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RESOLUTION NO. 85-510

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JULY 2, 1985

A RESOLUTION APPROVING THE CITY MANAGER'S REPORT
DATED JULY 2, 1985, RELATING TO 1985-86 COMPENSATION
RECOMMENDATIONS FOR UNREPRESENTED PERSONNEL

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

The City Manager's report dated July 2, 1985, relating to 1985-86 compensation recommendations for unrepresented personnel, a copy of which is attached hereto, is hereby approved in full.

MAYOR

ATTEST:

CITY CLERK



OFFICE OF THE
CITY MANAGER

CITY OF SACRAMENTO CALIFORNIA

CITY HALL
915 I STREET - 95814
(916) 449-5704

July 2, 1985

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Adoption of 1985-86 Salaries and Benefits for Represented and Unrepresented Employees

SUMMARY

This report contains the recommendations of the City Manager for salary and benefit improvements for unrepresented personnel for Fiscal Year 1985-86.

It is recommended that the City Council approve this report and the attached ordinance amendment and resolutions to authorize implementation of the proposed 1985-86 salary and benefit increases for unrepresented personnel on the effective dates indicated in this report.

BACKGROUND

The three-year labor agreements approved by the Council last year provide for a 4.4% salary increase effective July 6, 1985, an increase of \$28.84 in the City's monthly insurance contribution, and some improvements in uniform allowances. Most City employees are covered under these agreements. Approval of the attached resolution will implement the 4.4% salary increase for represented employees covered by labor agreements with the following unions:

Sacramento Police Officers Association
Sacramento Fire Fighters, Local 522
Stationary Engineers, Local 39
Plumbers and Pipefitters, Local 447
Auto, Marine and Specialty Painters, Local 1176
International Association of Machinists
Western Council of Engineers
Sacramento Police Deputy Chiefs and Captains Association

The recommendations contained in this report for 1985-86 salary and benefit improvements cover the unrepresented personnel. This report also covers the newly unrepresented group of employees in the General Management Unit who voted on March 12, 1985 to decertify the Sacramento City Management Association.

In establishing salaries and benefits for this group of 385 unrepresented personnel, I believe it is essential that they be treated at least equal to represented employees. They should not be placed in an inequitable position relative to their subordinates or comparable represented classes. We need to recognize the efforts of this group of managers and support staff on whom we depend to direct the activities of City government. The recommendations contained in this report are consistent with the economic package granted to represented employees in the second year of the three-year labor agreements.

Since the unrepresented personnel are not covered by a labor agreement and with the decertification of the General Management Unit, there is a need to consolidate into one document all the various resolutions, rules, regulations, policies, and the applicable provisions of the City Code which affect their terms and conditions of employment. These matters have been placed in a proposed personnel resolution which is a part of this report. This report also recommends an amendment to the Employer-Employee Relations Policy in order to abolish the General Management Unit and to place those classifications in unrepresented management.

PROPOSED 1985-86 SALARY AND BENEFIT PLAN

The recommendations of the City Manager for the 1985-86 salary and benefit plan for unrepresented personnel are separated into categories of unrepresented management, including members of the City Council; employees formerly represented in the General Management Unit; unrepresented confidential/administrative; and unrepresented non-career. The recommendations are as follows:

1. Unrepresented Management

A. Salaries

Effective July 6, 1985, a 4.4% salary increase for all classifications designated as unrepresented management. Additionally, to maintain internal and external salary relationships, the following equity adjustments are proposed:

- 1) An additional 5.5% salary increase for the Assistant City Treasurer to equate to the same salary range as the Parking Division Manager, Street Division Manager, and Solid Waste Division Manager.
- 2) An additional 6% salary increase for the Deputy City Attorney IV.

- 3) The present Supplemental Salary Range for the Assistant City Attorney is to be abolished. The incumbent will be placed at Step E of the new salary range which is the equivalent to Step D of the present salary range. The incumbent will receive a 2% additional salary increase at Salary Step E.
- 4) An additional .3% salary increase for the Budget Officer to equate to the same salary range as the Parking Division Manager, Street Division Manager, and Solid Waste Division Manager.
- 5) An additional 2.8% salary increase for the Accounting Officer, Revenue Officer, and Personnel Services Manager to equate to the same salary range as the Citizens Assistance Officer.

B. Fringe Benefits

- 1) Effective July 1, 1985, the City's monthly insurance contribution will increase by \$28.84, changing the City contribution from \$236.24 to \$265.08 monthly per eligible employee. The members of the City Council receive this benefit.
- 2) Effective July 1, 1985, members of the City Council, City Manager and Executive Director of Sacramento Housing and Redevelopment Agency will receive an increase in the monthly vehicle allowance from \$250 to \$300.
- 3) Effective August 1, 1985, City-paid basic life insurance will be increased as follows:

	<u>Current Amount</u>	<u>New Amount</u>
City Council Members	\$50,000	\$100,000
Assistant City Manager		
Assistant City Manager/ Executive Director		
Mayor	50,000	150,000
City Manager	125,000	150,000

2. Employees Formerly Represented in the General Management Unit

A. Salaries

Effective July 6, 1985, a four-tenths of one percent (.4%) salary increase for all classifications formerly represented in the General Management Unit, except the salary of the incumbent in the classification of Water and Sewer Distribution Superintendent will remain unchanged. Additionally, to maintain internal and external salary relationships, the following equity adjustments are proposed:

- 1) An additional 6.7% increase for the Librarian IV to equate to the same salary range as the Accountant/Auditor III.

- 2) An additional 2.9% salary increase for the Senior Architect and Senior Engineer to equate to the same salary range as the Traffic Engineer.
- 3) An additional 2.5% salary increase for the Supervising Engineer to equate to the same salary range as the Street Division Manager.
- 4) An additional 4.9% salary increase for the Zoo Superintendent to equate to the same salary range as the Assistant Superintendent of Water Production Facilities.
- 5) An additional 4.9% salary increase for the Systems and Programming Manager and Computer Operations Manager to equate to the same salary range as the Principal Planner.
- 6) An additional 5.4% for the Computer Systems Specialist to equate to the same salary range as the Assistant Parks Superintendent, Community Center Facilities Superintendent, and Golf Superintendent.
- 7) The existing 15% fire incentive program for the classes of Deputy Fire Chief, Fire Marshal, and Battalion Fire Chief will be replaced by increasing the base salary ranges by 15%. The net result is an additional 5% salary increase for four employees.
- 8) The salary for the classification of Water and Sewer Distribution Superintendent will be decreased by 3.8% to equate to the same salary range as the Operations and Maintenance Superintendent. The incumbent will be Y-rated at the current monthly salary of \$4,441.

B. Fringe Benefits

- 1) Effective July 1, 1985, the City's monthly insurance contribution will increase by \$35.08, changing the City contribution from \$230.00 to \$265.08 monthly per eligible employee.
- 2) Effective July 6, 1985, employees will be eligible for the 4% optional benefit plan.

3. Unrepresented Confidential/Administrative

A. Salaries

Effective July 6, 1985, a 4.4% salary increase for all classifications designated as unrepresented confidential/administrative. Additionally, to maintain internal and external salary relationships, the following equity adjustments are proposed:

- 1) An additional 4.7% increase for the Confidential Office Supervisor to equate to the same salary range as the Confidential Secretary.
- 2) An additional 1.6% increase for the Administrative Assistant I to equate to the same salary range as the Personnel Analyst I.

- 3) An additional 3.7% increase for the Administrative Assistant II to equate to the same salary range as the Personnel Analyst II.

B. Fringe Benefits

- 1) Effective July 1, 1985, the City's monthly insurance contribution will increase by \$28.84, changing the City contribution from \$228.48 to \$257.32 monthly per eligible employee.
- 2) Effective August 1, 1985, increase the City payment from 50% to 100% for the monthly non-zone sticker bus pass for employees who utilize Sacramento Regional Transit District for home-to-work transportation.
- 3) Effective September 1, 1985, employees will be permitted to purchase from the City monthly insurance contribution supplemental life insurance in the amount of \$30,000 and additional life insurance in the amount of \$10,000. Employees will also be permitted to purchase at their own expense supplemental life insurance in the amount of one times annual salary.

4. Unrepresented Non-Career

Effective June 6, 1985, a 4.4% salary increase for all classifications designated as unrepresented non-career. This non-career group consists of Proctor, Auxiliary Police Officer, School Crossing Guard, Lifeguard, Camp Sacramento Cook and Camp Aide, and similar classifications.

5. Personnel Resolution

With the decertification of the Sacramento City Management Association, the unrepresented management group has grown from 62 to 152 employees. There is also another group of 70 confidential/administrative employees who are unrepresented. In addition, there are unrepresented non-career, seasonal employees which total about 160 in the summer months. None of these employees are covered under a labor agreement.

The regulations which spell out the terms and conditions of employment for these groups of employees are contained in resolutions, policies, rules, City Code, the defunct General Management Unit Agreement, and long-standing past practices. There is a need to consolidate all of these regulations into one document for ease of administration and uniformity of the regulations governing salary administration, hours of work, and other terms and conditions of employment.

