



# CITY OF SACRAMENTO

42

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

DONNA L. GILES  
DIRECTOR OF PERSONNEL

March 11, 1981

APPROVED  
BY THE CITY COUNCIL

MAR 17 1981

City Council  
Sacramento, California

OFFICE OF THE  
CITY CLERK

Honorable Members in Session:

SUBJECT: Correspondence from the Sacramento Municipal Utilities  
District, re: Comparable Worth.

## SUMMARY

On February 23, 1981, the City Manager's office received a letter from Mr. William C. Walbridge, General Manager for the Sacramento Municipal Utilities District regarding an issue known as "comparable worth". Specifically, SMUD asked for City assistance in the preparation of a request for proposal (RFP) to conduct a joint comparable worth study covering SMUD, County and City job classifications.

After considerable review, the City declined SMUD's invitation to participate in the development of an RFP or a joint comparable worth study. The reasons are contained in the following report.

## BACKGROUND

According to the U.S. Bureau of Census, women currently earn approximately 59¢ for every dollar earned by men. Some contend that this is a result of stereotyping, sex discrimination, and the establishment of lower rates of compensation for jobs held predominately by women.

A relatively new theory called "comparable worth" has emerged as a method to combat the financial disparity. Under comparable worth, it is assumed that all jobs have a certain "worth" to each employer, and that it is possible to compare these "worths" even if they do not require the same skills, effort, responsibility, training or working conditions. If the jobs held predominately by women are paid less than those predominately male jobs of equal comparable worth, the wage difference is assumed to be as a result of sex discrimination and therefore, should be corrected.

March 11, 1981

Although this theory is being debated at great lengths, a fully acceptable comparable worth measuring device has yet to be developed. The Equal Employment Opportunities Commission has contracted with the National Academy of Science to study the whole subject of comparable worth. An interim report has been issued and a final report is expected shortly. It is anticipated that EEOC will issue interim guidelines should the NAS final report provide adequate information.

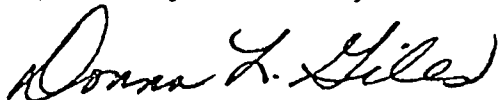
SMUD has asked that the City and County join with them in developing an RFP for a joint comparable worth study. According to Mr. Walbridge, the SMUD Board of Directors will at a later date, communicate with City Council and the Board of Supervisors to determine whether the City and County are willing to participate in such a study.

The County of Sacramento has recently declined SMUD's invitation to participate in the RFP and the proposed joint study. Their decision was based on the following reasons:

1. The County, the City and SMUD are each independent public agencies governed by independently elected boards.
2. The County, the City and SMUD are each independent employers with differing personnel rules, hiring practices and civil service procedures.
3. Each agency has a differing mission and a different mix of job classifications and employee make-up.
4. The County, City and SMUD employees are represented by different employee bargaining units. Sacramento County alone has some 19 bargaining units.
5. Labor relations negotiating procedures and time frames vary considerably.

City staff agrees with the County's assessment of the problems associated with a joint study. Further, City staff suggests that this issue not be addressed until the EEOC or other regulatory agencies develop specific guidelines for such studies. Patience will allow the City and other agencies to avoid possible arbitrary results which could further complicate the issue.

Respectfully submitted,



Donna L. Giles  
Director of Personnel

DLG/hi

APPROVED:

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Walter J. Slipe, City Manager

Attachments/



OFFICE OF THE  
CITY MANAGER

CITY OF SACRAMENTO  
CALIFORNIA

CITY HALL  
915 I STREET - 95814  
(916) 449-5704

March 11, 1981

Mr. William C. Walbridge  
General Manager  
SMUD  
P.O. Box 15830  
Sacramento, CA 95813

Dear Bill:

This is in response to your recent letter requesting the City's assistance in the development of an RFP for a joint comparable worth study. After discussing the issue with staff, I've determined that we do not wish to participate at this time; the reasons for this decision are as follows:

1. A study conducted to determine the relative "worth" of a particular job may not produce the desired results if dissimilar agencies are incorporated into the review mechanism; and
2. It is my understanding that there are no state or federal guidelines on comparable worth studies. It would seem inappropriate to study a sex discrimination issue without firm directions from the regulatory agencies on conducting such studies.

