

File Copy

TUESDAY, SEPTEMBER 30

BUDGET AND FINANCE COMMITTEE

4:00 P.M.

City Hall Council Chambers  
915 I Street  
Sacramento, CA

- SUBJECTS:
1. Status Report for Phase-out of City Main Waste Water Treatment Plant
  2. Transfer of Miscellaneous Drainage Bond Funds in 1980-81 Budget for Eldridge Avenue Bridge Replacement
  3. Purchase of Automated Paperless Filing System - Building Inspection Division
  4. Proposed Fair Housing Program
  5. Farming Freeport Boulevard Water Treatment Site
  6. Resolution Appointing McClellan PAC Members and Alternatives with Authority to Adopt Guidelines and Perform Necessary Functions of a PAC
  7. Reclassification of Foster Grandparent Position - Sacramento Housing and Redevelopment Agency
  8. Tax Increment Funds for Property Acquisition - HUD Reservation for Lower Income Multi-Family Housing
  9. Retention of Coloma School for Community Recreation Purposes

COMMITTEE MEMBERS: Lloyd G. Connelly, Chair; Daniel Thompson;  
Thomas Hoeber; Douglas Pope

THURSDAY, OCTOBER 2

PERSONNEL AND PUBLIC EMPLOYEES COMMITTEE

9:00 A.M.

City Hall Council Chambers  
915 I Street  
Sacramento, CA

- SUBJECTS:
1. Update on Classification and Pay Study
  2. Public Review of Collective Bargaining Agreements
  3. Affirmative Action Update

COMMITTEE MEMBERS: Thomas Hoeber, Chair; Lynn Robie; Anne Rudin;  
Daniel Thompson

SPECIAL  
SACRAMENTO CITY COUNCIL  
MEETINGS

I HEREBY CALL Special Meetings of the Sacramento City Council to be conducted concurrently with the Council Committee meetings listed below and on the reverse side of this page, which is incorporated herein by reference. The Special Meetings are called to permit City Council Members, who are not on the listed committees, to attend the meetings and participate in the discussions.

The meetings will be held at the date, time and place indicated below and on the reverse side of this page, and the subjects to be considered and acted upon shall be those below and on the reverse side of this page.

Issued this 24th Day of September, 1980.

PHILLIP L. ISENBERG  
MAYOR

ATTEST:

LORRAINE MAGANA  
CITY CLERK

COUNCIL COMMITTEE MEETINGS SCHEDULED FOR THE WEEK  
SEPTEMBER 29 THROUGH OCTOBER 3

JOINT MEETING

TUESDAY, SEPTEMBER 30

BUDGET AND FINANCE COMMITTEE

AND

PLANNING AND COMMUNITY DEVELOPMENT COMMITTEE

3:30 P.M.

City Hall Council Chambers  
915 I Street  
Sacramento, CA

SUBJECTS: 1. 1981-82 CDBG Planning Process Report  
2. Surplus School Sites Report

COMMITTEE MEMBERS: Lloyd Connelly, Dan Thompson, Douglas Pope,  
Thomas Hoeber, Anne Rudin, Blaine Fisher,  
John Roberts, Lynn Robie

(REVERSE)



## CITY OF SACRAMENTO

### DEPARTMENT OF PERSONNEL

801 NINTH STREET, ROOM 201  
SACRAMENTO, CALIF. 95814  
TELEPHONE (916) 449-5270

DONNA L. GILES  
DIRECTOR OF PERSONNEL

September 24, 1980

Personnel and Public Employees Committee  
of the City Council  
Sacramento, CA

Honorable Members in Session:

SUBJECT: UPDATE ON THE ANDERSEN CLASSIFICATION and PAY STUDY

The Pay Study portion of the Andersen Study was completed in May 1980. This portion studied the salaries of all city classifications, developed benchmarks, conducted a salary survey of selected jurisdictions and made salary recommendations. Inequity recommendations were also made for Local 39 classes as a condition of the MOU.

The remaining portion of the Classification and Pay Study was to complete a classification study of selected classes (194) with approximately 725 incumbents. The study has been completed and we are awaiting the final report. As a part of the process used in conducting the classification study, input was received from the employees, supervisors and reviewed by department heads. The employees were given a proposed allocation letter which allowed them an informal appeal on any concerns they had directly to the consultant. Approximately 105 persons appealed and in many cases the consultant reaudited the positions in question. This process although lengthy in time was very thorough and alliviated a lot of anxiety of the employees concerning the content of the study. The final report is reflective of management/employer involvement.

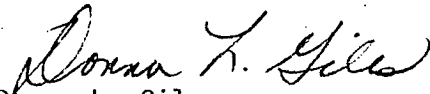
The consultants report will be released to the City Manager. When decisions have been made to implement, the implementation will proceed in the following manner:

1. New or revised civil service classes will be presented to the Civil Service Board for adoption.

2. Salaries for new classes will be negotiated with appropriate employee organizations.
3. Following the negotiations, the new salaries will be presented to City Council for adoption.
4. Once the new classes and salaries are established allocation notices will be sent to each affected employee by the Director of Personnel.
5. Employees have appeal rights to the Civil Service Board upon receiving their allocation notice. The Civil Service Board will then decide on any appeals filed.

It is out anticipation to have the implementations of the classification study completed by January.

Respectfully submitted,

  
Donna L. Giles,  
Director of Personnel

DLG:dew