These regulations have been incorporated into the attached Personnel Resolution which covers all unrepresented personnel, including members of the City Council. In most cases, the proposed Personnel Resolution is a consolidation of the various resolutions and updating of the language. The major policy changes are:

- a) Grants the City Manager authority to approve salary step increases in less than one-year intervals as warranted by performance or retention needs for employees designated general management and confidential/administrative. Presently, the City Manager can authorize such increases based on performance for unrepresented management.
- b) Changes the percent of appointments to the Supplemental Salary Range which can be made by the City Manager from 50% to 66-2/3%.
- c) Limits out-of-class pay where employees in civil service classes are temporarily assigned to exempt management classes, and abolishes out-of-class pay for exempt management except through the temporary appointment authority of the City Manager.
- d) Gives the City Council the option to participate in the City's deferred compensation plan. This represents no additional cost to the City. In addition, the City Council may apply the unused portion of the City's monthly insurance contribution toward the City's deferred compensation plan provided the deferred compensation limit is not exceeded.
- e) Revises the hours of work and overtime policy to conform with the Fair Labor Standards Act.

Approval of the attached ordinance amending Section 2.90 of the City Code and resolution will implement the Personnel Resolution.

6. Employer-Employee Relations Policy

An amendment is necessary to the Employer-Employee Relations Policy in order to abolish the General Management Unit. With the approval of this report, the fringe benefits for unrepresented management and the employees formerly represented in the General Management Unit will be identical. Consequently, there is no longer a need to distinguish between the two groups. The amendment to the Employer-Employee Relations Policy will designate these classifications as unrepresented management.

FINANCIAL IMPACT

The cost increase for the Fiscal Year 1985-86 is estimated at \$750,000. This estimate covers the increased City expenditures to the retirement systems, including the unfunded liability.

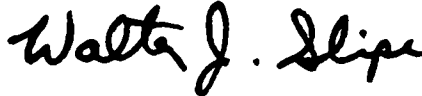
RECOMMENDATION

It is recommended that the City Council approve the following:

- 1) A Resolution adopting the City Manager's report relating to the 1985-86 compensation recommendations for unrepresented personnel.
- 2) A Resolution amending Resolution 85-119 relating to Salary Schedules and the Employer-Employee Relations Policy.

- 3) An Ordinance adding Section 2.90 to the City Code relating to terms and conditions of employment for officers and employees not represented by a recognized employee organization.
- 4) A Resolution enacting a Personnel Resolution covering salary administration, hours of work, and other terms and conditions of employment covering unrepresented officers and employees, and repealing superceded resolutions.

Respectfully submitted,



Walter J. Slipe
City Manager

Attachment

All Districts
July 2, 1985

25B

RESOLUTION NO. 85-511

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

July 2, 1985

A RESOLUTION AMENDING RESOLUTION NO. 85-119 ADOPTED FEBRUARY 19, 1985, RELATING TO SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT RESOLUTION 85-119 IS HEREBY AMENDED EFFECTIVE JULY 6, 1985 AS FOLLOWS:

Section 1. Salary Schedules.

Exhibit A is hereby amended by the deletion of Salary Schedule 14, Sacramento City Management Association, and the following new salary schedules are replaced:

1. Schedule 01, Management
2. Schedule 02, Sacramento Police Officers Association
3. Schedule 03, Local 39 (Operations and Maintenance)
4. Schedule 04, Local 39 (Plant Operator)
5. Schedule 05, Sacramento Fire Fighters Union, Local 522
6. Schedule 07, Plumbers and Pipefitters, Local 447
7. Schedule 08, Auto, Marine and Specialty Painters, Local 1176
8. Schedule 09, Unrepresented Non-Career
9. Schedule 10, Confidential/Administrative
10. Schedule 11, Western Council of Engineers
11. Schedule 12, International Association of Machinists and Aerospace Workers

12. Schedule 13, Sacramento Police Deputy Chiefs and Captains Association
13. Schedule 15, Local 39 (General Supervisory)
14. Schedule 16, Local 39 (Office and Technical)
15. Schedule 17, Local 39 (Professional)

Section 2. Employer-Employee Relations Policy.

Exhibit B is hereby amended by the deletion of the General Management Unit and the addition of the following classifications designated as "unrepresented management" in Exhibit "A" of the Employer-Employee Relations Policy:

Art Museum Director
 Assistant Community Center Facilities Superintendent
 Assistant Facility Management Superintendent
 Assistant Parking Manager
 Assistant Parks Superintendent
 Assistant Real Property and Assessment District Supervisor
 Assistant Street Maintenance Superintendent
 Assistant Superintendent of Maintenance
 Assistant Superintendent of Wastewater Facilities
 Assistant Superintendent of Water Production Facilities
 Assistant Water and Sewer Distribution Superintendent
 Battalion Fire Chief
 Booking Coordinator
 Box Office Supervisor
 Building Permits Manager
 Chief Animal Control Officer
 Chief Building Inspector
 Chief, Code Enforcement
 Chief Electrical Engineer
 Chief Electrical Inspector
 Chief of Solid Waste Disposal
 Chief of Traffic Signs and Markings
 Chief Plumbing Inspector
 Community Center Facilities Superintendent
 Computer Operations Manager
 Computer Systems Specialist
 Construction Supervisor
 Curator of Art
 Curator of History
 Deputy Fire Chief
 Deputy Superintendent of Wastewater Facilities
 Deputy Superintendent of Water Production Facilities
 Director of Metropolitan Arts Division
 Energy Systems Coordinator
 Events Coordination Supervisor
 Executive Director-Museum and History Commission
 Facility Management Superintendent

Fire Marshal
Fleet Superintendent
Golf Superintendent
History Center Supervisor
Investment Officer I
Investment Officer II
Librarian IV
Operations and Maintenance Superintendent
Parking Division Manager
Parks General Supervisor
Parks Superintendent
Principal Planner
Real Property and Assessment District Supervisor
Recreation General Supervisor
Recreation Superintendent
Refuse Collection General Supervisor
Senior Architect
Senior Engineer
Senior Personnel Analyst
Senior Planner
Solid Waste Division Manager
Street Cleaning General Supervisor
Street Division Manager
Street Maintenance General Supervisor
Superintendent of Building Inspections
Supervising Engineer
Support Services Administrator
Systems and Programming Manager
Traffic Engineer
Treasury Operations Supervisor
Water and Sewer Distribution Superintendent
Zoo Superintendent

MAYOR

ATTEST:

CITY CLERK

Schedule 01

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/26/85

MANAGEMENT

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01002 ACCOUNTING OFFICER	01	3,250.52 1,500.24 18.753	3,913.11 1,575.28 19.691	3,583.84 1,654.08 20.676	3,763.07 1,736.80 21.710	3,951.31 1,823.88 22.796
01126 ADMIN ASST TO MAYOR I	01	2,007.37 926.48 11.581	2,107.73 972.80 12.160	2,213.12 1,021.44 12.768	2,323.71 1,072.48 13.406	2,439.84 1,126.08 14.076
01127 ADMIN ASST TO MAYOR II	01	2,355.43 1,087.12 13.589	2,473.12 1,141.44 14.268	2,596.71 1,198.48 14.981	2,726.53 1,258.40 15.730	2,862.77 1,321.28 16.516
01122 ADMIN SERVICES OFFICER	01	2,576.60 1,189.20 14.865	2,705.39 1,248.64 15.609	2,840.59 1,311.04 16.388	2,982.55 1,376.56 17.207	3,131.61 1,445.36 18.067
01128 ADMIN TRAINEE (EXEMPT)	01	1,648.40 760.80 9.510	1,730.91 798.88 9.986	1,817.40 838.80 10.485	1,908.23 880.72 11.009	2,003.56 924.12 11.559
01001 AFFIR ACTION OFFICER	01	2,665.17 1,230.08 15.376	2,798.47 1,291.60 16.145	2,938.35 1,356.16 16.952	3,085.33 1,424.00 17.800	3,239.60 1,495.20 18.690
**** 01075 ASST CHIEF OF POLICE	01	4,787.64 2,209.68 27.621	5,027.01 2,320.16 29.002	5,278.35 2,436.16 30.452	5,542.33 2,558.00 31.975	5,819.49 2,685.92 33.574
01004 ASST CITY ATTORNEY	01	4,327.38 1,997.25 24.966	4,543.74 2,097.11 26.214	4,770.93 2,201.97 27.525	5,009.48 2,312.07 28.901	5,259.95 2,427.67 30.346
01005 ASST CITY CLERK	01	2,161.29 997.52 12.469	2,269.28 1,047.36 13.092	2,382.81 1,099.76 13.797	2,501.89 1,154.72 14.434	2,627.34 1,212.48 15.156
**** 01008 ASST CITY MANAGER	01	5,217.33 2,408.00 30.100	5,478.20 2,528.40 31.605	5,752.07 2,654.80 33.185	6,039.63 2,787.52 34.844	6,341.57 2,926.88 36.586
**** 01130 ASST CITY MGR/EXEC DIR	01	5,217.33 2,408.00 30.100	5,478.20 2,528.40 31.605	5,752.07 2,654.80 33.185	6,039.63 2,787.52 34.844	6,341.57 2,926.88 36.586
01010 ASST CITY TREASURER	01	3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
**** 01016 ASST DIR OF COMM CTR	01	3,550.21 1,638.56 20.482	3,727.71 1,720.48 21.506	3,914.04 1,806.48 22.581	4,109.73 1,896.80 23.710	4,315.31 1,991.68 24.896
**** 01012 ASST DIR OF PARKS/COMM SV	01	3,769.83 1,739.92 21.749	3,958.24 1,826.88 22.836	4,156.19 1,918.24 23.978	4,364.01 2,014.16 25.177	4,582.24 2,114.88 26.436
**** 01140 ASST DIR OF PLAN/DEVEL	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.985	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
01118 BUDGET OFFICER	01	3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050