Although we feel it is inappropriate to participate in a joint study at this time, please keep us informed of any new developments.

Sincerely,

Walter J. Slipe  
City Manager



February 20, 1981

Mr. Walter J. Slipe  
City Manager  
City of Sacramento  
City Hall  
915 I Street  
Sacramento, CA 95814

CITY MANAGER'S OFFICE  
**RECEIVED**  
FEB 23 1981

Dear Walt:

The SMUD Board of Directors was recently petitioned by a group of employees to conduct a comparable worth study. The Board received a staff report on the concept of comparable worth at their February 5, 1981, meeting. At that meeting, comments were also given by various advocates from the community.

The Board has adopted a resolution, attached, directing me to solicit proposals from organizations qualified in job analysis for the conduct of a comparable worth study of the job classifications in the work forces of SMUD and of the City of Sacramento and the County of Sacramento. After these proposals are received, our Board will communicate with the City Council and with the County Board of Supervisors to determine whether the City and County are willing to participate in such a study.

Ms. Illa Collins, Chairperson of the County Board of Supervisors, spoke at our February 5, 1981, Board meeting in support of the comparable worth concept and recommended that SMUD pursue a study. She indicated in her remarks that this concept also had the support of Sandy Smoley, Ann Rudin and Lynn Robie and that they, too, thought that SMUD should conduct a study.

We are asking for your assistance in giving us the information we need to develop a request for proposal for a joint comparable worth study for the City, the County and SMUD. We particularly would like you to assign someone from your organization to assist our staff in writing this request.

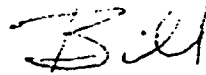
Mr. Walter J. Slipe

-2-

February 20, 1981

Please contact Pam Stewart, our Personnel Supervisor, at your earliest convenience regarding who from the City we should work with. Your cooperation is appreciated. Please contact me if you have any questions.

Sincerely,



Wm. C. Walbridge  
General Manager

Att.

RESOLUTION NO. 81-2-22

BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:

Section 1. Resolution No. 81-2-1, adopted by this Board on February 5, 1981, is hereby rescinded and is replaced by Section 2 of this resolution.

Sec. 2. The General Manager is hereby directed to solicit proposals from organizations qualified in job analysis for the conduct of a comparable worth study of the job classifications in the work forces of this District and of the City of Sacramento and the County of Sacramento. After the General Manager has received and reviewed those proposals, this Board will communicate with the City Council and with the County Board of Supervisors to ascertain whether the City and County are willing to participate in such a study.

Adopted February 19, 1981

INTRODUCED BY DIRECTOR					<i>The Clair</i>
SECONDED BY DIRECTOR					<i>Kehe</i>
DIRECTORS	AYE	NO	ABSTAIN	ABSENT	
KEHOE	<input checked="" type="checkbox"/>				
TAYLOR	<input checked="" type="checkbox"/>				
CASTRO		<input checked="" type="checkbox"/>			
McCLAIN	<input checked="" type="checkbox"/>				
CARR	<input checked="" type="checkbox"/>				

COUNTY OF SACRAMENTO  
OFFICE OF THE COUNTY EXECUTIVE



RECEIVED

MAR 9 1981

PERSONNEL DEPT.

