



CITY OF SACRAMENTO

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DEPARTMENT OF PERSONNEL
PERSONNEL MANAGEMENT SERVICES DIVISION
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CITY MANAGER'S OFFICE
RECEIVED
AUG 18 1983

DONNA L. GILES
DIRECTOR OF PERSONNEL

August 17, 1983

City Council
Sacramento, California

APPROVED
BY THE CITY COUNCIL

AUG 23 1983

OFFICE OF THE
CITY CLERK

Honorable Members in Session:

SUBJECT: ADOPTION OF SALARY AND BARGAINING UNIT FOR NEW CLASSIFICATION OF PROGRAMMER ANALYST II AND REVISIONS TO THE SALARY SCHEDULES AND BARGAINING UNIT TO REFLECT TITLE CHANGES ADDING PROGRAMMER TRAINEE, PROGRAMMER I AND PROGRAMMER II, AND PROGRAMMER ANALYST I, AND DELETING OLD TITLES

SUMMARY

This report recommends a salary and a bargaining unit placement for the new classification Programmer Analyst II and revisions to the salary schedules and bargaining unit to reflect title changes of EDP Programmer Trainee, EDP Programmer I, EDP Programmer II, and Programmer Analyst to Programmer Trainee, Programmer I, Programmer II and Programmer Analyst I. These actions are designed to improve the City's ability to recruit and retain employees in these classifications.

BACKGROUND AND ANALYSIS

The City has experienced considerable difficulty recruiting and retaining employees in the Programmer Analyst classification. This classification performs technical work in the analysis, design, programming, testing, installation, documentation, and maintenance of complex main frame application programs and systems. Recruitment and retention problems have caused positions to go unfilled for lengthy periods of time, and the work needed to be performed to get the City on-line has been delayed.

To remedy the recruitment, retention, and progression problems in the programmer and programmer analyst classification, the Civil Service Board approved updating, revising and retitling the lower level programmer classifications of EDP Programmer Trainee, EDP Programmer I, and EDP Programmer II to the new classification of Programmer Trainee, Programmer I and Programmer II. The salaries remain the same. Resolution 81-595 (salaries) and Resolution 81-885 (Employer-Employee Relations) are proposed for amendment to incorporate the revised titles.

The Board also approved an advanced journey Programmer Analyst classification of Programmer Analyst II. The salary for this class is set at 10% above the journey level, (\$2,426.84 to \$2,949.79.) Resolution 81-595 is proposed for amendment to incorporate the new salary. The former journey level Programmer Analyst classification has been changed to Programmer Analyst I, with the salary remaining the same. There now exists incentive through monetary remuneration, for employees to stay with the City and continue to provide the City with their advanced journey level skills.

The new classification of Programmer Analyst II is proposed for placement in the Office and Technical unit. The resolution which would be amended is 81-885. The salary and bargaining unit have been discussed with the Local 39 representative, who is in agreement.

FISCAL IMPACT

There are currently nine Programmer Analyst incumbents. If the incumbents meet the qualifications of the higher Programmer Analyst II level, the Department may request flexible staffing. Using Step E of the salary for Programmer Analyst and Step E of the proposed salary for Programmer Analyst II, the increase for one position, in a fiscal year, would amount to \$3,228.24.

RECOMMENDATION

It is recommended that the City Council approve amending the Resolutions specified above to:

1. Revise the classification titles of EDP Programmer Trainee, EDP Programmer I, EDP Programmer II and Programmer Analyst to Programmer Trainee, Programmer I, Programmer II, and Programmer Analyst I and amend salary and employer-employee resolutions to reflect revised titles.
2. Establish the salary for Programmer Analyst II of \$2,426.84 to \$2,949.79 per month.
3. Place the classification of Programmer Analyst II in the Office and Technical Unit.

Respectfully submitted,

Donna L. Giles
Donna L. Giles
Director of Personnel

DLG/TV/tac

Recommendations Approved:

Walter J. Slipe

Walter J. Slipe
City Manager

RESOLUTION NO. 83-650

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

August 23, 1983

A RESOLUTION APPROVING THE REPORT AND RECOMMENDATION OF THE DIRECTOR OF PERSONNEL, APPROVED BY THE CITY MANAGER, DATED AUGUST 17, 1983, RELATING TO THE SALARIES, BENEFITS AND EMPLOYER-EMPLOYEE RELATIONS REPRESENTATION UNIT OF THE NEW CLASSIFICATION OF PROGRAMMER ANALYST II AND THE REVISIONS TO THE SALARY AND EMPLOYER-EMPLOYEE RESOLUTIONS TO REFLECT REVISED TITLES OF EDP PROGRAMMER TRAINEE; EDP PROGRAMMER I; EDP PROGRAMMER II AND PROGRAMMER ANALYST TO PROGRAMMER TRAINEE, PROGRAMMER I, PROGRAMMER II AND PROGRAMMER ANALYST I

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

The report and recommendation of the Director of Personnel, approved by the City Manager, dated August 17, 1983, relating to the salaries, benefits, and Employer-Employee Relations Representation Unit of the new class of Programmer Analyst II and the revisions to the salary and employer-employee resolutions to reflect revised titles of EDP Programmer Trainee, EDP Programmer I, EDP Programmer II and Programmer Analyst to Programmer Trainee, Programmer I, Programmer II and Programmer Analyst I, a copy of which is attached hereto, is hereby approved.

ATTEST:

CITY CLERK

MAYOR
APPROVED
BY THE CITY COUNCIL

AUG 23 1983 **APPROVED**
BY THE CITY COUNCIL

OFFICE OF THE
CITY CLERK

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