



CITY MANAGER'S OFFICE
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DEPARTMENT OF
PERSONNEL

CITY OF SACRAMENTO
CALIFORNIA

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ROOM 210
SACRAMENTO, CA
95814-2693

PERSONNEL MANAGEMENT
SERVICES DIVISION

916-449-5726

DONNA L. GILES
DIRECTOR OF
PERSONNEL

March 8, 1989

City Council
Sacramento, California

Honorable Members in Session

SUBJECT: SALARY ADJUSTMENT - COMPUTER SERVICES MANAGER

SUMMARY

This report recommends a 4.8% salary increase to the Computer Services Manager exempt classification due to past recruitment difficulties.

BACKGROUND AND ANALYSIS

In October 1988, the Council approved the establishment of three new exempt management classifications for Data Management. One of these new classes, Computer Services Manager, was established to take over some of the responsibilities of the abolished Technical Systems Manager and to take on some computer operations responsibilities. The class not only supervises the personnel in computer operations, but also supervises the professional and technical class of Systems Programmer. Because systems programming is so technical and specialized, recruitment is extremely difficult in this area. While this difficulty is evident at all levels, it is especially acute at the Manager level. When the City recruited for Technical Systems Manager in 1987, we only received a handful of applicants with only a couple who qualified for the oral board. An appointment was finally made but the incumbent has since left.

In order to minimize past recruitment problems and to assist in recruiting qualified individuals, it is necessary to adjust the Computer Services Manager's salary by 4.8%. This adjustment will line the salary up with Systems and Programming Manager, a class that requires a similar level of responsibility and expertise. The proposed salary will be \$3,681.43 - \$4,474.77 per month.

APPROVED
BY THE CITY COUNCIL

MAR 14 1989

OFFICE OF THE
CITY CLERK

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

FINANCIAL IMPACT

The additional funding required to implement the 4.8% 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

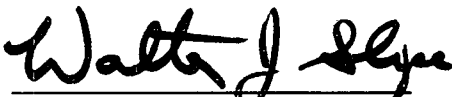
It is recommended that the City Council amend Resolution 89-049 by setting the salary for Computer Services Manager at \$3,681.43 - \$4,474.77 per month.

Respectfully Submitted,



Donna L. Giles
Director of Personnel

Recommendation Approved:



Walter J. Slipe
City Manager

March 14, 1989
All Districts

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

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RESOLUTION NO. 89-199

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

March 14, 1989

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 MARCH 18, 1989:

Section 1.

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

Adjustment of the Computer Services Manager salary to \$3,681.43 - \$4,474.77 per month.

ATTEST:

CITY CLERK

MAYOR

APPROVED
BY THE CITY COUNCIL

MAR 14 1989

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CITY CLERK