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DEPARTMENT OF
PERSONNEL

CITY OF SACRAMENTO
CALIFORNIA

801 NINTH STREET
ROOM 210
SACRAMENTO, CA
95814-2693

PERSONNEL MANAGEMENT
SERVICES DIVISION

916-449-5726

CITY MANAGER'S OFFICE

RECEIVED

DEC 28 1987

DONNA L. GILES
DIRECTOR OF
PERSONNEL

January 5, 1988

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: 1988 "PARENT" RESOLUTION FOR SALARY SCHEDULES, REPRESENTATION
UNITS, AND EXEMPT POSITIONS

SUMMARY

This report recommends establishing the 1988 "parent" resolution for salary schedules, representation units, and exempt positions. No substantive changes are involved.

BACKGROUND

In February of 1985, the City Council consolidated into one resolution what had been a large number of resolutions involving salaries, representation units, and exempt positions. This change allowed the City Clerk to track more easily amendments to these resolutions. Now, when any matter involving these areas arises, only one resolution needs to be amended.

At the beginning of each calendar year, it is necessary to establish a new resolution, which will be the basis of amendments throughout the year. Attached is this year's resolution. No substantive changes are involved.

APPROVED
BY THE CITY COUNCIL


JAN 5 1988

OFFICE OF THE
CITY CLERK

RECOMMENDATION

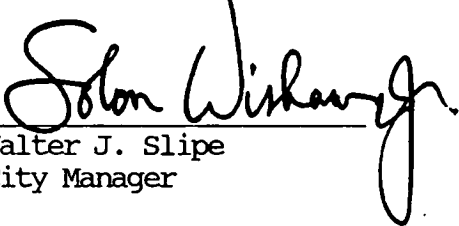
It is recommended that the City Council approve the attached resolution for this year's salary schedules, representation units, and exempt positions.

Respectfully Submitted,



Donna L. Giles
Director of Personnel

Recommendation Approved:


for: Walter J. Slipe
City Manager

RESOLUTION NO. 88-007

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

January 5, 1988

ADOPTING UPDATED SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, DESIGNATION OF EXEMPT JOB CLASSIFICATIONS, AND REPEALING EXISTING RESOLUTION RELATING TO THOSE MATTERS, EFFECTIVE JANUARY 9, 1988

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 87-013 and amendments thereto are hereby repealed.

MAYOR

ATTEST:

APPROVED
BY THE CITY COUNCIL

JAN 5 1988

OFFICE OF THE
CITY CLERK

CITY CLERK

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

		MANAGEMENT					
EMPLOYEE CLASSIFICATION CODE	TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01002	ACCOUNTING MANAGER	01	3,516.24 1,622.88 20.286	3,692.00 1,704.00 21.300	3,876.60 1,789.20 22.365	4,070.39 1,878.64 23.483	4,273.88 1,972.56 24.657
01288	ADM ASST TO THE CITY COUN	01	1,973.75 910.96 11.387	2,072.37 956.48 11.956	2,176.03 1,004.32 12.554	2,284.88 1,054.56 13.182	2,399.11 1,107.28 13.841
01126	ADMIN ASST TO MAYOR	01	2,171.17 1,002.08 12.526	2,279.68 1,052.16 13.152	2,393.73 1,104.80 13.810	2,513.51 1,160.08 14.501	2,639.17 1,218.08 15.226
01122	ADMIN SERVICES OFFICER	01	2,806.27 1,295.20 16.190	2,946.67 1,360.00 17.000	3,094.00 1,428.00 17.850	3,248.61 1,499.36 18.742	3,411.03 1,574.32 19.679
01128	ADMIN TRAINEE (EXEMPT)	01	1,783.08 822.96 10.287	1,872.17 864.08 10.801	1,965.77 907.28 11.341	2,064.05 952.64 11.908	2,167.19 1,000.24 12.503
01001	AFFIR ACTION OFFICER	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01200	ART MUSEUM MANAGER	01	3,255.37 1,502.48 18.781	3,418.13 1,577.60 19.720	3,589.04 1,656.48 20.706	3,768.44 1,739.28 21.741	3,956.85 1,826.24 22.828
01141	ASSISTANT ACCOUNTING MGR	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01279	ASSISTANT FLEET MANAGER	01	2,806.27 1,295.20 16.190	2,946.67 1,360.00 17.000	3,094.00 1,428.00 17.850	3,248.61 1,499.36 18.742	3,411.03 1,574.32 19.679
01137	ASSISTANT REVENUE MANAGER	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01284	ASST BLDG INSP MGR	01	3,516.24 1,622.88 20.286	3,692.00 1,704.00 21.300	3,876.60 1,789.20 22.365	4,070.39 1,878.64 23.483	4,273.88 1,972.56 24.657
**** 01075	ASST CHIEF OF POLICE	01	5,292.56 2,442.72 30.534	5,557.24 2,564.88 32.061	5,835.09 2,693.12 33.664	6,126.81 2,827.76 35.347	6,433.09 2,969.12 37.114
01004	ASST CITY ATTORNEY	01	4,680.52 2,160.24 27.003	4,914.52 2,268.24 28.353	5,160.31 2,381.68 29.771	5,418.40 2,500.80 31.260	5,689.32 2,625.84 32.823
01005	ASST CITY CLERK	01	2,722.55 1,256.56 15.707	2,858.61 1,319.36 16.492	3,001.61 1,385.36 17.317	3,151.72 1,454.64 18.183	3,309.28 1,527.36 19.092
**** 01008	ASST CITY MANAGER	01	5,767.32 2,661.84 33.273	6,055.75 2,794.96 34.937	6,358.56 2,934.72 36.684	6,676.45 3,081.44 38.518	7,010.29 3,235.52 40.444
**** 01130	ASST CITY MGR/EXEC DIR	01	5,767.32 2,661.84 33.273	6,055.75 2,794.96 34.937	6,358.56 2,934.72 36.684	6,676.45 3,081.44 38.518	7,010.29 3,235.52 40.444

**** APPROVAL OF CITY MANAGER REQUIRED FOR ADVANCEMENT TO SUPPLEMENT SALARY RANGE STEPS D AND E

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

MANAGEMENT

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01010 ASST CITY TREASURER	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01201 ASST COMM CENTER OPR MGR	01	2,673.67 1,234.00 15.425	2,807.31 1,295.68 16.196	2,947.71 1,360.48 17.006	3,095.04 1,428.48 17.856	3,249.83 1,499.92 18.749
**** 01016 ASST DIR OF COMM CTR	01	3,840.03 1,772.32 22.154	4,032.08 1,860.96 23.262	4,233.67 1,954.00 24.425	4,445.31 2,051.68 25.646	4,667.52 2,154.24 26.928
**** 01012 ASST DIR OF PARKS/COMM SV	01	4,495.40 2,074.80 25.935	4,720.21 2,178.56 27.232	4,956.29 2,287.52 28.594	5,204.16 2,401.92 30.024	5,464.33 2,522.00 31.525
**** 01140 ASST DIR OF PLAN/DEVEL	01	4,818.49 2,223.92 27.799	5,059.43 2,335.12 29.189	5,312.32 2,451.84 30.648	5,574.87 2,574.40 32.180	5,856.76 2,703.12 33.789
01222 ASST NUISANCE ABATE MGR	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01205 ASST REAL PROP & ASSESS	01	2,673.67 1,234.00 15.425	2,807.31 1,295.68 16.196	2,947.71 1,360.48 17.006	3,095.04 1,428.48 17.856	3,249.83 1,499.92 18.749
01207 ASST SUPT OF MAINT	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.008
01208 ASST SUPT OF WSTEMTR FAC	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.008
01209 ASST SUPT OF WTR PROD FAC	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.008
01202 ASST TO FACILITY MANAGER	01	2,806.27 1,295.20 16.190	2,946.67 1,360.00 17.000	3,094.00 1,428.00 17.850	3,248.61 1,499.36 18.742	3,411.03 1,574.32 19.679
01210 ASST WTR & SWR DIST SUPT	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
*** 01211 BATT FIRE CHIEF	01	3,733.43 1,723.12 15.385	3,920.04 1,809.25 16.154	4,116.10 1,899.74 16.962	4,321.89 1,994.72 17.810	4,538.11 2,094.51 18.701
01213 BOX OFFICE SUPVR	01	2,244.67 1,036.00 12.950	2,356.99 1,087.84 13.598	2,474.85 1,142.24 14.278	2,598.61 1,199.36 14.992	2,728.61 1,259.36 15.742
01118 BUDGET MANAGER	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01262 BUILDING INSPECTIONS MGR	01	3,800.85 1,754.24 21.928	3,990.83 1,841.92 23.024	4,190.33 1,934.00 24.175	4,399.89 2,030.72 25.384	4,619.85 2,132.24 26.653

*** 56 HOUR WORK WEEK CLASSIFICATION
**** APPROVAL OF CITY MANAGER REQUIRED FOR ADVANCEMENT TO SUPPLEMENT SALARY RANGE STEPS D AND E

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

MANAGEMENT

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01214 BUILDING PERMITS ADMIN	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.006
01215 CHIEF ANIMAL CONTROL OFF	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865
01216 CHIEF BLDG INSP	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01218 CHIEF ELECTRICAL INSP	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01282 CHIEF OF OFF-ST PKG	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01283 CHIEF OF ON-ST PKG	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865
01221 CHIEF PLUMBING INSP	01	2,882.71 1,330.48 16.631	3,023.28 1,395.36 17.442	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01115 CITIZENS ASSISTANCE OFF	01	3,516.24 1,622.88 20.286	3,692.00 1,704.00 21.300	3,876.60 1,789.20 22.365	4,070.39 1,878.64 23.483	4,273.88 1,972.56 24.657
01038 CITY ATTORNEY	01	6,388.89 2,948.72 36.859				
01039 CITY CLERK	01	4,818.49 2,223.92 27.799				
01042 CITY MANAGER	01	7,566.69 3,492.32 43.654				
01043 CITY TREASURER	01	6,220.07 2,870.80 35.885				
01223 COMM CENTER OPER MGR	01	3,034.03 1,400.32 17.504	3,185.69 1,470.32 18.379	3,344.99 1,543.84 19.298	3,512.25 1,621.04 20.263	3,687.84 1,702.08 21.276
01269 COMMUNICATIONS SYS MGR	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01224 COMPUTER OPRNS MGR	01	3,182.92 1,469.04 18.363	3,342.04 1,542.48 19.281	3,509.13 1,619.60 20.245	3,684.55 1,700.56 21.257	3,868.80 1,785.60 22.320
01280 CONTRACT COMPLIANCE OFF	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865

B

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

EMPLOYEE CLASSIFICATION		REP UNIT	MANAGEMENT				STEP E
CODE	TITLE		STEP A	STEP B	STEP C	STEP D	
01227	CURATOR OF ART	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01228	CURATOR OF HISTORY	01	2,462.89 1,136.72 14.209	2,585.96 1,193.52 14.919	2,715.27 1,253.20 15.665	2,850.99 1,315.84 16.448	2,993.47 1,381.60 17.270
01048	DEP CITY ATTORNEY I	01	2,722.55 1,256.56 15.707	2,858.61 1,319.36 16.492	3,001.61 1,385.36 17.317	3,151.72 1,454.64 18.183	3,309.28 1,527.36 19.092
01049	DEP CITY ATTORNEY II	01	3,255.37 1,502.48 18.781	3,418.13 1,577.60 19.720	3,589.04 1,656.48 20.706	3,768.44 1,739.28 21.741	3,956.85 1,826.24 22.828
01050	DEP CITY ATTORNEY III	01	3,733.95 1,723.36 21.542	3,920.63 1,809.52 22.619	4,116.67 1,900.00 23.750	4,322.59 1,995.04 24.938	4,538.73 2,094.80 26.185
01110	DEP CITY ATTORNEY IV	01	4,381.69 2,022.32 25.279	4,600.79 2,123.44 26.543	4,830.60 2,229.60 27.870	5,072.43 2,341.12 29.264	5,326.01 2,458.16 30.727
**** 01017	DEP DIR OF PARKS/COMM SVS	01	4,495.40 2,074.80 25.935	4,720.21 2,178.56 27.232	4,956.29 2,287.52 28.594	5,204.16 2,401.92 30.024	5,464.33 2,522.00 31.525
**** 01124	DEP DIR PUB WRKS ENG SVCS	01	4,818.49 2,223.92 27.799	5,059.43 2,335.12 29.189	5,312.32 2,451.84 30.648	5,577.87 2,574.40 32.180	5,856.76 2,703.12 33.789
**** 01136	DEP DIR PUB WRKS PUB SVCS	01	4,818.49 2,223.92 27.799	5,059.43 2,335.12 29.189	5,312.32 2,451.84 30.648	5,577.87 2,574.40 32.180	5,856.76 2,703.12 33.789
**** 01229	DEP FIRE CHIEF	01	4,495.40 2,074.80 25.935	4,720.21 2,178.56 27.232	4,956.29 2,287.52 28.594	5,204.16 2,401.92 30.024	5,464.33 2,522.00 31.525
01133	DEP LIB DIR AUTO/TECH SVC	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.526
01132	DEP LIB DIR PUBLIC SVCS	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.526
01230	DEPT SUPT OF WSTEWTR FAC	01	2,673.67 1,234.00 15.425	2,807.31 1,295.68 16.196	2,947.71 1,360.48 17.006	3,095.04 1,428.48 17.956	3,249.83 1,499.92 18.749
01231	DEPT SUPT OF WTR PROD FAC	01	2,806.27 1,295.20 16.190	2,946.67 1,360.00 17.000	3,094.00 1,428.00 17.850	3,248.61 1,499.36 18.742	3,411.03 1,574.32 19.679
**** 01275	DEPUTY CITY MANAGER	01	5,641.83 2,603.92 32.549	5,923.84 2,734.08 34.176	6,220.07 2,870.80 35.885	6,531.03 3,014.32 37.679	6,857.59 3,165.04 39.563
**** 01064	DIR OF COMM CENTER	01	4,818.49 2,223.92 27.799	5,059.43 2,335.12 29.189	5,312.32 2,451.84 30.648	5,577.87 2,574.40 32.180	5,856.76 2,703.12 33.789

**** APPROVAL OF CITY MANAGER REQUIRED FOR ADVANCEMENT TO SUPPLEMENT SALARY RANGE STEPS D AND E

13

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-8

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

MANAGEMENT

.... EMPLOYEE CLASSIFICATION	REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES
CODE TITLE	UNIT	STEP A STEP B STEP C STEP D STEP E
**** 01046 DIR OF DATA MANAGEMENT	01	4,818.49 5,059.43 5,312.32 5,577.87 5,856.76 2,223.92 2,335.12 2,451.84 2,574.40 2,703.12 27.799 29.189 30.648 32.180 33.789
**** 01056 DIR OF EMPL RELATIONS	01	4,818.49 5,059.43 5,312.32 5,577.87 5,856.76 2,223.92 2,335.12 2,451.84 2,574.40 2,703.12 27.799 29.189 30.648 32.180 33.789
**** 01053 DIR OF FINANCE	01	4,818.49 5,059.43 5,312.32 5,577.87 5,856.76 2,223.92 2,335.12 2,451.84 2,574.40 2,703.12 27.799 29.189 30.648 32.180 33.789
**** 01057 DIR OF GENERAL SERVICES	01	4,818.49 5,059.43 5,312.32 5,577.87 5,856.76 2,223.92 2,335.12 2,451.84 2,574.40 2,703.12 27.799 29.189 30.648 32.180 33.789
**** 01055 DIR OF PARKS/COMM SVCS	01	5,292.56 5,557.24 5,835.09 6,126.81 6,433.09 2,442.72 2,564.88 2,693.12 2,827.76 2,969.12 30.534 32.061 33.664 35.347 37.114
**** 01054 DIR OF PERSONNEL	01	4,818.49 5,059.43 5,312.32 5,577.87 5,856.76 2,223.92 2,335.12 2,451.84 2,574.40 2,703.12 27.799 29.189 30.648 32.180 33.789
**** 01139 DIR OF PLANNING/DEVELOP	01	5,520.15 5,796.09 6,085.91 6,390.28 6,709.73 2,547.76 2,675.12 2,808.88 2,949.36 3,096.80 31.847 33.439 35.111 36.867 38.710
**** 01041 DIR OF PUBLIC WORKS	01	5,520.15 5,796.09 6,085.91 6,390.28 6,709.73 2,547.76 2,675.12 2,808.88 2,949.36 3,096.80 31.847 33.439 35.111 36.867 38.710
01112 EMPLOYEE RELATIONS REP I	01	2,171.17 2,279.68 2,393.73 2,513.51 2,639.17 1,002.08 1,052.16 1,104.80 1,160.08 1,218.08 12.526 13.152 13.810 14.501 15.226
01113 EMPLOYEE RELATIONS REP II	01	2,547.48 2,674.88 2,808.69 2,949.09 3,096.60 1,175.76 1,234.56 1,296.32 1,361.12 1,429.20 14.697 15.432 16.204 17.014 17.865
01060 EMPLOYEE SERVICES MGR	01	3,096.43 3,251.21 3,413.80 3,584.53 3,763.76 1,429.12 1,500.56 1,575.60 1,654.40 1,737.12 17.864 18.757 19.695 20.680 21.714
01233 ENERGY SYSTEMS COORD	01	3,355.21 3,523.00 3,699.11 3,884.05 4,078.19 1,548.56 1,626.00 1,707.28 1,792.64 1,882.24 19.357 20.325 21.341 22.408 23.528
01142 ENGINEERING DIV MGR	01	4,126.20 4,332.47 4,549.13 4,776.55 5,015.40 1,904.40 1,999.60 2,099.60 2,204.56 2,314.80 23.805 24.995 26.245 27.557 28.935
01285 EVENT SERVICES MANAGER	01	2,673.67 2,807.31 2,947.71 3,095.04 3,249.83 1,234.00 1,295.68 1,360.48 1,428.48 1,499.92 15.425 16.196 17.006 17.856 18.749
01236 FACILITY MANAGER	01	3,968.12 4,166.59 4,374.93 4,593.68 4,823.35 1,831.44 1,923.04 2,019.20 2,120.16 2,226.16 22.893 24.038 25.240 26.502 27.827
**** 01062 FIRE CHIEF	01	5,292.56 5,557.24 5,835.09 6,126.81 6,433.09 2,442.72 2,564.88 2,693.12 2,827.76 2,969.12 30.534 32.061 33.664 35.347 37.114

