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DEPARTMENT OF  
PERSONNEL

CITY OF SACRAMENTO  
CALIFORNIA

801 NINTH STREET  
ROOM 210  
SACRAMENTO, CA  
95814-2693

PERSONNEL MANAGEMENT  
SERVICES DIVISION

APPROVED  
BY THE CITY COUNCIL

916-449-5726

DONNA L. GILES  
DIRECTOR OF  
PERSONNEL

JUL 12 1988

July 8, 1988

City Council  
Sacramento, California

OFFICE OF THE  
CITY CLERK

Honorable Members in Session

SUBJECT: RETITTLING - ASSISTANT/ASSOCIATE ENGINEER TO ASSISTANT/ASSOCIATE CIVIL ENGINEER; NEW CLASSIFICATIONS - ASSISTANT/ASSOCIATE ELECTRICAL ENGINEER AND ASSISTANT/ASSOCIATE MECHANICAL ENGINEER

SUMMARY

This report recommends retitling the current Assistant/Associate Engineer class to Assistant/Associate Civil Engineer. It also recommends salary and bargaining unit placement for the new classifications of Assistant/Associate Electrical Engineer and Assistant/Associate Mechanical Engineer. Splitting the generic Engineer class into three classes was necessary for recruiting engineers who have the specialized experience needed for the varied engineering projects within the City.

BACKGROUND AND ANALYSIS

Engineering, like many other professions, is becoming very specialized. In addition, the need for specialized experience by the City is becoming increasingly apparent by the variety of projects that are currently or soon to be in progress. For instance, there is currently a need in Facility Management for an Associate Engineer (Civil) who has specialized experience in building structures to deal with the City's parking lot structures. Civil Engineers are also used in such diversified areas as hydraulics and transportation.

On July 5, 1988, the Civil Service Board approved retitling the Assistant/Associate Engineer to Assistant/Associate Civil Engineer and adopted the new classes of Assistant/Associate Electrical Engineer and Assistant/Associate Mechanical Engineer in order to provide greater flexibility in recruitment. Until these proposals were adopted, there could only be three eligible lists at each engineer level (Civil, Electrical, Mechanical). With the adoption of the new classes there can now be at least three lists for each class, thus increasing the number of specialities the City can recruit under.

It is proposed to set the salary at \$2,723.24 - \$3,310.15 per month for the Assistant Electrical Engineer and the Assistant Mechanical Engineer which is the same range that currently exists for the Assistant Engineer. It is also proposed to use the same range for Associate Electrical Engineer and Associate Mechanical Engineer as is the current Associate Engineer which is \$3,305.47 - \$4,017.69 per month. In addition, it is recommended that the two new classes be placed in the engineering unit just as the current Assistant/ Associate Engineer is placed. No salary or bargaining unit placement changes are recommended for the retitled Assistant/ Associate Civil Engineer as no significant changes in duties or qualifications were made.

Because the Assistant/Associate Engineer class is to be retitled and because new classes will be added, a resolution relating to the conflict of interest code needs to be amended. Also added to this resolution are some other changes that Public Works has requested due to their recent reorganization.

The Western Council of Engineers has reviewed the proposed salaries and bargaining unit placement and is in agreement.

#### FINANCIAL IMPACT

Since no salary or bargaining unit placement changes are recommended, there will be no financial impact.

#### RECOMMENDATIONS

It is recommended that the City Council amend Resolution 88-007 to effect the following changes:

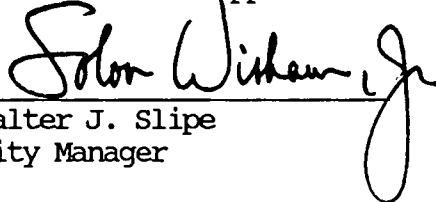
1. Placement of Assistant/Associate Electrical Engineer and Assistant/ Associate Mechanical Engineer in the engineering unit.
2. Retitle the Assistant/Associate Engineer to Assistant/Associate Civil Engineer.
3. Set the salary for Assistant Electrical Engineer and Assistant Mechanical Engineer at \$2,723.24 - \$3,310.15 per month.
4. Set the salary for Associate Electrical Engineer and Assistant Mechanical Engineer at \$3,305.47 - \$4,017.69 per month.

