

# RESOLUTION NO. 90-008

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF January 2, 1990

ADOPTING UPDATED SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, DESIGNATION OF EXEMPT JOB CLASSIFICATIONS, AND REPEALING EXISTING RESOLUTION RELATING TO THOSE MATTERS, EFFECTIVE JANUARY 6, 1990

WHEREAS, it is necessary to update the resolution regarding salary schedules, employer-employee relations policy, and exempt classifications;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO:

Section 1. Salary Schedules.

The salaries for all City employees are as specified in Exhibit "A".

Section 2. Employer-Employee Relations Policy.

The City's employer-employee relations policy is contained in Exhibit "B".

Section 3. Designation of Exempt Job Classifications.

The list of City job classifications which are exempt from the civil service system pursuant to Charter Section 83, is as specified in Exhibit "C".

Section 4.

Resolution 89-049 and amendments thereto are hereby repealed.

  
MAYOR

ATTEST:

  
CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: 90-008  
DATE ADOPTED: JAN 02 1990

EMPLOYEE CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E
0000 CITY OF MAINTENANCE	2051.00	2080.00	2110.00	2140.00	2170.00
0100 CITY OF MAINTENANCE	2170.00	2200.00	2230.00	2260.00	2290.00
0200 CITY OF MAINTENANCE	2290.00	2320.00	2350.00	2380.00	2410.00
0300 CITY OF MAINTENANCE	2410.00	2440.00	2470.00	2500.00	2530.00
0400 CITY OF MAINTENANCE	2530.00	2560.00	2590.00	2620.00	2650.00
0500 CITY OF MAINTENANCE	2650.00	2680.00	2710.00	2740.00	2770.00
0600 CITY OF MAINTENANCE	2770.00	2800.00	2830.00	2860.00	2890.00
0700 CITY OF MAINTENANCE	2890.00	2920.00	2950.00	2980.00	3010.00
0800 CITY OF MAINTENANCE	3010.00	3040.00	3070.00	3100.00	3130.00
0900 CITY OF MAINTENANCE	3130.00	3160.00	3190.00	3220.00	3250.00
1000 CITY OF MAINTENANCE	3250.00	3280.00	3310.00	3340.00	3370.00
1100 CITY OF MAINTENANCE	3370.00	3400.00	3430.00	3460.00	3490.00
1200 CITY OF MAINTENANCE	3490.00	3520.00	3550.00	3580.00	3610.00
1300 CITY OF MAINTENANCE	3610.00	3640.00	3670.00	3700.00	3730.00
1400 CITY OF MAINTENANCE	3730.00	3760.00	3790.00	3820.00	3850.00
1500 CITY OF MAINTENANCE	3850.00	3880.00	3910.00	3940.00	3970.00
1600 CITY OF MAINTENANCE	3970.00	4000.00	4030.00	4060.00	4090.00
1700 CITY OF MAINTENANCE	4090.00	4120.00	4150.00	4180.00	4210.00
1800 CITY OF MAINTENANCE	4210.00	4240.00	4270.00	4300.00	4330.00
1900 CITY OF MAINTENANCE	4330.00	4360.00	4390.00	4420.00	4450.00
2000 CITY OF MAINTENANCE	4450.00	4480.00	4510.00	4540.00	4570.00
2100 CITY OF MAINTENANCE	4570.00	4600.00	4630.00	4660.00	4690.00
2200 CITY OF MAINTENANCE	4690.00	4720.00	4750.00	4780.00	4810.00
2300 CITY OF MAINTENANCE	4810.00	4840.00	4870.00	4900.00	4930.00
2400 CITY OF MAINTENANCE	4930.00	4960.00	4990.00	5020.00	5050.00
2500 CITY OF MAINTENANCE	5050.00	5080.00	5110.00	5140.00	5170.00
2600 CITY OF MAINTENANCE	5170.00	5200.00	5230.00	5260.00	5290.00
2700 CITY OF MAINTENANCE	5290.00	5320.00	5350.00	5380.00	5410.00
2800 CITY OF MAINTENANCE	5410.00	5440.00	5470.00	5500.00	5530.00
2900 CITY OF MAINTENANCE	5530.00	5560.00	5590.00	5620.00	5650.00
3000 CITY OF MAINTENANCE	5650.00	5680.00	5710.00	5740.00	5770.00
3100 CITY OF MAINTENANCE	5770.00	5800.00	5830.00	5860.00	5890.00
3200 CITY OF MAINTENANCE	5890.00	5920.00	5950.00	5980.00	6010.00
3300 CITY OF MAINTENANCE	6010.00	6040.00	6070.00	6100.00	6130.00
3400 CITY OF MAINTENANCE	6130.00	6160.00	6190.00	6220.00	6250.00
3500 CITY OF MAINTENANCE	6250.00	6280.00	6310.00	6340.00	6370.00
3600 CITY OF MAINTENANCE	6370.00	6400.00	6430.00	6460.00	6490.00
3700 CITY OF MAINTENANCE	6490.00	6520.00	6550.00	6580.00	6610.00
3800 CITY OF MAINTENANCE	6610.00	6640.00	6670.00	6700.00	6730.00
3900 CITY OF MAINTENANCE	6730.00	6760.00	6790.00	6820.00	6850.00
4000 CITY OF MAINTENANCE	6850.00	6880.00	6910.00	6940.00	6970.00
4100 CITY OF MAINTENANCE	6970.00	7000.00	7030.00	7060.00	7090.00
4200 CITY OF MAINTENANCE	7090.00	7120.00	7150.00	7180.00	7210.00
4300 CITY OF MAINTENANCE	7210.00	7240.00	7270.00	7300.00	7330.00
4400 CITY OF MAINTENANCE	7330.00	7360.00	7390.00	7420.00	7450.00
4500 CITY OF MAINTENANCE	7450.00	7480.00	7510.00	7540.00	7570.00
4600 CITY OF MAINTENANCE	7570.00	7600.00	7630.00	7660.00	7690.00
4700 CITY OF MAINTENANCE	7690.00	7720.00	7750.00	7780.00	7810.00
4800 CITY OF MAINTENANCE	7810.00	7840.00	7870.00	7900.00	7930.00
4900 CITY OF MAINTENANCE	7930.00	7960.00	7990.00	8020.00	8050.00
5000 CITY OF MAINTENANCE	8050.00	8080.00	8110.00	8140.00	8170.00
5100 CITY OF MAINTENANCE	8170.00	8200.00	8230.00	8260.00	8290.00
5200 CITY OF MAINTENANCE	8290.00	8320.00	8350.00	8380.00	8410.00
5300 CITY OF MAINTENANCE	8410.00	8440.00	8470.00	8500.00	8530.00
5400 CITY OF MAINTENANCE	8530.00	8560.00	8590.00	8620.00	8650.00
5500 CITY OF MAINTENANCE	8650.00	8680.00	8710.00	8740.00	8770.00
5600 CITY OF MAINTENANCE	8770.00	8800.00	8830.00	8860.00	8890.00
5700 CITY OF MAINTENANCE	8890.00	8920.00	8950.00	8980.00	9010.00
5800 CITY OF MAINTENANCE	9010.00	9040.00	9070.00	9100.00	9130.00
5900 CITY OF MAINTENANCE	9130.00	9160.00	9190.00	9220.00	9250.00
6000 CITY OF MAINTENANCE	9250.00	9280.00	9310.00	9340.00	9370.00
6100 CITY OF MAINTENANCE	9370.00	9400.00	9430.00	9460.00	9490.00
6200 CITY OF MAINTENANCE	9490.00	9520.00	9550.00	9580.00	9610.00
6300 CITY OF MAINTENANCE	9610.00	9640.00	9670.00	9700.00	9730.00
6400 CITY OF MAINTENANCE	9730.00	9760.00	9790.00	9820.00	9850.00
6500 CITY OF MAINTENANCE	9850.00	9880.00	9910.00	9940.00	9970.00
6600 CITY OF MAINTENANCE	9970.00	10000.00	10030.00	10060.00	10090.00
6700 CITY OF MAINTENANCE	10090.00	10120.00	10150.00	10180.00	10210.00
6800 CITY OF MAINTENANCE	10210.00	10240.00	10270.00	10300.00	10330.00
6900 CITY OF MAINTENANCE	10330.00	10360.00	10390.00	10420.00	10450.00
7000 CITY OF MAINTENANCE	10450.00	10480.00	10510.00	10540.00	10570.00
7100 CITY OF MAINTENANCE	10570.00	10600.00	10630.00	10660.00	10690.00
7200 CITY OF MAINTENANCE	10690.00	10720.00	10750.00	10780.00	10810.00
7300 CITY OF MAINTENANCE	10810.00	10840.00	10870.00	10900.00	10930.00
7400 CITY OF MAINTENANCE	10930.00	10960.00	10990.00	11020.00	11050.00
7500 CITY OF MAINTENANCE	11050.00	11080.00	11110.00	11140.00	11170.00
7600 CITY OF MAINTENANCE	11170.00	11200.00	11230.00	11260.00	11290.00
7700 CITY OF MAINTENANCE	11290.00	11320.00	11350.00	11380.00	11410.00
7800 CITY OF MAINTENANCE	11410.00	11440.00	11470.00	11500.00	11530.00
7900 CITY OF MAINTENANCE	11530.00	11560.00	11590.00	11620.00	11650.00
8000 CITY OF MAINTENANCE	11650.00	11680.00	11710.00	11740.00	11770.00
8100 CITY OF MAINTENANCE	11770.00	11800.00	11830.00	11860.00	11890.00
8200 CITY OF MAINTENANCE	11890.00	11920.00	11950.00	11980.00	12010.00
8300 CITY OF MAINTENANCE	12010.00	12040.00	12070.00	12100.00	12130.00
8400 CITY OF MAINTENANCE	12130.00	12160.00	12190.00	12220.00	12250.00
8500 CITY OF MAINTENANCE	12250.00	12280.00	12310.00	12340.00	12370.00
8600 CITY OF MAINTENANCE	12370.00	12400.00	12430.00	12460.00	12490.00
8700 CITY OF MAINTENANCE	12490.00	12520.00	12550.00	12580.00	12610.00
8800 CITY OF MAINTENANCE	12610.00	12640.00	12670.00	12700.00	12730.00
8900 CITY OF MAINTENANCE	12730.00	12760.00	12790.00	12820.00	12850.00
9000 CITY OF MAINTENANCE	12850.00	12880.00	12910.00	12940.00	12970.00
9100 CITY OF MAINTENANCE	12970.00	13000.00	13030.00	13060.00	13090.00
9200 CITY OF MAINTENANCE	13090.00	13120.00	13150.00	13180.00	13210.00
9300 CITY OF MAINTENANCE	13210.00	13240.00	13270.00	13300.00	13330.00
9400 CITY OF MAINTENANCE	13330.00	13360.00	13390.00	13420.00	13450.00
9500 CITY OF MAINTENANCE	13450.00	13480.00	13510.00	13540.00	13570.00
9600 CITY OF MAINTENANCE	13570.00	13600.00	13630.00	13660.00	13690.00
9700 CITY OF MAINTENANCE	13690.00	13720.00	13750.00	13780.00	13810.00
9800 CITY OF MAINTENANCE	13810.00	13840.00	13870.00	13900.00	13930.00
9900 CITY OF MAINTENANCE	13930.00	13960.00	13990.00	14020.00	14050.00
0000 APPROVAL OF CITY MANAGER REQUIRED FOR ADVANCEMENT TO SUPPLEMENTARY SALARY RATES UP TO \$100,000					

