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APPROVED  
BY THE CITY COUNCIL

JUN 18 1991

OFFICE OF THE  
CITY CLERK

DEPARTMENT OF  
PERSONNEL

CITY OF SACRAMENTO  
CALIFORNIA

921 TENTH STREET  
SECOND FLOOR  
SACRAMENTO, CA  
95814-2693

PERSONNEL SERVICES DIVISION

916-449-5726

JUNE 18, 1991

CITY COUNCIL  
Sacramento, California

DONNA L. GILES  
DIRECTOR OF  
PERSONNEL

Honorable Members in Session

SUBJECT: NEW CLASSIFICATION -- STREET CONSTRUCTION LABORER TRAINEE  
(EXEMPT)

**SUMMARY**

This report recommends salary and bargaining unit placement for the new exempt classification titled Street Construction Laborer Trainee, a classification which will learn to perform heavy manual labor in the construction, maintenance and repair of City streets and other facilities.

**BACKGROUND AND ANALYSIS**

During the 1990 contract negotiations with the Sacramento - Sierra's Building and Construction Trades Council and the City of Sacramento, agreement was reached regarding the establishment of a non-career classification titled Street Construction Laborer Trainee. The parties agreed as follows:

" the City shall have the right during the term of the Agreement to establish the non-career classification of Street Construction Laborer Trainee at a flat rate salary of ten percent (10%) below Step "A" of the salary range for the classification of Street Construction Laborer R1. Upon completion of a two year training period, an incumbent will be advanced to step "A" of the Street Construction Laborer R1. If unsuccessful, he/she will be terminated without the right of appeal to the grievance procedure..."

In a training capacity, incumbents of this classification will learn to perform heavy manual labor in the construction, maintenance and repair of City streets and other facilities. The current Step "A" salary rate for Street Construction Laborer R1 is \$1788.11 monthly. It is proposed that the salary for the new classification of Street Construction Laborer Trainee be set at a flat rate of ten percent (10%) below the Step "A" salary rate for Street Construction Laborer R1 which is \$1625.55 per month. It is

also proposed that the classification be placed in the Building Trades and Craft Unit and be designated as exempt.

The Sacramento - Sierra's Building and Construction Trades Council has reviewed the proposals regarding the new Street Construction Laborer Trainee salary and bargaining unit placement and is in agreement.

No Conflict of Interest codes are necessary for this new classification.

**FINANCIAL IMPACT**

There is no financial impact regarding the classification at this time. Current vacant Street Construction Laborer positions may be underfilled at the Street Construction Laborer Trainee level.

**POLICY CONSIDERATIONS**

None.

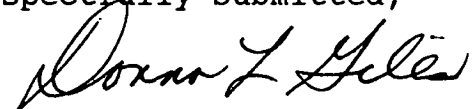
**MBE/WBE EFFORTS**

No impact.

**RECOMMENDATIONS**

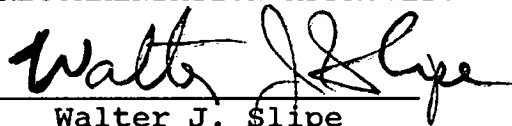
It is recommended that the City Council amend Resolution 91-024 to effect the new classification of Street Construction Laborer Trainee with a salary of \$1625.55; that the class be placed in the Building Trades and Craft Unit; and the class be designated as exempt.

Respectfully Submitted,



Donna L. Giles  
Director of Personnel

RECOMMENDATION APPROVED:



Walter J. Slupe  
City Manager

All Districts  
6/18/91

Contact Person to Answer Questions:  
Trevor Walton, Personnel Analyst 449-8273

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BY THE CITY COUNCIL

JUN 18 1991

OFFICE OF THE  
CITY CLERK

**RESOLUTION NO. 91-441**

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF \_\_\_\_\_

AMENDING RESOLUTION 91-024 RELATING TO  
SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS  
POLICY, AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT  
RESOLUTION 91-024 IS AMENDED AS FOLLOWS, EFFECTIVE JUNE 22, 1991.

Section 1.

Exhibit A, Salary Schedules, Schedule #06, Building Trades and Craft Unit, salaries is amended by the addition of the classification of Street Construction Laborer Trainee with a salary of \$1,625.55 per month.

Section 2.

Exhibit B, Employer-Employee Relations Policy, is amended by the addition of the classification of Street Construction Laborer Trainee to the Building Trades and Craft Unit.

Section 3.

Exhibit C, Designation of Exempt Job Classifications, is amended by the addition of the classification of Street Construction Laborer Trainee:

ATTEST:

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

\_\_\_\_\_  
MAYOR

FOR CITY CLERK USE ONLY

RESOLUTION NO.: \_\_\_\_\_

DATE ADOPTED: \_\_\_\_\_