****Approval of City Manager required for advancement to Supplemental Salary Range Steps D and E

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/26/85

MANAGEMENT

EMPLOYEE CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
01141	CHIEF ACCOUNTANT	01	2,665.17 1,230.08 15.376	2,798.47 1,291.60 16.145	2,938.35 1,356.16 16.952	3,085.33 1,428.00 17.800	3,239.60 1,495.20 18.690
01137	CHIEF OF REVENUE	01	2,665.17 1,230.08 15.376	2,798.47 1,291.60 16.145	2,938.35 1,356.16 16.952	3,085.33 1,428.00 17.800	3,239.60 1,495.20 18.690
01115	CITIZENS ASSISTANCE OFF	01	3,250.52 1,500.24 18.753	3,413.11 1,575.28 19.691	3,583.84 1,654.08 20.676	3,763.07 1,736.80 21.710	3,951.31 1,823.68 22.796
01038	CITY ATTORNEY	01	5,779.45 2,667.44 33.343				
01039	CITY CLERK	01	3,626.48 1,673.76 20.922				
01042	CITY MANAGER	01	6,662.59 3,075.04 38.438				
01043	CITY TREASURER	01	5,052.15 2,331.76 29.147				
**** 01046	DATA PROCESSING DIRECTOR	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.965	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
01048	DEP CITY ATTORNEY I	01	2,509.35 1,158.16 14.477	2,634.84 1,216.08 15.201	2,766.57 1,276.88 15.961	2,904.89 1,340.72 16.759	3,050.15 1,407.76 17.597
01049	DEP CITY ATTORNEY II	01	2,982.55 1,376.56 17.207	3,131.61 1,445.36 18.067	3,288.13 1,517.60 18.970	3,452.45 1,593.44 19.918	3,625.09 1,673.12 20.914
01050	DEP CITY ATTORNEY III	01	3,451.93 1,593.20 19.915	3,624.57 1,672.88 20.911	3,805.88 1,756.56 21.957	3,996.20 1,844.40 23.055	4,196.05 1,936.64 24.208
01110	DEP CITY ATTORNEY IV	01	4,050.95 1,869.67 23.371	4,253.50 1,963.18 24.539	4,466.18 2,061.31 25.766	4,689.49 2,164.38 27.055	4,923.96 2,272.60 28.408
**** 01124	DEP DIR PUB WRKS ENG SVCS	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.965	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
**** 01136	DEP DIR PUB WRKS PUB SVCS	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.965	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
01133	DEP LIB DIR AUTO/TECH SVC	01	3,101.80 1,431.60 17.895	3,256.93 1,503.20 18.790	3,419.87 1,578.40 19.730	3,590.77 1,657.28 20.716	3,770.35 1,740.16 21.752
01132	DEP LIB DIR PUBLIC SVCS	01	3,101.80 1,431.60 17.895	3,256.93 1,503.20 18.790	3,419.87 1,578.40 19.730	3,590.77 1,657.28 20.716	3,770.35 1,740.16 21.752

****Approval of City Manager required for advancement to Supplemental Salary Range Steps D and E

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/26/85

EMPLOYEE CLASSIFICATION		MANAGEMENT					
CODE	TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01134	DEV OFF PARKS/COMM SVCS	01	3,101.80 1,431.60 17.895	3,256.93 1,503.20 18.790	3,419.87 1,578.40 19.730	3,590.77 1,657.28 20.716	3,770.35 1,740.16 21.752
****01064	DIR OF COMM CENTER	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.985	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
****01056	DIR OF EMPL RELATIONS	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.985	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
****01053	DIR OF FINANCE	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.985	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
****01057	DIR OF GENERAL SERVICES	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.985	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
****01055	DIR OF PARKS/COMM SVCS	01	4,787.64 2,209.68 27.621	5,027.01 2,320.16 29.002	5,278.35 2,436.16 30.452	5,542.33 2,558.00 31.975	5,819.49 2,685.92 33.574
****01054	DIR OF PERSONNEL	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.985	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
****01139	DIR OF PLANNING/DEVELOP	01	5,103.63 2,355.52 29.444	5,358.77 2,473.28 30.916	5,626.75 2,596.96 32.462	5,908.07 2,726.80 34.085	6,203.43 2,863.12 35.789
****01041	DIR OF PUBLIC WORKS	01	5,103.63 2,355.52 29.444	5,358.77 2,473.28 30.916	5,626.75 2,596.96 32.462	5,908.07 2,726.80 34.085	6,203.43 2,863.12 35.789
01112	EMPLOYEE RELATIONS REP I	01	2,007.37 926.48 11.581	2,107.73 972.80 12.160	2,213.12 1,021.44 12.768	2,323.71 1,072.48 13.406	2,439.84 1,126.08 14.076
01113	EMPLOYEE RELATIONS REP II	01	2,355.43 1,087.12 13.589	2,473.12 1,141.44 14.268	2,596.71 1,198.48 14.981	2,726.53 1,258.40 15.730	2,862.77 1,321.28 16.516
01060	EMPLOYEE SERVICES MGR	01	2,862.77 1,321.28 16.516	3,005.95 1,387.36 17.342	3,156.23 1,456.72 18.209	3,313.96 1,529.52 19.119	3,479.67 1,606.00 20.075
01142	ENGINEERING DIV MGR	01	3,814.69 1,760.72 22.009	4,005.56 1,848.72 23.109	4,205.76 1,941.12 24.264	4,416.01 2,038.16 25.477	4,636.84 2,140.08 26.751
****01062	FIRE CHIEF	01	4,787.64 2,209.68 27.621	5,027.01 2,320.16 29.002	5,278.35 2,436.16 30.452	5,542.33 2,558.00 31.975	5,819.49 2,685.92 33.574
****01040	LIBRARY DIRECTOR	01	4,284.63 1,977.52 24.719	4,498.87 2,076.40 25.955	4,723.85 2,180.24 27.253	4,960.11 2,289.28 28.616	5,208.15 2,403.76 30.047
01015	MANAGEMENT ANALYST I	01	2,007.37 926.48 11.581	2,107.73 972.80 12.160	2,213.12 1,021.44 12.768	2,323.71 1,072.48 13.406	2,439.84 1,126.08 14.076

****Approval of City Manager required for advancement to Supplemental Salary Range Steps D and E

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/26/85

EMPLOYEE CLASSIFICATION		REP	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE	TITLE	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
01027	MANAGEMENT ANALYST II	01	2,355.43 1,087.12 13.589	2,473.12 1,141.44 14.268	2,596.71 1,198.48 14.981	2,726.53 1,258.40 15.730	2,862.77 1,321.28 16.516
01070	PERSONNEL SVCS MGR	01	3,250.52 1,500.24 18.753	3,413.11 1,575.28 19.691	3,583.84 1,654.08 20.676	3,763.07 1,736.80 21.710	3,951.31 1,823.68 22.796
**** 01071	PLANNING DIRECTOR	01	4,454.67 2,056.00 25.700	4,677.40 2,158.80 26.985	4,911.23 2,266.72 28.334	5,156.84 2,380.08 29.751	5,414.76 2,499.12 31.239
**** 01074	POLICE CHIEF	01	5,103.63 2,355.52 29.444	5,358.77 2,473.28 30.916	5,626.75 2,596.96 32.462	5,908.07 2,726.80 34.085	6,203.43 2,863.12 35.789
01116	PUBLIC INFO OFF	01	2,355.43 1,087.12 13.589	2,473.12 1,141.44 14.268	2,596.71 1,198.48 14.981	2,726.53 1,258.40 15.730	2,862.77 1,321.28 16.516
01131	REVENUE OFFICER	01	3,250.52 1,500.24 18.753	3,413.11 1,575.28 19.691	3,583.84 1,654.08 20.676	3,763.07 1,736.80 21.710	3,951.31 1,823.68 22.796
01129	RISK MANAGER	01	3,161.95 1,459.36 18.242	3,320.03 1,532.32 19.154	3,486.08 1,608.96 20.112	3,660.45 1,689.44 21.118	3,843.49 1,773.92 22.174
01138	SR ADMIN SVCS OFF	01	2,862.77 1,321.28 16.516	3,005.95 1,387.36 17.342	3,156.23 1,456.72 18.209	3,313.96 1,529.52 19.119	3,479.67 1,606.00 20.075
01119	SR EMPL RELATIONS REP	01	2,927.95 1,351.36 16.892	3,074.41 1,418.96 17.737	3,228.16 1,489.92 18.624	3,389.53 1,564.40 19.555	3,559.05 1,642.64 20.533
01084	SR MGMT ANALYST	01	2,927.95 1,351.36 16.892	3,074.41 1,418.96 17.737	3,228.16 1,489.92 18.624	3,389.53 1,564.40 19.555	3,559.05 1,642.64 20.533
01143	TRAINING OFFICER	01	2,576.60 1,189.20 14.865	2,705.39 1,248.64 15.608	2,840.59 1,311.04 16.388	2,982.55 1,376.56 17.207	3,131.61 1,445.36 18.067
**** 01135	WATER & SEWER DIV MGR	01	3,814.89 1,760.72 22.009	4,005.56 1,848.72 23.109	4,205.76 1,941.12 24.264	4,416.01 2,038.16 25.477	4,636.84 2,140.08 26.751
01088	WRKRS-COMP CLAIMS MGR	01	2,862.77 1,321.28 16.516	3,005.95 1,387.36 17.342	3,156.23 1,456.72 18.209	3,313.96 1,529.52 19.119	3,479.67 1,606.00 20.075