99-008

RESOLUTION

JAN 02 1990

CODE	EMPLOYEE CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E
0000	ACTING ASSISTANT MANAGER	10790000	10800000	10810000	10820000	10830000
0000	ACTING ASSISTANT TO THE CITY CLERK	10790000	10800000	10810000	10820000	10830000
0000	ADMIN ASSISTANT TO MANAGER	10790000	10800000	10810000	10820000	10830000
0000	ADMIN SERVICES OFFICER	10790000	10800000	10810000	10820000	10830000
0000	ADMIN TRAINER (GENERAL)	10790000	10800000	10810000	10820000	10830000
0000	ADMIN ASSISTANT OFFICER	10790000	10800000	10810000	10820000	10830000
0000	ARTIST ASSISTANT OFFICER	10790000	10800000	10810000	10820000	10830000
0000	MUSEUM MANAGER	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT MANAGER	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT TO THE PUBLIC	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT ATTORNEY	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT CITY CLERK	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT CITY MANAGER	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT CITY MANAGER/CLERK	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT CITY MANAGER	10790000	10800000	10810000	10820000	10830000
0000	ASSISTANT MANAGER WITH MANAGER	10790000	10800000	10810000	10820000	10830000

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STEP A	STEP B	STEP C	STEP D	STEP E
40649.79	40000.00	40000.00	40919.72	39000.00
15901.04	29000.00	28100.00	28270.00	29000.00
24031.00	35079.99	37000.00	38000.00	39000.00
30975.00	38000.00	38000.00	38000.00	38000.00
40000.00	40000.00	40000.00	40000.00	40000.00
20000.00	20000.00	20000.00	20000.00	20000.00
30000.00	30000.00	30000.00	30000.00	30000.00
40000.00	40000.00	40000.00	40000.00	40000.00
50000.00	50000.00	50000.00	50000.00	50000.00
60000.00	60000.00	60000.00	60000.00	60000.00
70000.00	70000.00	70000.00	70000.00	70000.00
80000.00	80000.00	80000.00	80000.00	80000.00
90000.00	90000.00	90000.00	90000.00	90000.00
100000.00	100000.00	100000.00	100000.00	100000.00
110000.00	110000.00	110000.00	110000.00	110000.00
120000.00	120000.00	120000.00	120000.00	120000.00
130000.00	130000.00	130000.00	130000.00	130000.00
140000.00	140000.00	140000.00	140000.00	140000.00
150000.00	150000.00	150000.00	150000.00	150000.00
160000.00	160000.00	160000.00	160000.00	160000.00
170000.00	170000.00	170000.00	170000.00	170000.00
180000.00	180000.00	180000.00	180000.00	180000.00
190000.00	190000.00	190000.00	190000.00	190000.00
200000.00	200000.00	200000.00	200000.00	200000.00
210000.00	210000.00	210000.00	210000.00	210000.00
220000.00	220000.00	220000.00	220000.00	220000.00
230000.00	230000.00	230000.00	230000.00	230000.00
240000.00	240000.00	240000.00	240000.00	240000.00
250000.00	250000.00	250000.00	250000.00	250000.00
260000.00	260000.00	260000.00	260000.00	260000.00
270000.00	270000.00	270000.00	270000.00	270000.00
280000.00	280000.00	280000.00	280000.00	280000.00
290000.00	290000.00	290000.00	290000.00	290000.00
300000.00	300000.00	300000.00	300000.00	300000.00
310000.00	310000.00	310000.00	310000.00	310000.00
320000.00	320000.00	320000.00	320000.00	320000.00
330000.00	330000.00	330000.00	330000.00	330000.00
340000.00	340000.00	340000.00	340000.00	340000.00
350000.00	350000.00	350000.00	350000.00	350000.00
360000.00	360000.00	360000.00	360000.00	360000.00
370000.00	370000.00	370000.00	370000.00	370000.00
380000.00	380000.00	380000.00	380000.00	380000.00
390000.00	390000.00	390000.00	390000.00	390000.00
400000.00	400000.00	400000.00	400000.00	400000.00

DEPT 20 MAINTENANCE UNIT OFFER LETTER  
 DEPT 20 MAINTENANCE UNIT OFFER LETTER

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UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01206	49940.99	48000.07	46139.01	44150.95	42170.01
01210	49120.00	47180.00	45240.00	43300.00	41360.00
01215	48300.00	46360.00	44420.00	42480.00	40540.00
01220	47480.00	45540.00	43600.00	41660.00	39720.00
01225	46660.00	44720.00	42780.00	40840.00	38880.00
01230	45840.00	43900.00	41960.00	40020.00	38060.00
01235	45020.00	43080.00	41140.00	39200.00	37240.00
01240	44200.00	42260.00	40320.00	38380.00	36420.00
01245	43380.00	41440.00	39500.00	37560.00	35600.00
01250	42560.00	40620.00	38680.00	36740.00	34780.00
01255	41740.00	39800.00	37860.00	35920.00	33960.00
01260	40920.00	38980.00	37040.00	35100.00	33140.00
01265	40100.00	38160.00	36220.00	34280.00	32320.00
01270	39280.00	37340.00	35400.00	33460.00	31500.00
01275	38460.00	36520.00	34580.00	32640.00	30680.00
01280	37640.00	35700.00	33760.00	31820.00	29860.00
01285	36820.00	34880.00	32940.00	31000.00	29040.00
01290	36000.00	34060.00	32120.00	30180.00	28220.00
01295	35180.00	33240.00	31300.00	29360.00	27400.00
01300	34360.00	32420.00	30480.00	28540.00	26580.00
01305	33540.00	31600.00	29660.00	27720.00	25760.00
01310	32720.00	30780.00	28840.00	26900.00	24940.00
01315	31900.00	29960.00	28020.00	26080.00	24120.00
01320	31080.00	29140.00	27200.00	25260.00	23300.00
01325	30260.00	28320.00	26380.00	24440.00	22480.00
01330	29440.00	27500.00	25560.00	23620.00	21660.00
01335	28620.00	26680.00	24740.00	22800.00	20840.00
01340	27800.00	25860.00	23920.00	21980.00	20020.00
01345	26980.00	25040.00	23100.00	21160.00	19200.00
01350	26160.00	24220.00	22280.00	20340.00	18380.00
01355	25340.00	23400.00	21460.00	19520.00	17560.00
01360	24520.00	22580.00	20640.00	18700.00	16740.00
01365	23700.00	21760.00	19820.00	17880.00	15920.00
01370	22880.00	20940.00	19000.00	17060.00	15100.00
01375	22060.00	20120.00	18180.00	16240.00	14280.00
01380	21240.00	19300.00	17360.00	15420.00	13460.00
01385	20420.00	18480.00	16540.00	14600.00	12640.00
01390	19600.00	17660.00	15720.00	13780.00	11820.00
01395	18780.00	16840.00	14900.00	12960.00	11000.00
01400	17960.00	16020.00	14080.00	12140.00	10180.00
01405	17140.00	15200.00	13260.00	11320.00	9360.00
01410	16320.00	14380.00	12440.00	10500.00	8540.00
01415	15500.00	13560.00	11620.00	9680.00	7720.00
01420	14680.00	12740.00	10800.00	8860.00	6900.00
01425	13860.00	11920.00	9980.00	8040.00	6080.00
01430	13040.00	11100.00	9160.00	7220.00	5260.00
01435	12220.00	10280.00	8340.00	6400.00	4440.00
01440	11400.00	9460.00	7520.00	5580.00	3620.00
01445	10580.00	8640.00	6700.00	4760.00	2800.00
01450	9760.00	7820.00	5880.00	3940.00	1980.00
01455	8940.00	7000.00	5060.00	3120.00	1160.00
01460	8120.00	6180.00	4240.00	2300.00	340.00

80-008

RESOLUTION

JAN 02 1990

ACCOUNT	DESCRIPTION	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
0000	UNIVERSITY OF CALIFORNIA	UI	20713015	20000000	20000000	20000000	20000000
0100	UNIVERSITY OF CALIFORNIA	UI	10713015	10000000	10000000	10000000	10000000
0200	UNIVERSITY OF CALIFORNIA	UI	21000000	21000000	21000000	21000000	21000000
0300	UNIVERSITY OF CALIFORNIA	UI	30000000	30000000	30000000	30000000	30000000
0400	UNIVERSITY OF CALIFORNIA	UI	40000000	40000000	40000000	40000000	40000000
0500	UNIVERSITY OF CALIFORNIA	UI	50000000	50000000	50000000	50000000	50000000
0600	UNIVERSITY OF CALIFORNIA	UI	60000000	60000000	60000000	60000000	60000000
0700	UNIVERSITY OF CALIFORNIA	UI	70000000	70000000	70000000	70000000	70000000
0800	UNIVERSITY OF CALIFORNIA	UI	80000000	80000000	80000000	80000000	80000000
0900	UNIVERSITY OF CALIFORNIA	UI	90000000	90000000	90000000	90000000	90000000
1000	UNIVERSITY OF CALIFORNIA	UI	100000000	100000000	100000000	100000000	100000000