**** APPROVAL OF CITY MANAGER REQUIRED FOR ADVANCEMENT TO SUPPLEMENT SALARY RANGE STEPS D AND E

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

EMPLOYEE CLASSIFICATION		REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE	TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
01237	FIRE MARSHAL	01	3,733.25 1,723.04 21.538	3,919.93 1,809.20 22.615	4,115.97 1,899.68 23.746	4,321.72 1,994.64 24.933	4,537.87 2,094.40 26.180
01238	FLEET MANAGER	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01278	FLOOD CON & SEW DIV MGR	01	4,126.20 1,904.40 23.805	4,332.47 1,999.60 24.995	4,549.13 2,099.60 26.245	4,776.55 2,204.56 27.557	5,015.40 2,314.80 28.935
01239	GOLF MANAGER	01	3,255.37 1,502.48 18.781	3,418.13 1,577.60 19.720	3,589.04 1,656.48 20.706	3,768.44 1,739.28 21.741	3,956.85 1,826.24 22.828
01240	HISTORY CENTER ADMINIS	01	2,462.89 1,136.72 14.209	2,585.96 1,193.52 14.919	2,715.27 1,253.20 15.665	2,850.99 1,315.84 16.448	2,993.47 1,381.60 17.270
01264	INFORMATION SYSTEMS MGR	01	3,516.24 1,622.88 20.286	3,692.00 1,704.00 21.300	3,876.60 1,789.20 22.365	4,070.39 1,878.64 23.483	4,273.88 1,972.56 24.657
01241	INVESTMENT OFF I	01	2,171.17 1,002.08 12.526	2,279.68 1,052.16 13.152	2,393.73 1,104.80 13.810	2,513.51 1,160.08 14.501	2,639.17 1,218.08 15.226
01242	INVESTMENT OFF II	01	2,806.27 1,295.20 16.190	2,946.67 1,360.00 17.000	3,094.00 1,428.00 17.850	3,248.61 1,499.36 18.742	3,411.03 1,574.32 19.679
01243	LIBRARIAN IV	01	2,462.89 1,136.72 14.209	2,585.96 1,193.52 14.919	2,715.27 1,253.20 15.665	2,850.99 1,315.84 16.448	2,993.47 1,381.60 17.270
**** 01040	LIBRARY DIRECTOR	01	4,818.49 2,223.92 27.799	5,059.43 2,335.12 29.189	5,312.32 2,451.84 30.648	5,577.87 2,574.40 32.180	5,856.76 2,703.12 33.789
01015	MANAGEMENT ANALYST I	01	2,171.17 1,002.08 12.526	2,279.68 1,052.16 13.152	2,393.73 1,104.80 13.810	2,513.51 1,160.08 14.501	2,639.17 1,218.08 15.226
01027	MANAGEMENT ANALYST II	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865
01274	MAYOR/CITY COUN OFF MGR	01	2,722.55 1,256.56 15.707	2,858.61 1,319.36 16.492	3,001.61 1,385.36 17.317	3,151.72 1,454.64 18.183	3,309.28 1,527.36 19.092
01232	METROPOLITAN ARTS MANAGER	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01290	MGMT OFF OF COMM CTR/BUR	01	3,182.92 1,469.04 18.363	3,342.04 1,542.48 19.281	3,509.13 1,619.60 20.245	3,684.55 1,700.56 21.257	3,868.80 1,785.60 22.320
01235	MUSEUM AND HISTORY MGR	01	3,034.03 1,400.32 17.504	3,185.69 1,470.32 18.379	3,344.99 1,543.84 19.298	3,512.25 1,621.04 20.263	3,687.84 1,702.08 21.276

**** APPROVAL OF CITY MANAGER REQUIRED FOR ADVANCEMENT TO SUPPLEMENT SALARY RANGE STEPS D AND E

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

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EMPLOYEE CLASSIFICATION		REP UNIT	MANAGEMENT				
CODE	TITLE		STEP A	STEP B	STEP C	STEP D	
01272	NUISANCE ABATE MGR	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01088	OCCU HEALTH AND SAFETY MG	01	3,096.43 1,429.12 17.864	3,251.21 1,500.56 18.757	3,413.80 1,575.60 19.695	3,584.53 1,654.40 20.680	3,763.76 1,737.12 21.714
01244	OPRNS & MAINT SUPT	01	3,800.85 1,754.24 21.928	3,990.83 1,841.92 23.024	4,190.33 1,934.00 24.175	4,399.89 2,030.72 25.384	4,619.85 2,132.24 26.653
01245	PARKING DIV MGR	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01247	PARKS MANAGER	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01246	PARKS SUPERINTENDENT	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865
01070	PERSONNEL SVCS MGR	01	3,516.24 1,622.88 20.286	3,692.00 1,704.00 21.300	3,876.60 1,789.20 22.365	4,070.39 1,878.64 23.883	4,273.88 1,972.56 24.657
**** 01071	PLANNING DIRECTOR	01	4,818.49 2,223.92 27.799	5,059.43 2,335.12 29.189	5,312.32 2,451.84 30.648	5,577.87 2,574.40 32.180	5,856.76 2,703.12 33.789
**** 01074	POLICE CHIEF	01	5,641.83 2,603.92 32.549	5,923.84 2,734.08 34.176	6,220.07 2,870.80 35.885	6,531.03 3,014.32 37.679	6,857.59 3,165.04 39.563
01273	POLICE DATA SVCS ADMIN	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01248	PRINCIPAL PLANNER	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.008
01116	PUBLIC INFO OFF	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865
01261	PURCHASING MANAGER	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01249	REAL PROP & ASSESS DIST	01	3,034.03 1,400.32 17.504	3,185.69 1,470.32 18.379	3,344.99 1,543.84 19.298	3,512.25 1,621.04 20.263	3,687.84 1,702.08 21.276
01251	RECREATION MANAGER	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01250	RECREATION SUPERINTENDENT	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216

**** APPROVAL OF CITY MANAGER REQUIRED FOR ADVANCEMENT TO SUPPLEMENT SALARY RANGE STEPS D AND E

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

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MANAGEMENT

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01252 REFUSE COLLEC GEN SUPVR	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01131 REVENUE MANAGER	01	3,516.24 1,622.88 20.286	3,692.00 1,704.00 21.300	3,876.60 1,789.20 22.365	4,070.39 1,878.64 23.483	4,273.88 1,972.56 24.657
01129 RISK MANAGER	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.008
01281 SCIENCE CENTER ADMIN	01	2,462.89 1,136.72 14.209	2,585.96 1,193.52 14.919	2,715.27 1,253.20 15.665	2,850.99 1,315.84 16.448	2,993.47 1,381.60 17.270
01271 SOLID WASTE COLL SUPT	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01219 SOLID WASTE DISP SUPT	01	3,182.92 1,469.04 18.363	3,342.04 1,542.48 19.281	3,509.13 1,619.60 20.245	3,684.55 1,700.56 21.257	3,868.80 1,785.60 22.320
01253 SOLID WASTE DIV MGR	01	4,126.20 1,904.40 23.805	4,332.47 1,999.60 24.995	4,549.13 2,099.60 26.245	4,776.55 2,204.56 27.557	5,015.40 2,314.80 28.935
01138 SR ADMIN SVCS OFF	01	3,182.92 1,469.04 18.363	3,342.04 1,542.48 19.281	3,509.13 1,619.60 20.245	3,684.55 1,700.56 21.257	3,868.80 1,785.60 22.320
01254 SR ARCHITECT	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01119 SR EMPL RELATIONS REP	01	3,182.92 1,469.04 18.363	3,342.04 1,542.48 19.281	3,509.13 1,619.60 20.245	3,684.55 1,700.56 21.257	3,868.80 1,785.60 22.320
01255 SR ENGINEER	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01084 SR MGMT ANALYST	01	3,182.92 1,469.04 18.363	3,342.04 1,542.48 19.281	3,509.13 1,619.60 20.245	3,684.55 1,700.56 21.257	3,868.80 1,785.60 22.320
01256 SR PERSONNEL ANALYST	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01257 SR PLANNER	01	3,034.03 1,400.32 17.504	3,185.69 1,470.32 18.379	3,344.99 1,543.84 19.298	3,512.25 1,621.04 20.263	3,687.84 1,702.08 21.276
01258 STREET CLEAN GEN SUPVR	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865
01260 STREET MAINT GEN SUPVR	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	MANAGEMENT				STEP E
		STEP A	STEP B	STEP C	STEP D	
01206 STREET MAINT SUPT	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.008
01286 SUPERVISING ARCHITECT	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01263 SUPV ENGINEER	01	3,709.33 1,712.00 21.400	3,894.80 1,797.60 22.470	4,089.63 1,887.52 23.594	4,294.16 1,981.92 24.774	4,508.92 2,081.04 26.013
01287 SUPVR-COMMUNICATION DIV	01	2,806.27 1,295.20 16.190	2,946.67 1,360.00 17.000	3,094.00 1,428.00 17.850	3,248.61 1,499.36 18.742	3,411.03 1,574.32 19.679
01276 TECHNICAL SYSTEMS MANAGER	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01220 TRAF SIGNS & MRKG GEN SUP	01	2,547.48 1,175.76 14.697	2,663.44 1,229.26 15.366	2,808.69 1,296.32 16.204	2,936.44 1,355.28 16.941	3,096.60 1,429.20 17.865
01265 TRAFFIC ENGINEER	01	3,355.21 1,548.56 19.357	3,523.00 1,626.00 20.325	3,699.11 1,707.28 21.341	3,884.05 1,792.64 22.408	4,078.19 1,882.24 23.528
01143 TRAINING OFFICER	01	2,882.71 1,330.48 16.631	3,026.92 1,397.04 17.463	3,178.24 1,466.88 18.336	3,337.19 1,540.24 19.253	3,504.11 1,617.28 20.216
01289 TRANSPORTATION DIV MGR	01	4,126.20 1,904.40 23.805	4,332.47 1,999.60 24.995	4,549.13 2,099.60 26.245	4,776.55 2,204.56 27.557	5,015.40 2,314.80 28.935
01266 TREASURY OPRNS SUPVR	01	2,547.48 1,175.76 14.697	2,674.88 1,234.56 15.432	2,808.69 1,296.32 16.204	2,949.09 1,361.12 17.014	3,096.60 1,429.20 17.865
01267 WATER & SEWER DISTR SUPT	01	3,800.85 1,754.24 21.928	3,990.83 1,841.92 23.024	4,190.33 1,934.00 24.175	4,399.89 2,030.72 25.384	4,619.85 2,132.24 26.653
01277 WATER DIVISION MANAGER	01	4,126.20 1,904.40 23.805	4,332.47 1,999.60 24.995	4,549.13 2,099.60 26.245	4,776.55 2,204.56 27.557	5,015.40 2,314.80 28.935
01270 ZOO CURATOR	01	2,462.89 1,136.72 14.209	2,585.96 1,193.52 14.919	2,715.27 1,253.20 15.665	2,850.99 1,315.84 16.448	2,993.47 1,381.60 17.270
01268 ZOO MANAGER	01	3,423.51 1,580.08 19.751	3,594.76 1,659.12 20.739	3,774.51 1,742.08 21.776	3,963.27 1,829.20 22.865	4,161.39 1,920.64 24.008

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

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SACRAMENTO POLICE OFFICERS ASSOCIATION

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
* 02036 COMM SERVICE OFF (C-D-E)	02			1,521.69 702.32 8.779	1,597.79 737.44 9.218	1,677.69 774.32 9.679
02035 POLICE CADET (C ONLY)	02			1,521.69 702.32 8.779		
02021 POLICE LIEUTENANT	02	2,896.75 1,336.96 16.712	3,041.65 1,403.84 17.548	3,193.67 1,474.00 18.425	3,353.31 1,547.68 19.346	3,520.92 1,625.04 20.313
02023 POLICE LIEUTENANT (ADV)	02	3,347.59 1,545.04 19.313	3,515.03 1,622.32 20.279	3,690.79 1,703.44 21.293	3,875.39 1,788.64 22.358	4,069.17 1,878.08 23.476
02026 POLICE LIEUTENANT (ADV/BA)	02	3,515.37 1,622.48 20.281	3,691.13 1,703.60 21.295	3,875.73 1,788.80 22.360	4,069.52 1,878.24 23.478	4,273.01 1,972.16 24.652
02024 POLICE LIEUTENANT (BA)	02	3,042.52 1,404.24 17.553	3,194.71 1,474.48 18.431	3,354.52 1,548.24 19.353	3,522.31 1,625.68 20.321	3,698.41 1,706.96 21.337
02022 POLICE LIEUTENANT (INT)	02	3,115.15 1,437.76 17.972	3,270.97 1,509.68 18.871	3,434.60 1,585.20 19.815	3,606.37 1,664.48 20.806	3,786.64 1,747.68 21.846
02025 POLICE LIEUTENANT (INT/BA)	02	3,268.72 1,508.64 18.858	3,432.17 1,584.08 19.801	3,603.77 1,663.28 20.791	3,784.04 1,746.48 21.831	3,973.32 1,833.84 22.923
02027 POLICE OFF	02	2,143.61 989.36 12.367	2,250.73 1,038.80 12.985	2,363.23 1,090.72 13.634	2,481.44 1,145.28 14.316	2,605.55 1,202.56 15.032
02031 POLICE OFF (ADV)	02	2,479.01 1,144.16 14.302	2,602.95 1,201.36 15.017	2,733.12 1,261.44 15.768	2,869.71 1,324.48 16.556	3,013.23 1,390.72 17.384
02032 POLICE OFF (ADV/BA)	02	2,601.91 1,200.88 15.011	2,732.08 1,260.96 15.762	2,868.67 1,324.00 16.550	3,012.19 1,390.24 17.378	3,162.81 1,459.76 18.247
02042 POLICE OFF (ADV/BA/DET)	02	2,710.24 1,250.88 15.636	2,840.41 1,310.96 16.387	2,977.00 1,374.00 17.175	3,120.52 1,440.24 18.003	3,271.15 1,509.76 18.872
02028 POLICE OFF (BA)	02	2,250.73 1,038.80 12.985	2,363.23 1,090.72 13.634	2,481.44 1,145.28 14.316	2,605.55 1,202.56 15.032	2,735.89 1,262.72 15.784
02029 POLICE OFF (INT)	02	2,305.33 1,064.00 13.300	2,420.60 1,117.20 13.965	2,541.59 1,173.04 14.663	2,668.64 1,231.68 15.396	2,802.11 1,293.28 16.166
02030 POLICE OFF (INT/BA)	02	2,420.60 1,117.20 13.965	2,541.59 1,173.04 14.663	2,668.64 1,231.68 15.396	2,802.11 1,293.28 16.166	2,942.16 1,357.92 16.974
02041 POLICE OFF (INT/BA/DET)	02	2,528.93 1,167.20 14.590	2,649.92 1,223.04 15.288	2,776.97 1,281.68 16.021	2,910.44 1,343.28 16.791	3,050.49 1,407.92 17.599

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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SACRAMENTO POLICE OFFICERS ASSOCIATION

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
02040 POLICE OFFICER (ADV/DET)	02	2,587.35 1,194.16 14.927	2,711.28 1,251.36 15.642	2,841.45 1,311.44 16.393	2,978.04 1,374.48 17.181	3,121.56 1,440.72 18.009
02038 POLICE OFFICER (BA/DET)	02	2,359.07 1,088.80 13.610	2,471.56 1,140.72 14.259	2,589.77 1,195.28 14.941	2,713.88 1,252.56 15.657	2,844.23 1,312.72 16.409
02037 POLICE OFFICER (DET)	02	2,251.95 1,039.38 12.992	2,359.07 1,088.80 13.610	2,471.56 1,140.72 14.259	2,589.77 1,195.28 14.941	2,713.88 1,252.56 15.657
02039 POLICE OFFICER (INT/DET)	02	2,413.67 1,114.00 13.925	2,528.93 1,167.20 14.590	2,649.92 1,223.04 15.288	2,776.97 1,281.68 16.021	2,910.44 1,343.28 16.791
02015 POLICE SERGEANT	02	2,500.85 1,154.24 14.428	2,625.83 1,211.92 15.149	2,757.04 1,272.48 15.906	2,894.84 1,336.08 16.701	3,039.57 1,402.88 17.536
02017 POLICE SERGEANT (ADV)	02	2,889.29 1,333.52 16.669	3,033.68 1,400.16 17.502	3,185.35 1,470.16 18.377	3,344.64 1,543.68 19.296	3,511.91 1,620.88 20.261
02020 POLICE SERGEANT (ADV/BA)	02	3,034.72 1,400.64 17.508	3,186.39 1,470.64 18.383	3,345.68 1,544.16 19.302	3,512.95 1,621.36 20.267	3,688.53 1,702.40 21.280
02046 POLICE SERGEANT (ADV/DET)	02	2,997.63 1,383.52 17.294	3,142.01 1,450.16 18.127	3,293.68 1,520.16 19.002	3,452.97 1,593.68 19.921	3,620.24 1,670.88 20.886
02018 POLICE SERGEANT (BA)	02	2,626.35 1,212.16 15.152	2,757.73 1,272.80 15.910	2,895.71 1,336.48 16.706	3,040.44 1,403.28 17.541	3,192.45 1,473.44 18.418
02044 POLICE SERGEANT (BA/DET)	02	2,734.68 1,262.16 15.777	2,866.07 1,322.80 16.535	3,004.04 1,386.48 17.331	3,148.77 1,453.28 18.166	3,300.79 1,523.44 19.043
02043 POLICE SERGEANT (DET)	02	2,609.19 1,204.24 15.053	2,734.16 1,261.92 15.774	2,865.37 1,322.48 16.531	3,003.17 1,386.08 17.326	3,147.91 1,452.88 18.161
02016 POLICE SERGEANT (INT)	02	2,689.09 1,241.12 15.514	2,823.60 1,303.20 16.290	2,964.87 1,368.40 17.105	3,113.07 1,436.80 17.960	3,268.72 1,508.64 18.858
02019 POLICE SERGEANT (INT/BA)	02	2,822.39 1,302.64 16.283	2,963.48 1,367.76 17.097	3,111.68 1,436.16 17.952	3,267.33 1,508.30 18.850	3,430.79 1,583.44 19.793
02045 POLICE SERGEANT (INT/DET)	02	2,797.43 1,291.12 16.139	2,931.93 1,353.20 16.915	3,073.20 1,418.40 17.730	3,221.40 1,486.80 18.585	3,377.05 1,558.64 19.483
02048 POLICE SGT (ADV/BA/DET)	02	3,143.05 1,450.64 18.133	3,294.72 1,520.64 19.008	3,454.01 1,594.16 19.927	3,621.28 1,671.36 20.892	3,796.87 1,752.40 21.905
02047 POLICE SGT (INT/BA/DET)	02	2,930.72 1,352.64 16.908	3,071.81 1,417.76 17.722	3,220.01 1,486.16 18.577	3,375.67 1,558.00 19.475	3,539.12 1,633.44 20.418

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

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LOCAL 39 (OPERATIONS & MAINTENANCE)