****Approval of City Manager required for advancement to Supplemental Salary Range Steps D and E

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

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MANAGEMENT

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
ART MUSEUM DIRECTOR		3,009.59 1,389.04 17.363	3,160.04 1,458.48 18.231	3,318.12 1,531.44 19.143	3,484.00 1,608.00 20.100	3,658.20 1,688.40 21.105
ASST COMM CENTER FAC SUPT		2,471.73 1,140.80 14.260	2,595.32 1,197.84 14.973	2,725.15 1,257.76 15.722	2,861.39 1,320.64 16.508	3,004.39 1,386.64 17.333
ASST FAC MGMT SUPT		3,429.57 1,542.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
ASST PARKING MGR		2,296.32 1,059.84 13.248	2,411.07 1,112.80 13.910	2,531.53 1,168.40 14.605	2,658.07 1,226.80 15.335	2,791.01 1,288.16 16.102
ASST PARKS SUPT		2,804.88 1,294.56 16.182	2,945.11 1,359.28 16.991	3,092.44 1,427.28 17.841	3,247.05 1,498.64 18.733	3,409.47 1,573.60 19.670
ASST REAL PROP & ASSESS		2,471.73 1,140.80 14.260	2,595.32 1,197.84 14.973	2,725.15 1,257.76 15.722	2,861.39 1,320.64 16.508	3,004.39 1,386.64 17.333
ASST STREET MAINT SUPT		3,098.16 1,429.92 17.874	3,253.12 1,501.44 18.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
ASST SUPT OF MAINT		3,165.07 1,460.80 18.260	3,323.32 1,533.84 19.173	3,489.55 1,610.56 20.132	3,664.09 1,691.12 21.139	3,847.31 1,775.68 22.196
ASST SUPT OF WSTWTR FAC		3,165.07 1,460.80 18.260	3,323.32 1,533.84 19.173	3,489.55 1,610.56 20.132	3,664.09 1,691.12 21.139	3,847.31 1,775.68 22.196
ASST SUPT OF WTR PROD FAC		3,165.07 1,460.80 18.260	3,323.32 1,533.84 19.173	3,489.55 1,610.56 20.132	3,664.09 1,691.12 21.139	3,847.31 1,775.68 22.196
ASST WTR & SWR DIST SUPT		2,661.88 1,228.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667

C I T Y O F S A C R A M E N T O
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MANAGEMENT

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
BATT FIRE CHIEF		3,302.93 1,524.43 13.611	3,468.18 1,600.70 14.292	3,641.69 1,680.78 15.007	3,823.69 1,764.78 15.757	4,014.92 1,853.04 16.545
BOOKING COORDINATOR		2,075.15 957.76 11.972	2,178.97 1,005.68 12.571	2,288.00 1,056.00 13.200	2,402.40 1,108.80 13.860	2,522.52 1,164.24 14.553
BOX OFFICE SUPVR		2,075.15 957.76 11.972	2,178.97 1,005.68 12.571	2,288.00 1,056.00 13.200	2,402.40 1,108.80 13.860	2,522.52 1,164.24 14.553
BUILDING PERMITS MGR		3,098.16 1,429.92 17.874	3,253.12 1,501.44 18.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
CHIEF ANIMAL CONTROL OFF		2,313.48 1,067.76 13.347	2,429.09 1,121.12 14.014	2,550.60 1,177.20 14.715	2,678.17 1,236.08 15.451	2,812.16 1,297.92 16.224
CHIEF BLDG INSP		3,098.16 1,429.92 17.874	3,253.12 1,501.44 18.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
CHIEF ELECTRICAL ENGINEER		3,668.60 1,693.20 21.165	3,851.99 1,777.84 22.223	4,044.56 1,866.72 23.334	4,246.84 1,960.06 24.501	4,459.17 2,058.08 25.726
CHIEF ELECTRICAL INSP		2,661.88 1,228.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667
CHIEF OF SOLID WASTE DISP		2,806.79 1,295.44 16.193	2,947.19 1,360.24 17.003	3,094.52 1,428.24 17.853	3,249.31 1,499.68 18.746	3,411.72 1,574.64 19.683
CHIEF OF TRAF SIGNS/MARK		2,185.73 1,008.80 12.610	2,295.11 1,059.28 13.241	2,409.85 1,112.24 13.903	2,530.32 1,167.84 14.598	2,656.85 1,226.24 15.328
CHIEF PLUMBING INSP		2,661.88 1,228.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667
CHIEF, CODE ENFORCEMENT		2,661.88 1,228.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667

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CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
	COMM CENTER FACS SUPT		2,804.88 1,294.56 16.182	2,945.11 1,359.28 16.991	3,092.44 1,427.28 17.841	3,247.05 1,498.64 18.733	3,409.47 1,573.80 19.670
	COMPUTER OPRNS MGR		2,942.51 1,358.08 16.976	3,089.67 1,426.00 17.825	3,244.11 1,497.28 18.716	3,406.35 1,572.16 19.652	3,576.73 1,650.80 20.635
	COMPUTER SYS SPECIALIST		2,804.88 1,294.56 16.182	2,945.11 1,359.28 16.991	3,092.44 1,427.28 17.841	3,247.05 1,498.64 18.733	3,409.47 1,573.80 19.670
	CONSTR SUPVR		3,261.09 1,505.12 18.814	3,424.20 1,580.40 19.755	3,595.45 1,659.44 20.743	3,775.20 1,742.40 21.780	3,963.96 1,829.52 22.869
	CURATOR OF ART		2,661.88 1,228.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667
	CURATOR OF HISTORY		2,185.73 1,008.80 12.610	2,295.11 1,059.28 13.241	2,409.85 1,112.24 13.903	2,530.32 1,167.84 14.598	2,656.85 1,226.24 15.328
	DEP FIRE CHIEF		3,751.97 1,731.68 21.646	3,939.52 1,818.24 22.728	4,136.43 1,909.12 23.864	4,343.21 2,004.56 25.057	4,560.40 2,104.80 26.310
	DEP SUPT OF WSTEMTR FAC		2,471.73 1,140.80 14.260	2,595.32 1,197.84 14.973	2,725.15 1,257.76 15.722	2,861.39 1,320.64 16.508	3,004.39 1,386.64 17.333
	DEP SUPT OF WTR PROD FAC		2,574.87 1,188.40 14.855	2,703.65 1,247.84 15.598	2,838.85 1,310.24 16.378	2,980.81 1,375.76 17.197	3,129.88 1,444.56 18.057

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
DIR OF MEIRO ARTS DIV		2,642.12	2,774.20	2,912.87	3,058.47	3,211.35
		1,219.44	1,280.40	1,344.40	1,411.60	1,482.16
		15.243	16.005	16.805	17.645	18.527
ENERGY SYSTEMS COORD		3,098.16	3,253.12	3,415.71	3,586.44	3,765.84
		1,429.92	1,501.44	1,576.48	1,655.28	1,738.08
		17.874	18.768	19.706	20.691	21.726
EVENTS COORDINATION SUPVR		2,075.15	2,178.97	2,288.00	2,402.90	2,522.52
		957.76	1,005.66	1,056.00	1,108.80	1,164.24
		11.972	12.571	13.200	13.860	14.553
EXEC DIR-MUS & HIS COMM		2,642.12	2,774.20	2,912.87	3,058.47	3,211.35
		1,219.44	1,280.40	1,344.40	1,411.60	1,482.16
		15.243	16.005	16.805	17.645	18.527
FACILITY MGMT Supt		3,668.60	3,851.99	4,044.56	4,246.84	4,459.17
		1,693.20	1,777.84	1,866.72	1,960.08	2,058.08
		21.165	22.223	23.334	24.501	25.726
FIRE MARSHAL		3,303.04	3,469.23	3,641.56	3,823.56	4,014.75
		1,524.48	1,600.72	1,680.72	1,764.72	1,852.96
		19.056	20.009	21.009	22.059	23.162
FLEET SUPT		3,098.16	3,253.12	3,415.71	3,586.44	3,765.84
		1,429.92	1,501.44	1,576.48	1,655.28	1,738.08
		17.874	18.768	19.706	20.691	21.726
GOLF SUPT		2,804.88	2,945.11	3,092.44	3,247.05	3,409.47
		1,294.56	1,359.28	1,427.28	1,498.64	1,573.60
		16.182	16.991	17.841	18.733	19.670
HISTORY CENTER SUPVR		2,185.73	2,295.11	2,409.85	2,530.32	2,656.85
		1,008.80	1,059.28	1,112.24	1,167.84	1,226.24
		12.610	13.241	13.903	14.598	15.328