90-008

RESOLUTION

JAN 02 1990

MANAGEMENT

CODE	TITLE	UNIT	STEP A	STEP B	STEP C	STEP E	STEP F
0000	MANAGEMENT ASSISTANT	U1	10713.70	11779.99	13093.79	15093.99	17093.99
0000	MANAGEMENT ASSISTANT	U1	11042.24	12099.33	13501.16	15501.16	17501.16
0000	MANAGEMENT ASSISTANT	U1	11370.78	12427.87	13829.70	15829.70	17829.70
0000	MANAGEMENT ASSISTANT	U1	11700.00	12757.09	14158.92	16158.92	18158.92
0000	MANAGEMENT ASSISTANT	U1	12030.00	13087.09	14488.92	16488.92	18488.92
0000	MANAGEMENT ASSISTANT	U1	12360.00	13417.09	14818.92	16818.92	18818.92
0000	MANAGEMENT ASSISTANT	U1	12690.00	13747.09	15148.92	17148.92	19148.92
0000	MANAGEMENT ASSISTANT	U1	13020.00	14077.09	15478.92	17478.92	19478.92
0000	MANAGEMENT ASSISTANT	U1	13350.00	14407.09	15808.92	17808.92	19808.92
0000	MANAGEMENT ASSISTANT	U1	13680.00	14737.09	16138.92	18138.92	20138.92
0000	MANAGEMENT ASSISTANT	U1	14010.00	15067.09	16468.92	18468.92	20468.92
0000	MANAGEMENT ASSISTANT	U1	14340.00	15397.09	16798.92	18798.92	20798.92
0000	MANAGEMENT ASSISTANT	U1	14670.00	15727.09	17128.92	19128.92	21128.92
0000	MANAGEMENT ASSISTANT	U1	15000.00	16057.09	17458.92	19458.92	21458.92
0000	MANAGEMENT ASSISTANT	U1	15330.00	16387.09	17788.92	19788.92	21788.92
0000	MANAGEMENT ASSISTANT	U1	15660.00	16717.09	18118.92	20118.92	22118.92
0000	MANAGEMENT ASSISTANT	U1	15990.00	17047.09	18448.92	20448.92	22448.92
0000	MANAGEMENT ASSISTANT	U1	16320.00	17377.09	18778.92	20778.92	22778.92
0000	MANAGEMENT ASSISTANT	U1	16650.00	17707.09	19108.92	21108.92	23108.92
0000	MANAGEMENT ASSISTANT	U1	16980.00	18037.09	19438.92	21438.92	23438.92
0000	MANAGEMENT ASSISTANT	U1	17310.00	18367.09	19768.92	21768.92	23768.92
0000	MANAGEMENT ASSISTANT	U1	17640.00	18697.09	20098.92	22098.92	24098.92
0000	MANAGEMENT ASSISTANT	U1	17970.00	19027.09	20428.92	22428.92	24428.92
0000	MANAGEMENT ASSISTANT	U1	18300.00	19357.09	20758.92	22758.92	24758.92
0000	MANAGEMENT ASSISTANT	U1	18630.00	19687.09	21088.92	23088.92	25088.92
0000	MANAGEMENT ASSISTANT	U1	18960.00	20017.09	21418.92	23418.92	25418.92
0000	MANAGEMENT ASSISTANT	U1	19290.00	20347.09	21748.92	23748.92	25748.92
0000	MANAGEMENT ASSISTANT	U1	19620.00	20677.09	22078.92	24078.92	26078.92
0000	MANAGEMENT ASSISTANT	U1	19950.00	21007.09	22408.92	24408.92	26408.92
0000	MANAGEMENT ASSISTANT	U1	20280.00	21337.09	22738.92	24738.92	26738.92
0000	MANAGEMENT ASSISTANT	U1	20610.00	21667.09	23068.92	25068.92	27068.92
0000	MANAGEMENT ASSISTANT	U1	20940.00	21997.09	23398.92	25398.92	27398.92
0000	MANAGEMENT ASSISTANT	U1	21270.00	22327.09	23728.92	25728.92	27728.92
0000	MANAGEMENT ASSISTANT	U1	21600.00	22657.09	24058.92	26058.92	28058.92
0000	MANAGEMENT ASSISTANT	U1	21930.00	22987.09	24388.92	26388.92	28388.92
0000	MANAGEMENT ASSISTANT	U1	22260.00	23317.09	24718.92	26718.92	28718.92
0000	MANAGEMENT ASSISTANT	U1	22590.00	23647.09	25048.92	27048.92	29048.92
0000	MANAGEMENT ASSISTANT	U1	22920.00	23977.09	25378.92	27378.92	29378.92
0000	MANAGEMENT ASSISTANT	U1	23250.00	24307.09	25708.92	27708.92	29708.92
0000	MANAGEMENT ASSISTANT	U1	23580.00	24637.09	26038.92	28038.92	30038.92
0000	MANAGEMENT ASSISTANT	U1	23910.00	24967.09	26368.92	28368.92	30368.92
0000	MANAGEMENT ASSISTANT	U1	24240.00	25297.09	26698.92	28698.92	30698.92
0000	MANAGEMENT ASSISTANT	U1	24570.00	25627.09	27028.92	29028.92	31028.92
0000	MANAGEMENT ASSISTANT	U1	24900.00	25957.09	27358.92	29358.92	31358.92
0000	MANAGEMENT ASSISTANT	U1	25230.00	26287.09	27688.92	29688.92	31688.92
0000	MANAGEMENT ASSISTANT	U1	25560.00	26617.09	28018.92	30018.92	32018.92
0000	MANAGEMENT ASSISTANT	U1	25890.00	26947.09	28348.92	30348.92	32348.92
0000	MANAGEMENT ASSISTANT	U1	26220.00	27277.09	28678.92	30678.92	32678.92
0000	MANAGEMENT ASSISTANT	U1	26550.00	27607.09	29008.92	31008.92	33008.92
0000	MANAGEMENT ASSISTANT	U1	26880.00	27937.09	29338.92	31338.92	33338.92
0000	MANAGEMENT ASSISTANT	U1	27210.00	28267.09	29668.92	31668.92	33668.92
0000	MANAGEMENT ASSISTANT	U1	27540.00	28597.09	29998.92	31998.92	34000.00

RESOLUTION 90-008

ADMINISTRATIVE

CODE	EMPLOYEE CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E
01249	FILE	15724	15030	17030	18030	19030
01250	LIBRARY CLERK	15070	15070	17070	18070	19070
01251	ADMINISTRATIVE ANALYST I	15070	15070	17070	18070	19070
01252	ADMINISTRATIVE ASSISTANT II	15070	15070	17070	18070	19070
01253	ADMINISTRATIVE ASSISTANT III	15070	15070	17070	18070	19070
01254	PROPERTY CLERK	15070	15070	17070	18070	19070
01255	PROPERTY CLERK	15070	15070	17070	18070	19070
01256	PROPERTY CLERK	15070	15070	17070	18070	19070
01257	PROPERTY CLERK	15070	15070	17070	18070	19070
01258	PROPERTY CLERK	15070	15070	17070	18070	19070
01259	PROPERTY CLERK	15070	15070	17070	18070	19070
01260	PROPERTY CLERK	15070	15070	17070	18070	19070
01261	PROPERTY CLERK	15070	15070	17070	18070	19070
01262	PROPERTY CLERK	15070	15070	17070	18070	19070
01263	PROPERTY CLERK	15070	15070	17070	18070	19070
01264	PROPERTY CLERK	15070	15070	17070	18070	19070
01265	PROPERTY CLERK	15070	15070	17070	18070	19070
01266	PROPERTY CLERK	15070	15070	17070	18070	19070
01267	PROPERTY CLERK	15070	15070	17070	18070	19070
01268	PROPERTY CLERK	15070	15070	17070	18070	19070
01269	PROPERTY CLERK	15070	15070	17070	18070	19070
01270	PROPERTY CLERK	15070	15070	17070	18070	19070
01271	PROPERTY CLERK	15070	15070	17070	18070	19070
01272	PROPERTY CLERK	15070	15070	17070	18070	19070
01273	PROPERTY CLERK	15070	15070	17070	18070	19070
01274	PROPERTY CLERK	15070	15070	17070	18070	19070
01275	PROPERTY CLERK	15070	15070	17070	18070	19070
01276	PROPERTY CLERK	15070	15070	17070	18070	19070
01277	PROPERTY CLERK	15070	15070	17070	18070	19070
01278	PROPERTY CLERK	15070	15070	17070	18070	19070
01279	PROPERTY CLERK	15070	15070	17070	18070	19070
01280	PROPERTY CLERK	15070	15070	17070	18070	19070
01281	PROPERTY CLERK	15070	15070	17070	18070	19070
01282	PROPERTY CLERK	15070	15070	17070	18070	19070
01283	PROPERTY CLERK	15070	15070	17070	18070	19070
01284	PROPERTY CLERK	15070	15070	17070	18070	19070
01285	PROPERTY CLERK	15070	15070	17070	18070	19070
01286	PROPERTY CLERK	15070	15070	17070	18070	19070
01287	PROPERTY CLERK	15070	15070	17070	18070	19070
01288	PROPERTY CLERK	15070	15070	17070	18070	19070
01289	PROPERTY CLERK	15070	15070	17070	18070	19070
01290	PROPERTY CLERK	15070	15070	17070	18070	19070
01291	PROPERTY CLERK	15070	15070	17070	18070	19070
01292	PROPERTY CLERK	15070	15070	17070	18070	19070
01293	PROPERTY CLERK	15070	15070	17070	18070	19070
01294	PROPERTY CLERK	15070	15070	17070	18070	19070
01295	PROPERTY CLERK	15070	15070	17070	18070	19070
01296	PROPERTY CLERK	15070	15070	17070	18070	19070
01297	PROPERTY CLERK	15070	15070	17070	18070	19070
01298	PROPERTY CLERK	15070	15070	17070	18070	19070
01299	PROPERTY CLERK	15070	15070	17070	18070	19070
01300	PROPERTY CLERK	15070	15070	17070	18070	19070

RESOLUTION 90-008







Maintenance

ACCOUNT	DESCRIPTION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
0000	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0100	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0200	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0300	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0400	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0500	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0600	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0700	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0800	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
0900	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1000	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1100	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1200	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1300	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1400	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1500	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1600	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1700	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1800	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
1900	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000
2000	MAINTENANCE	01	20000000	20000000	20000000	20000000	20000000

800-90

RESOLUTION

JAN 02 1990







UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

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UNIT: 90-008  
 STEP: A

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UNIT: 90-008  
 STEP: A

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UNIT: 90-008  
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UNIT: 90-008  
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UNIT: 90-008  
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UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION

UNIT: 90-008  
 STEP: A

RESOLUTION























UNIT	DESCRIPTION	STEP A	STEP B	STEP C	STEP D	STEP E
000	UNIT 1	20730044	20075000	30019023	30170020	30220091
000	UNIT 2	10400042	10327020	10333050	10400017	10330094
000	UNIT 3	11020025	110050	1204402	130009	130710
000	UNIT 4	10730044	10075000	10019023	10017000	10022091
000	UNIT 5	10400042	10327020	10333050	10400017	10330094
000	UNIT 6	11020025	110050	1204402	130009	130710
000	UNIT 7	10730044	10075000	10019023	10017000	10022091
000	UNIT 8	10400042	10327020	10333050	10400017	10330094
000	UNIT 9	11020025	110050	1204402	130009	130710
000	UNIT 10	10730044	10075000	10019023	10017000	10022091
000	UNIT 11	10400042	10327020	10333050	10400017	10330094
000	UNIT 12	11020025	110050	1204402	130009	130710

RESOLUTION 90-008  
 JAN 02 1990

REVENUE ACCOUNTS RECEIVABLE

STATE OF NEW YORK  
DEPARTMENT OF TAXATION AND FINANCE

RESOLUTION DATE 12/15/89

PAGE 1

ACCOUNT	DESCRIPTION	DEPT	STEP	AMOUNT	DATE
0000	REVENUE ACCOUNTS RECEIVABLE	000	A	40720000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	B	20075000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	C	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	D	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	E	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	F	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	G	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	H	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	I	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	J	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	K	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	L	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	M	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	N	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	O	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	P	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	Q	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	R	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	S	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	T	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	U	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	V	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	W	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	X	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	Y	30015000	12/15/89
0000	REVENUE ACCOUNTS RECEIVABLE	000	Z	30015000	12/15/89

90-008

RESOLUTION

JAN 02 1990

SEARCHED AND SERIALIZED

NO	SEARCHED	SERIALIZED	INDEXED	FILED	DATE	TIME	BY	AGENCY	STATUS
001	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:00	...	...	...
002	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:05	...	...	...
003	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:10	...	...	...
004	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:15	...	...	...
005	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:20	...	...	...
006	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:25	...	...	...
007	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:30	...	...	...
008	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:35	...	...	...
009	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:40	...	...	...
010	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:45	...	...	...
011	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:50	...	...	...
012	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	10:55	...	...	...
013	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:00	...	...	...
014	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:05	...	...	...
015	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:10	...	...	...
016	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:15	...	...	...
017	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:20	...	...	...
018	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:25	...	...	...
019	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:30	...	...	...
020	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:35	...	...	...
021	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:40	...	...	...
022	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:45	...	...	...
023	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:50	...	...	...
024	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	11:55	...	...	...
025	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:00	...	...	...
026	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:05	...	...	...
027	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:10	...	...	...
028	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:15	...	...	...
029	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:20	...	...	...
030	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:25	...	...	...
031	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:30	...	...	...
032	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:35	...	...	...
033	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:40	...	...	...
034	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:45	...	...	...
035	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:50	...	...	...
036	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	12:55	...	...	...
037	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:00	...	...	...
038	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:05	...	...	...
039	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:10	...	...	...
040	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:15	...	...	...
041	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:20	...	...	...
042	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:25	...	...	...
043	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:30	...	...	...
044	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:35	...	...	...
045	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:40	...	...	...
046	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:45	...	...	...
047	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:50	...	...	...
048	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	13:55	...	...	...
049	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	14:00	...	...	...
050	SEARCHED	SERIALIZED	INDEXED	FILED	10/11/88	14:05	...	...	...