.... EMPLOYEE CLASSIFICATION	REP SCHEDULED MONTHLY/B SCHEDULED MONTHLY/B SCHEDULED MONTHLY/B SCHEDULED MONTHLY/B SCHEDULED MONTHLY/B
CODE TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03601 ANIMAL CONTROL OFFICER	03	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066	2,013.96 929.52 11.619
03605 BUILDING ATTD	03	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066
03603 BUILDING MAINT WORKER	03	1,754.48 809.76 10.122	1,842.19 850.24 10.628	1,934.23 892.72 11.159	2,030.95 937.36 11.717	2,132.52 984.24 12.303
03667 CLAIMS REP	03	1,737.15 801.76 10.022	1,823.99 841.84 10.523	1,915.16 883.92 11.049	2,010.84 928.08 11.601	2,111.37 974.48 12.181
03656 COMM CENTER ATTD I	03	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
03657 COMM CENTER ATTD II	03	1,611.48 743.76 9.297	1,692.08 780.96 9.762	1,776.67 820.00 10.250	1,865.59 861.04 10.763	1,958.84 904.08 11.301
03606 CUSTODIAN I	03	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596
03607 CUSTODIAN II	03	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982
03615 ELECTRON MAIN TECH I	03	2,161.81 997.76 12.472	2,269.97 1,047.68 13.096	2,383.51 1,100.08 13.751	2,502.76 1,155.12 14.439	2,627.91 1,212.88 15.161
03616 ELECTRON MAINT TECH II	03	2,378.65 1,097.84 13.723	2,497.56 1,152.72 14.409	2,622.36 1,210.32 15.129	2,753.40 1,270.80 15.885	2,891.03 1,334.32 16.679
03614 ELECTRON MAINT TECH TRNE	03	1,965.43 907.12 11.339	2,063.71 952.48 11.906	2,166.84 1,000.08 12.501	2,275.17 1,050.08 13.126	2,388.88 1,102.56 13.782
03608 ENGINEERING AIDE I	03	1,586.52 732.24 9.153	1,665.91 768.88 9.611	1,749.28 807.36 10.092	1,836.81 847.76 10.597	1,928.68 890.16 11.127
03609 ENGINEERING AIDE II	03	1,713.92 791.04 9.888	1,799.55 830.56 10.382	1,889.51 872.08 10.901	1,983.97 915.68 11.446	2,083.12 961.44 12.018
03658 EQUIP OPR I	03	1,634.88 754.56 9.432	1,716.69 792.32 9.904	1,802.49 831.92 10.399	1,892.63 873.52 10.919	1,987.27 917.20 11.465
03659 EQUIP OPR II	03	1,748.93 807.20 10.090	1,836.29 847.52 10.594	1,928.16 889.92 11.124	2,024.53 934.40 11.680	2,125.76 981.12 12.264
03681 GENERAL HELPER	03	922.83 425.92 5.324	968.93 447.20 5.590	1,017.47 469.60 5.870	1,068.25 493.04 6.163	1,121.64 517.68 6.471

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LOCAL 39 (OPERATIONS & MAINTENANCE)

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
* 09044 GOLF COURSE IRRIGATOR	03	8.913				
03618 GOLF COURSE MARSHAL	03	1,638.69 756.32 9.454	1,720.68 794.16 9.927	1,806.65 833.84 10.423	1,896.96 875.52 10.944	1,991.77 919.28 11.491
03619 GREENSKEEPER	03	1,638.17 756.08 9.451	1,720.16 793.92 9.924	1,806.13 833.60 10.420	1,896.44 875.28 10.941	1,991.25 919.04 11.488
03648 INSTRUMENT TECH I	03	2,264.43 1,045.12 13.064	2,377.61 1,097.36 13.717	2,496.52 1,152.24 14.403	2,621.32 1,209.84 15.123	2,752.36 1,270.32 15.879
03649 INSTRUMENT TECH II	03	2,490.63 1,149.52 14.369	2,615.08 1,206.96 15.087	2,745.77 1,267.28 15.841	2,883.05 1,330.64 16.633	3,027.27 1,397.20 17.465
03646 INSTRUMENT TECH TRNE	03	2,057.81 949.76 11.872	2,160.77 997.28 12.466	2,268.76 1,047.12 13.089	2,382.12 1,099.44 13.743	2,501.20 1,154.40 14.430
03647 KENNEL ATTD	03	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982
03673 LANDFILL EQUIP OPR R1	03	1,978.77 913.28 11.416	2,077.75 958.96 11.987	2,181.57 1,006.88 12.586	2,290.60 1,057.20 13.215	2,405.17 1,110.08 13.876
03674 LANDFILL EQUIP OPR R2	03	2,525.47 1,165.60 14.570	2,651.83 1,223.92 15.299	2,784.43 1,285.12 16.064	2,923.61 1,349.36 16.867	3,069.73 1,416.80 17.710
* 03682 LIGHT/SIG TECH TRNE (CD)	03	1,808.73 834.80 10.435				
03637 LIGHT/SIGNALS TECH I	03	2,211.56 1,020.72 12.759	2,322.15 1,071.76 13.397	2,438.28 1,125.36 14.067	2,560.13 1,181.60 14.770	2,688.05 1,240.64 15.508
03636 LIGHT/SIGNALS TECH II	03	2,432.91 1,122.88 14.036	2,554.59 1,179.04 14.738	2,682.33 1,238.00 15.475	2,816.49 1,299.92 16.249	2,957.24 1,364.88 17.061
03635 LIGHT/SIGNALS TECH TR	03	2,009.45 927.44 11.593	2,109.99 973.84 12.173	2,215.55 1,022.56 12.782	2,326.31 1,073.68 13.421	2,442.61 1,127.36 14.092
* 03902 MAINT WORKER I (CD TR)	03	1,367.95 631.36 7.892				
03651 MAINTENANCE WORKER	03	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
* 09061 MARINA AIDE	03					
		5.971	6.270	6.583	6.912	7.258

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03650 MARINA/BOATING FACs ATTD	03	1,611.48 743.76 9.297	1,692.08 780.96 9.762	1,776.67 820.00 10.250	1,865.59 861.04 10.763	1,958.84 904.08 11.301
03621 METER READER	03	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596
* 03900 METER READER (CD TR)	03	1,231.53 568.40 7.105				
03625 MOTOR SWEEPER OPR	03	1,906.32 879.84 10.998	2,001.65 923.84 11.548	2,101.67 970.00 12.125	2,206.71 1,018.48 12.731	2,317.12 1,069.44 13.368
03666 PARK EQUIP OPERATOR	03	1,756.91 810.88 10.136	1,844.79 851.44 10.643	1,937.00 894.00 11.175	2,033.89 938.72 11.734	2,135.64 985.68 12.321
03653 PARK MAINT WORKER I	03	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
03654 PARK MAINT WORKER II	03	1,683.07 776.80 9.710	1,767.13 815.60 10.195	1,855.53 856.40 10.705	1,948.27 899.20 11.240	2,045.68 944.16 11.802
03655 PARK MAINT WORKER III	03	1,743.39 804.64 10.058	1,830.57 844.88 10.561	1,922.09 887.12 11.089	2,018.12 931.44 11.643	2,119.00 978.00 12.225
03630 PARKING ENFORC OFF	03	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
03627 PARKING LOT ATTD	03	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982
03628 PARKING METER COIN COLLEC	03	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
03629 PARKING METER REPAIR WORK	03	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	1,939.95 895.36 11.192	2,037.01 940.16 11.752
03662 SANITATION WORKER I	03	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066
03663 SANITATION WORKER II	03	1,711.49 789.92 9.874	1,797.12 829.44 10.368	1,886.91 870.88 10.886	1,981.20 914.40 11.430	2,080.35 960.16 12.002
03664 SANITATION WORKER III	03	1,831.96 845.52 10.569	1,923.48 887.76 11.097	2,019.68 932.16 11.652	2,120.73 978.80 12.235	2,226.81 1,027.76 12.847
03672 SANITATION WORKER IV	03	1,889.16 871.92 10.899	1,983.63 915.52 11.444	2,082.77 961.28 12.016	2,186.95 1,009.36 12.617	2,296.32 1,059.84 13.248

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

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LOCAL 39 (OPERATIONS & MAINTENANCE)

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	STEP B	STEP C	STEP D	STEP E
03641 SECURITY GUARD	03	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	
03652 SENIOR MAINTENANCE WORKER	03	1,683.07 776.80 9.710	1,767.13 815.60 10.195	1,855.53 856.40 10.705	1,948.27 899.20 11.240	2,045.68 944.16 11.802	
03632 SR BLDG MAINT WORKER	03	1,844.09 851.12 10.639	1,936.31 893.68 11.171	2,033.20 938.40 11.730	2,134.77 985.28 12.316	2,241.55 1,034.56 12.932	
03678 SR CUSTODIAN	03	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
03633 SR ELECTRON MAINT TECH	03	2,574.35 1,188.16 14.852	2,703.13 1,247.60 15.595	2,838.33 1,310.00 16.375	2,980.29 1,375.52 17.194	3,129.36 1,444.32 18.054	
03675 SR LANDFILL EQUIP OPR R1	03	2,078.09 959.12 11.989	2,181.92 1,007.04 12.588	2,290.95 1,057.36 13.217	2,405.52 1,110.24 13.878	2,525.81 1,165.76 14.572	
03676 SR LANDFILL EQUIP OPR R2	03	2,652.17 1,224.08 15.301	2,784.77 1,285.28 16.066	2,923.96 1,349.52 16.869	3,070.08 1,416.96 17.712	3,223.65 1,487.84 18.598	
03668 SR PARKING LOT ATTD	03	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
03680 SR TREE TRIMMER	03	1,889.16 871.92 10.899	1,983.63 915.52 11.444	2,082.77 961.28 12.016	2,186.95 1,009.36 12.617	2,296.32 1,059.84 13.248	
03677 SURVEY PARTY CHIEF	03	2,169.96 1,001.52 12.519	2,278.47 1,051.60 13.145	2,392.35 1,104.16 13.802	2,511.95 1,159.36 14.492	2,637.61 1,217.36 15.217	
03660 TREE MAINT WORKER I	03	1,656.72 764.64 9.558	1,739.57 802.88 10.036	1,826.59 843.04 10.538	1,917.93 885.20 11.065	2,013.79 929.44 11.618	
03661 TREE MAINT WORKER II	03	1,754.48 809.76 10.122	1,842.19 850.24 10.628	1,934.23 892.72 11.159	2,030.95 937.36 11.717	2,132.52 984.24 12.303	
03639 TREE TRIMMER I	03	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066	
03640 TREE TRIMMER II	03	1,754.48 809.76 10.122	1,842.19 850.24 10.628	1,934.23 892.72 11.159	2,030.95 937.36 11.717	2,132.52 984.24 12.303	
03638 TREE TRIMMER TRAINEE	03	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982	
* 09011 UTILITY WORKER	03		4.915	5.161	5.419	5.690	5.975

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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CITY OF SACRAMENTO
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LOCAL 39 (OPERATIONS & MAINTENANCE)

..... EMPLOYEE CLASSIFICATION	REP SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES					
CODE TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	
03671 VEGETAL WASTE FAC WRKR	03	1,726.40 796.80 9.960	1,812.72 836.64 10.458	1,903.37 878.48 10.981	1,998.53 922.40 11.530	2,098.55 968.56 12.107	
* 09060 WATER WASTE INSPECTOR	03		5.891	6.186	6.495	6.820	7.161
03642 ZOO ATTD I	03	1,586.52 732.24 9.153	1,665.91 768.88 9.611	1,749.28 807.36 10.092	1,836.81 847.76 10.597	1,928.68 890.16 11.127	
03643 ZOO ATTD II	03	1,715.31 791.68 9.896	1,801.11 831.28 10.391	1,891.24 872.88 10.911	1,985.88 916.56 11.457	2,085.20 962.40 12.030	

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

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LOCAL 39 (PLANT OPERATOR)

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
04001 PLANT OPR I	04	1,788.11 825.28 10.316	1,877.55 866.56 10.832	1,971.49 909.92 11.374	2,070.12 955.44 11.943	2,173.60 1,003.20 12.540
* 04900 PLANT OPR I (CD TR)	04	1,609.40 742.80 9.285				
04002 PLANT OPR II	04	1,969.41 908.96 11.362	2,067.87 954.40 11.930	2,171.17 1,002.08 12.526	2,279.68 1,052.16 13.152	2,393.73 1,104.80 13.810
04003 PLANT OPR III	04	2,171.87 1,002.40 12.530	2,280.37 1,052.48 13.156	2,394.43 1,105.12 13.814	2,514.20 1,160.40 14.505	2,639.87 1,218.40 15.230
04004 SR STATIONARY ENGINEER	04	2,540.89 1,172.72 14.659	2,667.95 1,231.36 15.392	2,801.41 1,292.96 16.162	2,941.47 1,357.60 16.970	3,088.63 1,425.52 17.819
04005 STATIONARY ENGINEER	04	2,309.67 1,066.00 13.325	2,425.11 1,119.28 13.991	2,546.44 1,175.28 14.691	2,673.84 1,234.08 15.426	2,807.48 1,295.76 16.197

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

.... CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES STEP B STEP C STEP D STEP E
*** 05050	FIRE APPAR OPR	05	2,337.36 1,078.78 9.632	2,454.34 1,132.77 10.114	2,577.12 1,189.44 10.620	2,705.97 1,248.91 11.151	2,841.39 1,311.41 11.709
*** 05053	FIRE APPAR OPR (AA)	05	2,456.52 1,133.78 10.123	2,579.31 1,190.45 10.629	2,708.16 1,249.92 11.160	2,843.58 1,312.42 11.718	2,985.78 1,378.05 12.304
*** 05057	FIRE APPAR OPR (AA/EMT)	05	2,634.62 1,215.98 10.857	2,766.40 1,276.80 11.400	2,904.72 1,340.64 11.970	3,049.84 1,407.62 12.568	3,202.23 1,477.95 13.196
*** 05054	FIRE APPAR OPR (EMT)	05	2,515.48 1,160.99 10.366	2,641.19 1,219.01 10.884	2,773.20 1,279.94 11.428	2,911.76 1,343.89 11.999	3,057.36 1,411.09 12.599
*** 05052	FIRE APPAR OPR (FS)	05	2,456.52 1,133.78 10.123	2,579.31 1,190.45 10.629	2,708.16 1,249.92 11.160	2,843.58 1,312.42 11.718	2,985.78 1,378.05 12.304
*** 05055	FIRE APPAR OPR (FS/AA)	05	2,572.51 1,187.31 10.601	2,701.12 1,246.67 11.131	2,836.30 1,309.06 11.688	2,978.00 1,374.46 12.272	3,127.00 1,443.23 12.886
*** 05056	FIRE APPAR OPR (FS/EMT)	05	2,634.62 1,215.98 10.857	2,766.40 1,276.80 11.400	2,904.72 1,340.64 11.970	3,049.84 1,407.62 12.568	3,202.23 1,477.95 13.196
*** 05058	FIRE APPAR OPR(FS/AA/EMT)	05	2,755.96 1,271.98 11.357	2,893.80 1,335.60 11.925	3,038.43 1,402.35 12.521	3,190.33 1,472.46 13.147	3,349.78 1,546.05 13.804
*** 05020	FIRE CAPTAIN	05	2,642.88 1,219.79 10.891	2,775.13 1,280.83 11.436	2,913.95 1,344.90 12.008	3,059.55 1,412.10 12.608	3,212.43 1,482.66 13.238
*** 05023	FIRE CAPTAIN (AA)	05	2,778.53 1,282.40 11.450	2,917.33 1,346.46 12.022	3,063.19 1,413.78 12.623	3,216.31 1,484.45 13.254	3,377.18 1,558.70 13.917
*** 05027	FIRE CAPTAIN (AA/EMT)	05	2,978.50 1,374.69 12.274	3,127.50 1,443.46 12.888	3,283.76 1,515.58 13.532	3,448.06 1,591.41 14.209	3,620.35 1,670.93 14.919
*** 05024	FIRE CAPTAIN (EMT)	05	2,845.27 1,313.20 11.725	2,987.47 1,378.83 12.311	3,136.94 1,447.82 12.927	3,293.72 1,520.18 13.573	3,458.48 1,596.22 14.252
*** 05022	FIRE CAPTAIN (FS)	05	2,778.53 1,282.40 11.450	2,917.33 1,346.46 12.022	3,063.19 1,413.78 12.623	3,216.31 1,484.45 13.254	3,377.18 1,558.70 13.917
*** 05025	FIRE CAPTAIN (FS/AA)	05	2,908.36 1,342.32 11.985	3,053.72 1,409.41 12.584	3,206.36 1,479.86 13.213	3,366.76 1,553.89 13.874	3,535.18 1,631.62 14.568
*** 05028	FIRE CAPTAIN (FS/AA/EMT)	05	3,114.15 1,437.30 12.833	3,269.93 1,509.20 13.475	3,433.50 1,584.69 14.149	3,605.05 1,663.87 14.856	3,785.36 1,747.09 15.599
*** 05026	FIRE CAPTAIN (FS/EMT)	05	2,978.50 1,374.69 12.274	3,127.50 1,443.46 12.888	3,283.76 1,515.58 13.532	3,448.06 1,591.41 14.209	3,620.35 1,670.93 14.919

*** 56 HOUR WORK WEEK CLASSIFICATION

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BIT-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
05067	FIRE INVES I	05	2,337.92 1,079.04 13.488	2,454.75 1,132.96 14.162	2,577.47 1,189.60 14.870	2,706.43 1,249.12 15.614	2,841.80 1,311.60 16.395
05070	FIRE INVES I (AA)	05	2,456.65 1,133.84 14.173	2,579.55 1,190.56 14.882	2,708.51 1,250.08 15.626	2,843.88 1,312.56 16.407	2,986.01 1,378.16 17.227
05074	FIRE INVES I (AA/EMT)	05	2,635.36 1,216.32 15.204	2,767.09 1,277.12 15.964	2,905.41 1,340.96 16.762	3,050.67 1,408.00 17.600	3,203.20 1,478.40 18.480
05071	FIRE INVES I (EMT)	05	2,515.59 1,161.04 14.513	2,641.43 1,219.12 15.239	2,773.51 1,280.08 16.001	2,912.17 1,344.08 16.801	3,057.77 1,411.28 17.641
05069	FIRE INVES I (FS)	05	2,456.65 1,133.84 14.173	2,579.55 1,190.56 14.882	2,708.51 1,250.08 15.626	2,843.88 1,312.56 16.407	2,986.01 1,378.16 17.227
05072	FIRE INVES I (FS/AA)	05	2,573.65 1,187.84 14.848	2,702.27 1,247.20 15.590	2,837.47 1,309.60 16.370	2,979.25 1,375.04 17.188	3,128.15 1,443.76 18.047
05075	FIRE INVES I (FS/AA/EMT)	05	2,754.44 1,271.28 15.891	2,892.24 1,334.88 16.686	3,036.80 1,401.60 17.520	3,188.64 1,471.68 18.396	3,348.11 1,545.28 19.316
05073	FIRE INVES I (FS/EMT)	05	2,635.36 1,216.32 15.204	2,767.09 1,277.12 15.964	2,905.41 1,340.96 16.762	3,050.67 1,408.00 17.600	3,203.20 1,478.40 18.480
05068	FIRE INVES II	05	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644	3,211.17 1,482.08 18.526
05077	FIRE INVES II (AA)	05	2,775.76 1,281.12 16.014	2,914.60 1,345.20 16.815	3,060.37 1,412.48 17.656	3,213.43 1,483.12 18.539	3,374.11 1,557.28 19.466
05081	FIRE INVES II (AA/EMT)	05	2,977.52 1,374.24 17.178	3,126.41 1,442.96 18.037	3,282.76 1,515.12 18.939	3,446.91 1,590.88 19.886	3,619.20 1,670.40 20.880
05078	FIRE INVES II (EMT)	05	2,842.67 1,312.00 16.400	2,984.80 1,377.60 17.220	3,134.04 1,446.48 18.081	3,290.73 1,518.80 18.985	3,455.23 1,594.72 19.934
05076	FIRE INVES II (FS)	05	2,775.76 1,281.12 16.014	2,914.60 1,345.20 16.815	3,060.37 1,412.48 17.656	3,213.43 1,483.12 18.539	3,374.11 1,557.28 19.466
05079	FIRE INVES II (FS/AA)	05	2,907.49 1,341.92 16.774	3,052.92 1,409.04 17.613	3,205.63 1,479.52 18.494	3,365.96 1,553.52 19.419	3,534.27 1,631.20 20.390
05082	FIRE INVES II (FS/AA/EMT)	05	3,112.72 1,436.64 17.958	3,268.37 1,508.48 18.856	3,431.83 1,583.92 19.799	3,603.43 1,663.12 20.789	3,783.52 1,746.24 21.828
05080	FIRE INVES II (FS/EMT)	05	2,977.52 1,374.24 17.178	3,126.41 1,442.96 18.037	3,282.76 1,515.12 18.939	3,446.91 1,590.88 19.886	3,619.20 1,670.40 20.880