BRIAN H. RICHTER  
COUNTY EXECUTIVE

February 25, 1981 ✓

Mr. William C. Walbridge  
General Manager  
SMUD  
P. O. Box 15830  
Sacramento, CA 95813

Dear Bill:

This is in response to your letter of February 20, 1981, requesting the County's assistance and participation in preparing an RFP to conduct a joint comparable worth study for the County, City, and SMUD. I have considered this matter carefully and consulted with Jerry Pauly, the County's Director of Personnel Management, and conclude that a joint City, County, and SMUD comparable work study would not be feasible or appropriate. I, therefore, respectfully decline your invitation to participate. My reasons for this conclusion are as follows:

1. The County, the City and SMUD are each independent public agencies governed by independently elected boards.
2. The County, the City, and SMUD are each independent employers with differing personnel rules, hiring practices and civil service procedures.
3. Each agency has a differing mission and a different mix of job classifications and employee makeup.
4. The County, City, and SMUD employees are represented by different employee bargaining units. Sacramento County alone has some 19 bargaining units.
5. Labor relations negotiating procedures and time frames vary considerably.

In summary, attempting to conduct a comparable worth study under the forgoing circumstances would be unreasonably complex and, in my opinion, would not be

productive. As you know, Bill, I am very supportive of a cooperative relationship among governmental entities within Sacramento County and would not want my position in this matter to be interpreted as a negative attitude toward such cooperation. However, I hope you can share and understand some of the concerns I have listed above as making a joint study in this matter impracticable.

Sincerely,



Brian H. Richter  
County Executive

BHR/r

cc: Members, Board of Supervisors  
Walter Slipe, City Manager  
Jerry Pauly, Personnel Management  
Gary Cassady, AFA





# SACRAMENTO NATIONAL WOMEN'S POLITICAL CAUCUS

P.O. Box 161533 / Sacramento, CA 95816

RECEIVED  
OFFICE OF THE MAYOR

MAR 2 1981

AM PM  
7|8|9|10|11|12|1|2|3|4|5|6

March 1, 1981

Mayor Phil Isenberg,  
Sacramento City Hall  
915 I Street  
Sacramento, Calif. 95814

Dear Mayor Isenberg,

This letter is in regard to the recent request made by SMUD asking that the city and county join with them in a comparable worth study.

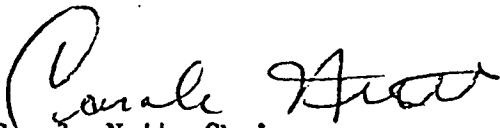
Although the members of NWPC strongly support the SMUD women employees in their petition for a comparable worth study at SMUD, we join them in opposing a joint effort with the city and county.

Because there is a unique work force required by city government, such as law enforcement, fire protection, and waste removal personnel that is not found in an electric utility district, it would be extremely difficult to arrive at a valid criteria for measurement.

In the attached letter, SMUD's General Manger William Walbridge refers to a recommendation made by Chairwoman of the Board of Supervisors, Illa Collin, that SMUD should pursue a comparable worth study. However, Mr. Walbridge neglected to mention that Ms. Collin also made a strong statement opposing a joint study.

We believe that a joint effort would delay the comparable study at SMUD and urge the city council to reject SMUD's request.

Sincerely,

  
Carole Nutt, Chairperson  
Sacramento Chapter, NWPC

Encl: 2

cc: all city council members

Sacramento Area Chapter  
P. O. Box 1404  
Sacramento, CA 95807  
916-443-3470

RECEIVED  
OFFICE OF THE MAYOR

February 26, 1981

MAR 2 1981  
AM PM  
7 8 9 10 11 12 1 2 3 4 5 6

Sacramento City Council  
City Hall  
Sacramento, CA

Attn: Mayor Phil Isenberg

Dear Phil,

We request that you (City Council) issue a letter to SMUD Board Members stating that the City cannot participate in a joint City-County-SMUD RFP and/or Comparable Worth Study of salary scales and job descriptions.

It is our contention that the City, the County, the utility must decide separately the Comparable Worth issue as each entity has separate legislative bodies, etc., as well as job descriptions.

Thank you.

Sincerely,



GLORY WICKLUND  
President

Please copy and distribute to Council Members

National Organization for Women