100-000000

RESOLUTION

JAN 02 1990

מס' תיק	תיאור	מס' דף	מס' חלק	מס' סדר	מס' סדר	מס' סדר	מס' סדר	מס' סדר
100-008	מסמך מס' 100-008	1	1	1	1	1	1	1
100-008	מסמך מס' 100-008	2	2	2	2	2	2	2
100-008	מסמך מס' 100-008	3	3	3	3	3	3	3
100-008	מסמך מס' 100-008	4	4	4	4	4	4	4
100-008	מסמך מס' 100-008	5	5	5	5	5	5	5
100-008	מסמך מס' 100-008	6	6	6	6	6	6	6
100-008	מסמך מס' 100-008	7	7	7	7	7	7	7
100-008	מסמך מס' 100-008	8	8	8	8	8	8	8
100-008	מסמך מס' 100-008	9	9	9	9	9	9	9
100-008	מסמך מס' 100-008	10	10	10	10	10	10	10

100-008

RESOLUTION

JAN 02 1990

PLACEMENT AND RECLASSIFICATION

CLASSIFICATION	UNIT	STEP A	STEP B	STEP C	STEP U	STEP E
CONFIDENTIAL	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000
SECRET	U1	10000000	10000000	10000000	10000000	10000000

800-06

RESOLUTION

JAN 02 1990

ANUS: MALKIN, MUR SPECIALTY PATRIOTIC UNION (NO. 1170)

CODE	DESCRIPTION	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
0000	INITIAL DUMARK	00	40230077 10033026 1209910	40230075 10033026 1305002	40230077 10133020 1400290	40230077 10133020 1400290	40230077 10133020 1400290
0001	INITIAL DUMARK 1	00	40230077 10133020 1400290	40230075 10033026 1305002	40230077 10133020 1400290	40230077 10133020 1400290	40230077 10133020 1400290
0002	INITIAL DUMARK 1	00	40230077 10133020 1400290	40230075 10033026 1305002	40230077 10133020 1400290	40230077 10133020 1400290	40230077 10133020 1400290
0003	INITIAL DUMARK 1	00	40230077 10133020 1400290	40230075 10033026 1305002	40230077 10133020 1400290	40230077 10133020 1400290	40230077 10133020 1400290
0004	INITIAL DUMARK 1	00	40230077 10133020 1400290	40230075 10033026 1305002	40230077 10133020 1400290	40230077 10133020 1400290	40230077 10133020 1400290
0005	INITIAL DUMARK 1	00	40230077 10133020 1400290	40230075 10033026 1305002	40230077 10133020 1400290	40230077 10133020 1400290	40230077 10133020 1400290
0006	INITIAL DUMARK 1	00	40230077 10133020 1400290	40230075 10033026 1305002	40230077 10133020 1400290	40230077 10133020 1400290	40230077 10133020 1400290

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RESOLUTION

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UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
1000	1000000	1000000	1000000	1000000	1000000
1001	1000000	1000000	1000000	1000000	1000000
1002	1000000	1000000	1000000	1000000	1000000
1003	1000000	1000000	1000000	1000000	1000000
1004	1000000	1000000	1000000	1000000	1000000
1005	1000000	1000000	1000000	1000000	1000000
1006	1000000	1000000	1000000	1000000	1000000
1007	1000000	1000000	1000000	1000000	1000000
1008	1000000	1000000	1000000	1000000	1000000
1009	1000000	1000000	1000000	1000000	1000000
1010	1000000	1000000	1000000	1000000	1000000
1011	1000000	1000000	1000000	1000000	1000000
1012	1000000	1000000	1000000	1000000	1000000
1013	1000000	1000000	1000000	1000000	1000000
1014	1000000	1000000	1000000	1000000	1000000
1015	1000000	1000000	1000000	1000000	1000000
1016	1000000	1000000	1000000	1000000	1000000
1017	1000000	1000000	1000000	1000000	1000000
1018	1000000	1000000	1000000	1000000	1000000
1019	1000000	1000000	1000000	1000000	1000000
1020	1000000	1000000	1000000	1000000	1000000









PERSONNEL/PERSONNEL INFORMATION

PERSONNEL FILE	PERSONNEL INFORMATION	STEP A	STEP B	STEP C	STEP D	STEP E
1500	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1501	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1502	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1503	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1504	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1505	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1506	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1507	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1508	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1509	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1510	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1511	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1512	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1513	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1514	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1515	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1516	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1517	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1518	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1519	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1520	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1521	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1522	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1523	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1524	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1525	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1526	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1527	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1528	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1529	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000
1530	PERSONNEL INFORMATION	10000000	10000000	10000000	10000000	10000000

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Case No.	Case Name	Case Type	Case Status	Case Date	Case Amount	Case Description	Case Location	Case Agency	Case Officer	Case Date	Case Amount	Case Description	Case Location	Case Agency	Case Officer
13071	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13072	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13073	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13074	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13075	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13076	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13077	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13078	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13079	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13080	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13081	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13082	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13083	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13084	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13085	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13086	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13087	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13088	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13089	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13090	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13091	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13092	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13093	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13094	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13095	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13096	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13097	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13098	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13099	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...
13100	SUPV LUMM	Case	Open	1/10/89	10000.00	...	...	...	...	1/10/89	10000.00	...	...	...	...

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LINE	TEXT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
15001	START	00000000	00000000	00000000	00000000	00000000
15002	INITIALIZE	00000000	00000000	00000000	00000000	00000000
15003	...	...	...	...	...	...
15004	...	...	...	...	...	...
15005	...	...	...	...	...	...
15006	...	...	...	...	...	...
15007	...	...	...	...	...	...
15008	...	...	...	...	...	...
15009	...	...	...	...	...	...
15010	...	...	...	...	...	...
15011	...	...	...	...	...	...
15012	...	...	...	...	...	...
15013	...	...	...	...	...	...
15014	...	...	...	...	...	...
15015	...	...	...	...	...	...
15016	...	...	...	...	...	...
15017	...	...	...	...	...	...
15018	...	...	...	...	...	...
15019	...	...	...	...	...	...
15020	...	...	...	...	...	...
15021	...	...	...	...	...	...
15022	...	...	...	...	...	...
15023	...	...	...	...	...	...
15024	...	...	...	...	...	...
15025	...	...	...	...	...	...
15026	...	...	...	...	...	...
15027	...	...	...	...	...	...
15028	...	...	...	...	...	...
15029	...	...	...	...	...	...
15030	...	...	...	...	...	...
15031	...	...	...	...	...	...
15032	...	...	...	...	...	...
15033	...	...	...	...	...	...
15034	...	...	...	...	...	...
15035	...	...	...	...	...	...
15036	...	...	...	...	...	...
15037	...	...	...	...	...	...
15038	...	...	...	...	...	...
15039	...	...	...	...	...	...
15040	...	...	...	...	...	...

800-06

RESOLUTION

JAN 02 1990

Case No.	Case Name	Case Type	Case Status	Case Date	Case Amount	Case Description	Case Location	Case Agency	Case Contact	Case Notes
1000	ALBERTA	...	...	...	...	...	...	...	...	...
1001	ALBERTA	...	...	...	...	...	...	...	...	...
1002	ALBERTA	...	...	...	...	...	...	...	...	...
1003	ALBERTA	...	...	...	...	...	...	...	...	...
1004	ALBERTA	...	...	...	...	...	...	...	...	...
1005	ALBERTA	...	...	...	...	...	...	...	...	...
1006	ALBERTA	...	...	...	...	...	...	...	...	...
1007	ALBERTA	...	...	...	...	...	...	...	...	...
1008	ALBERTA	...	...	...	...	...	...	...	...	...
1009	ALBERTA	...	...	...	...	...	...	...	...	...
1010	ALBERTA	...	...	...	...	...	...	...	...	...
1011	ALBERTA	...	...	...	...	...	...	...	...	...
1012	ALBERTA	...	...	...	...	...	...	...	...	...
1013	ALBERTA	...	...	...	...	...	...	...	...	...
1014	ALBERTA	...	...	...	...	...	...	...	...	...
1015	ALBERTA	...	...	...	...	...	...	...	...	...
1016	ALBERTA	...	...	...	...	...	...	...	...	...
1017	ALBERTA	...	...	...	...	...	...	...	...	...
1018	ALBERTA	...	...	...	...	...	...	...	...	...
1019	ALBERTA	...	...	...	...	...	...	...	...	...
1020	ALBERTA	...	...	...	...	...	...	...	...	...

ALBERTA

ALBERTA

ALBERTA

ALBERTA

ALBERTA

ALBERTA

ALBERTA

RESOLUTION  
 90-008

PROCESSED DATE 12/17/89

\*\*\*\*\*  
 STEP 6  
 \*\*\*\*\*  
 STEP 7  
 \*\*\*\*\*  
 STEP 8  
 \*\*\*\*\*  
 STEP 9  
 \*\*\*\*\*  
 STEP 10  
 \*\*\*\*\*