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
05040	FIRE PREV INSP II	05	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644	3,211.17 1,482.08 18.526
05043	FIRE PREV INSP II (AA)	05	2,775.76 1,281.12 16.014	2,914.60 1,345.20 16.815	3,060.37 1,412.48 17.656	3,213.43 1,483.12 18.539	3,374.11 1,557.28 19.466
05044	FIRE PREV INSP II (EMT)	05	2,842.67 1,312.00 16.400	2,984.80 1,377.60 17.220	3,134.04 1,446.48 18.081	3,290.73 1,518.80 18.985	3,455.23 1,594.72 19.934
05042	FIRE PREV INSP II (FS)	05	2,775.76 1,281.12 16.014	2,914.60 1,345.20 16.815	3,060.37 1,412.48 17.656	3,213.43 1,483.12 18.539	3,374.11 1,557.28 19.466
05045	FIRE PREV INSP II FS/AA	05	2,907.49 1,341.92 16.774	3,052.92 1,409.04 17.613	3,205.63 1,479.52 18.494	3,365.96 1,553.52 19.419	3,534.27 1,631.20 20.390
05047	FIRE PREV INSP II(AA/EMT)	05	2,977.52 1,374.24 17.178	3,126.41 1,442.96 18.037	3,282.76 1,515.12 18.939	3,446.91 1,590.88 19.886	3,619.20 1,670.40 20.880
05046	FIRE PREV INSP II(FS/EMT)	05	2,977.52 1,374.24 17.178	3,126.41 1,442.96 18.037	3,282.76 1,515.12 18.939	3,446.91 1,590.88 19.886	3,619.20 1,670.40 20.880
05048	FIRE PREV INSP II/FS/AA/E	05	3,112.72 1,436.64 17.958	3,268.37 1,508.48 18.856	3,431.83 1,583.92 19.799	3,603.43 1,663.12 20.789	3,783.52 1,746.24 21.828
05065	FIRE PREV TECH I	05	1,992.12 919.44 11.493	2,091.79 965.44 12.068	2,196.31 1,013.68 12.671	2,306.20 1,064.40 13.305	2,421.47 1,117.60 13.970
05066	FIRE PREV TECH II	05	2,192.15 1,011.76 12.647	2,301.69 1,062.32 13.279	2,416.79 1,115.44 13.943	2,537.60 1,171.20 14.640	2,664.48 1,229.76 15.372
05064	FIRE PREV TECH TRAIN (A-B)	05	1,721.55 794.56 9.932	1,807.69 834.32 10.429			
05083	FIRE RECRUIT	05	1,491.19 688.24 8.603				
*** 05010	FIREFIGHTER	05	2,087.67 963.54 8.603	2,192.02 1,011.70 9.033	2,301.69 1,062.32 9.485	2,416.72 1,115.41 9.959	2,537.56 1,171.18 10.457
*** 05013	FIREFIGHTER (AA)	05	2,192.26 1,011.81 9.034	2,301.93 1,062.43 9.486	2,416.96 1,115.52 9.960	2,537.82 1,171.30 10.458	2,664.72 1,229.87 10.981
*** 05017	FIREFIGHTER (AA/EMT)	05	2,354.84 1,086.85 9.704	2,472.54 1,141.17 10.189	2,596.06 1,198.18 10.698	2,725.88 1,258.10 11.233	2,862.25 1,321.04 11.795
*** 05014	FIREFIGHTER (EMT)	05	2,244.91 1,036.11 9.251	2,357.27 1,087.97 9.714	2,475.20 1,142.40 10.200	2,598.96 1,199.52 10.710	2,728.79 1,259.44 11.245
*** 05012	FIREFIGHTER (FS)	05	2,192.26 1,011.81 9.034	2,301.93 1,062.43 9.486	2,416.96 1,115.52 9.960	2,537.82 1,171.30 10.458	2,664.72 1,229.87 10.981

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-8

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

.... EMPLOYEE CLASSIFICATION	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
*** 05015 FIREFIGHTER (FS/AA)	05	2,299.51 1,061.31 9.476	2,414.53 1,114.40 9.950	2,535.39 1,170.18 10.448	2,662.05 1,228.64 10.970	2,795.04 1,290.02 11.518
*** 05016 FIREFIGHTER (FS/EMT)	05	2,354.84 1,086.85 9.704	2,472.54 1,141.17 10.189	2,596.06 1,198.18 10.698	2,725.88 1,258.10 11.233	2,862.25 1,321.04 11.795
*** 05018 FIREFIGHTER(FS/AA/EMT)	05	2,458.95 1,134.90 10.133	2,581.97 1,191.68 10.640	2,711.06 1,251.26 11.172	2,846.72 1,313.87 11.731	2,989.18 1,379.62 12.318

*** 56 HOUR WORK WEEK CLASSIFICATION

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

BUILDING AND CONSTRUCTION TRADES COUNCIL

EMPLOYEE CLASSIFICATION CODE	EMPLOYEE TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
06201	BLACKSMITH-WELDER R1	06	2,010.84 928.08 11.601	2,111.37 974.48 12.181	2,216.93 1,023.20 12.790	2,327.87 1,074.40 13.430	2,444.17 1,128.08 14.101
06001	BLACKSMITH-WELDER R2	06	2,566.37 1,184.48 14.806	2,694.64 1,243.68 15.546	2,829.32 1,305.84 16.323	2,970.76 1,371.12 17.139	3,119.31 1,439.68 17.996
06202	CARPENTER R1	06	1,943.07 896.80 11.210	2,040.13 941.60 11.770	2,142.23 988.72 12.359	2,249.35 1,038.16 12.977	2,361.84 1,090.08 13.626
06002	CARPENTER R2	06	2,479.88 1,144.56 14.307	2,603.81 1,201.76 15.022	2,733.99 1,261.84 15.773	2,870.75 1,324.96 16.562	3,014.27 1,391.20 17.390
06207	ELECTRICIAN LINEWORKER R1	06	2,136.33 986.00 12.325	2,243.11 1,035.28 12.941	2,355.25 1,087.04 13.588	2,472.95 1,141.36 14.267	2,596.53 1,198.40 14.980
06007	ELECTRICIAN LINEWORKER R2	06	2,726.36 1,258.32 15.729	2,862.60 1,321.20 16.515	3,005.77 1,387.28 17.341	3,156.05 1,456.64 18.208	3,313.79 1,529.44 19.118
06204	ELECTRICIAN R1	06	2,136.33 986.00 12.325	2,243.11 1,035.28 12.941	2,355.25 1,087.04 13.588	2,472.95 1,141.36 14.267	2,596.53 1,198.40 14.980
06004	ELECTRICIAN R2	06	2,726.36 1,258.32 15.729	2,862.60 1,321.20 16.515	3,005.77 1,387.28 17.341	3,156.05 1,456.64 18.208	3,313.79 1,529.44 19.118
06206	ELECTRICIAN SUPVR R1	06	2,454.23 1,132.72 14.159	2,576.95 1,189.36 14.867	2,705.73 1,248.80 15.610	2,840.93 1,311.20 16.390	2,983.07 1,376.80 17.210
06006	ELECTRICIAN SUPVR R2	06	3,132.31 1,445.68 18.071	3,289.00 1,518.00 18.975	3,453.49 1,593.92 19.924	3,626.13 1,673.60 20.920	3,807.44 1,757.28 21.966
* 06905	MACHINIST HELPER (CDTR)	06	1,493.44 689.28 8.616				
06211	MACHINIST HELPER R1	06	1,643.03 758.32 9.479	1,725.19 796.24 9.953	1,811.51 836.08 10.451	1,902.16 877.92 10.974	1,997.32 921.84 11.523
06011	MACHINIST HELPER R2	06	2,097.16 967.92 12.099	2,202.03 1,016.32 12.704	2,312.09 1,067.12 13.339	2,427.71 1,120.48 14.006	2,549.04 1,176.48 14.706
06209	MACHINIST R1	06	2,050.36 946.32 11.829	2,152.80 993.60 12.420	2,260.44 1,043.28 13.041	2,373.45 1,095.44 13.693	2,492.19 1,150.24 14.378
06009	MACHINIST R2	06	2,616.81 1,207.76 15.097	2,747.68 1,268.16 15.852	2,885.13 1,331.60 16.645	3,029.35 1,398.16 17.477	3,180.84 1,468.08 18.351
06210	MACHINIST SUPVR R1	06	2,255.59 1,041.04 13.013	2,368.43 1,093.12 13.664	2,486.81 1,147.76 14.347	2,611.09 1,205.12 15.064	2,741.61 1,265.36 15.817

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

BUILDING AND CONSTRUCTION TRADES COUNCIL

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
06010	MACHINIST SUPVR R2	06	2,878.72 1,328.64 16.608	3,022.59 1,395.04 17.438	3,173.73 1,464.80 18.310	3,332.51 1,538.08 19.226	3,499.08 1,614.96 20.187
06254	MECHANICAL MAINT SUPVR R1	06	2,307.07 1,064.80 13.310	2,422.33 1,118.00 13.975	2,543.49 1,173.92 14.674	2,670.72 1,232.64 15.408	2,804.19 1,294.24 16.178
06054	MECHANICAL MAINT SUPVR R2	06	2,944.41 1,358.96 16.987	3,091.57 1,426.86 17.836	3,246.19 1,498.24 18.728	3,408.43 1,573.12 19.664	3,578.81 1,651.76 20.647
* 06904	PAINTER (CD TRAINEE)	06	1,756.39 810.64 10.133				
06212	PAINTER R1	06	1,951.56 900.72 11.259	2,049.15 945.76 11.822	2,151.59 993.04 12.413	2,259.23 1,042.72 13.034	2,372.24 1,094.88 13.686
06012	PAINTER R2	06	2,490.80 1,149.60 14.370	2,615.25 1,207.04 15.088	2,745.95 1,267.36 15.842	2,883.23 1,330.72 16.634	3,027.44 1,397.28 17.466
06214	PLUMBER R1	06	2,092.48 965.76 12.072	2,197.17 1,014.08 12.676	2,307.07 1,064.80 13.310	2,422.33 1,118.00 13.975	2,543.49 1,173.92 14.674
06014	PLUMBER R2	06	2,670.72 1,232.64 15.408	2,804.19 1,294.24 16.178	2,944.41 1,358.96 16.987	3,091.57 1,426.88 17.836	3,246.19 1,498.24 18.728
06252	SHEET METAL WORKER R1	06	1,943.07 896.80 11.210	2,040.13 941.60 11.770	2,142.23 988.72 12.359	2,249.35 1,038.16 12.977	2,361.84 1,090.08 13.626
06052	SHEET METAL WORKER R2	06	2,479.88 1,144.56 14.307	2,603.81 1,201.76 15.022	2,733.99 1,261.84 15.773	2,870.75 1,324.96 16.562	3,014.27 1,391.20 17.390
06255	SR CARPENTER R1	06	2,040.13 941.60 11.770	2,142.23 988.72 12.359	2,249.35 1,038.16 12.977	2,361.84 1,090.08 13.626	2,479.88 1,144.56 14.307
06256	SR CARPENTER R2	06	2,603.81 1,201.76 15.022	2,733.99 1,261.84 15.773	2,870.75 1,324.96 16.562	3,014.27 1,391.20 17.390	3,164.89 1,460.72 18.259
06251	SR PAINTER R1	06	2,074.11 957.28 11.966	2,177.76 1,005.12 12.564	2,286.61 1,055.36 13.192	2,401.01 1,108.16 13.852	2,521.13 1,163.60 14.545
06051	SR PAINTER R2	06	2,647.15 1,221.76 15.272	2,779.57 1,282.88 16.036	2,918.59 1,347.04 16.838	3,064.53 1,414.40 17.680	3,217.76 1,485.12 18.564
06257	SR PLUMBER R1	06	2,197.17 1,014.08 12.676	2,307.07 1,064.80 13.310	2,422.33 1,118.00 13.975	2,543.49 1,173.92 14.674	2,670.72 1,232.64 15.408
06258	SR PLUMBER R2	06	2,804.19 1,294.24 16.178	2,944.41 1,358.96 16.987	3,091.57 1,426.88 17.836	3,246.19 1,498.24 18.728	3,408.43 1,573.12 19.664

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

BUILDING AND CONSTRUCTION TRADES COUNCIL

....	EMPLOYEE CLASSIFICATION	....	REP	.....	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	.....	
CODE	TITLE	.....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
06016	STAGEHAND I		06	1,776.49 819.92 10.249	1,865.24 860.88 10.761	1,958.49 903.92 11.299	2,056.43 949.12 11.864	2,159.21 996.56 12.457
06017	STAGEHAND II		06	1,954.33 902.00 11.275	2,052.09 947.12 11.839	2,154.71 994.48 12.431	2,262.52 1,044.24 13.053	2,375.71 1,096.48 13.706
06205	STREET CONSTR EQ OPR R1		06	1,959.88 904.56 11.307	2,057.81 949.76 11.872	2,160.77 997.28 12.466	2,268.76 1,047.12 13.089	2,382.12 1,099.44 13.743
06104	STREET CONSTR EQ OPR R2		06	2,501.20 1,154.40 14.430	2,626.17 1,212.08 15.151	2,757.56 1,272.72 15.909	2,895.36 1,336.32 16.704	3,040.09 1,403.12 17.539
* 06900	STREET CONSTR LAB (CD TR)		06	1,391.17 642.08 8.026				
06203	STREET CONSTR LAB R1		06	1,545.79 713.44 8.918	1,623.09 749.12 9.364	1,704.21 786.56 9.832	1,789.49 825.92 10.324	1,878.93 867.20 10.840
06101	STREET CONSTR LAB R2		06	1,972.88 910.56 11.382	2,071.51 956.08 11.951	2,278.81 1,051.76 13.147	2,506.92 1,157.04 14.463	2,757.91 1,272.88 15.911
06250	STREET MAINT SUPVR R1		06	2,057.99 949.84 11.873	2,160.95 997.36 12.467	2,268.93 1,047.20 13.090	2,382.29 1,099.52 13.744	2,501.37 1,154.48 14.431
06050	STREET MAINT SUPVR R2		06	2,626.52 1,212.24 15.153	2,757.91 1,272.88 15.911	2,895.88 1,336.56 16.707	3,040.61 1,403.36 17.542	3,192.63 1,473.52 18.419
06253	STRUCTURAL MAINT SUPVR R1		06	2,269.80 1,047.60 13.095	2,383.33 1,100.00 13.750	2,502.59 1,155.04 14.438	2,627.73 1,212.80 15.160	2,759.12 1,273.44 15.918
06053	STRUCTURAL MAINT SUPVR R2		06	2,897.09 1,337.12 16.714	3,042.00 1,404.00 17.550	3,194.01 1,474.16 18.427	3,353.65 1,547.84 19.348	3,521.27 1,625.20 20.315

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

PLUMBERS AND PIPEFITTERS LOCAL NO. 447

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				STEP E
			STEP A	STEP B	STEP C	STEP D	
07002	WATER & SEWER LEADWORKER	07	2,022.80 933.60 11.670	2,124.03 980.32 12.254	2,230.28 1,029.36 12.867	2,341.73 1,080.80 13.510	2,458.91 1,134.88 14.186
07003	WATER & SEWER SUPVR	07	2,325.27 1,073.20 13.415	2,441.57 1,126.88 14.086	2,563.60 1,183.20 14.790	2,691.87 1,242.40 15.530	2,826.37 1,304.48 16.306
* 07900	WATER & SEWER SVC (CD TR)	07	1,653.95 763.36 9.542				
07001	WATER & SEWER SVCWORKER	07	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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AUTO, MARINE AND SPECIALTY PAINTERS UNION NO. 1176

EMPLOYEE CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
08003	SR TRAFFIC WORKER	08	1,965.25	2,063.53	2,166.67	2,275.00	2,388.71
			907.04	952.40	1,000.00	1,050.00	1,102.48
			11.338	11.905	12.500	13.125	13.781
08002	TRAFFIC LEADWORKER	08	1,870.96	1,964.56	2,062.84	2,165.97	2,274.31
			863.52	906.72	952.08	999.68	1,049.68
			10.794	11.334	11.901	12.496	13.121
08004	TRAFFIC SUPVR	08	2,161.12	2,269.11	2,382.64	2,501.72	2,626.87
			997.44	1,047.28	1,099.68	1,154.64	1,212.40
			12.468	13.091	13.746	14.433	15.155
08001	TRAFFIC WORKER	08	1,702.65	1,787.76	1,877.20	1,971.15	2,069.77
			785.84	825.12	866.40	909.76	955.28
			9.823	10.314	10.830	11.372	11.941

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UNREPRESENTED NON-CAREER

..... CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY STEP B STEP C	RATES STEP D STEP E
* 09018	ASST CARETAKER	09					
**			22.100	24.380	26.900		
* 09019	ASST COOK	09					
**			22.100	24.380	26.900		
* 09001	ASST PROCTOR	09					
			7.214				
* 09065	AUXILIARY GOLF COURSE MAR	09					
			5.971	6.270	6.583	6.912	7.256
* 09045	CAMP AIDE	09					
**			11.830	13.060	14.400		
* 09022	CAMP REC LEADER	09					
**			14.420	15.910	17.540		
* 09046	CARETAKER	09					
**			32.930	36.350	40.110		
* 09012	CASHIER (COMM SVCS)	09					
			4.793	5.033	5.285	5.549	5.826
* 09093	EVENTS CROWD CONTROLLER	09					
			6.726				
* 09067	EVENTS DUTY PERSON	09					
			10.136	10.643	11.175	11.734	12.321
* 09092	EVENTS USHER	09					
			5.700				
* 09024	FIRST COOK	09					
**			32.930	36.350	40.110		
* 09094	HEAD EVENTS CROWD CONTROLLER	09					
			9.291				
* 09025	HOST	09					
**			22.100	24.380	26.900		
* 09013	LIFEGUARD	09					
			5.019	5.270	5.533	5.810	6.101
* 09014	LOCKER ATTD	09					
			4.614	4.845	5.087	5.341	5.608
* 09027	NURSE	09					
**			22.100	24.380	26.900		
* 09047	PANTRY AIDE	09					
**			14.420	15.910	17.540		
* 09015	POOL MANAGER	09					
			7.030	7.381	7.750	8.138	8.545

