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CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
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STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

January 11, 1983

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Amendment to Employer-Employee Relations Policy

APPROVED
BY THE CITY COUNCIL

OFFICE OF THE
CITY CLERK

SUMMARY

There are certain changes recently negotiated in the new labor agreements which require corresponding changes to the City's Employer-Employee Relations Policy (EERP). This report recommends two basic revisions to the EERP: 1) a change in the definition of the term "employee" under Article III, and 2) changes in the designation of various classifications to the representation units and the unrepresented category in Exhibit "A".

It is recommended that the City Council approve these changes by adopting the attached resolution amending the Employer-Employee Relations Policy.

BACKGROUND

The 1982-84 labor agreements between the City of Sacramento and certain recognized employee organizations require changes to the existing Employer-Employee Relations Policy (EERP).

First, the term "employee" as presently defined in the EERP excludes employees who work less than 1,040 hours within one year of each date of employment. Employees in this category are now covered under the new labor agreement with Stationary Engineers, Local 39. In order to include these employees, we are proposing the following language be added as underlined to the definition of "employee" under Article III, Paragraph 3 of the EERP:

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.

The above proposal has been reviewed by all other recognized employee organizations and there were no objections.

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Secondly, various changes were made in negotiations in regard to the designation of classifications to representation units and the unrepresented category. The following changes need to be made to Exhibit "A" of the EERP:

<u>Classification</u>	<u>From</u>	<u>To</u>
Police Systems Analyst	Unrepresented Confidential	Office & Technical
Stenographer Clerk III	Unrepresented Confidential	Office & Technical
Administrative Trainee	Office & Technical	Unrepresented Confidential
Benefits Technician	Office & Technical	Unrepresented Confidential
Retirement System Technician	Office & Technical	Unrepresented Confidential
Librarian III	Professional	General Supervisory
Librarian IV	General Supervisory	General Management
Accounting Officer	General Management	Unrepresented Management
Revenue Officer	General Management	Unrepresented Management

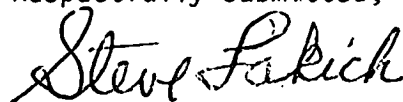
FINANCIAL IMPACT

The change in designation of the classifications of Accounting Officer and Revenue Officer from the General Management Unit to Unrepresented Management will result in two employees being eligible for the Optional Benefit Plan. This will cost \$864 for the remainder of Fiscal Year 1982-83.

RECOMMENDATION

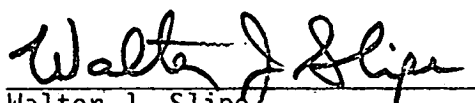
It is recommended that the City Council approve the attached resolution amending the Employer-Employee Relations Policy.

Respectfully submitted,



Steve Lakich
Director of Employee Relations

Recommendation Approved:



Walter J. Slipa
City Manager

January 11, 1983
All Districts

Attachment

RESOLUTION NO. 83-032

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JANUARY 11, 1983

A RESOLUTION AMENDING RESOLUTION NO. 81-885
ADOPTED DECEMBER 1, 1981, RELATING TO
EMPLOYER-EMPLOYEE RELATIONS

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

1. Resolution No. 81-885, adopted December 1, 1981, is hereby amended by the following change to the definition of the term "employee" under Article III, Paragraph 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.

2. Resolution No. 81-885 is hereby amended further by deleting the following classifications from Exhibit A, Section B:

Police Systems Analyst
Stenographer Clerk III

3. Resolution No. 81-885 is hereby amended further by adding the following classifications to the Office and Technical Unit as shown in Exhibit A, Section A:

Police Systems Analyst
Stenographer Clerk III

4. Resolution No. 81-885 is hereby amended further by deleting the following classifications from the Office and Technical Unit as shown in Exhibit A, Section A:

Administrative Trainee
Benefits Technician
Retirement System Technician

5. Resolution No. 81-885 is hereby amended further by adding the following classifications designated as Unrepresented Confidential to Exhibit A, Section B:

Administrative Trainee
Benefits Technician
Retirement System Technician

APPROVED
BY THE CITY COUNCIL

JAN 11 1983

OFFICE OF THE
CITY CLERK



6. Resolution No. 81-885 is hereby amended further by deleting the following classification from the Professional Unit as shown in Exhibit A, Section A:

Librarian III

7. Resolution No. 81-885 is hereby amended further by adding the following classifications to the General Supervisory Unit as shown in Exhibit A, Section A:

Librarian III

8. Resolution No. 81-885 is hereby amended further by deleting the following classification from the General Supervisory Unit as shown in Exhibit A, Section A:

Librarian IV

9. Resolution No. 81-885 is hereby amended further by adding the following classification to the General Management Unit as shown in Exhibit A, Section A:

Librarian IV

10. Resolution No. 81-885 is hereby amended further by deleting the following classifications from the General Management Unit as shown in Exhibit A, Section A:

Accounting Officer
Revenue Officer

11. Resolution No. 81-885 is hereby amended further by adding the following classifications designated as Unrepresented Management to Exhibit A, Section B:

Accounting Officer
Revenue Officer

MAYOR

ATTEST:

CITY CLERK