LINE	DESCRIPTION	UNIT	STEP	AMOUNT	CREDIT	DEBIT	BALANCE
10001	STARTING BALANCE	10		0.00			0.00
10002	ADDITIONAL CONTRIBUTIONS	10		1000.00			1000.00
10003	EXPENSES	10			500.00		500.00
10004	RESERVE FUND	10		500.00			1000.00
10005	GRANT IN AID	10		200.00			1200.00
10006	TRANSFER FROM	10			100.00		1100.00
10007	TRANSFER TO	10			100.00		1000.00
10008	ADDITIONAL CONTRIBUTIONS	10		1000.00			2000.00
10009	EXPENSES	10			500.00		1500.00
10010	RESERVE FUND	10		500.00			2000.00
10011	GRANT IN AID	10		200.00			2200.00
10012	TRANSFER FROM	10			100.00		2100.00
10013	TRANSFER TO	10			100.00		2000.00
10014	ADDITIONAL CONTRIBUTIONS	10		1000.00			3000.00
10015	EXPENSES	10			500.00		2500.00
10016	RESERVE FUND	10		500.00			3000.00
10017	GRANT IN AID	10		200.00			3200.00
10018	TRANSFER FROM	10			100.00		3100.00
10019	TRANSFER TO	10			100.00		3000.00
10020	ADDITIONAL CONTRIBUTIONS	10		1000.00			4000.00
10021	EXPENSES	10			500.00		3500.00
10022	RESERVE FUND	10		500.00			4000.00
10023	GRANT IN AID	10		200.00			4200.00
10024	TRANSFER FROM	10			100.00		4100.00
10025	TRANSFER TO	10			100.00		4000.00
10026	ADDITIONAL CONTRIBUTIONS	10		1000.00			5000.00
10027	EXPENSES	10			500.00		4500.00
10028	RESERVE FUND	10		500.00			5000.00
10029	GRANT IN AID	10		200.00			5200.00
10030	TRANSFER FROM	10			100.00		5100.00
10031	TRANSFER TO	10			100.00		5000.00
10032	ADDITIONAL CONTRIBUTIONS	10		1000.00			6000.00
10033	EXPENSES	10			500.00		5500.00
10034	RESERVE FUND	10		500.00			6000.00
10035	GRANT IN AID	10		200.00			6200.00
10036	TRANSFER FROM	10			100.00		6100.00
10037	TRANSFER TO	10			100.00		6000.00
10038	ADDITIONAL CONTRIBUTIONS	10		1000.00			7000.00
10039	EXPENSES	10			500.00		6500.00
10040	RESERVE FUND	10		500.00			7000.00
10041	GRANT IN AID	10		200.00			7200.00
10042	TRANSFER FROM	10			100.00		7100.00
10043	TRANSFER TO	10			100.00		7000.00
10044	ADDITIONAL CONTRIBUTIONS	10		1000.00			8000.00
10045	EXPENSES	10			500.00		7500.00
10046	RESERVE FUND	10		500.00			8000.00
10047	GRANT IN AID	10		200.00			8200.00
10048	TRANSFER FROM	10			100.00		8100.00
10049	TRANSFER TO	10			100.00		8000.00
10050	ADDITIONAL CONTRIBUTIONS	10		1000.00			9000.00
10051	EXPENSES	10			500.00		8500.00
10052	RESERVE FUND	10		500.00			9000.00
10053	GRANT IN AID	10		200.00			9200.00
10054	TRANSFER FROM	10			100.00		9100.00
10055	TRANSFER TO	10			100.00		9000.00
10056	ADDITIONAL CONTRIBUTIONS	10		1000.00			10000.00
10057	EXPENSES	10			500.00		9500.00
10058	RESERVE FUND	10		500.00			10000.00
10059	GRANT IN AID	10		200.00			10200.00
10060	TRANSFER FROM	10			100.00		10100.00
10061	TRANSFER TO	10			100.00		10000.00
10062	ADDITIONAL CONTRIBUTIONS	10		1000.00			11000.00
10063	EXPENSES	10			500.00		10500.00
10064	RESERVE FUND	10		500.00			11000.00
10065	GRANT IN AID	10		200.00			11200.00
10066	TRANSFER FROM	10			100.00		11100.00
10067	TRANSFER TO	10			100.00		11000.00
10068	ADDITIONAL CONTRIBUTIONS	10		1000.00			12000.00
10069	EXPENSES	10			500.00		11500.00
10070	RESERVE FUND	10		500.00			12000.00
10071	GRANT IN AID	10		200.00			12200.00
10072	TRANSFER FROM	10			100.00		12100.00
10073	TRANSFER TO	10			100.00		12000.00
10074	ADDITIONAL CONTRIBUTIONS	10		1000.00			13000.00
10075	EXPENSES	10			500.00		12500.00
10076	RESERVE FUND	10		500.00			13000.00
10077	GRANT IN AID	10		200.00			13200.00
10078	TRANSFER FROM	10			100.00		13100.00
10079	TRANSFER TO	10			100.00		13000.00
10080	ADDITIONAL CONTRIBUTIONS	10		1000.00			14000.00
10081	EXPENSES	10			500.00		13500.00
10082	RESERVE FUND	10		500.00			14000.00
10083	GRANT IN AID	10		200.00			14200.00
10084	TRANSFER FROM	10			100.00		14100.00
10085	TRANSFER TO	10			100.00		14000.00
10086	ADDITIONAL CONTRIBUTIONS	10		1000.00			15000.00
10087	EXPENSES	10			500.00		14500.00
10088	RESERVE FUND	10		500.00			15000.00
10089	GRANT IN AID	10		200.00			15200.00
10090	TRANSFER FROM	10			100.00		15100.00
10091	TRANSFER TO	10			100.00		15000.00
10092	ADDITIONAL CONTRIBUTIONS	10		1000.00			16000.00
10093	EXPENSES	10			500.00		15500.00
10094	RESERVE FUND	10		500.00			16000.00
10095	GRANT IN AID	10		200.00			16200.00
10096	TRANSFER FROM	10			100.00		16100.00
10097	TRANSFER TO	10			100.00		16000.00
10098	ADDITIONAL CONTRIBUTIONS	10		1000.00			17000.00
10099	EXPENSES	10			500.00		16500.00
10100	RESERVE FUND	10		500.00			17000.00

Account	Category	Step	Value	Step	Value	Step	Value
10101	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10102	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10103	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10104	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10105	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10106	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10107	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10108	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10109	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10110	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10111	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10112	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10113	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10114	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10115	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10116	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10117	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10118	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10119	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000
10120	UNEMPLOYMENT BENEFITS	10	10000000	10	10000000	10	10000000

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ש"ס	שם	מס' זכרון	מס' זכרון	מס' זכרון	מס' זכרון	מס' זכרון	מס' זכרון	מס' זכרון
10000	מל"מ	10000	10000	10000	10000	10000	10000	10000
10001	מל"מ	10001	10001	10001	10001	10001	10001	10001
10002	מל"מ	10002	10002	10002	10002	10002	10002	10002
10003	מל"מ	10003	10003	10003	10003	10003	10003	10003
10004	מל"מ	10004	10004	10004	10004	10004	10004	10004
10005	מל"מ	10005	10005	10005	10005	10005	10005	10005

RESOLUTION 90-008

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CODE	TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
1000	COMPUTER PERFORMANCE REPORT	10	1000000	1000000	1000000	1000000	1000000
1001	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1002	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1003	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1004	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1005	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1006	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1007	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1008	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1009	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1010	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1011	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1012	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1013	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1014	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1015	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1016	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1017	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1018	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1019	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000
1020	DATA ACQUISITION SERVICE RCP	10	1000000	1000000	1000000	1000000	1000000

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Item No.	Description	Unit	Step A	Step B	Step C	Step D	Step E
1000	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1001	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1002	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1003	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1004	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1005	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1006	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1007	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1008	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1009	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1010	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1011	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1012	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1013	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1014	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1015	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1016	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1017	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1018	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1019	STANDARD	10	1000000	1000000	1000000	1000000	1000000
1020	STANDARD	10	1000000	1000000	1000000	1000000	1000000

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## EMPLOYER-EMPLOYEE RELATIONS POLICY

### ARTICLE I - STATEMENT OF PURPOSE

This Resolution is enacted pursuant to California Government Code Sections 3500 et seq., to establish orderly procedures to promote full communication between the City and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the City and its employee organizations. It is the purpose of this Resolution to promote the improvement of personnel management and employer-employee relations within the City by providing a uniform basis for recognizing the right of its employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the City.

Nothing contained herein shall be deemed to supersede the provisions of existing State law, the City Charter, ordinances, resolutions and rules which establish and regulate the merit and civil service system, or which provide for other methods of administering employer-employee relations. This Resolution is intended, instead, to strengthen merit, civil service and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees and the City.

### ARTICLE II - AUTHORITY OF CITY MANAGER

The City hereby declares, as a matter of policy, that the City Council and its members will deal with employee organizations and their representatives solely through the City Manager except when otherwise expressly provided for by the terms of this Resolution.

### ARTICLE III - DEFINITIONS

1. The terms "employee organization", "recognized employee organization", and "mediation" have the meanings specified in California Government Code Section 3501.

2. The meaning of "scope of representation" is as that term is defined in California Government Code Section 3504.

3. Except as otherwise provided for in a collective bargaining agreement, an "employee" shall mean (a) a full-time career employee, or (b) an employee who works, within one year from each date of employment, in excess of 1,040 hours during a continuous period of employment of more than six (6) months.

4. "Confidential Employee" means an employee who regularly participates in making or regularly has advance knowledge of decisions of the City affecting employee relations.

5. "Management Employee" means an employee having responsibility for formulating, administering, or managing the implementation of City policies and programs.

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6. "Supervisory Employee" means an employee having responsibility for assigning and directing the work of other employees, or for rewarding or disciplining them, or for adjusting their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

7. "Professional Employee" means an employee engaged in work (a) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work, and (b) involving the consistent exercise of discretion and judgment in its performance, and (c) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and (d) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental manual or physical processes.

8. "Employee Relations Officer" means the City Manager or his duly authorized representative.

9. "Proof of Employee Approval" is demonstrated under this Resolution by (a) an authorization card recently signed by an employee, or (b) employee dues deduction authorizations, using the payroll immediately prior to the date a petition is filed hereunder, except that deductions for more than one employee organization for the account of any one employee shall not be considered proof of employee approval for more than one employee organization, or (c) a verified authorization petition or petitions recently signed by an employee. The words "recently signed" mean signed within one hundred eighty (180) days prior to the filing of a petition hereunder.

10. "Impasse" means a deadlock in discussions between a recognized employee organization and the Employee Relations Officer over any matters concerning which they are required to meet and confer in good faith, or over the scope of such subject matter.

#### ARTICLE IV - REPRESENTATION UNITS

The representation units set forth in Exhibit "A" attached hereto are the appropriate units for representation by recognized employee organizations.

#### ARTICLE V - RECOGNIZED EMPLOYEE ORGANIZATIONS

An employee organization that wishes to be certified as the recognized employee organization for a designated representation unit for which unit no employee organization has been certified shall file a recognition petition with the Employee Relations Officer.

1. Petition - The petition shall be signed by the organization's duly authorized officers, and shall contain the following information and documentation:

(a) The name and mailing address of the organization.

(b) The names and titles of its officers.

(c) Designation of those persons, not exceeding three in number, and their addresses, to whom notice sent by regular mail will be deemed sufficient notice on the organization for any purpose.

(d) A statement that the organization does not discriminate or restrict membership or participation based on race, color, creed, national origin, or sex.

(e) A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.

(f) A statement that the organization agrees to comply with the provisions of this Resolution.

(g) A copy of its constitution and bylaws, if any.

(h) Identification of the representation unit for which petitioner seeks certification as the recognized employee organization.

(i) Proof of employee approval of thirty percent (30%) or more of the employees within such representation unit.

The Employee Relations Officer shall give written notice of such petition to the petitioner, to the employees involved and to any employee organization that has filed a written request for receipt of such notice to him. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.

## 2. Election

(a) Calling of Election - The Employee Relations Officer shall, whether or not a challenging petition is filed, request the State Conciliation Service to call and conduct a secret ballot election in accordance with its own procedures and regulations and pursuant to the election procedures as herein below set forth. If a challenging petition is filed, and is accompanied by proof of employee approval equal to at least ten percent (10%) of the employees within the representation unit, the State Conciliation Service shall include such challenging employee organization on the ballot.

(b) Election Procedures - Whenever the State Conciliation Service calls an election pursuant hereto, it shall include the choice of no organization on the ballot. Employees entitled to vote in a representational election shall be those employees within the representation unit whose name appeared on the payroll immediately prior to the date of the election. An employee organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if . . .

(1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit in which the election is held, or,

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(2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,

(3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.

3. Decertification Procedures - A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for three years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.

4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.

5. Costs of conducting elections, if any, shall be borne equally by the City and the employee organization(s).

6. Recognized employee organizations shall annually, on or before the anniversary date of recognition, file a written statement with the Employee Relations Officer, indicating changes in items (a) through (g) as they appeared in the recognition petition filed pursuant to paragraph 1 of this Article, or as subsequently amended by a written statement hereunder, or, as appropriate, shall indicate that there has been no change in such information. The statement shall be signed by the duly authorized officers of the recognized employee organization.