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS
** RATE SHOWN IS RATE PAID PER DAY

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UNREPRESENTED NON-CAREER

..... CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES STEP B	STEP C	STEP D STEP E
* 09007	PROCTOR	09		8.326			
* 09048	PROGRAM DIRECTOR	09					
**			32.930	36.350	40.110		
* 09002	RESERVE POLICE OFFICER	09		8.985			
* 09008	SCHOOL CROSSING GUARD	09					
**			36.690				
* 09016	SR LIFEGUARD	09		6.139	6.446	6.768	7.106 7.461
* 09051	SR SCHOOL CROSS GUARD	09					
**			42.690				
* 09030	STOREKEEPER (COMM SVCS)	09					
**			14.420	15.910	17.540		
* 09017	WADING POOL LEADER	09		4.614	4.845	5.087	5.341 5.608
* 09068	YOUTH AIDE	09		3.500			

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS
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CONFIDENTIAL/ADMINISTRATIVE

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
10026 ACCOUNTANT-AUD I	10	1,859.17 858.08 10.726	1,952.08 900.96 11.262	2,049.67 946.00 11.825	2,152.11 993.28 12.416	2,259.75 1,042.96 13.037
10027 ACCOUNTANT-AUD II	10	2,142.57 988.88 12.361	2,249.69 1,038.32 12.979	2,362.19 1,090.24 13.628	2,480.23 1,144.72 14.309	2,604.16 1,201.92 15.024
10028 ACCOUNTANT-AUD III	10	2,462.89 1,136.72 14.209	2,585.96 1,193.52 14.919	2,715.27 1,253.20 15.665	2,850.99 1,315.84 16.448	2,993.47 1,381.60 17.270
10001 ADMIN ASST I	10	2,221.44 1,025.28 12.816	2,332.55 1,076.56 13.457	2,449.20 1,130.40 14.130	2,571.57 1,186.88 14.836	2,700.19 1,246.24 15.578
10002 ADMIN ASST II	10	2,671.07 1,232.80 15.410	2,804.53 1,294.40 16.180	2,944.76 1,359.12 16.989	3,091.92 1,427.04 17.838	3,246.53 1,498.40 18.730
10029 ADMIN TRAINEE	10	1,782.39 822.64 10.283	1,871.48 863.76 10.797	1,965.08 906.96 11.337	2,063.36 952.32 11.904	2,166.49 999.92 12.499
10030 BENEFITS TECHNICIAN	10	1,666.43 769.12 9.614	1,749.80 807.60 10.095	1,837.33 848.00 10.600	1,929.20 890.40 11.130	2,025.57 934.88 11.686
10042 BUDGET TECHNICIAN	10	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	1,939.95 895.36 11.192	2,037.01 940.16 11.752
10047 CASHIERING SYSTEMS SUPV	10	1,859.17 858.08 10.726	1,952.08 900.96 11.262	2,049.67 946.00 11.825	2,152.11 993.28 12.416	2,259.75 1,042.96 13.037
10036 CITY COUNCIL OFFICE SECY	10	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888
10056 CITY MGR S OFFICE SUPV	10	2,221.44 1,025.28 12.816	2,332.55 1,076.56 13.457	2,449.20 1,130.40 14.130	2,571.57 1,186.88 14.836	2,700.19 1,246.24 15.578
10014 CONFIDENTIAL OFFICE SUPVR	10	1,923.48 887.76 11.097	2,019.68 932.16 11.652	2,120.73 978.80 12.235	2,226.81 1,027.76 12.847	2,338.09 1,079.12 13.489
10012 CONFIDENTIAL SECRETARY	10	1,923.48 887.76 11.097	2,019.68 932.16 11.652	2,120.73 978.80 12.235	2,226.81 1,027.76 12.847	2,338.09 1,079.12 13.489
10033 DEP CITY CLERK	10	2,019.85 932.24 11.653	2,120.91 978.88 12.236	2,226.99 1,027.84 12.848	2,338.27 1,079.20 13.490	2,455.09 1,133.12 14.164
10034 FIRE SERVICE TRAIN SPEC	10	2,671.07 1,232.80 15.410	2,804.53 1,294.40 16.180	2,944.76 1,359.12 16.989	3,091.92 1,427.04 17.838	3,246.53 1,498.40 18.730
* 10032 GRADUATE LEGAL ASST	10	2,264.43 1,045.12 13.064	2,377.61 1,097.36 13.717	2,496.52 1,152.24 14.403	2,621.32 1,209.84 15.123	2,752.36 1,270.32 15.879

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
10022 INSURANCE PROGS SUPVR	10	2,221.44 1,025.28 12.816	2,332.55 1,076.56 13.457	2,449.20 1,130.40 14.130	2,571.57 1,186.88 14.836	2,700.19 1,246.24 15.578
10059 LEGAL ASSISTANT	10	1,923.65 887.84 11.098	2,019.85 932.24 11.653	2,120.91 978.88 12.236	2,226.99 1,027.84 12.848	2,338.27 1,079.20 13.490
10048 LEGAL SECRETARY I (EX)	10	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
10049 LEGAL SECRETARY II (EX)	10	1,771.99 817.84 10.223	1,860.56 858.72 10.734	1,953.64 901.68 11.271	2,051.40 946.80 11.835	2,154.01 994.16 12.427
10008 LEGAL SECY I	10	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
10015 LEGAL SECY II	10	1,771.99 817.84 10.223	1,860.56 858.72 10.734	1,953.64 901.68 11.271	2,051.40 946.80 11.835	2,154.01 994.16 12.427
10037 MAYOR/CC OFFICE RECEPTION	10	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
10004 PERSONNEL ANALYST I	10	2,221.44 1,025.28 12.816	2,332.55 1,076.56 13.457	2,449.20 1,130.40 14.130	2,571.57 1,186.88 14.836	2,700.19 1,246.24 15.578
10005 PERSONNEL ANALYST II	10	2,671.07 1,232.80 15.410	2,804.53 1,294.40 16.180	2,944.76 1,359.12 16.989	3,091.92 1,427.04 17.838	3,246.53 1,498.40 18.730
10018 PERSONNEL TECHNICIAN	10	1,736.45 801.44 10.018	1,823.29 841.52 10.519	1,914.47 883.60 11.045	2,010.15 927.76 11.597	2,110.68 974.16 12.177
10053 PROGRAMMER ANALYST I	10	2,630.16 1,213.92 15.174	2,761.72 1,274.64 15.933	2,899.87 1,338.40 16.730	3,044.95 1,405.36 17.567	3,197.13 1,475.60 18.445
10054 PROGRAMMER ANALYST II	10	2,893.97 1,335.68 16.696	3,038.71 1,402.48 17.531	3,190.72 1,472.64 18.408	3,350.19 1,546.24 19.328	3,517.63 1,623.52 20.294
10051 PROGRAMMER I	10	2,014.65 929.84 11.623	2,115.36 976.32 12.204	2,221.09 1,025.12 12.814	2,332.20 1,076.40 13.455	2,448.85 1,130.24 14.128
10052 PROGRAMMER II	10	2,264.43 1,045.12 13.064	2,377.61 1,097.36 13.717	2,496.52 1,152.24 14.403	2,621.32 1,209.84 15.123	2,752.36 1,270.32 15.879
10050 PROGRAMMER TRAINEE	10	1,770.77 817.28 10.216	1,859.35 858.16 10.727	1,952.25 901.04 11.263	2,049.84 946.80 11.826	2,152.28 993.36 12.417
10011 RETIR SYS SUPVR	10	2,221.44 1,025.28 12.816	2,332.55 1,076.56 13.457	2,449.20 1,130.40 14.130	2,571.57 1,186.88 14.836	2,700.19 1,246.24 15.578
10031 RETIR SYS TECH	10	1,771.99 817.84 10.223	1,860.56 858.72 10.734	1,953.64 901.68 11.271	2,051.40 946.80 11.835	2,154.01 994.16 12.427

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EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
10020 SAFETY OFFICER	10	2,671.07 1,232.80 15.410	2,804.53 1,294.40 16.180	2,944.76 1,359.12 16.989	3,091.92 1,427.04 17.838	3,246.53 1,498.40 18.730
10058 SAFETY SPECIALIST	10	2,221.44 1,025.28 12.816	2,332.55 1,076.56 13.457	2,449.20 1,130.40 14.130	2,571.57 1,186.88 14.836	2,700.19 1,246.24 15.578
10006 SECRETARY	10	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888
10057 SECRETARY TO THE MAYOR	10	1,923.48 887.76 11.097	2,019.68 932.16 11.652	2,120.73 978.80 12.235	2,226.81 1,029.76 12.847	2,338.09 1,079.12 13.489
10044 SECRETARY, CITY MGR OFC	10	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888
10055 SR PROGRAMMER ANALYST	10	3,126.59 1,443.04 18.038	3,282.93 1,515.20 18.940	3,447.08 1,590.96 19.887	3,619.37 1,670.48 20.881	3,800.33 1,754.00 21.925
10038 SYSTEMS PROGRAMMER	10	3,034.03 1,400.32 17.504	3,185.69 1,470.32 18.379	3,344.99 1,543.84 19.298	3,512.25 1,621.04 20.263	3,687.84 1,702.08 21.276
10039 TREASURY OPS OFFICER I	10	1,859.17 858.08 10.726	1,952.08 900.96 11.262	2,049.67 946.00 11.825	2,152.11 993.28 12.416	2,259.75 1,042.96 13.037
10040 TREASURY OPS OFFICER II	10	2,142.57 988.88 12.361	2,249.69 1,038.32 12.979	2,362.19 1,090.24 13.628	2,480.23 1,144.72 14.309	2,604.16 1,201.92 15.024
10043 TYPIST CLK (EXEMPT)	10	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
10019 VOC REHAB COORD	10	2,671.07 1,232.80 15.410	2,804.53 1,294.40 16.180	2,944.76 1,359.12 16.989	3,091.92 1,427.04 17.838	3,246.53 1,498.40 18.730
10021 WRKRS COMP CLAIMS REP	10	2,221.44 1,025.28 12.816	2,332.55 1,076.56 13.457	2,449.20 1,130.40 14.130	2,571.57 1,186.88 14.836	2,700.19 1,246.24 15.578

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WESTERN COUNCIL OF ENGINEERS

.... EMPLOYEE CLASSIFICATION	REP SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	
CODE TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	
11015 ASSOC ARCHITECT	11	3,156.92 1,457.04 18.213	3,314.83 1,529.92 19.124	3,480.53 1,606.40 20.080	3,654.56 1,686.72 21.084	3,837.25 1,771.04 22.138
11012 ASSOC ENGINEER	11	3,156.92 1,457.04 18.213	3,314.83 1,529.92 19.124	3,480.53 1,606.40 20.080	3,654.56 1,686.72 21.084	3,837.25 1,771.04 22.138
11014 ASST ARCHITECT	11	2,600.87 1,200.40 15.005	2,730.87 1,260.40 15.755	2,867.45 1,323.44 16.543	3,010.80 1,389.60 17.370	3,161.43 1,459.12 18.239
11011 ASST ENGINEER	11	2,600.87 1,200.40 15.005	2,730.87 1,260.40 15.755	2,867.45 1,323.44 16.543	3,010.80 1,389.60 17.370	3,161.43 1,459.12 18.239
11017 ASST LANDSCAPE ARCH	11	2,329.08 1,074.96 13.437	2,445.56 1,128.72 14.109	2,567.76 1,185.12 14.814	2,696.20 1,244.40 15.555	2,831.05 1,306.64 16.333
11018 FIRE PROTECTION ENGINEER	11	3,006.47 1,387.60 17.345	3,156.75 1,456.96 18.212	3,314.65 1,529.84 19.123	3,480.36 1,606.32 20.079	3,654.39 1,686.64 21.083
11013 JR ARCHITECT	11	2,132.52 984.24 12.303	2,239.12 1,033.44 12.918	2,351.09 1,085.12 13.564	2,468.61 1,139.36 14.242	2,592.03 1,196.32 14.954
11010 JR ENGINEER	11	2,132.52 984.24 12.303	2,239.12 1,033.44 12.918	2,351.09 1,085.12 13.564	2,468.61 1,139.36 14.242	2,592.03 1,196.32 14.954
11016 LANDSCAPE ARCH	11	2,860.17 1,320.08 16.501	3,003.17 1,386.08 17.326	3,153.28 1,455.36 18.192	3,311.01 1,528.16 19.102	3,476.55 1,604.56 20.057

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INTERNATIONAL ASSOC OF MACHINISTS AND AEROSPACE WORKERS

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
12002 EQUIP BODY MECHANIC	12	2,076.88 958.56 11.982	2,180.71 1,006.48 12.581	2,289.73 1,056.80 13.210	2,404.31 1,109.68 13.871	2,524.60 1,165.20 14.565
12009 EQUIP MECH I	12	1,897.65 875.84 10.948	1,992.47 919.60 11.495	2,092.13 965.60 12.070	2,196.83 1,013.92 12.674	2,306.72 1,064.64 13.308
12003 EQUIP MECH II	12	2,076.88 958.56 11.982	2,180.71 1,006.48 12.581	2,289.73 1,056.80 13.210	2,404.31 1,109.68 13.871	2,524.60 1,165.20 14.565
12004 EQUIP MECH III	12	2,193.88 1,012.56 12.657	2,303.60 1,063.20 13.290	2,418.69 1,116.32 13.954	2,539.68 1,172.16 14.652	2,666.73 1,230.80 15.385
12006 EQUIP SERVICE WORKER	12	1,501.93 693.20 8.665	1,576.99 727.84 9.098	1,655.85 764.24 9.553	1,738.71 802.48 10.031	1,825.72 842.64 10.533
12014 FIRE SERVICE WORKER	12	1,735.59 801.04 10.013	1,822.43 841.12 10.514	1,913.60 883.20 11.040	2,009.28 927.36 11.592	2,109.81 973.76 12.172
12010 GENERAL REPAIR WORKER	12	1,755.52 810.24 10.128	1,843.23 850.72 10.634	1,935.44 893.28 11.166	2,032.16 937.92 11.724	2,133.73 984.80 12.310
12008 PARTS RUNNER	12	1,294.80 597.60 7.470	1,359.45 627.44 7.843	1,427.40 658.80 8.235	1,498.81 691.76 8.647	1,573.69 726.32 9.079
12013 VEHICLE POOL SERVWORKER	12	1,674.40 772.80 9.660	1,758.12 811.44 10.143	1,846.00 852.00 10.650	1,938.21 894.56 11.182	2,035.11 939.28 11.741
* 12017 VEHICLE SERV ATT CDTR (R1)	12	961.83 443.92 5.549				
* 12011 VEHICLE SERV ATT CDTR (R2)	12	1,227.55 566.56 7.082				
* 09069 VEHICLE SERVICE AIDE	12		5.051	5.304	5.569	5.847
						6.139
12016 VEHICLE SERVICE ATT (R1)	12	1,068.60 493.20 6.165	1,121.99 517.84 6.473	1,178.15 543.76 6.797	1,237.08 570.96 7.137	1,298.96 599.52 7.494
12005 VEHICLE SERVICE ATT (R2)	12	1,363.96 629.52 7.869	1,432.08 660.96 8.262	1,503.67 694.00 8.675	1,578.89 728.72 9.109	1,657.76 765.12 9.564

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-8

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

SACRAMENTO POLICE DEPUTY CHIEFS AND CAPTAINS ASSOC.

EMPLOYEE CLASSIFICATION CODE	TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
13001	DEP CHIEF OF POLICE	13	4,519.15 2,085.76 26.072	4,745.17 2,190.08 27.376	4,982.47 2,299.60 28.745	5,231.55 2,414.56 30.182	5,493.11 2,535.28 31.691
13003	POLICE CAPTAIN	13	4,028.44 1,859.28 23.241	4,229.85 1,952.24 24.403	4,441.32 2,049.84 25.623	4,663.36 2,152.32 26.904	4,896.49 2,259.92 28.249
13004	POLICE COMMANDER	13	4,229.85 1,952.24 24.403	4,441.32 2,049.84 25.623	4,663.36 2,152.32 26.904	4,896.49 2,259.92 28.249	5,141.24 2,372.88 29.661

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

LOCAL 39 (GENERAL SUPERVISORY)

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
15010 ASST BOX OFFICE SUPVR	15	1,906.32 879.84 10.998	2,001.65 923.84 11.548	2,101.67 970.00 12.125	2,206.71 1,018.48 12.731	2,317.12 1,069.44 13.368
15011 BUILDING INSP III	15	2,537.77 1,171.28 14.641	2,664.65 1,229.84 15.373	2,797.95 1,291.36 16.142	2,937.83 1,355.92 16.949	3,084.64 1,423.68 17.796
15012 CENTRAL SERVICES SUPVR	15	1,737.15 801.76 10.022	1,823.99 841.84 10.523	1,915.16 883.92 11.049	2,010.84 928.08 11.601	2,111.37 974.48 12.181
15013 CENTRAL STORES SUPVR	15	1,650.48 761.76 9.522	1,732.99 799.84 9.998	1,819.65 839.84 10.498	1,910.65 881.84 11.023	2,006.16 925.92 11.574
15014 CHIEF MUSEUM ATTD	15	1,650.48 761.76 9.522	1,732.99 799.84 9.998	1,819.65 839.84 10.498	1,910.65 881.84 11.023	2,006.16 925.92 11.574
15072 CHILD CARE PROG. COORD.	15	1,770.77 817.28 10.216	1,859.35 858.16 10.727	1,952.25 901.04 11.263	2,049.84 946.08 11.826	2,152.28 993.36 12.417
15017 COMPUTER OPR SUPVR	15	1,872.87 864.40 10.805	1,966.47 907.60 11.345	2,064.75 952.96 11.912	2,168.05 1,000.64 12.508	2,276.39 1,050.64 13.133
15059 CURATOR OF EDUCATION	15	2,203.76 1,017.12 12.714	2,314.00 1,068.00 13.350	2,429.79 1,121.44 14.018	2,551.29 1,177.52 14.719	2,678.87 1,236.40 15.455
15018 CUSTODIAL SUPVR	15	1,650.48 761.76 9.522	1,732.99 799.84 9.998	1,819.65 839.84 10.498	1,910.65 881.84 11.023	2,006.16 925.92 11.574
15020 DRAINAGE SUPVR	15	2,099.07 968.80 12.110	2,204.11 1,017.28 12.716	2,314.35 1,068.16 13.352	2,430.13 1,121.60 14.020	2,551.64 1,177.68 14.721
15044 ENFORC & COLLEC SUPVR	15	2,033.37 938.48 11.731	2,135.12 985.44 12.318	2,241.89 1,034.72 12.934	2,354.04 1,086.48 13.581	2,471.73 1,140.80 14.260
15053 EQUIP MAINT SUPVR	15	2,362.36 1,090.32 13.629	2,480.40 1,144.80 14.310	2,604.51 1,202.08 15.026	2,734.68 1,262.16 15.777	2,871.44 1,325.28 16.566
15021 GOLF COURSE SUPVR	15	2,156.44 995.28 12.441	2,264.25 1,045.04 13.063	2,377.44 1,097.28 13.716	2,496.35 1,152.16 14.402	2,621.15 1,209.76 15.122
15022 LIBRARIAN III	15	2,240.68 1,034.16 12.927	2,352.65 1,085.84 13.573	2,470.35 1,140.16 14.252	2,593.93 1,197.20 14.965	2,723.59 1,257.04 15.713
15061 LIBRARY TECH II	15	1,804.23 832.72 10.409	1,894.36 874.32 10.929	1,989.00 918.00 11.475	2,088.49 963.92 12.049	2,192.84 1,012.08 12.651
15045 LIGHT/SIGNALS SUPVR	15	2,129.31 1,259.68 15.746	2,265.72 1,322.64 16.533	2,409.07 1,388.80 17.360	2,559.52 1,458.24 18.228	2,717.43 1,531.12 19.139

