



CITY OF SACRAMENTO

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DEPARTMENT OF PERSONNEL
PERSONNEL MANAGEMENT SERVICES DIVISION
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CITY MANAGER'S OFFICE
RECEIVED
JUN 10 1986

DONNA L. GILES
DIRECTOR OF PERSONNEL

June 6, 1986

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: SALARY ADJUSTMENT FOR THE FIRE PROTECTION ENGINEER CLASSIFICATION

SUMMARY

This report recommends a 5% increase to the Fire Protection Engineer salary from \$2,647.32 - \$3,217.76 to \$2,779.60 - \$3,378.62 per month in order to help overcome recent recruitment problems.

BACKGROUND AND ANALYSIS

In October 1985, the Civil Service Board approved the new classification of Fire Protection Engineer that would be responsible for reviewing and checking plans for new commercial construction to assure proper exiting, handicap accessibility, fire extinguisher location, available water for water suppression, and special hazards of any kind. Shortly thereafter, the City Council approved the salary of \$2,647.32 - \$3,217.76 per month for the class.

Once the salary was established, recruitment began which yielded no qualified candidates despite an extended recruitment period and extensive advertising in various journals and newspapers. A second attempt at recruiting occurred for four weeks in February 1986, and even more advertising was utilized, which again, did not yield any qualified candidates.

There seem to be two reasons why the City is unable to attract anyone for the position of Fire Protection Engineer. First of all, many of the candidates were not registered as Fire Protection Engineers with the State of California, which was one of the requirements at the time of the recruitment periods. On June 3, 1986, the Civil Service Board approved revising this qualification to "the ability to obtain registration with the State of California as a Fire Protection Engineer within 24 months after appointment".

A second problem with recruiting qualified candidates lies in the City's salary, which is lower than some of the other jurisdictions. In order to attract candidates to this position, it is proposed to increase the salary by

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JUN 17 1986

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5% from \$2,647.32 - \$3,217.76 to \$2,779.60 - \$3,378.62 per month. It is hoped that between the reduced qualification requirement and the increased salary, the City will have a better chance recruiting a qualified Fire Protection Engineer.

The Western Council of Engineers is in agreement with the proposed salary adjustment.

FISCAL IMPACT

There will be no fiscal impact since funds for the salary adjustment have already been incorporated in next year's budget.

RECOMMENDATION

It is recommended that the City Council approve the attached amendment to Resolution 85-998, increasing the salary for Fire Protection Engineer from \$2,647.32 - \$3,217.76 to \$2,779.60 - \$3,378.62 per month.

Respectfully submitted,

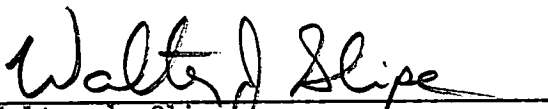


Donna L. Giles
Director of Personnel

DLG/BS/dn (1394p)

Attachment

RECOMMENDATION APPROVED:


Walter J. Slipes
City Manager

June 17, 1986
All Districts

RESOLUTION NO. 86-446

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

June 17, 1986

AMENDING RESOLUTION 85-998 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 85-998 IS AMENDED AS FOLLOWS, EFFECTIVE JUNE 21, 1986:

Section 1.

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

Modification of the salary of the classification of Fire Protection Engineer from \$2,647.32 - \$3,217.76 to \$2,779.60 - \$3,378.62.

MAYOR

ATTEST:

CITY CLERK

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