#### ARTICLE VI - MEET AND CONFER

Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or his designees.

Provided, however, that nothing herein shall require meeting and conferring between parties to a Memorandum of Understanding during the term of such Memorandum regarding matters to take effect during such term, except that such parties may meet and confer during such term on a matter within the scope of representation where (a) the matter was not covered by the Memorandum or expressly raised as an issue during the meeting and conferring process out of which such Memorandum arose, and (b) there shall have arisen a significant change in circumstances with respect to such matter, which could not have reasonably been anticipated by both parties at the time they signed such Memorandum.

Employees in classifications not included in supervisory and confidential representation units shall not participate in meeting and conferring or grievance resolution processes pertaining to supervisory and confidential representation unit classifications.

In the absence of express authorization in advance by the Employee Relations Officer, not more than two City employees representing a recognized employee organization requesting such a meeting shall be entitled to attend without loss of compensation or other benefit, nor shall more than a total of three representatives for each recognized employee organization be entitled to attend such meetings.

City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations Officer may, in his discretion, waive this requirement for advance notice.

If agreement is reached on matters subject to approval by the City Council or by the Civil Service Board or Retirement Board, the parties shall jointly prepare a written memorandum of such understanding, and the Employee Relations Officer shall present it to the Council or such Board, as appropriate, for determination. If agreement is reached on matters not subject to such approval, the Employee Relations Officer and the recognized employee organization(s) shall, at the request of one of the parties, prepare a written memorandum of such understanding.

#### ARTICLE VII - PAYROLL DEDUCTIONS

Only recognized employee organizations shall have the right to have the regular membership dues of its members deducted from employees paychecks upon the written authorization of each such employee member in such form as will not infringe upon an employee's rights under California Government Code Sec. 3502.

This Article shall not be construed to restrict a recognized employee organization from meeting and conferring with the City regarding additional payroll deductions upon the written authorization of employees in such representation unit.

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## ARTICLE VIII - COMMUNICATION WITH EMPLOYEES

Reasonable access to employee work locations shall be granted to officers of recognized employee organizations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such officers shall not enter any work location without previous notice to and consent from the Department Head or his designee, and access may be restricted so as not to interfere with departmental operations or with established safety and security requirements.

Campaigning for office, conducting meetings or elections, and other internal employee organization business of a similar nature shall not be carried on during working hours.

## ARTICLE IX - USE OF CITY FACILITIES

City buildings and other facilities may be made available for use by City employees or an employee organization or their representatives in accordance with administrative procedures governing such use.

## ARTICLE X - ADVANCE NOTICE

Except in cases of emergency as provided in this Article, the City Council, the Civil Service Board and the Retirement Board, shall give reasonable written notice to each recognized employee organization affected by any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, the Civil Service Board, or the Retirement Board, and shall give such recognized employee organization the opportunity to meet with the City Council, the Civil Service Board, or the Retirement Board. The Council or such Board shall, upon the request of the Employee Relations Officer or a recognized employee organization, delay consideration of the matter proposed to be acted upon for such period of time deemed to be reasonable by the Council or such Board, to give the parties an opportunity to meet and confer thereon in order to endeavor to agree upon a joint recommendation to be made to the Council or such Board.

In cases of emergency when the City Council, the Civil Service Board, or the Retirement Board determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the City Council, the Civil Service Board, or the Retirement Board shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

## ARTICLE XI - EMPLOYEE ORGANIZATIONS

Employee organizations may represent their individual employee members in individual employment relations, including grievances, to the extent required by the Government Code.

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(b) If they do not so agree with a reasonable period of time, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues. If the parties are unable to agree on a mediator after a reasonable period of time, they shall select the mediator from a list of three names to be provided by the State Conciliation Service, or if that body for any reason shall fail to provide such list, by the American Arbitration Association. The recognized employee organization or organizations shall first strike one name, the Employee Relations Officer shall then strike one name, and the name remaining shall be the mediator.

(c) If the parties have failed to resolve all their disputes through mediation within fifteen (15) days after the mediator commenced meeting with the parties, the parties may agree to submit the issues in dispute directly to the City Council. In that event the City Council shall finally determine the issues after conducting a public hearing thereon and after such further investigation of the relevant facts as it may deem appropriate.

(d) If the parties fail to agree to submit the dispute directly to the City Council, the disputed issues shall be submitted to fact-finding.

The parties may agree on the appointment of one or more fact-finders. If they fail to so agree, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, one member shall be appointed by the recognized employee organization, and those two shall name a third, who shall be the chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the American Arbitration Association, the one to serve to be determined by the alternate striking of names, with the party who is to strike the first name to be determined by chance method.

The following constitute the jurisdictional and procedural requirements for fact-finding:

(1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b), and shall not be employees or officers of the City or members of one of the City's employee organizations.

(2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.

(3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:

(i) City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three California cities next smaller in population than Sacramento, to the extent such can be reasonably done.

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(ii) In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.

(iii) Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.

(iv) The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.

(v) The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City government, shall be considered.

(4) The fact-finder(s) shall make written findings of fact and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the standards specified in (3) above. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the recognized employee organization. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, and in no event later than ten (10) days prior to the final date set by law for fixing of the tax rate, the fact-finder or the chairman of the fact-finding panel shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative determination of the issues.

(5) Costs of mediation and fact-finding shall be divided one-half to the City and one-half to the recognized employee organization.

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EXHIBIT "A"

DESIGNATION OF REPRESENTATION UNITS  
AND UNREPRESENTED CLASSIFICATIONS

A. The Council determines that the following (including special job classifications designated by "Special Manpower Planning") are the appropriate representation units:

1. Building Trades and Craft Unit

Blacksmith-Welder  
Carpenter  
Electrician  
Electrician Lineworker  
Electrician Supervisor  
Machinist  
Machinist Helper  
Machinist Supervisor  
Mechanical Maintenance Supervisor  
Painter  
Painter (Career Development Trainee)  
Plumber  
Senior Carpenter  
Senior Painter  
Senior Plumber  
Sheet Metal Worker  
Stagehand I  
Stagehand II  
Street Construction Equipment Operator  
Street Construction Laborer  
Street Construction Laborer (Career Development Trainee)  
Street Maintenance Supervisor  
Structural Maintenance Supervisor

2. Plant Operator Unit

Plant Operator I  
Plant Operator I (Career Development Trainee)  
Plant Operator II  
Plant Operator III  
Senior Stationary Engineer  
Stationary Engineer

\*Part-Time and Seasonal Classification

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3. Water and Sewer Unit

Apprentice  
Water and Sewer Leadworker  
Water and Sewer Serviceworker  
Water and Sewer Serviceworker (Career Development Trainee)  
Water and Sewer Supervisor

4. Traffic Engineering Unit

Senior Traffic Worker  
Traffic Supervisor  
Traffic Worker I  
Traffic Worker II  
Traffic Leadworker

5. Fire Department Unit

Fire Apparatus Operator  
Fire Captain  
Firefighter  
Fire Investigator I  
Fire Investigator II  
Fire Prevention Inspector II  
Fire Prevention Officer I  
Fire Prevention Officer II  
Fire Prevention Officer Trainee

6. Police Department Unit

Community Service Officer  
Police Lieutenant  
Police Officer  
Police Sergeant

7. Professional Unit

Arborist  
Archivist  
Art Museum Registrar  
Assistant Planner  
Associate Planner  
Economic Development Specialist I  
Economic Development Specialist II

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7. Professional Unit - (Contd.)

- \*Graphic Artist
- Graphic Designer
- Junior Planner
- \*Law Clerk
- Librarian I
- Librarian I - Children's Services Librarian
- Librarian II
- Librarian II - Children's Services Librarian
- Librarian II - Library Automation Coordinator
- Media Production Specialist
- Museum Registrar
- Public Information Coordinator, Parks and Community Services
- Water Quality Chemist

8. Office and Technical Unit

- Account Clerk I
- Account Clerk II
- Accounting Technician
- Architectural Technician
- Art in Public Places Coordinator
- \*Arts and Crafts Specialist
- Arts Program Assistant
- Arts Program Coordinator
- Booking Coordinator
- Building Inspector I
- Building Inspector II
- Building Technician
- Burglary/Robbery Alarm Inspector
- Buyer I
- Buyer II
- Cashier
- \*Charm and Modeling Instructor I
- \*Charm and Modeling Instructor II
- Child Care Site Activity Programmer
- Child Care Site Coordinator
- Claims Collector
- \*Clerical Assistant
- Clerk I
- Clerk I (Career Development Trainee)
- Clerk II
- Clerk III
- Community Service Representative I
- Community Service Representative II
- Computer Operator
- Construction Inspector I
- Construction Inspector II
- Construction Inspector III

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\*Part-Time and Seasonal Classification

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8. Office and Technical Unit - (Contd.)

- \*Costumer
  - Customer Service Representative
  - Customer Service Trainee
  - Data Entry Technician
  - Departmental Data Analyst I
  - Departmental Data Analyst II
  - Dispatcher I
  - Dispatcher II
  - Dispatcher III
  - Drafting Technician I
  - Drafting Technician II
  - Electrical Construction Inspector I
  - Electrical Construction Inspector II
  - Electrical Construction Inspector III
  - Engineering Technician
  - Events Coordinator
  - Exhibits Coordinator
  - Facility Drawings Technician
  - Fleet Management Technician
- \*Graduate Student Trainee
  - Historian-Architecture and Preservation
  - Identification Technician I
  - Identification Technician II
  - Key Data Operator I
  - Landscape Architectural Technician
  - Library Assistant I
  - Library Assistant I (Career Development)
  - Library Assistant II
  - Library Equipment Service Technician
  - Library Technician
  - Media and Computer Specialist
  - Microcomputer Systems Specialist
  - Museum Attendant
  - Nuisance Abatement Officer
  - Offset Equipment Operator
- \*Performing Arts Specialist
  - Personnel Transactions Coordinator
  - Planning Technician I
  - Planning Technician II
  - Police Clerk I
  - Police Clerk II
  - Police Clerk III
- \*Promotions Specialist
  - Property Assistant
- \*Public Service Aide
  - Real Property Agent I
  - Real Property Agent II
- \*Recreation Leader I

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8. Office and Technical Unit - (Contd.)

- \*Recreation Leader II
- \*Recreation Leader (Handicapped)  
Recreation Program Coordinator
- \*Relief Clerical Assistant
- Revenue Representative I
- Revenue Representative II
- Revenue Representative III
- Secretary to the Planning Commission
- Senior Buyer
- Senior Cashier
- Senior Claims Collector
- Senior Computer Operator
- Senior Customer Service Representative
- Senior Data Entry Technician
- Senior Data Processing Technician
- Senior Departmental Data Analyst
- Senior Key Data Operator
- Senior Personnel Transactions Coordinator
- Senior Property Assistant
- Senior Recreation Leader
- Senior Tax and Permits Representative
- Service Contract Inspector
- \*Staff Aide
- Stenographer Clerk I
- Stenographer Clerk II
- Stenographer Clerk III
- Storekeeper
- Stores Clerk I
- Stores Clerk II
- \*Student Trainee
- Surveillance Equipment Technician
- Tax and Permits Representative
- Ticket Seller
- \*Ticket Seller
- Traffic Investigator
- Typist Clerk I
- Typist Clerk II
- Typist Clerk III
- Utility Services Inspector
- Water Quality Inspector
- Water Quality Laboratory Technician
- Weed Abatement Inspector

9. Operations and Maintenance Unit

- Animal Care Technician
- Animal Control Officer
- Building Maintenance Worker

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9. Operations and Maintenance Unit - (Contd.)

