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APPROVED
BY THE CITY COUNCIL

JUL 18 1989

OFFICE OF THE
CITY CLERK

DEPARTMENT OF
PERSONNEL

CITY OF SACRAMENTO
CALIFORNIA

801 NINTH STREET
ROOM 210
SACRAMENTO, CA
95814-2693

PERSONNEL MANAGEMENT
SERVICES DIVISION

CITY MANAGER'S OFFICE

RECEIVED

916-449-5726

DONNA L. GILES
DIRECTOR OF
PERSONNEL

July 11, 1989

City Council
Sacramento, California

JUL 11 1989

Honorable Members in Session

SUBJECT: SALARY ADJUSTMENT - COMPUTER SERVICES MANAGER

SUMMARY

This report recommends a 5.5% salary increase to the Computer Services Manager exempt classification due to persistent recruitment difficulties.

BACKGROUND AND ANALYSIS

The Computer Services Manager class was established in October 1988 and previous to that, a similar class, Technical Systems Manager, was responsible for overseeing systems programming in the Data Management Department. The current Computer Services Manager class is responsible for supervising personnel in computer operations, as well as the professional and highly technical class of Systems Programmer. Because systems programming is so technical and highly specialized, recruitment is extremely difficult. While this difficulty is evident at all levels of systems programmers, it is especially acute at the manager level. The most recent attempt at recruitment for the manager position yielded only a handful of applicants with only a few qualifying for the oral board. No appointment was made since none of the final candidates met all the criteria needed for the position.

In order to help ease the recruitment difficulty for Computer Services Manager, a salary increase of 5.5% is proposed. This would raise the current salary from \$3,891.33 - \$4,729.92 to \$4,105.40 - \$4,990.09 per month. The new salary would line up with Supervising Engineer, a management class with a similar level of responsibility and technical expertise.

No changes are recommended for either the exempt status of the class or the current conflict of interest disclosure categories.

FINANCIAL IMPACT

The additional funding required to implement the 5.5% increase for the Computer Services Manager is available through a department-wide salary savings in the Data Management Department; therefore, there will be no financial impact.

POLICY CONSIDERATIONS

None.


MBE/WBE EFFORTS

No impact.


RECOMMENDATION

It is recommended that the City Council amend Resolution 89-049 by setting the salary for Computer Services Manager at \$4,105.40 - \$4,990.09 per month.

Respectfully Submitted,


Donna L. Giles
Director of Personnel

Recommendation Approved:


Walter J. Slipe
City Manager

July 18, 1989

Contact Person to
Answer Questions:
BRONDA SILVA, SENIOR PERSONNEL ANALYST
449-5726

RESOLUTION NO. 89-548

APPROVED
BY THE CITY COUNCIL

ADOPTED BY THE SACRAMENTO CITY COUNCIL

JUL 18 1989

ON DATE OF July 18, 1989

OFFICE OF THE
CITY CLERK

AMENDING RESOLUTION 89-049 RELATING TO SALARY
SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY,
AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT RESOLUTION 89-049
IS AMENDED AS FOLLOWS, EFFECTIVE JULY 22, 1989:

Section 1.

Exhibit A, Salary Schedules, Schedule #01, Management, salaries is amended
by the:

Adjustment of the Computer Services Manager salary to \$4,105.40 -
\$4,990.09 per month.

ATTEST:

CITY CLERK

MAYOR

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____