)  
Weed Abatement Inspector
18. Supervising Dispatcher  
Dispatcher III  
Dispatcher II  
Dispatcher I
19. Property Supervisor  
Property Assistant III  
Property Assistant II  
Property Assistant I
20. Senior Animal Control Officer  
Animal Control Officer  
Kennel Attendant
21. Parking Meter Repair Supervisor  
Parking Meter Repairworker

22. Refuse Collection Supervisor  
Sanitation Worker III  
Sanitation Worker II  
Sanitation Worker I
23. Senior Recreation Supervisor  
Recreation Supervisor II  
Recreation Supervisor I  
Recreation Program Coordinator
24. Parks Supervisor  
Parks Equipment Operator  
Park Maintenance Worker III  
Park Maintenance Worker II  
Park Maintenance Worker I
25. Tree Maintenance Supervisor  
Tree Maintenance Worker II  
Tree Maintenance Worker I
26. Golf Course Supervisor  
Greenskeeper
27. Tree Trimmer Supervisor  
Tree Trimmer II  
Tree Trimmer I  
Tree Trimmer Trainee
28. Zoo Supervisor  
Zoo Attendant II  
Zoo Attendant I
29. Supervisor-Records Section  
Supervising Police Clerk  
Police Clerk III  
Matron Clerk  
Police Clerk II  
Police Clerk I
30. Parking Lot Supervisor  
Senior Parking Lot Attendant  
Parking Lot Attendant
31. Parking Enforcement Supervisor  
Parking Meter Coin Collector  
Parking Enforcement Officer
32. Marina Supervisor  
Marina Attendant
33. Chief Museum Attendant  
Museum Attendant

- 34. Supervising Plant Operator  
Plant Operator III  
Plant Operator II  
Plant Operator I

- 35. Bump to previously held classification's regression ladder.

- Tax and License Supervisor
- Drainage Supervisor
- Vegetal Waste Facility Supervisor