Claims Representative  
Community Center Attendant I  
Community Center Attendant II  
Custodian I  
Custodian II  
Electronic Maintenance Technician I  
Electronic Maintenance Technician II  
Electronic Maintenance Technician Trainee  
Engineering Aide I  
Engineering Aide II  
Equipment Operator I  
Equipment Operator II  
General Helper  
\*Golf Course Irrigator  
Golf Course Marshal  
Greenskeeper  
Instrument Technician I  
Instrument Technician II  
Instrument Technician Trainee  
Landfill Equipment Operator  
Litter Control Aide  
Litter Control Officer  
Maintenance Worker  
Marina Aide  
Marina and Boating Facilities Attendant  
Meter Reader  
Meter Reader (Career Development Trainee)  
Motor Sweeper Operator  
Park Equipment Operator  
Park Maintenance Worker I  
Park Maintenance Worker II  
Park Maintenance Worker III  
Parking Enforcement Officer  
Parking Lot Attendant  
Parking Meter Coin Collector  
Parking Meter Repairworker  
Sanitation Worker I  
Sanitation Worker II  
Sanitation Worker III  
Sanitation Worker IV  
Security Guard  
Senior Animal Care Technician  
Senior Building Maintenance Worker  
Senior Custodian  
Senior Electronic Maintenance Technician  
Senior Landfill Equipment Operator  
Senior Maintenance Worker  
Senior Parking Lot Attendant

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9. Operations and Maintenance Unit - (Contd.)

Senior Tree Trimmer  
Survey Party Chief  
Telecommunications Technician I  
Telecommunications Technician II  
Telecommunications Technician Trainee  
Traffic Control and Lighting Technician I  
Traffic Control and Lighting Technician II  
Traffic Control and Lighting Technician Trainee  
Tree Maintenance Worker I  
Tree Maintenance Worker II  
Tree Trimmer I  
Tree Trimmer II  
Tree Trimmer Trainee  
\*Utility Worker  
\*Water Waste Inspector  
Zoo Attendant I  
Zoo Attendant II

10. General Supervisory Unit

Assistant Box Office Supervisor  
Building Inspector III  
Camp Sacramento Supervisor  
Central Services Supervisor  
Central Stores Supervisor  
Chief Museum Attendant  
Child Care Program Coordinator  
Computer Operator Supervisor  
Curator of Education  
Custodial Supervisor  
Drainage Supervisor  
Enforcement and Collections Supervisor  
Equipment Maintenance Supervisor  
Golf Course Supervisor  
Librarian III  
Librarian III - Minority Services Coordinator  
Librarian III - Regional Children's Services Coordinator  
Marina and Boating Facilities Supervisor  
Office Supervisor  
Parking Enforcement Supervisor  
Parking Facilities Maintenance Supervisor  
Parking Lot Supervisor  
Parking Meter Repair Supervisor  
Parks Supervisor  
Recreation Supervisor I  
Recreation Supervisor II  
Refuse Collection Supervisor  
Revenue Supervisor

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10. General Supervisory Unit - (Contd.)

Science Education Coordinator  
Senior Accounting Technician  
Senior Animal Control Officer  
Senior Nuisance Abatement Officer  
Senior Parking Lot Supervisor  
Senior Recreation Supervisor  
Senior Traffic Control and Lighting Supervisor  
Solid Waste Maintenance Supervisor  
Street Cleaning Supervisor  
Superintendent, Identification Bureau  
Supervising Cashier  
Supervising Community Center Attendant  
Supervising Community Service Representative  
Supervising Construction Inspector  
Supervising Dispatcher  
Supervising Identification Technician  
Supervising Plant Operator  
Supervising Police Clerk  
Supervising Property Assistant  
Supervising Surveyor  
Supervising Water Quality Chemist  
Supervisor-Property Management Section  
Supervisor-Records Section  
Telecommunications Supervisor  
Traffic Control and Lighting Supervisor  
Tree Maintenance Supervisor  
Tree Trimmer Supervisor  
Weed Abatement Supervisor  
Zoo Supervisor

11. Engineering Unit

Assistant Architect  
Assistant Civil Engineer  
Assistant Electrical Engineer  
Assistant Mechanical Engineer  
Assistant Landscape Architect  
Associate Architect  
Associate Civil Engineer  
Associate Electrical Engineer  
Associate Mechanical Engineer  
Fire Protection Engineer  
Junior Architect  
Junior Engineer  
Landscape Architect  
Telecommunications Engineer

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12. Automotive/Equipment Mechanics Unit

Equipment Body Mechanic  
Equipment Mechanic I  
Equipment Mechanic II  
Equipment Mechanic III  
Equipment Serviceworker  
Fire Service Worker  
General Repairworker  
Vehicle Pool Serviceworker  
\*Vehicle Service Aide  
Vehicle Service Attendant

B. The Council designates the following class titles as "unrepresented classifications":

1. Management

Accounting Manager  
Administrative Assistant to the City Council  
Administrative Assistant to the Mayor  
Administrative Services Officer  
Administrative Trainee (Exempt)  
Affirmative Action Officer  
Art Museum Manager  
Assistant Accounting Manager  
Assistant Chief of Police  
Assistant City Attorney  
Assistant City Clerk  
Assistant City Manager  
Assistant City Manager/Executive Director  
Assistant City Treasurer  
Assistant Community Center Operations Manager  
Assistant Director of Community Center  
Assistant Director of Parks and Community Services  
Assistant Director of Planning and Development  
Assistant Director of Public Works  
Assistant Fleet Manager  
Assistant Nuisance Abatement Manager  
Assistant Real Property and Assessment District Supervisor  
Assistant Building Inspections Manager  
Assistant Revenue Manager  
Assistant Street Division Manager  
Assistant Superintendent of Maintenance  
Assistant Superintendent of Wastewater Facilities  
Assistant Superintendent of Water Production Facilities  
Assistant to Facility Manager  
Assistant to the Transportation Division Manager  
Assistant Water and Sewer Distribution Superintendent

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\*Part-Time and Seasonal Classification

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1. Management - (Contd.)

Battalion Fire Chief  
Box Office Supervisor  
Budget Manager  
Building Inspections Manager  
Building Permits Administrator  
Chief Animal Control Officer  
Chief Building Inspector  
Chief Electrical Inspector  
Chief of Off-Street Parking  
Chief of On-Street Parking  
Chief Plumbing Inspector  
Citizens Assistance Officer  
City Attorney  
City Clerk  
City Manager  
City Treasurer  
Communications Systems Manager  
Community Center Operations Manager  
Computer Services Manager  
Contract Compliance Officer  
Curator of Art  
Curator of History  
Deputy Chief of Police  
Deputy City Attorney I  
Deputy City Attorney II  
Deputy City Attorney III  
Deputy City Attorney IV  
Deputy City Manager  
Deputy City Treasurer  
Deputy Director of Parks and Community Services  
Deputy Director of Public Works, Engineering Services  
Deputy Director of Public Works, Field Services  
Deputy Director of Public Works, Utility Services  
Deputy Fire Chief  
Deputy Library Director, Automated and Technical Services  
Deputy Library Director, Public Services  
Deputy Superintendent of Wastewater Facilities  
Deputy Superintendent of Water Production Facilities  
Director of Community Center  
Director of Data Management  
Director of Employee Relations  
Director of Finance  
Director of General Services  
Director of Parks and Community Services  
Director of Personnel  
Director of Planning and Development  
Director of Public Works

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\*Part-Time and Seasonal Classification

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1. Management - (Contd.)

Employee Relations Representative I  
Employee Relations Representative II  
Employee Services Manager  
Energy Systems Coordinator  
Engineering Division Manager  
Environmental Services Manager  
Event Services Manager  
Facility Manager  
Fire Chief  
Fire Marshal  
Fleet Manager  
Flood Control and Sewer Division Manager  
Golf Manager  
History Center Administrator  
Information Systems Manager  
Internal Audit Administrator  
Investment Officer I  
Investment Officer II  
Librarian IV  
Library Community Relations Coordinator  
Library Director  
Management Analyst I  
Management Analyst II  
Management Officer of Community Center and Convention Bureau  
Mayor/City Council Office Manager  
Metropolitan Arts Manager  
Museum and History Manager  
Nuisance Abatement Manager  
Occupational Health, Safety, and Retirement Manager  
Operations and Maintenance Superintendent  
Parking Administrator  
Parks and Recreation Manager  
Parks Superintendent  
Personnel Services Manager  
Planning Director  
Police Captain  
Police Chief  
Police Commander  
Police Data Services Administrator  
Principal Planner  
Procurement Services Manager  
Public Information Officer  
Public Safety Communications Manager  
Recreation Superintendent  
Refuse Collection General Supervisor  
Revenue Manager  
Risk Manager  
Science Center Administrator

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\*Part-Time and Seasonal Classification

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1. Management - (Contd.)

Senior Administrative Services Officer  
Senior Architect  
Senior Deputy City Attorney  
Senior Employee Relations Representative  
Senior Engineer  
Senior Management Analyst  
Senior Personnel Analyst  
Senior Planner  
Solid Waste Collection Superintendent  
Solid Waste Disposal Superintendent  
Solid Waste Division Manager  
Street Cleaning General Supervisor  
Street Division Manager  
Street Maintenance General Supervisor  
Supervising Architect  
Supervising Engineer  
Supervising Real Property Agent  
Systems and Programming Manager  
Technical Services Manager  
Traffic Engineer  
Traffic Signs and Markings General Supervisor  
Training Officer  
Transportation Division Manager  
Treasury Financial Systems Analyst  
Water and Sewer Distribution Superintendent  
Water Division Manager  
Worker's Compensation Administrator  
Zoo Curator  
Zoo Manager

2. Confidential/Administrative

Accountant-Auditor I  
Accountant-Auditor II  
Accountant-Auditor III  
Administrative Assistant I  
Administrative Assistant II  
Administrative Trainee  
Benefits Officer  
Benefits Technician  
Budget Technician  
Cashiering Systems Supervisor  
Child Care Coordinator  
City Council Office Secretary  
City Manager's Office Supervisor  
Confidential Office Supervisor  
Confidential Secretary  
Deputy City Clerk

\*Part-Time and Seasonal Classification

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2. Confidential/Administrative - (Contd.)

Executive Secretary, City Manager's Office  
Fire Service Training Specialist  
Graduate Legal Assistant  
Legal Assistant  
Legal Secretary I  
Legal Secretary I (Exempt)  
Legal Secretary II  
Legal Secretary II (Exempt)  
Library Facility Coordinator  
Mayor/City Council Office Receptionist  
Personnel Analyst I  
Personnel Analyst II  
Personnel Technician  
Programmer I  
Programmer II  
Programmer Analyst I  
Programmer Analyst II  
Programmer Trainee  
Retirement Officer  
Retirement System Technician  
Safety Officer  
Safety Specialist  
Secretary  
Secretary, City Manager's Office  
Secretary to the Mayor  
Senior Programmer Analyst  
Systems Programmer I  
Systems Programmer II  
Treasury Operations Officer I  
Treasury Operations Officer II  
Typist Clerk (Exempt)  
Typist Clerk I (Exempt)  
Typist Clerk II (Exempt)  
Typist Clerk III (Confidential)  
Vocational Rehabilitation Coordinator  
Waste Reduction Coordinator  
Worker's Compensation Claims Representative I  
Worker's Compensation Claims Representative II  
Worker's Compensation Claims Representative Trainee

3. Non-Career

\*Assistant Caretaker  
\*Assistant Cook  
\*Assistant Proctor  
\*Auxiliary Golf Course Marshal  
\*Book Shelver  
\*Boutique Operator

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\*Part-Time and Seasonal Classification

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3. Non-Career - (Contd.)