CITY OF SACRAMENTO
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CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	STEP A	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES STEP B	STEP C	STEP D	STEP E
	INVESTMENT OFF I		1,904.93 879.20 10.990	2,000.09 923.12 11.539	2,100.11 969.28 12.116	2,205.15 1,017.76 12.722	2,315.39 1,068.64 13.358
	INVESTMENT OFF II		2,573.13 1,187.60 14.845	2,701.75 1,246.96 15.587	2,836.77 1,309.28 16.366	2,978.56 1,374.72 17.184	3,127.45 1,443.44 18.043
	LIBRARIAN IV		2,276.73 1,050.80 13.135	2,390.61 1,103.36 13.792	2,510.21 1,158.56 14.402	2,635.71 1,216.48 15.206	2,767.44 1,277.28 15.966
	OPRNS & MAINT SUPT		3,513.81 1,621.76 20.272	3,689.57 1,702.88 21.286	3,874.00 1,788.00 22.350	4,067.79 1,877.44 23.468	4,271.11 1,971.28 24.641
	PARKING DIV MGR		3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
	PARKS GENERAL SUPVR		2,345.20 1,082.40 13.530	2,462.37 1,136.48 14.206	2,585.44 1,193.28 14.916	2,714.75 1,252.96 15.662	2,850.47 1,315.60 16.445
	PARKS SUPT		3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
	PRINCIPAL PLANNER		2,942.51 1,358.08 16.976	3,089.67 1,426.00 17.825	3,244.11 1,497.28 18.716	3,406.35 1,572.16 19.652	3,576.73 1,650.80 20.635
	REAL PROP & ASSESS		2,804.88 1,294.56 16.182	2,945.11 1,359.28 16.991	3,092.44 1,427.28 17.841	3,247.05 1,498.64 18.733	3,409.47 1,573.60 19.670
	RECREATION GEN SUPVR		2,661.88 1,228.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667
	RECREATION SUPT		3,098.16 1,429.92 17.874	3,253.12 1,501.44 18.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
	REFUSE COLLEC GEN SUPVR		2,345.20 1,082.40 13.530	2,462.37 1,136.48 14.206	2,585.44 1,193.28 14.916	2,714.75 1,252.96 15.662	2,850.47 1,315.60 16.445
	SOLID WASTE DIV MGR.		3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
	SR ARCHITECT		3,098.16 1,429.92 17.874	3,253.12 1,501.44 18.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
	SR ENGINEER		3,098.16 1,429.92 17.874	3,253.12 1,501.44 18.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
	SR PERSONNEL ANALYST		2,661.88 1,278.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667

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MANAGEMENT

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	SCHEDULED MONTHLY/BI-WEEKLY/STEP B	STEP C	HOURLY RATES STEP D	STEP E
SR PLANNER		2,661.88 1,228.56 15.357	2,795.00 1,290.00 16.125	2,934.71 1,354.48 16.931	3,081.52 1,422.24 17.778	3,235.61 1,493.36 18.667
STREET CLEAN GEN SUPVR		2,345.20 1,082.40 13.530	2,462.37 1,136.48 14.206	2,585.44 1,193.28 14.916	2,714.75 1,252.96 15.662	2,850.47 1,315.60 16.445
STREET DIV MGR		3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
STREET MAINY GEN SUPVR		2,520.79 1,163.44 14.543	2,646.80 1,221.60 15.270	2,779.05 1,282.64 16.033	2,918.07 1,346.80 16.835	3,064.01 1,414.16 17.677
SUPPORT SVCS ADMINSTR		3,098.16 1,429.92 17.874	3,253.12 1,501.44 19.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
SUPT OF BLDG INSPS		3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
SUPV ENGINEER		3,429.57 1,582.88 19.786	3,601.00 1,662.00 20.775	3,781.09 1,745.12 21.814	3,970.20 1,832.40 22.905	4,168.67 1,924.00 24.050
SYSTEMS & PROG MGR		2,942.51 1,358.08 16.976	3,089.67 1,426.00 17.825	3,244.11 1,497.28 18.716	3,406.35 1,572.16 19.652	3,576.73 1,650.80 20.635
TRAFFIC ENGINEER		3,098.16 1,429.92 17.874	3,253.12 1,501.44 18.768	3,415.71 1,576.48 19.706	3,586.44 1,655.28 20.691	3,765.84 1,738.08 21.726
TREASURY OPNS SUPVR		2,302.91 1,062.88 13.286	2,418.00 1,116.00 13.950	2,538.99 1,171.84 14.648	2,665.87 1,230.40 15.380	2,799.16 1,291.92 16.149
WATER & SEWER DISTR SUPT		3,513.81 1,621.76 20.272	3,689.57 1,702.88 21.286	3,874.00 1,788.00 22.350	4,067.79 1,877.44 23.468	4,271.11 1,971.28 24.641
ZOO SUPT		3,165.07 1,480.80 18.260	3,323.32 1,533.84 19.173	3,489.55 1,610.56 20.132	3,664.09 1,691.12 21.139	3,847.31 1,775.68 22.196

Schedule 02

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/04/85

SACRAMENTO POLICE OFFICERS ASSOCIATION

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	STEP A	SCHEDULED STEP B	MONTHLY/B STEP C	BI-WEEKLY/MOURLY STEP D	RATES	STEP E
02036	COMM SERVICE OFFICER	02	1,276.08 588.96 7.362	1,339.87 618.40 7.730	1,406.77 689.28 8.116	1,477.15 681.76 8.522	1,550.99 715.84 8.948	
02021	POLICE LIEUTENANT	02	2,678.00 1,236.00 15.450	2,811.81 1,297.76 16.222	2,952.39 1,362.64 17.033	3,100.07 1,430.80 17.885	3,255.03 1,502.32 18.779	
02023	POLICE LIEUTENANT (ADV)	02	3,095.04 1,428.48 17.856	3,249.83 1,499.92 18.749	3,412.24 1,574.88 19.686	3,582.80 1,651.60 20.670	3,762.03 1,736.32 21.704	
02026	POLICE LIEUTENANT (ADV/BA)	02	3,250.00 1,500.00 18.750	3,412.59 1,575.04 19.688	3,583.15 1,653.76 20.672	3,762.37 1,736.48 21.706	3,950.44 1,823.28 22.791	
02024	POLICE LIEUTENANT (BA)	02	2,813.01 1,298.32 16.229	2,953.60 1,363.20 17.040	3,101.28 1,431.36 17.892	3,256.41 1,502.96 18.787	3,419.17 1,578.08 19.726	
02022	POLICE LIEUTENANT (INT)	02	2,880.11 1,329.28 16.616	3,024.15 1,395.76 17.447	3,175.29 1,465.52 18.319	3,334.07 1,538.80 19.235	3,500.81 1,615.76 20.197	
02025	POLICE LIEUTENANT (INT/BA)	02	3,022.24 1,394.88 17.436	3,173.39 1,464.64 18.308	3,331.99 1,537.84 19.223	3,498.56 1,614.72 20.184	3,673.45 1,695.44 21.193	
02027	POLICE OFF	02	1,981.72 914.64 11.433	2,080.87 960.40 12.005	2,184.87 1,008.40 12.605	2,294.07 1,089.80 13.235	2,409.81 1,171.76 13.897	
02031	POLICE OFF (ADV)	02	2,291.99 1,057.84 13.223	2,406.56 1,110.72 13.884	2,526.85 1,166.24 14.578	2,653.21 1,224.56 15.307	2,785.81 1,285.76 16.072	
02032	POLICE OFF (ADV/BA)	02	2,405.69 1,110.32 13.879	2,525.99 1,165.84 14.573	2,652.35 1,224.16 15.302	2,784.95 1,285.36 16.067	2,924.13 1,349.60 16.870	
02028	POLICE OFF (BA)	02	2,080.87 960.40 12.005	2,184.87 1,008.40 12.605	2,294.07 1,058.80 13.235	2,408.81 1,111.76 13.897	2,529.28 1,167.36 14.592	
02029	POLICE OFF (INT)	02	2,131.13 983.60 12.295	2,237.73 1,032.80 12.910	2,349.71 1,084.48 13.556	2,467.23 1,138.72 14.234	2,590.64 1,195.68 14.946	
02030	POLICE OFF (INT/BA)	02	2,237.73 1,032.80 12.910	2,349.71 1,084.48 13.556	2,467.23 1,138.72 14.234	2,590.64 1,195.68 14.946	2,720.12 1,255.44 15.693	
02015	POLICE SERGEANT	02	2,311.92 1,067.04 13.338	2,427.53 1,120.40 14.005	2,548.87 1,176.40 14.705	2,676.27 1,235.20 15.440	2,810.08 1,296.96 16.212	
02017	POLICE SERGEANT (ADV)	02	2,671.07 1,232.80 15.410	2,804.71 1,294.48 16.181	2,944.93 1,359.20 16.990	3,092.09 1,427.12 17.839	3,246.71 1,498.48 18.731	

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SACRAMENTO POLICE OFFICERS ASSOCIATION

EMPLOYEE CODE	EMPLOYEE CLASSIFICATION TITLE	REP. UNIT	SCHEDULED MONTHLY/BY-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
02020	POLICE SERGEANT (ADV/BA)	02	2,805.57	2,945.80	3,093.13	3,247.75	3,410.16
			1,294.88	1,359.60	1,427.60	1,498.96	1,573.92
			16.186	16.995	17.845	18.737	19.674
02018	POLICE SERGEANT (BA)	02	2,428.23	2,549.56	2,676.96	2,810.77	2,951.35
			1,120.72	1,176.72	1,235.52	1,297.28	1,362.16
			14.009	14.709	15.444	16.216	17.027
02016	POLICE SERGEANT (INT)	02	2,486.12	2,610.40	2,740.92	2,878.03	3,021.89
			1,147.44	1,204.80	1,265.04	1,328.32	1,394.72
			14.343	15.060	15.813	16.604	17.434
02019	POLICE SERGEANT (INT/BA)	02	2,609.53	2,740.05	2,876.99	3,020.85	3,171.83
			1,204.40	1,264.64	1,327.84	1,394.24	1,463.92
			15.055	15.808	16.598	17.428	18.299

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CITY OF SACRAMENTO
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LOCAL 39 (OPERATIONS & MAINTENANCE)