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

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LOCAL 39 (GENERAL SUPERVISORY)

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT STEP A	SCHEDULED STEP B	MONTHLY/ STEP C	BI-WEEKLY/ STEP D	HOURLY RATES STEP E
15056 MARINA/BOATING FACs SUPV	15	2,309.32 1,065.84 13.323	2,424.76 1,119.12 13.989	2,545.92 1,175.04 14.688	2,673.15 1,233.76 15.422	2,806.79 1,295.44 16.193
15057 MINORITY SVCS LIBRARIAN	15	2,240.68 1,034.16 12.927	2,352.65 1,085.84 13.573	2,470.35 1,140.16 14.252	2,593.93 1,197.20 14.965	2,723.59 1,257.04 15.713
15024 OFFICE SUPERVISOR	15	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888
15025 PARKING ENFORC SUPVR	15	1,650.48 761.76 9.522	1,732.99 799.84 9.998	1,819.65 839.84 10.498	1,910.65 881.84 11.023	2,006.16 925.92 11.574
15055 PARKING FACs MAINT SUPVR	15	2,161.81 997.76 12.472	2,269.97 1,047.68 13.096	2,383.51 1,100.08 13.751	2,502.76 1,155.12 14.439	2,627.91 1,212.88 15.161
15026 PARKING LOT SUPVR	15	1,650.48 761.76 9.522	1,732.99 799.84 9.998	1,819.65 839.84 10.498	1,910.65 881.84 11.023	2,006.16 925.92 11.574
15027 PARKING METER REPAIR SUPV	15	1,872.87 864.40 10.805	1,966.47 907.60 11.345	2,064.75 952.96 11.912	2,168.05 1,000.64 12.508	2,276.39 1,050.64 13.133
15028 PARKS SUPVR	15	2,156.44 995.28 12.441	2,264.25 1,045.04 13.063	2,377.44 1,097.28 13.716	2,496.35 1,152.16 14.402	2,621.15 1,209.76 15.122
15030 RECREATION SUPERVISOR I	15	1,951.56 900.72 11.259	2,049.15 945.76 11.822	2,151.59 993.04 12.413	2,259.23 1,042.72 13.034	2,372.24 1,094.88 13.686
15031 RECREATION SUPERVISOR II	15	2,199.60 1,015.20 12.690	2,309.49 1,065.92 13.324	2,424.93 1,119.20 13.990	2,546.09 1,175.12 14.689	2,673.32 1,233.84 15.423
15032 REFUSE COLLEC SUPVR	15	2,122.64 979.68 12.246	2,228.72 1,028.64 12.858	2,340.17 1,080.08 13.501	2,457.17 1,134.08 14.176	2,580.07 1,190.80 14.885
15064 SR ACCOUNTING TECH	15	1,844.09 851.12 10.639	1,936.31 893.68 11.171	2,033.20 938.40 11.730	2,134.77 985.28 12.316	2,241.55 1,034.56 12.932
15033 SR ANIMAL CONTROL OFF	15	1,881.88 868.56 10.857	1,976.00 912.00 11.400	2,074.80 957.60 11.970	2,178.45 1,005.44 12.568	2,287.31 1,055.68 13.196
15066 SR NUISANCE ABATE OFF	15	2,122.64 979.68 12.246	2,228.72 1,028.64 12.858	2,340.17 1,080.08 13.501	2,457.17 1,134.08 14.176	2,580.07 1,190.80 14.885
15067 SR PARKING LOT SUPV	15	2,161.81 997.76 12.472	2,269.97 1,047.68 13.096	2,383.51 1,100.08 13.751	2,502.76 1,155.12 14.439	2,627.91 1,212.88 15.161
15034 SR RECREATION SUPVR	15	2,480.75 1,144.96 14.312	2,604.85 1,202.24 15.028	2,735.03 1,262.32 15.779	2,871.79 1,325.44 16.568	3,015.31 1,391.68 17.396

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

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LOCAL 39 (GENERAL SUPERVISORY)

.... EMPLOYEE CLASSIFICATION	REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
15036 STREET CLEAN SUPVR	15	2,122.64 979.68 12.246	2,228.72 1,028.64 12.858	2,340.17 1,080.08 13.501	2,457.17 1,134.08 14.176	2,580.07 1,190.80 14.885
15037 SUPT IDENT BUREAU	15	2,860.87 1,320.40 16.505	3,003.87 1,386.40 17.330	3,153.97 1,455.68 18.196	3,311.71 1,528.48 19.106	3,477.24 1,604.88 20.061
15070 SUPT IDENT BUREAU (BA)	15	3,003.87 1,386.40 17.330	3,154.15 1,455.76 18.197	3,311.88 1,528.56 19.107	3,477.41 1,604.96 20.062	3,651.27 1,685.20 21.065
15038 SUPV CASHIER	15	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888
15058 SUPV COMM CENTER ATTD	15	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888
15071 SUPV COMM SERV REP	15	2,011.19 928.24 11.603	2,111.72 974.64 12.183	2,217.28 1,023.36 12.792	2,328.21 1,074.56 13.432	2,444.69 1,128.32 14.104
15039 SUPV DISPATCHER	15	2,122.64 979.68 12.246	2,228.72 1,028.64 12.858	2,340.17 1,080.08 13.501	2,457.17 1,134.08 14.176	2,580.07 1,190.80 14.885
15069 SUPV ID TECH (BA)	15	2,374.49 1,095.92 13.699	2,493.23 1,150.72 14.384	2,617.85 1,208.24 15.103	2,748.72 1,268.64 15.858	2,886.17 1,332.08 16.651
15068 SUPV ID TECH (LPE CERT/BA)	15	2,730.52 1,260.24 15.753	2,867.11 1,323.28 16.541	3,010.45 1,389.44 17.368	3,160.91 1,458.88 18.236	3,318.99 1,531.84 19.148
15060 SUPV IDENT TECH	15	2,261.31 1,043.68 13.046	2,374.32 1,095.84 13.698	2,493.05 1,150.64 14.383	2,617.68 1,208.16 15.102	2,748.55 1,268.56 15.857
15063 SUPV IDENT TECH (LPE CERT)	15	2,600.52 1,200.24 15.003	2,730.52 1,260.24 15.753	2,867.11 1,323.28 16.541	3,010.45 1,389.44 17.368	3,160.91 1,458.88 18.236
15040 SUPV PLANT OPR	15	2,394.43 1,105.12 13.814	2,514.20 1,160.40 14.505	2,639.87 1,218.40 15.230	2,771.77 1,279.28 15.991	2,910.44 1,343.28 16.791
15041 SUPV POLICE CLERK	15	1,837.85 848.24 10.603	1,929.72 890.64 11.133	2,026.27 935.20 11.690	2,127.49 981.92 12.274	2,233.92 1,031.04 12.888
15062 SUPV PROPERTY ASSISTANT	15	1,800.07 830.80 10.385	1,890.03 872.32 10.904	1,984.49 915.92 11.449	2,083.64 961.68 12.021	2,187.81 1,009.76 12.622
15065 SUPV SURVEYOR	15	2,394.43 1,105.12 13.814	2,514.20 1,160.40 14.505	2,639.87 1,218.40 15.230	2,771.77 1,279.28 15.991	2,910.44 1,343.28 16.791
15035 SUPV WATER QUALITY CHEM	15	2,451.11 1,131.28 14.141	2,573.65 1,187.84 14.848	2,702.27 1,247.20 15.590	2,837.47 1,309.60 16.370	2,979.43 1,375.12 17.189

C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

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LOCAL 39 (GENERAL SUPERVISORY)

.... EMPLOYEE CLASSIFICATION		REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE	TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
15029	SUPVR-PROPERTY MGMT SEC	15	2,362.36 1,090.32 13.629	2,480.40 1,144.80 14.310	2,604.51 1,202.08 15.026	2,734.68 1,262.16 15.777	2,871.44 1,325.28 16.566
15042	SUPVR-RECORDS SECTION	15	2,655.64 1,225.68 15.321	2,788.41 1,286.96 16.087	2,927.77 1,351.28 16.891	3,074.24 1,418.88 17.736	3,227.99 1,489.84 18.623
15046	TREE MAINT SUPVR	15	2,156.44 995.28 12.441	2,264.25 1,045.04 13.063	2,377.44 1,097.28 13.716	2,496.35 1,152.16 14.402	2,621.15 1,209.76 15.122
15047	TREE TRIMMER SUPVR	15	2,156.44 995.28 12.441	2,357.85 1,088.24 13.603	2,377.44 1,097.28 13.716	2,496.35 1,152.16 14.402	2,621.15 1,209.76 15.122
15052	VEGETAL WASTE FAC SUPVR	15	2,057.81 949.76 11.872	2,160.77 997.28 12.466	2,268.76 1,047.12 13.089	2,382.12 1,099.44 13.743	2,501.20 1,154.40 14.430
15051	ZOO SUPVR	15	2,156.44 995.28 12.441	2,264.25 1,045.04 13.063	2,377.44 1,097.28 13.716	2,496.35 1,152.16 14.402	2,621.15 1,209.76 15.122

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CITY OF SACRAMENTO
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LOCAL 39 (OFFICE & TECHNICAL)

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	
16001 ACCOUNT CLERK I	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	
16002 ACCOUNT CLERK II	16	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066	
16003 ACCOUNTING TECHNICIAN	16	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	1,939.95 895.36 11.192	2,037.01 940.16 11.752	
16115 ARCHITECT DRAFT TECH I	16	1,770.77 817.28 10.216	1,859.35 858.16 10.727	1,952.25 901.04 11.263	2,049.84 946.08 11.826	2,152.28 993.36 12.417	
16116 ARCHITECT DRAFT TECH II	16	1,994.72 920.64 11.508	2,094.39 966.64 12.083	2,199.08 1,014.96 12.687	2,308.97 1,065.68 13.321	2,424.41 1,118.96 13.987	
16122 ART IN PUBLIC PLACES COOR	16	2,400.32 1,107.84 13.848	2,520.27 1,163.20 14.540	2,646.28 1,221.36 15.267	2,778.53 1,282.40 16.030	2,917.37 1,346.48 16.831	
16005 ART MUSEUM RECEPTIONIST	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
* 09031 ARTS & CRAFTS SPECIALIST	16		5.813	6.104	6.409	6.729	7.065
16108 ARTS PROGRAM ASST	16	1,756.91 810.88 10.136	1,844.79 851.44 10.643	1,937.00 894.00 11.175	2,033.89 938.72 11.734	2,135.64 985.68 12.321	
16109 ARTS PROGRAM COORD	16	2,400.32 1,107.84 13.848	2,520.27 1,163.20 14.540	2,646.28 1,221.36 15.267	2,778.53 1,282.40 16.030	2,917.37 1,346.48 16.831	
16903 BOOKING COORDINATOR	16	1,844.09 851.12 10.639	1,936.31 893.68 11.171	2,033.20 938.40 11.730	2,134.77 985.28 12.316	2,241.55 1,034.56 12.932	
16009 BOOKMENDER	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	
16010 BOOKMOBILE DRIVER-CLERK	16	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066	
16011 BUILDING INSP I	16	2,342.95 1,081.36 13.517	2,460.12 1,135.44 14.193	2,583.19 1,192.24 14.903	2,712.32 1,251.84 15.648	2,847.87 1,314.40 16.430	
16012 BUILDING INSP II	16	2,423.72 1,118.64 13.983	2,544.88 1,174.56 14.682	2,672.11 1,233.28 15.416	2,805.75 1,294.96 16.187	2,945.97 1,359.68 16.996	
16013 BUILDING TECHNICIAN	16	2,094.56 966.72 12.084	2,199.25 1,015.04 12.688	2,309.15 1,065.76 13.322	2,424.59 1,119.04 13.988	2,545.75 1,174.96 14.688	

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

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LOCAL 39 (OFFICE & TECHNICAL)

.... EMPLOYEE CLASSIFICATION	REP UNIT SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES
CODE TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
16014 BURGLARY/ROB ALARM INSP	16	2,161.81 997.76 12.472	2,269.97 1,047.68 13.096	2,383.51 1,100.08 13.751	2,502.76 1,155.12 14.439	2,627.91 1,212.88 15.161
16015 BUYER I	16	1,853.28 855.36 10.692	1,946.01 898.16 11.227	2,043.25 943.04 11.788	2,145.35 990.16 12.377	2,252.64 1,039.68 12.996
16016 BUYER II	16	2,212.95 1,021.36 12.767	2,323.53 1,072.40 13.405	2,439.67 1,126.00 14.075	2,561.69 1,182.32 14.779	2,689.79 1,241.44 15.518
16018 CASHIER	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596
* 09054 CHARM & MODEL INSTR I	16	4.690	4.924	5.170	5.429	5.700
* 09053 CHARM & MODEL INSTR II	16	5.971	6.270	6.583	6.912	7.258
16907 CHILD CARE SITE ACT PROG	16	1,034.97 477.68 5.971	1,086.80 501.60 6.270	1,141.05 526.64 6.583	1,198.08 552.96 6.912	1,258.05 580.64 7.258
16906 CHILD CARE SITE COORD	16	1,233.79 569.44 7.118	1,295.49 597.92 7.474	1,360.32 627.84 7.848	1,428.27 659.20 8.240	1,499.68 692.16 8.652
16104 CLAIMS COLLECTOR	16	1,603.33 740.00 9.250	1,683.59 777.04 9.713	1,767.83 815.92 10.199	1,856.23 856.72 10.709	1,948.96 899.52 11.244
* 09003 CLERICAL ASSISTANT	16	5.324	5.590	5.870	6.163	6.471
16019 CLERK I	16	1,220.79 563.44 7.043	1,281.80 591.60 7.395	1,345.93 621.20 7.765	1,413.19 652.24 8.153	1,483.91 684.88 8.561
* 16900 CLERK I (CD TRAINEE)	16	1,098.59 507.04 6.338				
16020 CLERK II	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596
16021 CLERK III	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
16022 CODE ENFORCEMENT OFF	16	1,800.07 830.80 10.385	1,890.03 872.32 10.904	1,984.49 915.92 11.449	2,083.64 961.68 12.021	2,187.81 1,009.76 12.622
16023 COMM SERVICE REP I	16	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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PAYROLL/PERSONNEL SYSTEM

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LOCAL 39 (OFFICE & TECHNICAL)

..... EMPLOYEE CLASSIFICATION	REP SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	
CODE TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	
16125 COMM SERVICE REP II	16	1,748.93 807.20 10.090	1,836.29 847.52 10.594	1,928.16 889.92 11.124	2,024.53 934.40 11.680	2,125.76 981.12 12.264	
16024 COMPUTER OPERATOR	16	1,625.00 750.00 9.375	1,706.29 787.52 9.844	1,791.57 826.88 10.336	1,881.19 868.24 10.853	1,975.31 911.68 11.396	
16025 CONSTR INSP I	16	1,847.21 852.56 10.657	1,939.60 895.20 11.190	2,036.67 940.00 11.750	2,138.59 987.04 12.338	2,245.53 1,036.40 12.955	
16026 CONSTR INSP II	16	2,189.55 1,010.56 12.632	2,299.09 1,061.12 13.264	2,414.01 1,114.16 13.927	2,534.65 1,169.84 14.623	2,661.36 1,228.32 15.354	
16027 CONSTR INSP III	16	2,443.13 1,127.60 14.095	2,565.33 1,184.00 14.800	2,693.60 1,243.20 15.540	2,828.28 1,305.36 16.317	2,969.72 1,370.64 17.133	
* 09041 COSTUMER	16		4.915	5.161	5.419	5.690	5.975
16126 DATA ENTRY TECHNICIAN	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	
16030 DATA PROC TECH I	16	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066	
16120 DEPARTMENTAL DATA ANALYST	16	2,378.65 1,097.84 13.723	2,497.56 1,152.72 14.409	2,622.36 1,210.32 15.129	2,753.40 1,270.80 15.885	2,891.03 1,334.32 16.679	
16031 DISPATCHER I	16	1,584.61 731.36 9.142	1,663.83 767.92 9.599	1,747.03 806.32 10.079	1,834.39 846.64 10.583	1,926.08 888.96 11.112	
16032 DISPATCHER II	16	1,748.93 807.20 10.090	1,836.29 847.52 10.594	1,928.16 889.92 11.124	2,024.53 934.40 11.680	2,125.76 981.12 12.264	
16033 DISPATCHER III	16	1,923.65 887.84 11.098	2,019.85 932.24 11.653	2,120.91 978.88 12.236	2,226.99 1,027.84 12.848	2,338.27 1,079.20 13.490	
16034 DRAFTING TECH I	16	1,770.77 817.28 10.216	1,859.35 858.16 10.727	1,952.25 901.04 11.263	2,049.88 946.08 11.826	2,152.28 993.36 12.417	
16035 DRAFTING TECH II	16	1,994.72 920.64 11.508	2,094.39 966.64 12.083	2,199.08 1,014.96 12.687	2,308.97 1,065.68 13.321	2,424.41 1,118.96 13.987	
16039 ELECT CONSTR INSP I	16	2,114.84 976.08 12.201	2,220.57 1,024.88 12.811	2,331.68 1,076.16 13.452	2,448.33 1,130.00 14.125	2,570.71 1,186.48 14.831	
16040 ELECT CONSTR INSP II	16	2,327.17 1,074.08 13.426	2,443.48 1,127.76 14.097	2,565.68 1,184.16 14.802	2,693.95 1,243.52 15.542	2,828.63 1,305.52 16.319	