- \*Camp Aide
- \*Camp Recreation Leader
- \*Career Development Trainee
- \*Caretaker
- \*Cashier (Community Services)
- \*Events Crowd Controller
- \*Events Duty Person
- \*Events Usher
- \*Fire Recruit
- \*First Cook
- \*Head Events Crowd Controller
- \*Host
- \*Lifeguard
- \*Locker Attendant
- \*Nurse
- \*Pantry Aide
- \*Police Background Assistant (Exempt)
- \*Police Cadet
- \*Pool Manager
- \*Proctor
- \*Program Director
- \*Reserve Police Officer
- \*School Crossing Guard
- \*Senior Lifeguard
- \*Senior School Crossing Guard
- \*Storekeeper (Community Services)
- \*Wading Pool Leader
- \*Youth Aide

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\*Part-Time and Seasonal Classification

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**EXHIBIT C**

**CITY OF SACRAMENTO  
EXEMPT EMPLOYEES**

Pursuant to Charter Section 83, the following positions and classes are  
red exempt from the rules and regulations of the Civil Service Board:

**CITY ATTORNEY**

01038	City Attorney
01004	Assistant City Attorney
01301	Senior Deputy City Attorney
01110	Deputy City Attorney IV
01050	Deputy City Attorney III
01049	Deputy City Attorney II
01048	Deputy City Attorney I
10048	Legal Secretary I (Exempt)
10049	Legal Secretary II (Exempt)
10059	Legal Assistant
10032	Graduate Legal Assistant
10068	Typist Clerk I
10069	Typist Clerk II

**CITY CLERK**

01039	City Clerk
01005	Assistant City Clerk
10033	Deputy City Clerk

**CITY MANAGER**

01042	City Manager
01008	Assistant City Manager
01115	Citizens' Assistance Officer
01116	Public Information Officer
01275	Deputy City Manager
10056	City Manager's Office Supervisor
10044	Secretary, City Managers Office
10046	Administrative Assistant to the City Council

**CITY TREASURER**

01043	City Treasurer
01010	Assistant City Treasurer
01305	Deputy City Treasurer
01306	Treasury Financial Systems Analyst
01242	Investment Officer II
01241	Investment Officer I

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COMMUNITY-CONVENTION CENTER

01064 Director of Community Center  
01016 Assistant Director of Community Center  
01290 Management Officer of Community Center and Convention Bureau  
01285 Event Services Manager  
01213 Box Office Supervisor  
01223 Community Center Operations Manager  
01201 Assistant Community Center Operations Manager

DATA PROCESSING

01046 Director of Data Management  
01264 Information Systems Manager  
01297 Computer Services Manager  
01296 Technical Services Manager  
01295 Systems and Programming Manager

EMPLOYEE RELATIONS

01056 Director of Employee Relations  
01119 Senior Employee Relations Representative  
01113 Employee Relations Representative II  
01112 Employee Relations Representative I  
01128 Administrative Trainee (Exempt)  
10012 Confidential Secretary

FINANCE DEPARTMENT

01053 Director of Finance  
01118 Budget Manager  
01298 Internal Audit Administrator  
01084 Senior Management Analyst  
01027 Management Analyst II  
01015 Management Analyst I  
01128 Administrative Trainee (Exempt)  
10042 Budget Technician  
10012 Confidential Secretary

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Accounting

01002     Accounting Manager  
01141     Assistant Accounting Manager

Revenue

01131     Revenue Manager  
01137     Assistant Revenue Manager

Risk Management

01129     Risk Manager

**FIRE**

Administration

01062     Fire Chief  
01229     Deputy Fire Chief  
01237     Fire Marshal  
01211     Battalion Fire Chief  
01122     Administrative Services Officer

GENERAL SERVICES

01057     Director of General Services  
01233     Energy Systems Coordinator  
01269     Communications Systems Manager  
01138     Senior Administrative Services Officer

Facility Management

01236     Facility Manager  
01202     Assistant to Facility Manager  
01286     Supervising Architect  
01254     Senior Architect  
01255     Senior Engineer

Fleet Management

01238     Fleet Manager  
01279     Assistant Fleet Manager

Support Services

01261     Procurement Services Manager

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LIBRARY

01040 Library Director  
01133 Deputy Library Director, Automated and Technical Services  
01132 Deputy Library Director, Public Services  
01299 Library Community Relations Coordinator

MAYOR/CITY COUNCIL

01126 Administrative Assistant to the Mayor  
01274 Mayor/City Council Office Manager  
10057 Secretary to the Mayor  
10036 City Council Office Secretary  
10043 Typist Clerk (Exempt)  
10037 Mayor/City Council Office Receptionist

PARKS AND COMMUNITY SERVICES

Administration

01055 Director of Parks and Community Services  
01012 Assistant Director of Parks and Community Services  
01017 Deputy Director of Parks and Community Services  
01122 Administrative Services Officer  
10062 Child Care Coordinator

Arts Commission

01232 Metropolitan Arts Manager

Crocker Art Museum

01200 Art Museum Manager  
01227 Curator of Art

Golf

01239 Golf Manager  
01246 Parks Superintendent

Museum and History Commission

01235 Museum and History Manager  
01228 Curator of History  
01240 History Center Administrator  
01281 Science Center Administrator

Parks and Recreation

01304 Parks and Recreation Manager  
01246 Parks Superintendent  
01250 Recreation Superintendent

Zoo

01268 Zoo Manager  
01270 Zoo Curator

PERSONNEL

Administration

01054 Director of Personnel  
01001 Affirmative Action Officer  
10012 Confidential Secretary  
01143 Training Officer

Personnel Services

01070 Personnel Services Manager  
01256 Senior Personnel Analyst  
10014 Confidential Office Supervisor

Occupational Health, Safety and Retirement

01088 Occupational Health Safety and Retirement Manager  
01303 Workers Compensation Administrator

PLANNING AND DEVELOPMENT

Administration

01139 Director of Planning and Development  
01140 Assistant Director of Planning and Development  
01122 Administrative Services Officer

Building Inspections

01262 Building Inspections Manager  
01284 Assistant Building Inspections Manager  
01214 Building Permits Administrator  
01216 Chief Building Inspector  
01218 Chief Electrical Inspector  
01221 Chief Plumbing Inspector

Nuisance Abatement

01272 Nuisance Abatement Manager  
01222 Assistant Nuisance Abatement Manager

Planning

01071 Planning Director  
01248 Principal Planner  
01257 Senior Planner

Environmental Services

01302 Environmental Services Manager  
01248 Principal Planner  
01257 Senior Planner

POLICE

01074 Police Chief  
01075 Assistant Chief of Police  
13001 Deputy Chief of Police  
13004 Police Commander  
13003 Police Captain  
01273 Police Data Services Administrator  
01287 Public Safety Communications Manager  
09104 Police Background Assistant

PUBLIC WORKS

Administration

01041 Director of Public Works  
01307 Assistant Director of Public Works  
01124 Deputy Director of Public Works, Engineering Services  
01136 Deputy Director of Public Works, Field Services  
01292 Deputy Director of Public Works, Utility Services  
01263 Supervising Engineer  
01255 Senior Engineer  
01138 Senior Administrative Services Officer  
01122 Administrative Services Officer

Animal Control

01215 Chief Animal Control Officer

Development Services

01263 Supervising Engineer  
01255 Senior Engineer

Engineering

01142 Engineering Division Manager  
01263 Supervising Engineer  
01255 Senior Engineer  
01249 Supervising Real Property Agent  
01280 Contract Compliance Officer

Flood Control and Sewer

01278 Flood Control and Sewer Division Manager  
01244 Operations and Maintenance Superintendent  
01207 Assistant Superintendent of Maintenance  
01208 Assistant Superintendent of Waste Water Facilities  
01210 Assistant Water & Sewer Distribution Superintendent  
01263 Supervising Engineer  
01255 Senior Engineer

Solid Waste

01253 Solid Waste Division Manager  
01271 Solid Waste Collection Superintendent  
01255 Senior Engineer  
01252 Refuse Collection General Supervisor

Streets

01293 Street Division Manager  
01294 Assistant Street Division Manager

Transportation

01263 Supervising Engineer  
01255 Senior Engineer  
01245 Parking Administrator  
01282 Chief of Off-Street Parking  
01283 Chief of On-Street Parking  
01291 Assistant to Transportation Division Manager

Water

01135 Water Division Manager  
01207 Assistant Superintendent of Maintenance  
01209 Assistant Superintendent of Water Production  
Facilities  
01231 Deputy Superintendent of Water Production Facilities  
01210 Assistant Water and Sewer Distribution Superintendent

GENERAL CLASSIFICATIONS

01122 Administrative Services Officer  
01128 Administrative Trainee (Exempt)  
10012 Confidential Secretary  
01138 Senior Administrative Services Officer

NON-CAREER, PART-TIME AND SEASONAL CLASSIFICATIONS

GENERAL CLASSIFICATIONS

	Apprentice
	Career Development Trainee
09005	Graduate Student Trainee
09037	Public Service Aide
09050	Staff Aide
09009	Student Trainee

CITY ATTORNEY

09049	Law Clerk
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CONVENTION CENTER

09093	Events Crowd Controller
09067	Events Duty Person
09092	Events Usher
09094	Head Events Crowd Controller
09010	Ticket Seller

GENERAL SERVICES

09096	Vehicle Service Aide
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POLICE

02036	Community Service Officer
09002	Reserve Police Officer
09008	School Crossing Guard
09051	Senior School Crossing Guard

PARKS

09011	Utility Worker
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PERSONNEL

09001	Assistant Proctor
09007	Proctor
09063	Relief Clerical Assistant

PUBLIC WORKS

09060	Water Waste Inspector
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PARKS AND COMMUNITY SERVICES DEPARTMENT PART-TIME AND PERSONAL CLASSIFICATIONS

Aquatic Services

09012 Cashier (Community Services)  
09013 Lifeguard  
09014 Locker Attendant  
09015 Pool Manager  
09016 Senior Lifeguard  
09017 Wading Pool Leader

Camp Sacramento Services

09018 Assistant Caretaker  
09019 Assistant Cook  
09045 Camp Aide  
09022 Camp Recreation Leader  
09046 Caretaker  
09024 First Cook  
09025 Host  
09027 Nurse  
09047 Pantry Aide  
09048 Program Director  
09030 Storekeeper

General Recreation Services

09031 Arts and Crafts Specialist  
09095 Boutique Operator  
09054 Charm and Modeling Instructor I  
09053 Charm and Modeling Instructor II  
09041 Costumer  
09058 Performing Arts Specialist  
09064 Promotions Specialist  
09038 Recreation Leader (Handicapped)  
09039 Recreation Leader I  
09040 Recreation Leader II  
09061 Marina Aide  
09068 Youth Aide

Golf Course Services

09044 Golf Course Irrigator  
09065 Auxiliary Golf Course Marshal