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	STEP B	MONTHLY STEP C	BI-WEEKLY STEP D	HOURLY RATES STEP E
03601 ANIMAL CONTROL OFFICER	03	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.40 10.230
03605 BUILDING ATTO	03	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.40 10.230
03603 BUILDING MAINT WORKER	03	1,621.88 748.56 9.357	1,703.00 786.00 9.825	1,788.11 825.28 10.316	1,877.55 866.56 10.832	1,971.49 909.92 11.374
03667 CLAIMS REP	03	1,605.93 741.20 9.265	1,686.19 778.24 9.728	1,770.43 817.12 10.214	1,859.00 858.00 10.725	1,951.91 900.88 11.261
03656 COMM CENTER ATTO I	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03657 COMM CENTER ATTO II	03	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.40 10.230
03606 CUSTODIAN I	03	1,265.16 583.92 7.299	1,324.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
03607 CUSTODIAN II	03	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370	1,523.43 703.12 8.789	1,599.52 738.24 9.228
03615 ELECTRON MAIN TECH I	03	1,998.71 922.44 11.531	2,098.72 968.64 12.108	2,203.59 1,017.04 12.713	2,313.83 1,067.82 13.349	2,429.44 1,121.28 14.016
03616 ELECTRON MAINT TECH II	03	2,199.08 1,014.96 12.687	2,308.97 1,065.68 13.321	2,424.41 1,118.96 13.987	2,545.57 1,174.88 14.686	2,672.80 1,233.60 15.420
03614 ELECTRON MAINT TECH YRME	03	1,816.88 838.56 10.482	1,907.71 880.48 11.006	2,003.04 924.48 11.558	2,103.23 970.72 12.134	2,208.44 1,019.28 12.741
03608 ENGINEERING AIDE I	03	1,466.92 677.04 8.463	1,540.24 710.88 8.886	1,617.20 746.40 9.330	1,698.19 783.76 9.797	1,783.08 822.96 10.287
03609 ENGINEERING AIDE II	03	1,584.27 731.20 9.140	1,663.48 767.76 9.597	1,746.64 806.16 10.077	1,834.04 846.98 10.581	1,925.73 888.80 11.110
03658 EQUIP OPR I	03	1,511.47 697.60 8.720	1,587.04 732.48 9.156	1,666.43 769.12 9.614	1,749.80 807.60 10.095	1,837.33 848.00 10.600
03659 EQUIP OPR II	03	1,616.85 746.24 9.328	1,697.63 783.32 9.794	1,782.56 825.72 10.284	1,871.65 863.84 10.798	1,965.25 907.04 11.338
09044 GOLF COURSE IRRIGATOR	03					

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	SCHEDULED MONTHLY/BI-WEEKLY/MOURLY STEP B	STEP C	STEP D	STEP E
03618 GOLF COURSE MARSHAL	03	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.40 10.230
03619 GREENSKEEPER	03	1,480.61 683.36 8.542	1,554.63 717.52 8.969	1,632.28 753.36 9.417	1,713.92 791.04 9.888	1,799.55 830.56 10.362
03648 INSTRUMENT TECH I	03	2,093.35 966.16 12.077	2,198.04 1,014.48 12.641	2,307.93 1,065.20 13.315	2,423.37 1,118.48 13.981	2,544.53 1,174.40 14.680
03649 INSTRUMENT TECH II	03	2,302.73 1,062.80 13.285	2,417.83 1,115.92 13.949	2,538.64 1,171.68 14.646	2,665.52 1,230.28 15.378	2,798.81 1,291.76 16.147
03646 INSTRUMENT TECH TRNE	03	1,902.51 878.08 10.976	1,997.67 922.00 11.525	2,097.51 968.08 12.101	2,202.37 1,016.48 12.706	2,312.44 1,067.28 13.341
03647 HENNEL ATTO	03	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 689.60 8.370	1,523.43 703.12 8.789	1,599.57 738.24 9.228
03637 LIGHT/SIGNALS TECH I	03	2,044.47 943.60 11.795	2,146.73 990.80 12.385	2,254.03 1,040.32 13.004	2,366.69 1,092.32 13.654	2,485.08 1,146.96 14.337
03636 LIGHT/SIGNALS TECH II	03	2,249.35 1,038.16 12.977	2,361.84 1,090.08 13.626	2,479.88 1,144.56 14.307	2,603.81 1,201.76 15.022	2,733.99 1,261.84 15.773
03635 LIGHT/SIGNALS TECH TR	03	1,857.79 857.44 10.718	1,950.69 900.32 11.254	2,048.28 945.36 11.817	2,150.72 992.64 12.408	2,258.19 1,042.24 13.028
03670 LITTER CONTROL AIDE	03	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
03901 LITTER CONTROL AIDE CD TR	03	1,102.92 509.04 6.363				
03669 LITTER CONTROL OFFICER	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.75 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03651 MAINT WORKER I	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.75 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03652 MAINT WORKER II	03	1,514.93 699.20 8.740	1,590.68 734.16 9.177	1,670.24 770.88 9.636	1,753.79 809.44 10.118	1,841.49 849.92 10.624
03650 MARINA ATTO	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.75 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03621 METER READER	03	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
03900 METER READER (CD TR)	03	1,106.73 510.80 6.385				
03625 MOTOR SWEEPER OPR	03	1,762.45 813.44 10.168	1,850.51 854.08 10.676	1,943.07 896.80 11.210	2,040.13 941.60 11.770	2,142.05 988.64 12.358
03666 PARK EQUIP OPERATOR	03	1,624.31 749.68 9.371	1,705.60 787.20 9.840	1,790.88 826.56 10.332	1,880.49 867.92 10.849	1,974.44 911.28 11.391
03653 PARK MAINT WORKER I	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03654 PARK MAINT WORKER II	03	1,514.93 699.20 8.740	1,590.68 734.16 9.177	1,670.24 770.88 9.636	1,753.79 809.44 10.118	1,841.49 849.92 10.624
03655 PARK MAINT WORKER III	03	1,611.48 743.76 9.297	1,692.08 780.96 9.762	1,776.67 820.00 10.250	1,865.59 861.04 10.763	1,958.84 904.08 11.301
03630 PARKING ENFORC OFF	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03627 PARKING LOT ATTD	03	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370	1,523.43 703.12 8.789	1,599.52 738.24 9.228
03628 PARKING METER COIN COLLEC	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03629 PARKING METER REPAIR WORK	03	1,462.24 674.88 8.436	1,535.39 708.64 8.858	1,612.17 744.08 9.301	1,692.77 781.28 9.766	1,777.34 820.32 10.254
03662 SANITATION WORKER I	03	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.90 10.230
03663 SANITATION WORKER II	03	1,582.53 730.40 9.130	1,661.57 766.88 9.586	1,744.60 805.28 10.065	1,831.79 847.44 10.568	1,923.31 887.68 11.094
03664 SANITATION WORKER III	03	1,660.53 766.40 9.580	1,743.56 804.72 10.059	1,830.75 844.96 10.562	1,922.27 887.90 11.090	2,018.47 931.60 11.645
03672 SANITATION WORKER IV	03	1,746.68 806.16 10.077	1,834.04 846.48 10.581	1,925.73 888.80 11.110	2,021.93 933.20 11.665	2,122.99 979.84 12.248
03641 SECURITY GUARD	03	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 603.76 8.007	1,464.49 675.92 8.449	1,537.64 709.68 8.871
03632 SR BLDG MAINT WORKER	03	1,704.91 786.88 9.836	1,790.19 826.24 10.328	1,879.63 867.52 10.844	1,973.57 910.88 11.386	2,072.20 956.40 11.955

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	SCHEDULED MONTHLY/BI-WEEKLY/STEP B	STEP C	STEP D	STEP E
03633 SR ELECTRON MAINT TECH	03	2,380.04 1,098.48 13.731	2,499.12 1,153.44 14.418	2,624.09 1,211.12 15.139	2,755.31 1,271.68 15.896	2,893.11 1,335.28 16.691
03668 SR PARKING LOT ATTD	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
03669 TREE MAINT WORKER I	03	1,506.07 695.12 8.689	1,581.32 729.84 9.123	1,660.36 766.32 9.579	1,743.39 804.64 10.058	1,830.57 844.88 10.561
03661 TREE MAINT WORKER II	03	1,556.88 718.56 8.982	1,634.71 754.48 9.431	1,716.52 792.24 9.903	1,802.32 831.84 10.398	1,892.45 873.44 10.918
03639 TREE TRIMMER I	03	1,569.71 724.48 9.056	1,649.23 760.72 9.509	1,730.56 798.72 9.984	1,817.05 838.44 10.483	1,907.88 880.56 11.007
03640 TREE TRIMMER II	03	1,702.48 785.76 9.822	1,787.59 825.04 10.313	1,877.03 866.32 10.829	1,970.80 909.60 11.370	2,069.25 955.04 11.938
03638 TREE TRIMMER TRAINEE	03	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
09011 UTILITY WORKER	03	4.544	4.771	5.010	5.261	5.524
03671 VEGETAL WASTE FAC WRKR	03	1,596.23 736.72 9.209	1,675.96 775.52 9.669	1,759.68 812.16 10.152	1,847.73 852.80 10.660	1,940.12 895.44 11.193
09060 WATER WASTE INSPECTOR	03	5.447	5.719	6.005	6.305	6.620
03642 ZOO ATTD I	03	1,466.92 677.04 8.463	1,540.24 710.88 8.886	1,617.20 746.40 9.330	1,698.15 783.76 9.797	1,783.08 822.96 10.287
03643 ZOO ATTD II	03	1,586.00 732.00 9.150	1,665.39 768.64 9.608	1,748.59 807.04 10.088	1,835.95 847.36 10.592	1,927.81 889.76 11.122
03644 ZOO GATEKEEPER	03	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370	1,523.43 703.12 8.789	1,599.52 738.24 9.228