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT STEP A	SCHEDULED MONTHLY/BI-WEEKLY/STEP B	HOURLY RATES STEP C STEP D STEP E	
16041 ELECT CONSTR INSP III	16	2,474.68 1,142.16 14.277	2,598.44 1,199.28 14.991	2,728.44 1,259.28 15.741	2,864.85 1,322.24 16.528	3,008.03 1,388.32 17.354	
16042 ENGINEERING TECHNICIAN	16	2,197.35 1,014.16 12.677	2,307.24 1,064.88 13.311	2,422.68 1,118.16 13.977	2,543.84 1,174.08 14.676	2,671.07 1,232.80 15.410	
16043 EVENTS COORDINATOR	16	1,906.32 879.84 10.998	2,001.65 923.84 11.548	2,101.67 970.00 12.125	2,206.71 1,018.48 12.731	2,317.12 1,069.44 13.368	
16044 EXHIBITS TECHNICIAN	16	1,587.56 732.72 9.159	1,666.95 769.36 9.617	1,750.32 807.84 10.098	1,837.85 848.24 10.603	1,929.72 890.64 11.133	
16045 FLEET MGMT TECH	16	2,429.61 1,121.36 14.017	2,551.12 1,177.44 14.718	2,678.69 1,236.32 15.454	2,812.68 1,298.16 16.227	2,953.25 1,363.04 17.038	
* 09005 GRADUATE STUDENT TRAINEE	16		6.487	6.811	7.152	7.510	7.885
16130 I D TECH II (LPE CERT/BA)	16	2,437.24 1,124.88 14.061	2,559.09 1,181.12 14.764	2,687.01 1,240.16 15.502	2,821.35 1,302.16 16.277	2,962.44 1,367.28 17.091	
16128 I D TECHNICIAN I (BA)	16	1,819.13 839.60 10.495	1,910.13 881.60 11.020	2,005.64 925.68 11.571	2,106.00 972.00 12.150	2,211.39 1,020.64 12.758	
16129 I D TECHNICIAN II (BA)	16	2,119.35 978.16 12.227	2,225.25 1,027.04 12.838	2,336.53 1,078.40 13.480	2,453.36 1,132.32 14.154	2,576.08 1,188.96 14.862	
16047 IDENT TECH I	16	1,732.47 799.60 9.995	1,819.13 839.60 10.495	1,910.13 881.60 11.020	2,005.64 925.68 11.571	2,106.00 972.00 12.150	
16048 IDENT TECH II	16	2,018.47 931.60 11.645	2,119.35 978.16 12.227	2,225.25 1,027.04 12.838	2,336.53 1,078.40 13.480	2,453.36 1,132.32 14.154	
16051 IDENT TECH II (LPE CERT)	16	2,321.11 1,071.28 13.391	2,437.24 1,124.88 14.061	2,559.09 1,181.12 14.764	2,687.01 1,240.16 15.502	2,821.35 1,302.16 16.277	
16053 KEY DATA OPR I	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	
16054 LANDSCAPE ARCH TECH	16	1,994.72 920.64 11.508	2,094.39 966.64 12.083	2,199.08 1,014.96 12.687	2,308.97 1,065.68 13.321	2,424.41 1,118.96 13.987	
16055 LIBRARY ASST I	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	
* 16904 LIBRARY ASST I (CDT)	16	1,231.53 568.40 7.105					

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16056 LIBRARY ASST II	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
16057 LIBRARY PAGE	16	1,220.79 563.44 7.043	1,281.80 591.60 7.395	1,345.93 621.20 7.765	1,413.19 652.24 8.153	1,483.91 684.88 8.561	
16058 LIBRARY TECH I	16	1,638.69 756.32 9.454	1,720.68 794.16 9.927	1,806.65 833.84 10.423	1,896.96 875.52 10.944	1,991.77 919.28 11.491	
16118 MEDIA & COMPUTER SPEC	16	2,197.35 1,014.16 12.677	2,307.24 1,064.88 13.311	2,422.68 1,118.16 13.977	2,543.84 1,174.08 14.676	2,671.07 1,232.80 15.410	
16110 MICROCOMPUTER SYS SPEC	16	2,197.35 1,014.16 12.677	2,307.24 1,064.88 13.311	2,422.68 1,118.16 13.977	2,543.84 1,174.08 14.676	2,671.07 1,232.80 15.410	
16062 MUSEUM ATTD	16	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982	
16114 NUISANCE ABATE OFF	16	1,923.65 887.84 11.098	2,019.85 932.24 11.653	2,120.91 978.88 12.236	2,226.99 1,027.84 12.848	2,338.27 1,079.20 13.490	
16064 OFFSET EQUIP OPR	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
* 09058 PERFORM ARTS SPEC	16		5.552	5.830	6.121	6.427	6.748
16065 PERSONNEL ASSISTANT	16	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066	
16111 PLANNING TECHNICIAN I	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
16112 PLANNING TECHNICIAN II	16	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	1,939.95 895.36 11.192	2,037.01 940.16 11.752	
16066 POLICE CLERK I	16	1,220.79 563.44 7.043	1,281.80 591.60 7.395	1,345.93 621.20 7.765	1,413.19 652.24 8.153	1,483.91 684.88 8.561	
16067 POLICE CLERK II	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	
16068 POLICE CLERK III	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
* 09064 PROMOTIONS SPECIALIST	16		5.971	6.270	6.583	6.912	7.258

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.... EMPLOYEE CLASSIFICATION	REP	STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	STEP C	STEP D	STEP E
CODE TITLE	UNIT		STEP B			
16071 PROPERTY ASSISTANT	16	1,578.03 728.32 9.104	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.76 843.12 10.539	1,918.11 885.28 11.066
* 09037 PUBLIC SERVICE AIDE	16	4.690	4.924	5.170	5.429	5.700
16074 REAL PROP AGENT I	16	2,134.43 985.12 12.314	2,241.20 1,034.40 12.930	2,353.17 1,086.08 13.576	2,470.87 1,140.40 14.255	2,594.45 1,197.44 14.968
16075 REAL PROP AGENT II	16	2,462.89 1,136.72 14.209	2,585.96 1,193.52 14.919	2,715.27 1,253.20 15.665	2,850.99 1,315.84 16.448	2,993.47 1,381.60 17.270
* 09039 RECREATION LEADER I	16	4.690	4.924	5.170	5.429	5.700
* 09040 RECREATION LEADER II	16	5.971	6.270	6.583	6.912	7.258
* 09038 RECREATION LEADER(HANDICA	16	4.915	5.161	5.419	5.690	5.975
16076 RECREATION PROG COORD	16	1,583.57 730.88 9.136	1,662.79 767.44 9.593	1,745.99 805.84 10.073	1,833.35 846.16 10.577	1,925.04 888.48 11.106
* 09063 RELIEF CLERICAL ASST (ABC	16	7.895	8.770	9.205		
16105 REVENUE REP I	16	1,220.79 563.44 7.043	1,281.80 591.60 7.395	1,345.93 621.20 7.765	1,413.19 652.24 8.153	1,483.91 684.88 8.561
16106 REVENUE REP II	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596
16107 REVENUE REP III	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
16081 SECRETARY TO PLAN COMM	16	1,595.53 736.40 9.205	1,675.27 773.20 9.665	1,758.99 811.84 10.148	1,846.87 852.40 10.655	1,939.25 895.04 11.188
16901 SENIOR CASHIER	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
16902 SERVICE CONTRACT INSP	16	1,800.07 830.80 10.385	1,890.03 872.32 10.904	1,984.49 915.92 11.449	2,083.64 961.68 12.021	2,187.81 1,009.76 12.622
16017 SR BUYER	16	2,429.61 1,121.36 14.017	2,551.12 1,177.44 14.718	2,678.69 1,236.32 15.454	2,812.68 1,298.16 16.227	2,953.25 1,363.04 17.038

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	
16103 SR CLAIMS COLLECTOR	16	1,844.09 851.12 10.639	1,936.31 893.68 11.171	2,033.20 938.40 11.730	2,134.77 985.28 12.316	2,241.55 1,034.56 12.932	
16908 SR COMPUTER OPERATOR	16	1,748.93 807.20 10.090	1,836.29 847.52 10.594	1,928.16 889.92 11.124	2,024.53 934.40 11.680	2,125.76 981.12 12.264	
16127 SR DATA ENTRY TECHNICIAN	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
16082 SR DATA PROC TECH	16	1,748.93 807.20 10.090	1,836.29 847.52 10.594	1,928.16 889.92 11.124	2,024.53 934.40 11.680	2,125.76 981.12 12.264	
16121 SR DEPARTMENTAL DATA ANAL	16	2,893.97 1,335.68 16.696	3,038.71 1,402.48 17.531	3,190.72 1,472.64 18.408	3,350.19 1,546.24 19.328	3,517.63 1,623.52 20.294	
16083 SR KEY DATA OPR	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	
16072 SR PROPERTY ASSISTANT	16	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659	1,939.95 895.36 11.192	2,037.01 940.16 11.752	
* 09059 SR RECREATION LEADER	16		7.118	7.474	7.848	8.240	8.652
16905 SR RECREATION LEADER	16	1,233.79 569.44 7.118	1,295.49 597.92 7.474	1,360.32 627.84 7.848	1,428.27 659.20 8.240	1,499.68 692.16 8.652	
* 09080 STAFF AIDE	16		4.599				
* 09072 STAFF AIDE	16		12.496				
* 09091 STAFF AIDE	16		9.104				
* 09076 STAFF AIDE	16		12.816				
* 09088 STAFF AIDE	16		11.653				
* 09070 STAFF AIDE	16		12.816				
* 09084 STAFF AIDE	16		20.326				

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CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES ..STEP					
			STEP A	STEP B	STEP C	STEP D	STEP E	
* 09078	STAFF AIDE	16		4.689				
* 09086	STAFF AIDE	16		7.119				
* 09074	STAFF AIDE	16		12.688				
* 09082	STAFF AIDE	16		20.891				
* 09075	STAFF AIDE	16		8.808				
* 09090	STAFF AIDE	16		10.130				
* 09071	STAFF AIDE	16		10.336				
* 09083	STAFF AIDE	16		5.324				
* 09079	STAFF AIDE	16		7.042				
* 09087	STAFF AIDE	16		18.000				
* 09073	STAFF AIDE	16		13.156				
* 09081	STAFF AIDE	16		18.720				
* 09077	STAFF AIDE	16		5.971				
* 09089	STAFF AIDE	16		14.721				
* 09085	STAFF AIDE	16		10.073				
16084	STENOGRAPHER CLERK I	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,506.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596	

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
16085 STENOGRAPHER CLERK II	16	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982
16086 STENOGRAPHER CLERK III	16	1,595.53 736.40 9.205	1,675.27 773.20 9.665	1,758.99 811.84 10.148	1,846.87 852.40 10.655	1,939.25 895.04 11.188
16087 STOREKEEPER	16	1,611.48 744.76 9.297	1,692.08 780.96 9.762	1,776.67 820.00 10.250	1,865.59 861.04 10.763	1,958.84 904.08 11.301
16088 STORES CLERK I	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596
16089 STORES CLERK II	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
* 09009 STUDENT TRAINEE	16	5.891	6.186	6.495	6.820	7.161
16113 SURVEILLANCE EQUIP TECH	16	1,800.07 830.80 10.385	1,890.03 872.32 10.904	1,984.49 915.92 11.449	2,083.64 961.68 12.021	2,187.81 1,009.76 12.622
* 09010 TICKET SELLER	16	7.060	7.413	7.784	8.173	8.582
16091 TICKET SELLER	16	1,423.41 656.96 8.212	1,494.65 689.84 8.623	1,569.36 724.32 9.054	1,647.88 760.56 9.507	1,730.21 798.56 9.982
16093 TRAFFIC INVESTIGATOR	16	1,833.52 846.24 10.578	1,925.21 888.56 11.107	2,021.41 932.96 11.662	2,122.47 979.60 12.245	2,228.55 1,028.56 12.857
16094 TYPIST CLERK I	16	1,220.79 563.44 7.043	1,281.80 591.60 7.395	1,345.93 621.20 7.765	1,413.19 652.24 8.153	1,483.91 684.88 8.561
* 16097 TYPIST CLERK I (CD TR)	16	1,098.59 507.04 6.338				
16095 TYPIST CLERK II	16	1,368.47 631.60 7.895	1,436.93 663.20 8.290	1,508.69 696.32 8.704	1,584.09 731.12 9.139	1,663.31 767.68 9.596
16096 TYPIST CLERK III	16	1,520.13 701.60 8.770	1,596.05 736.64 9.208	1,675.79 773.44 9.668	1,759.51 812.08 10.151	1,847.56 852.72 10.659
16099 UTILITY SVCS INSP	16	1,638.69 756.32 9.454	1,720.68 794.16 9.927	1,806.65 833.84 10.423	1,896.96 875.52 10.944	1,991.77 919.28 11.491
16079 WATER QUALITY INSP	16	1,772.51 818.08 10.226	1,861.08 858.96 10.737	1,954.16 901.92 11.274	2,051.92 947.04 11.838	2,154.53 994.40 12.430

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

13

C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1987-88 SALARY SCHEDULE

PROCESSING DATE 12/15/87

LOCAL 39 (OFFICE & TECHNICAL)

.... EMPLOYEE CLASSIFICATION		REP UNIT	..... SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE	TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
16080	WATER QUALITY LAB TECH	16	1,672.32 771.84 9.648	1,755.87 810.40 10.130	1,843.57 850.88 10.636	1,935.79 893.44 11.168	2,032.51 938.08 11.726

13

CITY OF SACRAMENTO
 PAYROLL/PERSONNEL SYSTEM
 1987-88 SALARY SCHEDULE
 LOCAL 39 (PROFESSIONAL)

REPORT NUMBER Z31R7000-B

PROCESSING DATE 12/15/87

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	SCHEDULED STEP B	MONTHLY/BI-WEEKLY/HOURLY RATES STEP C	STEP D	STEP E	
17001 ARBORIST	17	2,333.41 1,076.96 13.462	2,450.07 1,130.80 14.135	2,572.61 1,187.36 14.842	2,701.23 1,246.72 15.584	2,836.25 1,309.04 16.363	
17018 ARCHIVIST	17	2,197.35 1,014.16 12.677	2,307.24 1,064.88 13.311	2,422.68 1,118.16 13.977	2,543.84 1,174.08 14.676	2,671.07 1,232.80 15.410	
17010 ART MUSEUM REGISTRAR	17	2,002.69 924.32 11.554	2,102.88 970.56 12.132	2,208.09 1,019.12 12.739	2,318.51 1,070.08 13.376	2,434.47 1,123.60 14.045	
17003 ASSOC PLANNER	17	2,539.51 1,172.08 14.651	2,666.56 1,230.72 15.384	2,799.85 1,292.24 16.153	2,939.91 1,356.88 16.961	3,086.89 1,424.72 17.809	
17002 ASST PLANNER	17	2,212.95 1,021.36 12.767	2,323.53 1,072.40 13.405	2,439.67 1,126.00 14.075	2,561.69 1,182.32 14.779	2,689.79 1,241.44 15.518	
17016 ECONOMIC DEV SPEC I	17	2,212.95 1,021.36 12.767	2,323.53 1,072.40 13.405	2,439.67 1,126.00 14.075	2,561.69 1,182.32 14.779	2,689.79 1,241.44 15.518	
17017 ECONOMIC DEV SPEC II	17	2,539.51 1,172.08 14.651	2,666.56 1,230.72 15.384	2,799.85 1,292.24 16.153	2,939.91 1,356.88 16.961	3,086.89 1,424.72 17.809	
* 09052 GRAPHIC ARTIST	17		7.821	8.212	8.623	9.054	9.507
17015 GRAPHIC DESIGNER	17	1,963.52 906.24 11.328	2,061.63 951.52 11.894	2,164.76 999.12 12.489	2,272.92 1,049.04 13.113	2,386.63 1,101.52 13.769	
17004 JR PLANNER	17	2,002.69 924.32 11.554	2,102.88 970.56 12.132	2,208.09 1,019.12 12.739	2,318.51 1,070.08 13.376	2,434.47 1,123.60 14.045	
* 09049 LAW CLERK	17		8.639	9.071	9.525	10.001	10.501
17005 LIBRARIAN I	17	1,719.29 793.52 9.919	1,805.27 833.20 10.415	1,895.57 874.88 10.936	1,990.39 918.64 11.483	2,089.88 964.56 12.057	
17006 LIBRARIAN II	17	2,002.69 924.32 11.554	2,102.88 970.56 12.132	2,208.09 1,019.12 12.739	2,318.51 1,070.08 13.376	2,434.47 1,123.60 14.045	
17013 MEDIA PRODUC SPECIALIST	17	1,963.52 906.24 11.328	2,061.63 951.52 11.894	2,164.76 999.12 12.489	2,272.92 1,049.04 13.113	2,386.63 1,101.52 13.769	
17014 MUSEUM REGISTRAR	17	2,002.69 924.32 11.554	2,102.88 970.56 12.132	2,208.09 1,019.12 12.739	2,318.51 1,070.08 13.376	2,434.47 1,123.60 14.045	
17008 WATER QUALITY CHEMIST	17	2,264.43 1,045.12 13.064	2,377.61 1,097.36 13.717	2,496.52 1,152.24 14.403	2,621.32 1,209.84 15.123	2,752.36 1,270.32 15.879	

* NON-CAREER/PART-TIME/SEASONAL CLASSIFICATIONS

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.

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

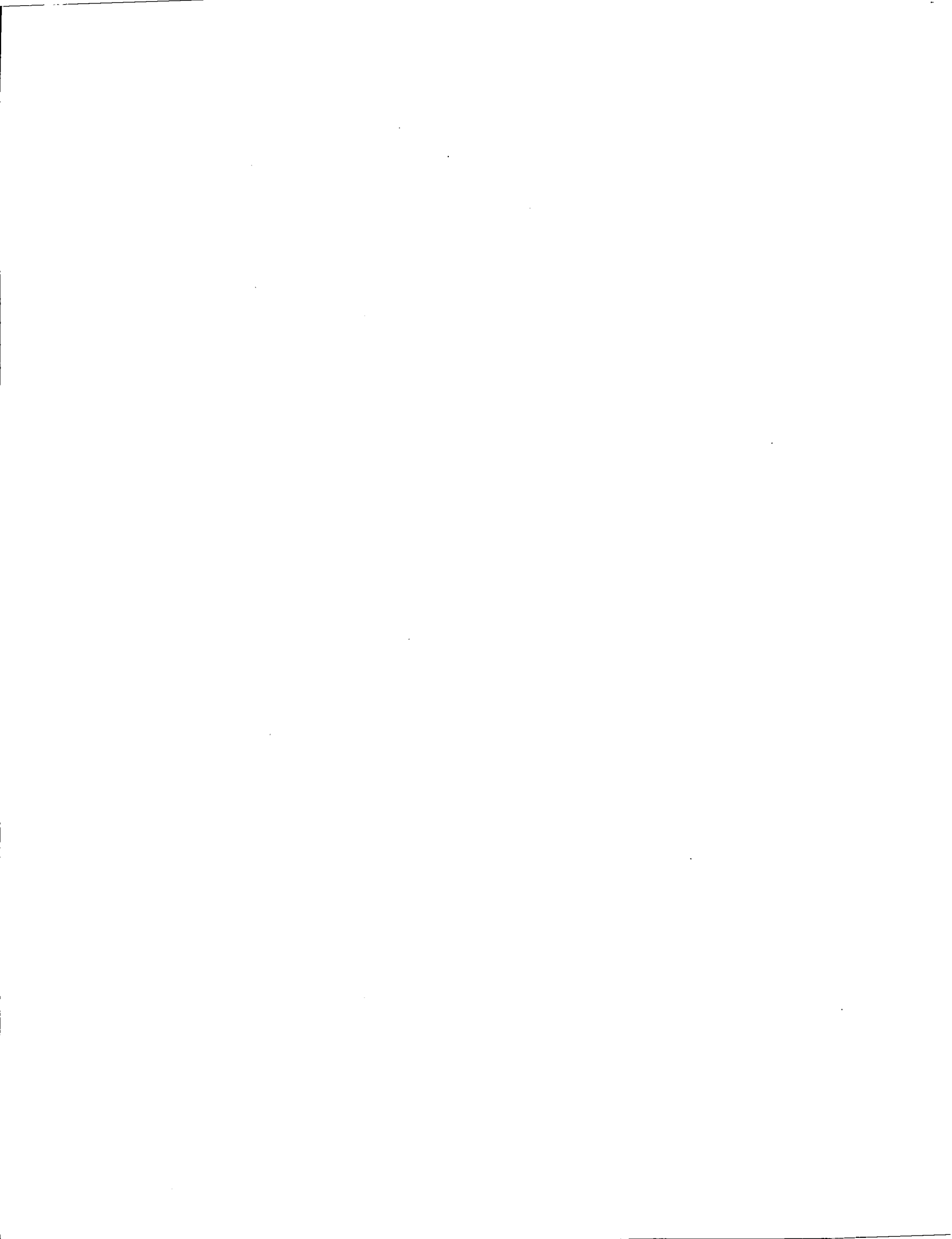
The representation units set forth in Exhibit "A" attached hereto are the appropriate units for representation by recognized employee organizations.