Respectfully Submitted,



Donna L. Giles  
Director of Personnel

Recommendation Approved:



for: Walter J. Slipe  
City Manager

July 12, 1988  
All Districts

RESOLUTION NO. 88-607

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

July 12, 1988

AMENDING RESOLUTION 88-007 RELATING TO SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

APPROVED BY THE CITY COUNCIL JUL 12 1988 OFFICE OF THE CITY CLERK

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT RESOLUTION 88-007 IS AMENDED AS FOLLOWS, EFFECTIVE JULY 16, 1988:

Section 1.

Exhibit A, Salary Schedules, Schedule #11, Western Council of Engineers, salaries is amended by:

- 1. The addition of the classifications of Assistant Electrical Engineer and Assistant Mechanical Engineer, each with a salary of \$2,723.24 - \$3,310.15 per month.
2. The addition of the classifications of Associate Electrical Engineer and Associate Mechanical Engineer, each with a salary of \$3,305.47 - \$4,017.69 per month.
3. The modification of the titles of Assistant/Associate Engineer to Assistant/Associate Civil Engineer.

Section 2.

Exhibit B, Employer-Employee Relations Policy, is amended by:

- 1. The addition of the classifications of Assistant/Associate Electrical Engineer and Assistant/Associate Mechanical Engineer to Western Council of Engineers.
2. The modification of the titles of Assistant/Associate Engineer to Assistant/Associate Civil Engineer.

ATTEST:

CITY CLERK

MAYOR

# RESOLUTION NO. 88-608

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

July 12, 1988

RESOLUTION AMENDING RESOLUTION 88-177 RELATING TO THE CONFLICT OF INTEREST CODE FOR THE PUBLIC WORKS, PLANNING AND DEVELOPMENT, AND GENERAL SERVICES DEPARTMENTS

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

That Resolution 88-177, Exhibit A, relating to Conflict of Interest is hereby amended to:

1. Delete the following designated classifications and disclosure categories in the General Services, Planning and Development and Public Works Departments:

<u>Designated Classification</u>	<u>Disclosure Categories</u>
Associate Engineer, General Services	5,6
Assistant Engineer, General Services	5,6
Associate Engineer, Planning and Development	1,5,6,8,9,10
Associate Engineer, Public Works, Engineering	1,6,7,8,11,12
Associate Engineer, Public Works, Solid Waste	1,6,9,12
Associate Engineer, Public Works, Water	1,6,7,10,11,12
Associate Engineer, Public Works, Transportation	6,8,12
Associate Engineer, Public Works, Flood Control & Sew.	1,6,7,10,11,12

2. Add the following designated classifications and disclosure categories in the General Services, Planning and Development, and Public Works Departments:

<u>Designated Classification</u>	<u>Disclosure Categories</u>
Associate Civil Engineer, General Services	5,6
Associate Mechanical Engineer, General Services	5,6
Associate Civil Engineer, Planning and Development	1,5,6,8,9,10
Associate Mechanical Engineer, Planning and Dev.	1,5,6,8,9,10
Associate Civil Engineer, Public Works, Engineering	1,6,7,8,11,12
Associate Electrical Engineer, Public Works, Engin.	1,6,7,8,11,12

**APPROVED**  
BY THE CITY COUNCIL

JUL 12 1988

OFFICE OF THE  
CITY CLERK

<u>Designated Classification</u>	<u>Disclosure Categories</u>
Associate Civil Engineer, Public Works, Admin.	1,6,7,8,11,12
Associate Civil Engineer, Public Works, Solid Waste	1,6,9,12
Associate Civil Engineer, Public Works, Water	1,6,7,10,11,12
Associate Civil Engineer, Public Works, Flood Control and Sewer	1,6,7,10,11,12
Associate Electrical Engineer, Public Works, Flood Control and Sewer	1,6,7,10,11,12
Associate Civil Engineer, Public Works, Transportation	6,8,12
Senior Engineer, Public Works, Administration	1,6,7,8,11,12
Supervising Engineer, Public Works, Admin.	1,6,7,8,11,12

ATTEST:

\_\_\_\_\_  
MAYOR

\_\_\_\_\_  
CITY CLERK