Schedule 04

CITY OF SACRAMENTO
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LOCAL 39 (PLANT OPERATOR)

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
04001	PLANT OPR I	04	1,653.08 762.96 9.537	1,735.76 801.12 10.014	1,822.60 841.20 10.515	1,913.77 883.28 11.041	2,009.45 927.44 11.593
04900	PLANT OPR I (CD TR)	04	1,487.72 686.64 8.583				
04002	PLANT OPR II	04	1,820.69 840.32 10.504	1,911.69 882.32 11.029	2,007.20 926.40 11.580	2,107.56 972.72 12.159	2,212.95 1,021.16 12.787
04003	PLANT OPR III	04	2,007.89 926.72 11.584	2,108.25 973.04 12.163	2,213.64 1,021.68 12.771	2,324.40 1,072.80 13.410	2,440.53 1,126.40 14.080
04004	SR STATIONARY ENGINEER	04	2,269.80 1,047.60 13.095	2,383.33 1,100.00 13.750	2,502.41 1,154.96 14.437	2,627.56 1,212.72 15.159	2,758.95 1,273.36 15.917
04005	STATIONARY ENGINEER	04	1,956.93 903.20 11.290	2,054.69 948.32 11.854	2,157.48 995.76 12.447	2,265.29 1,045.52 13.069	2,378.48 1,097.76 13.722

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CITY OF SACRAMENTO
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SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

.... EMPLOYEE CLASSIFICATION	REP	STEP A	STEP B	STEP C	STEP D	STEP E
CODE TITLE	UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
05050 FIRE APPAR OPR	05	2,161.19 997.47 8.906	2,269.17 1,047.31 9.351	2,382.75 1,099.73 9.819	2,501.89 1,154.72 10.310	2,626.87 1,212.40 10.825
05053 FIRE APPAR OPR (AA)	05	2,270.88 1,048.10 9.358	2,384.44 1,100.51 9.826	2,503.58 1,155.50 10.317	2,628.82 1,213.30 10.833	2,760.33 1,274.00 11.375
05057 FIRE APPAR OPR (AA/ENT)	05	2,378.37 1,097.71 9.801	2,497.28 1,152.59 10.291	2,622.25 1,210.27 10.806	2,753.29 1,270.75 11.346	2,890.90 1,334.26 11.913
05054 FIRE APPAR OPR (ENT)	05	2,270.88 1,048.10 9.358	2,384.44 1,100.51 9.826	2,503.58 1,155.50 10.317	2,628.82 1,213.30 10.833	2,760.33 1,274.00 11.375
05052 FIRE APPAR OPR (FS)	05	2,270.88 1,048.10 9.358	2,384.44 1,100.51 9.826	2,503.58 1,155.50 10.317	2,628.82 1,213.30 10.833	2,760.33 1,274.00 11.375
05055 FIRE APPAR OPR (FS/AA)	05	2,378.37 1,097.71 9.801	2,497.28 1,152.59 10.291	2,622.25 1,210.27 10.806	2,753.29 1,270.75 11.346	2,890.90 1,334.26 11.913
05056 FIRE APPAR OPR (FS/ENT)	05	2,378.37 1,097.71 9.801	2,497.28 1,152.59 10.291	2,622.25 1,210.27 10.806	2,753.29 1,270.75 11.346	2,890.90 1,334.26 11.913
05058 FIRE APPAR OPR (FS/AA/ENT)	05	2,488.07 1,148.34 10.253	2,612.55 1,205.79 10.766	2,743.11 1,266.05 11.304	2,880.22 1,329.33 11.869	3,024.10 1,395.74 12.462
05020 FIRE CAPTAIN	05	2,395.60 1,105.66 9.872	2,515.48 1,160.99 10.366	2,641.19 1,219.01 10.884	2,773.20 1,279.94 11.428	2,911.76 1,343.89 11.999
05023 FIRE CAPTAIN (AA)	05	2,518.14 1,162.22 10.377	2,644.09 1,220.35 10.896	2,776.35 1,281.39 11.441	2,915.16 1,345.46 12.013	3,061.00 1,412.77 12.614
05027 FIRE CAPTAIN (AA/ENT)	05	2,636.10 1,216.66 10.863	2,767.85 1,277.47 11.406	2,906.17 1,341.31 11.976	3,051.53 1,408.40 12.575	3,204.18 1,478.85 13.204
05024 FIRE CAPTAIN (ENT)	05	2,518.14 1,162.22 10.377	2,644.09 1,220.35 10.896	2,776.35 1,281.39 11.441	2,915.16 1,345.46 12.013	3,061.00 1,412.77 12.614
05022 FIRE CAPTAIN (FS)	05	2,518.14 1,162.22 10.377	2,644.09 1,220.35 10.896	2,776.35 1,281.39 11.441	2,915.16 1,345.46 12.013	3,061.00 1,412.77 12.614
05025 FIRE CAPTAIN (FS/AA)	05	2,636.10 1,216.66 10.863	2,767.85 1,277.47 11.406	2,906.17 1,341.31 11.976	3,051.53 1,408.40 12.575	3,204.18 1,478.85 13.204
05028 FIRE CAPTAIN (FS/AA/ENT)	05	2,756.46 1,272.21 11.359	2,894.28 1,335.82 11.927	3,038.92 1,402.58 12.523	3,190.83 1,472.69 13.149	3,350.25 1,546.27 13.806
05026 FIRE CAPTAIN (FS/ENT)	05	2,636.10 1,216.66 10.863	2,767.85 1,277.47 11.406	2,906.17 1,341.31 11.976	3,051.53 1,408.40 12.575	3,204.18 1,478.85 13.204

CITY OF SACRAMENTO
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SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

EMPLOYEE CLASSIFICATION	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
CODE TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
05067 FIRE INVES I	05	2,161.47 997.60 12.470	2,269.45 1,047.44 13.093	2,382.99 1,099.84 13.748	2,502.07 1,154.80 14.435	2,627.21 1,212.56 15.157
05070 FIRE INVES I (AA)	05	2,271.19 1,048.24 13.103	2,384.72 1,100.64 13.758	2,503.97 1,155.68 14.446	2,629.12 1,213.44 15.168	2,760.51 1,274.08 15.926
05074 FIRE INVES I (AA/EMT)	05	2,379.17 1,098.08 13.726	2,498.08 1,152.96 14.412	2,623.05 1,210.64 15.133	2,754.27 1,271.20 15.890	2,891.89 1,334.72 16.684
05071 FIRE INVES I (EMT)	05	2,271.19 1,048.24 13.103	2,384.72 1,100.64 13.758	2,503.97 1,155.68 14.446	2,629.12 1,213.44 15.168	2,760.51 1,274.08 15.926
05069 FIRE INVES I (FS)	05	2,271.19 1,048.24 13.103	2,384.72 1,100.64 13.758	2,503.97 1,155.68 14.446	2,629.12 1,213.44 15.168	2,760.51 1,274.08 15.926
05072 FIRE INVES I (FS/AA)	05	2,379.17 1,098.08 13.726	2,498.08 1,152.96 14.412	2,623.05 1,210.64 15.133	2,754.27 1,271.20 15.890	2,891.89 1,334.72 16.684
05075 FIRE INVES I (FS/AA/EMT)	05	2,486.99 1,147.84 14.348	2,611.27 1,205.20 15.065	2,741.79 1,265.44 15.818	2,878.89 1,328.72 16.609	3,022.76 1,395.12 17.439
05073 FIRE INVES I (FS/EMT)	05	2,379.17 1,098.08 13.726	2,498.08 1,152.96 14.412	2,623.05 1,210.64 15.133	2,754.27 1,271.20 15.890	2,891.89 1,334.72 16.684
05068 FIRE INVES II	05	2,394.43 1,105.12 13.814	2,514.20 1,160.40 14.505	2,639.87 1,218.40 15.230	2,771.95 1,279.36 15.992	2,910.41 1,343.36 16.792
05077 FIRE INVES II (AA)	05	2,516.11 1,161.28 14.516	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644
05081 FIRE INVES II (AA/EMT)	05	2,635.53 1,216.40 15.205	2,767.27 1,277.20 15.965	2,905.59 1,341.04 16.763	3,050.84 1,408.08 17.601	3,203.37 1,478.48 18.481
05078 FIRE INVES II (EMT)	05	2,516.11 1,161.28 14.516	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644
05076 FIRE INVES II (FS)	05	2,516.11 1,161.28 14.516	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644
05079 FIRE INVES II (FS/AA)	05	2,635.53 1,216.40 15.205	2,767.27 1,277.20 15.965	2,905.59 1,341.04 16.763	3,050.84 1,408.08 17.601	3,203.37 1,478.48 18.481
05082 FIRE INVES II (FS/AA/EMT)	05	2,755.13 1,271.60 15.895	2,892.93 1,335.20 16.690	3,037.49 1,401.92 17.524	3,189.33 1,472.00 18.400	3,348.80 1,545.60 19.320
05080 FIRE INVES II (FS/EMT)	05	2,635.53 1,216.40 15.205	2,767.27 1,277.20 15.965	2,905.59 1,341.04 16.763	3,050.84 1,408.08 17.601	3,203.37 1,478.48 18.481