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,



(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. Such a petition may be received by the Employee Relations Officer only within the period commencing ninety (90) and ending sixty (60) days immediately preceding the second or succeeding annual anniversary date of recognition. No decertification petition for the same unit shall be entertained by the Employee Relations Officer more frequently than every two years. 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.

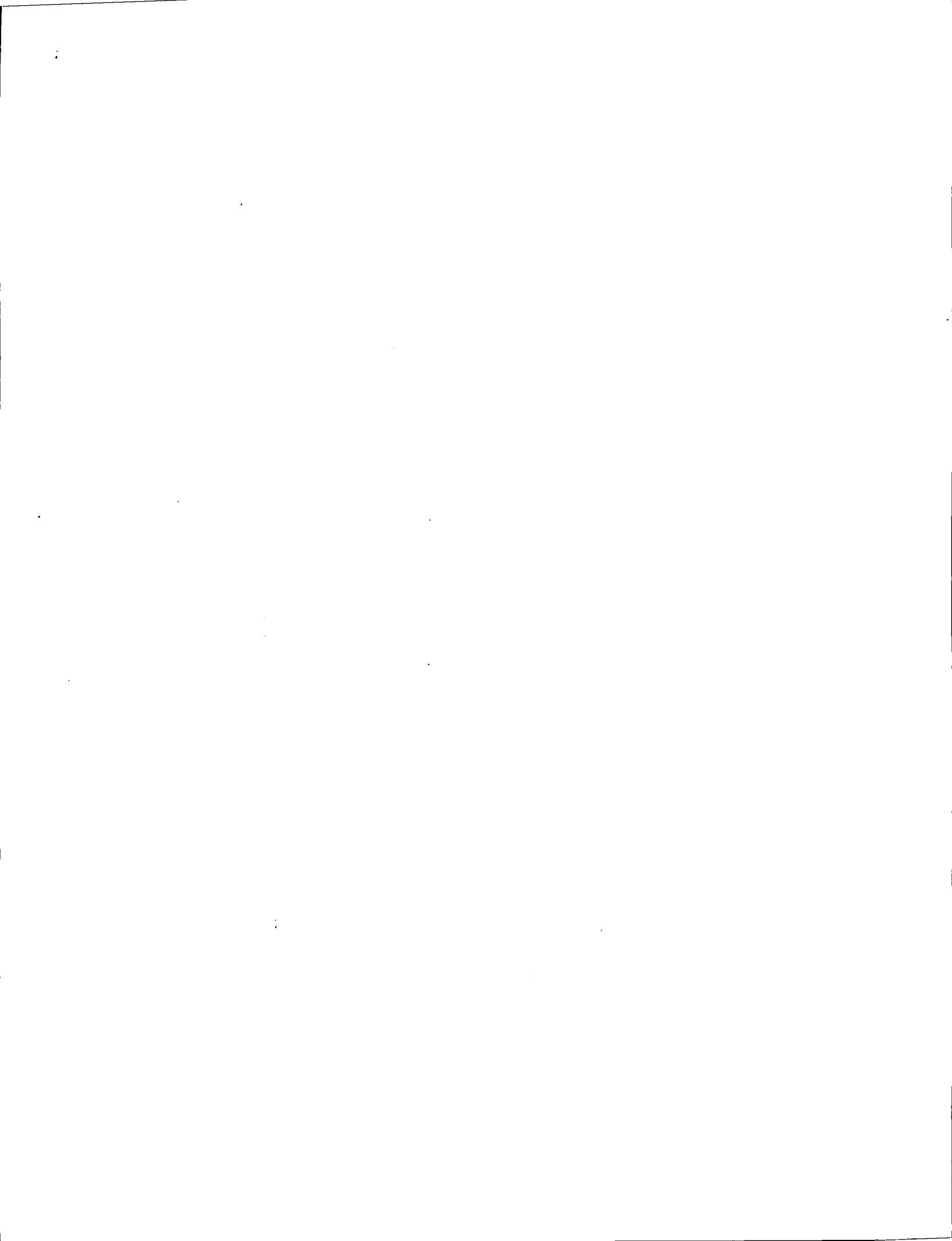
City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations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



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.

ARTICLE XII - INDIVIDUAL EMPLOYEES

Nothing in this Resolution shall be construed to restrict or in any way modify the right of an individual employee to present matters involving his individual employment relationship to the appropriate level of management, provided that any action taken is not inconsistent with the terms of a memorandum of understanding then in effect, and that before any action is taken which could affect the terms and conditions of employment of other employees in the representation unit, such proposed action is communicated to the recognized employee organization for its opinion on the merits and the effect on the proposed action.

ARTICLE XIII - PROHIBITION AGAINST DISCRIMINATION

No appointing authority or his representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in his free choice to join or refrain from joining any employee organization.

It is the policy of the City to affirmatively support and encourage equal opportunity of employment for members of racial, religious and other minority groups. If evidence of such discrimination by an employee organization comes to the attention of the Employee Relations Officer, it shall be his duty to refer such evidence to an appropriate legal authority having jurisdiction thereof, if any.

ARTICLE XIV - APPLICATION OF LABOR CODE SECTION 923

The enactment of this Resolution shall not be construed as making the provisions of Section 923 of the Labor Code applicable to employees or employee organizations.

ARTICLE XV - IMPASSE PROCEDURES

1. Initiation of Impasse Procedures - Impasse procedures may be invoked only after the possibility of settlement by direct discussion has been exhausted. Any party may initiate the impasse procedures by filing with the other party or parties a written request for an impasse meeting, together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer forthwith after the date of filing of the written request for such meeting, with written notice to all parties affected. The purpose of such impasse meeting shall be two-fold:

(a) To permit a review of the position of all parties in a final effort to reach an agreement on the disputed issues; and

(b) If agreement is not concluded, to discuss arrangements for implementing the specific impasse procedure or procedures to which the dispute shall be submitted.

2. Impasse Procedures - Impasse procedures are as follows:

(a) If the parties so agree, the dispute shall be submitted directly to the City Council for determination.

(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.

(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.

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

3. Water and Sewer Unit

- 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
Traffic Leadworker

5. Fire Department Unit

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

6. Police Department Unit

Community Service Officer
Police Lieutenant
Police Officer
Police Sergeant

7. Police Management Unit

Deputy Chief of Police
Police Captain
Police Commander

8. Professional Unit

Arborist
Archivist
Art Museum Registrar
Assistant Planner
Associate Planner
Economic Development Specialist I
Economic Development Specialist II
*Graphic Artist
Graphic Designer
Junior Planner
*Law Clerk
Librarian I
Librarian II
Media Production Specialist
Museum Registrar
Water Quality Chemist

9. Office and Technical Unit

- Account Clerk I
- Account Clerk II
- Accounting Technician
- Architectural Drafting Technician I
- Architectural Drafting Technician II
- Art in Public Places Coordinator
- Art Museum Receptionist
- *Arts and Crafts Specialist
- Arts Program Assistant
- Arts Program Coordinator
- Booking Coordinator
- Bookmender
- Bookmobile Driver-Clerk
- 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
- Code Enforcement Officer
- Community Service Representative I
- Community Service Representative II
- Computer Operator
- Construction Inspector I
- Construction Inspector II
- Construction Inspector III
- *Costumer
- Data Entry Technician
- Data Processing Technician I
- Departmental Data Analyst
- 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

*Part-Time and Seasonal Classification

9. Office and Technical Unit - (Contd.)

- Exhibits 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 Page
- Library Technician I
- Media and Computer Specialist
- Microcomputer Systems Specialist
- Museum Attendant
- Nuisance Abatement Officer
- Offset Equipment Operator
- *Performing Arts Specialist
- Personnel Assistant
- 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
- *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 Data Entry Technician
- Senior Data Processing Technician
- Senior Departmental Data Analyst
- Senior Key Data Operator
- Senior Property Assistant
- *Senior Recreation Leader
- Service Contract Inspector

*Part-Time and Seasonal Classification

9. Office and Technical Unit - (Contd.)

- *Staff Aide
 - Stenographer Clerk I
 - Stenographer Clerk II
 - Stenographer Clerk III
 - Storekeeper
 - Stores Clerk I
 - Stores Clerk II
- *Student Trainee
 - Surveillance Equipment Technician
 - 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

10. Operations and Maintenance Unit

- Animal Control Officer
- Building Attendant
- Building Maintenance Worker
- 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
- Kennel Attendant
- Landfill Equipment Operator
- Lighting and Signals Technician I
- Lighting and Signals Technician II
- Lighting and Signals Technician Trainee

10. Operations and Maintenance Unit - (Contd.)

- 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 Building Maintenance Worker
- Senior Custodian
- Senior Electronic Maintenance Technician
- Senior Landfill Equipment Operator
- Senior Maintenance Worker
- Senior Parking Lot Attendant
- Senior Tree Trimmer
- Survey Party Chief
- Tree Maintenance Worker I
- Tree Maintenance Worker II
- Tree Trimmer I
- Tree Trimmer II
- Tree Trimmer Trainee
- *Utility Worker
- Vegetal Waste Facility Worker
- *Water Waste Inspector
- Zoo Attendant I
- Zoo Attendant II

11. General Supervisory Unit

- Assistant Box Office Supervisor
- Building Inspector III
- Central Services Supervisor
- Central Stores Supervisor
- Chief Museum Attendant
- Child Care Program Coordinator

11. General Supervisory Unit - (Contd.)

Computer Operator Supervisor
Curator of Education
Custodial Supervisor
Drainage Supervisor
Enforcement and Collections Supervisor
Equipment Maintenance Supervisor
Golf Course Supervisor
Librarian III
Library Technician II
Lighting and Signals Supervisor
Marina and Boating Facilities Supervisor
Minority Services Librarian
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
Senior Accounting Technician
Senior Animal Control Officer
Senior Nuisance Abatement Officer
Senior Parking Lot Supervisor
Senior Recreation Supervisor
Street Cleaning Supervisor
Superintendent, Identification Bureau
Supervising Cashier
Supervising Community Center Attendant
Supervising Community Service Representative
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
Tree Maintenance Supervisor
Tree Trimmer Supervisor
Vegetal Waste Facility Supervisor
Weed Abatement Supervisor
Zoo Supervisor

12. Engineering Unit

- Assistant Architect
- Assistant Engineer
- Assistant Landscape Architect
- Associate Architect
- Associate Engineer
- Fire Protection Engineer
- Junior Architect
- Junior Engineer
- Landscape Architect

13. Automotive/Equipment Mechanics Unit

- Equipment Body Mechanic
- Equipment Mechanic I
- Equipment Mechanic II
- Equipment Mechanic III
- Equipment Serviceworker
- Fire Service Worker
- General Repairworker
- Parts Runner
- 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

1. Management - (Contd.)

Assistant Fleet Manager
 Assistant Nuisance Abatement Manager
 Assistant Real Property and Assessment District Supervisor
 Assistant Building Inspections Manager
 Assistant Revenue Manager
 Assistant Superintendent of Maintenance
 Assistant Superintendent of Wastewater Facilities
 Assistant Superintendent of Water Production Facilities
 Assistant to Facility Manager
 Assistant Water and Sewer Distribution Superintendent
 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 Operations Manager
 Contract Compliance Officer
 Curator of Art
 Curator of History
 Deputy City Attorney I
 Deputy City Attorney II
 Deputy City Attorney III
 Deputy City Attorney IV
 Deputy City Manager
 Deputy Director of Parks and Community Services
 Deputy Director of Public Works, Engineering Services
 Deputy Director of Public Works, Public 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

1. Management - (Contd.)

- 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
- Employee Relations Representative I
- Employee Relations Representative II
- Employee Services Manager
- Energy Systems Coordinator
- Engineering Division 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
- Investment Officer I
- Investment Officer II
- Librarian IV
- 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 and Safety Manager
- Operations and Maintenance Superintendent
- Parking Division Manager
- Parks Manager
- Parks Superintendent
- Personnel Services Manager
- Planning Director
- Police Chief
- Police Data Services Administrator
- Principal Planner
- Public Information Officer
- Purchasing Manager
- Real Property and Assessment District Supervisor
- Recreation Manager
- Recreation Superintendent
- Refuse Collection General Supervisor
- Revenue Manager
- Risk Manager

*Part-Time and Seasonal Classification

1. Management - (Contd.)

Science Center Administrator
Senior Administrative Services Officer
Senior Architect
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 Maintenance General Supervisor
Street Maintenance Superintendent
Supervising Architect
Supervising Engineer
Supervisor-Communications Division
Technical Systems Manager
Traffic Engineer
Traffic Signs and Markings General Supervisor
Training Officer
Transportation Division Manager
Treasury Operations Supervisor
Water and Sewer Distribution Superintendent
Water Division Manager
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 Technician
Budget Technician
Cashiering Systems Supervisor
City Manager's Office Supervisor
Confidential Office Supervisor
Confidential Secretary
Deputy City Clerk
Executive Secretary, City Manager's Office
Fire Service Training Specialist
Graduate Legal Assistant
Insurance Program Supervisor
Legal Assistant

2. Confidential/Administrative - (Contd.)

- Legal Secretary I
- Legal Secretary I (Exempt)
- Legal Secretary II
- Legal Secretary II (Exempt)
- Mayor/City Council Office Receptionist
- Mayor/City Council Office Secretary
- Personnel Analyst I
- Personnel Analyst II
- Personnel Technician
- Programmer I
- Programmer II
- Programmer Analyst I
- Programmer Analyst II
- Programmer Trainee
- Retirement System Supervisor
- Retirement System Technician
- Safety Officer
- Safety Specialist
- Secretary
- Secretary, City Manager's Office
- Secretary to the Mayor
- Senior Programmer Analyst
- Systems Programmer
- Treasury Operations Officer I
- Treasury Operations Officer II
- Typist Clerk (Exempt)
- Vocational Rehabilitation Coordinator
- Worker's Compensation Claims Representative

3. Non-Career

- *Assistant Caretaker
- *Assistant Cook
- *Assistant Proctor
- *Auxiliary Golf Course Marshal
- *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

*Part-Time and Seasonal Classification

3. Non-Career - (Contd.)

- *Pantry Aide
- *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

EXHIBIT C

CITY OF SACRAMENTO
EXEMPT EMPLOYEES

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

CITY ATTORNEY

- 01038 City Attorney
- 01004 Assistant City Attorney
- 01110 Deputy City Attorney IV
- 01050 Deputy City Attorney III
- 01049 Deputy City Attorney II
- 01048 Deputy City Attorney I
- 10059 Legal Assistant
- 10048 Legal Secretary I (Exempt)
- 10049 Legal Secretary II (Exempt)
- 10032 Graduate Legal Assistant

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
- 10043 Typist Clerk (Exempt)
- 10046 Administrative Assistant to the City Council

CITY TREASURER

- 01043 City Treasurer
- 01010 Assistant City Treasurer
- 01242 Investment Officer II
- 01241 Investment Officer I
- 01266 Treasury Operations Supervisor

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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

Systems and Programming

- 01264 Information Systems Manager

Operations

- 01224 Computer Operations Manager

Technical Systems

- 01276 Technical Systems 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
- 01084 Senior Management Analyst
- 01027 Management Analyst II
- 01015 Management Analyst I
- 01128 Administrative Trainee (Exempt)
- 10042 Budget Technician
- 10012 Confidential Secretary

Accounting

01002 Accounting Manager
01141 Assistant Accounting Manager

Revenue

01131 Revenue Manager
01137 Assistant Revenue Manager

FIRE

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
01263 Supervising Engineer
01286 Supervising Architect
01254 Senior Architect

Fleet Management

01238 Fleet Manager
01279 Assistant Fleet Manager
01122 Administrative Services Officer

Risk Management

01129 Risk Manager

Support Services

01261 Purchasing Manager

LIBRARY

- 01040 Library Director
- 01133 Deputy Library Director, Automated and Technical Services
- 01132 Deputy Library Director, Public Services

MAYOR/CITY COUNCIL

- 01126 Administrative Assistant to the Mayor
- 01288 Administrative Assistant to the City Council
- 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

- 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

Arts Commission

- 01232 Metropolitan Arts Manager

Crocker Art Museum

- 01200 Art Museum Manager
- 01227 Curator of Art

Golf

- 01239 Golf Manager

Museum and History Commission

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

Parks

01247 Parks Manager
01246 Parks Superintendent

Recreation

01251 Recreation Manager
01250 Recreation Superintendent

Zoo

01268 Zoo Manager
01270 Zoo Curator

PERSONNEL

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

Employee Services

01060 Employee Services Manager

Personnel Management Services

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

Workers' Compensation

01088 Occupational Health and Safety Manager

PLANNING AND DEVELOPMENT

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

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 Supervisor - Communications Division

PUBLIC WORKS

01041 Director of Public Works
01124 Deputy Director of Public Works, Engineering Services
01136 Deputy Director of Public Works, Public Services
01138 Senior Administrative Services Officer
01122 Administrative Services Officer

Animal Control

01215 Chief Animal Control Officer

Engineering

01142 Engineering Division Manager
01263 Supervising Engineer
01255 Senior Engineer
01249 Real Property and Assessment District Supervisor
01280 Contract Compliance Officer

Flood Control and Sewer

01278 Flood Control and Sewer Division Manager

Parking

- 01245 Parking Division Manager
- 01282 Chief of Off-Street Parking
- 01283 Chief of On-Street Parking

Solid Waste

- 01253 Solid Waste Division Manager
- 01271 Solid Waste Collection Superintendent
- 01219 Solid Waste Disposal Superintendent

Streets

- 01259 Street Division Manager
- 01206 Street Maintenance Superintendent

Transportation Division

- 01289 Transportation Division Manager
- 01265 Traffic Engineer
- 01263 Supervising Engineer
- 01255 Senior Engineer

Water

- 01135 Water Division Manager
- 01244 Operations and Maintenance Superintendent
- 01207 Assistant Superintendent of Maintenance
- 01209 Assistant Superintendent of Water Production Facilities
- 01231 Deputy Superintendent of Water Production Facilities
- 01267 Water and Sewer Distribution Superintendent
- 01210 Assistant Water and Sewer Distribution Superintendent
- 01208 Assistant Superintendent of Wastewater Facilities
- 01230 Deputy Superintendent of Wastewater Facilities

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

	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 SEASONAL 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
- 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