



CITY OF SACRAMENTO

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DEPARTMENT OF PERSONNEL
PERSONNEL MANAGEMENT SERVICES DIVISION
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CITY MANAGER'S OFFICE
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DONNA L. GILES
DIRECTOR OF PERSONNEL

December 27, 1983

APPROVED
BY THE CITY COUNCIL

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OFFICE OF THE
CITY CLERK

City Council
Sacramento, CA

Honorable Members in Session:

SUBJECT: RESTRUCTURING OF SALARIES FOR THE CLASSES OF COMMUNITY CENTER FACILITY SUPERVISOR, CUSTODIAL SUPERVISOR II, FLEET MANAGEMENT TECHNICIAN, AND SUPERVISING PLANT OPERATOR

SUMMARY

This report recommends restructuring the salaries of the subject classifications in order to correct some current salary alignment relationships with subordinate and/or equivalent classifications.

BACKGROUND AND ANALYSIS

Due to a variety of factors, such as salary compression, change in duties and responsibilities, and internal alignment inequities, it became apparent that the salaries of the subject classifications needed to be reviewed for appropriateness. Based upon the review and analysis of the current salary structure, this report recommends the following revisions be made to the salary levels.

Custodial Supervisor II

There are currently three positions in this classification, two of which are assigned to the Community Center. Their responsibilities at the Community Center include the direct supervision of Community Center Attendants II which are salaried at \$1603.16 (E step) per month. The current monthly salary for Custodial Supervisor II is \$1646.15 (E step), which is only 2.68% higher than that of Community Center Attendant II.

The typical salary differential between a supervisor and leadworker is 10% so it is being recommended that Custodial Supervisor II salary be increased by approximately 7% to \$1764.36 (E step) per month in order to accomplish the needed differential.

Community Center Facility Supervisor

Because of the differential adjustment recommended for the Custodial

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Supervisor II classification, an adjustment is also recommended for the salary of the Community Center Facility Supervisor classification in order to keep the differential between it and the Custodial Supervisor II at approximately 10%. This can be accomplished by increasing the current salary of Community Center Facility Supervisor by approximately 8%, which would result in the current salary being raised from \$1800.59 (E step) to \$1942.89 (E step) a month.

Supervising Plant Operator

The same sort of salary differential problem exists between the classes of Supervising Plant Operator and Plant Operator III. There is currently a salary differential of approximately 4.98% between the two classes but since the employees in the Plant Operator III class usually perform shift work for which they receive an extra 5%, they end up receiving more pay than their immediate supervisors in the Supervising Plant Operator classification. In order to adjust this salary differential, it is being recommended that the Supervising Plant Operator salary of \$2323.88 (E step) a month be increased by approximately 5% to \$2440.53 (E step) per month.

Fleet Management Technician

The salary alignment for the class of Fleet Management Technician was initially set (in 1976) at 2.5% above the class of Equipment Maintenance Supervisor. Since then, Equipment Maintenance Supervisor has been placed in a different bargaining unit, and the salary has surpassed Fleet Management Technician. In order to make a tie within the same bargaining unit, and to rectify the salary inequity, it has been determined that a better salary alignment would be with the class of Buyer III, which has similar duties and responsibilities and is in the same bargaining unit. In order to align the two classes, the salary for Fleet Management Technician needs to be increased by approximately 5.55% from \$2345.89 to \$2476.24 (E step) a month.

FINANCIAL DATA

Assuming that these recommended salary adjustments are approved and effective immediately, the total salary and benefit cost for the remainder of the 1983-84 fiscal year would be \$8,275.14.

The salary and benefit costs are identified below by classification:

Custodial Supervisor II	\$2,681.01
Community Center Facility Supervisor	1,089.02
Supervising Plant Operator	3,527.48
Fleet Management Technician	<u>977.63</u>
Total	\$8,275.14

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RECOMMENDATION

It is recommended that the City Council approve the attached resolution, which amends Resolution #83-512, in order to increase the salaries of the classifications shown below:

Custodial Supervisor II	Set a salary range of \$1451.32-\$1764.36 per month
Community Center Facility Supervisor	Set a salary range of \$1598.48-\$1942.89 per month
Supervising Plant Operator	Set a salary range of \$2004.60-\$2440.53 per month
Fleet Management Technician	Set a salary range of \$2037.19-\$2476.24 per month

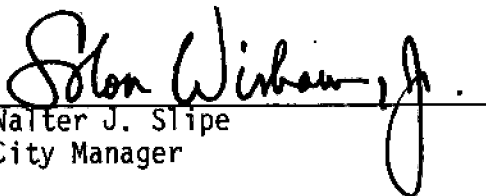
Respectfully submitted,



Donna L. Giles
Director of Personnel

DLG/SD/sch

APPROVED:

For: 
Walter J. Slipe
City Manager

All Districts
January 3, 1984

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RESOLUTION NO. 84-002

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

A RESOLUTION APPROVING THE REPORT AND RECOMMENDATION OF THE DIRECTOR OF PERSONNEL, APPROVED BY THE CITY MANAGER, DATED DECEMBER 27, 1983, RELATING TO THE SALARIES OF THE CLASSIFICATIONS OF COMMUNITY CENTER FACILITY SUPERVISOR, CUSTODIAL SUPERVISOR II, FLEET MANAGEMENT TECHNICIAN, AND SUPERVISING PLANT OPERATOR

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT:

The report and recommendation of the Director of Personnel, approved by the City Manager, dated December 27, 1983, relating to the salaries of the classifications of Community Center Facility Supervisor, Custodial Supervisor II, Fleet Management Technician, and Supervising Plant Operator, a copy of which is attached hereto, is hereby approved.

MAYOR

ATTEST:

CITY CLERK

APPROVED
BY THE CITY COUNCIL

JAN 3 1984

OFFICE OF THE
CITY CLERK