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SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
05090 FIRE PREV INSP II	05	2,394.43 1,105.12 13.814	2,514.20 1,160.40 14.505	2,639.87 1,218.40 15.230	2,771.95 1,279.36 15.992	2,910.61 1,343.36 16.792
05043 FIRE PREV INSP II (AA)	05	2,516.11 1,161.28 14.516	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644
05044 FIRE PREV INSP II (EMT)	05	2,516.11 1,161.28 14.516	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644
05042 FIRE PREV INSP II (FS)	05	2,516.11 1,161.28 14.516	2,641.95 1,219.36 15.242	2,774.03 1,280.32 16.004	2,912.69 1,344.32 16.804	3,058.29 1,411.52 17.644
05045 FIRE PREV INSP II FS/AA	05	2,635.53 1,216.40 15.205	2,767.27 1,277.20 15.965	2,905.59 1,341.04 16.763	3,050.84 1,408.08 17.601	3,203.37 1,478.48 18.481
05047 FIRE PREV INSP III(AA/EMT)	05	2,635.53 1,216.40 15.205	2,767.27 1,277.20 15.965	2,905.59 1,341.04 16.763	3,050.84 1,408.08 17.601	3,203.37 1,478.48 18.481
05046 FIRE PREV INSP III(FS/EMT)	05	2,635.53 1,216.40 15.205	2,767.27 1,277.20 15.965	2,905.59 1,341.04 16.763	3,050.84 1,408.08 17.601	3,203.37 1,478.48 18.481
05048 FIRE PREV INSP II/FS/AA/E	05	2,755.13 1,271.60 15.895	2,892.93 1,335.20 16.690	3,037.49 1,401.92 17.524	3,189.33 1,472.00 18.400	3,348.80 1,545.60 19.320
05065 FIRE PREV TECH I	05	1,841.67 850.00 10.625	1,933.71 892.48 11.156	2,030.43 937.12 11.714	2,132.00 984.00 12.300	2,238.60 1,033.20 12.915
05066 FIRE PREV TECH II	05	2,026.44 935.28 11.691	2,127.84 982.08 12.276	2,234.27 1,031.20 12.890	2,345.89 1,082.72 13.534	2,463.24 1,136.88 14.211
05064 FIRE PREV TECH TRAINEE	05	1,591.55 734.56 9.182	1,671.11 771.28 9.641			
05010 FIREFIGHTER	05	1,929.94 890.74 7.953	2,026.51 935.31 8.351	2,127.95 982.13 8.769	2,234.22 1,031.18 9.207	2,345.85 1,082.70 9.667
05013 FIREFIGHTER (AA)	05	2,026.74 935.42 8.352	2,128.19 982.24 8.770	2,234.48 1,031.30 9.208	2,346.11 1,082.82 9.668	2,463.31 1,136.91 10.151
05017 FIREFIGHTER (AA/EMT)	05	2,126.00 981.23 8.761	2,232.30 1,030.29 9.199	2,343.92 1,081.81 9.659	2,461.12 1,135.90 10.142	2,584.16 1,192.69 10.649
05014 FIREFIGHTER (EMT)	05	2,026.74 935.42 8.352	2,128.19 982.24 8.770	2,234.48 1,031.30 9.208	2,346.11 1,082.82 9.668	2,463.31 1,136.91 10.151
05012 FIREFIGHTER (FS)	05	2,026.74 935.42 8.352	2,128.19 982.24 8.770	2,234.48 1,031.30 9.208	2,346.11 1,082.82 9.668	2,463.31 1,136.91 10.151

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SACRAMENTO FIRE FIGHTERS UNION, LOCAL 522

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
05015	FIREFIGHTER (FS/AA)	05	2,126.00	2,232.30	2,343.92	2,461.12	2,584.16
			981.23 8.761	1,030.29 9.199	1,081.81 9.659	1,135.90 10.142	1,192.69 10.649
05016	FIREFIGHTER (FS/EMT)	05	2,126.00	2,232.30	2,343.92	2,461.12	2,584.16
			981.23 8.761	1,030.29 9.199	1,081.81 9.659	1,135.90 10.142	1,192.69 10.649
05018	FIREFIGHTER(FS/AA/EMT)	05	2,220.40	2,331.29	2,447.77	2,570.08	2,698.69
			1,024.80 9.150	1,075.98 9.607	1,179.74 10.087	1,186.19 10.591	1,295.55 11.121

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PLUMBERS AND PIPEFITTERS LOCAL NO. 447

EMPLOYEE CODE	CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
07002	WATER & SEWER LEADWORKER	07	1,870.27	1,963.69	2,061.80	2,164.93	2,273.27
			863.20	906.12	951.60	999.20	1,049.20
			10.740	11.329	11.895	12.490	13.115
07003	WATER & SEWER SUPVR	07	2,149.68	2,257.15	2,369.99	2,488.55	2,613.00
			992.16	1,041.76	1,093.84	1,148.56	1,206.00
			12.402	13.022	13.673	14.357	15.075
07900	WATER & SEWER SVC (CD TR)	07	1,529.15				
			705.76				
			8.822				
07001	WATER & SEWER SVCWORKER	07	1,699.19	1,784.12	1,873.39	1,966.99	2,065.27
			784.24	823.44	864.64	907.84	953.20
			9.803	10.293	10.808	11.348	11.915

Schedule 08

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AUTO, MARINE AND SPECIALTY PAINTERS UNION NO. 1176

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BY-WEEKLY/HOURLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
08004 TRAFFIC SUPVR	08	2,017.25	2,118.13	2,224.09	2,335.32	2,452.15
		931.04 11.638	977.60 12.220	1,026.48 12.831	1,077.84 13.473	1,131.76 14.147
08001 TRAFFIC WORKER I	08	1,589.47	1,669.03	1,752.40	1,840.11	1,932.15
		733.60 9.170	770.32 9.629	808.80 10.110	848.24 10.616	891.74 11.147
08002 TRAFFIC WORKER II	08	1,746.68	1,834.04	1,925.73	2,021.93	2,122.99
		806.16 10.077	846.48 10.581	888.80 11.110	933.20 11.665	979.84 12.240
08003 TRAFFIC WORKER III	08	1,834.39	1,926.08	2,022.45	2,123.51	2,229.76
		846.64 10.583	888.96 11.112	933.44 11.668	980.08 12.251	1,029.12 12.864

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C I T Y O F S A C R A M E N T O
PAYROLL/PERSONNEL SYSTEM

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UNREPRESENTED NON-CAREER

..... CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES					
			STEP A	STEP B	STEP C	STEP D	STEP E	
09018	ASST CARETAKER	09						
			20.430	22.530	24.860			
09019	ASST COOK	09						
			20.430	22.530	24.860			
09001	ASST PROCTOR	09						
			6.669					
09002	AUXILIARY POLICE OFF	09						
			8.306					
09045	CAMP AIDE	09						
			10.930	12.060	13.300			
09022	CAMP REC LEADER	09						
			13.320	14.700	16.210			
09046	CARETAKER	09						
			30.440	33.600	37.070			
09012	CASHIER (COMM SVCS)	09						
			4.430	4.652	4.885	5.129	5.385	
09024	FIRST COOK	09						
			30.440	33.600	37.070			
09025	HOST	09						
			20.430	22.530	24.860			
09013	LIFEGUARD	09						
			4.639	4.871	5.115	5.371	5.640	
09014	LOCKER ATTO	09						
			4.265	4.478	4.702	4.937	5.184	
09064	METER READER (CD TR)	09						
			6.385					
09027	NURSE	09						
			20.430	22.530	24.860			
09047	PANTRY AIDE	09						
			13.320	14.700	16.210			
09061	PLANT OPR I (CD TRAINEE)	09						
			8.583					

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UN REPRESENTED NON-CAREER

EMPLOYEE CODE	CLASSIFICATION TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
09015	POOL MANAGER	09					
			6.500	6.825	7.166	7.524	7.900
09007	PROCTOR	09					
			7.697				
09048	PROGRAM DIRECTOR	09					
			30.440	33.600	37.070		
09008	SCHOOL CROSSING GUARD	09					
			33.910				
09016	SM LIFEGUARD	09					
			5.675	5.959	6.257	6.570	6.898
09051	SR SCHOOL CROSS GUARD	09					
			39.460				
09030	STONEKEEPER (COMM SVCS)	09					
			13.320	14.700	16.210		
09063	STREET CONSTR LAB (CD TR)	09					
			9.952				
09017	WADING POOL LEADER	09					
			4.265	4.478	4.702	4.937	5.184
09062	WATER/SEWER SVC CD TRAINEE	09					
			8.822				

Schedule 10

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CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BIMONTHLY/BIWEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
10026	ACCOUNTANT-AUD I	10	1,718.43 793.12 9.914	1,804.40 832.80 10.410	1,894.71 874.48 10.931	1,989.52 918.24 11.478	2,089.01 964.16 12.052
10027	ACCOUNTANT-AUD II	10	1,980.85 914.24 11.428	2,079.83 959.92 11.999	2,183.83 1,007.92 12.599	2,293.03 1,058.32 13.229	2,407.60 1,111.20 13.890
10028	ACCOUNTANT-AUD III	10	2,276.73 1,050.80 13.135	2,390.61 1,103.36 13.792	2,510.21 1,158.56 14.482	2,635.71 1,216.48 15.206	2,767.44 1,277.28 15.966
10001	ADMIN ASST I	10	2,053.65 947.84 11.848	2,156.27 995.20 12.440	2,264.08 1,044.96 13.062	2,377.27 1,097.20 13.715	2,496.17 1,152.08 14.401
10002	ADMIN ASST II	10	2,469.31 1,139.68 14.246	2,592.72 1,196.64 14.958	2,722.37 1,256.48 15.706	2,858.44 1,319.28 16.491	3,001.44 1,385.28 17.316
10029	ADMIN TRAINEE	10	1,647.88 760.56 9.507	1,730.21 798.56 9.982	1,816.71 838.48 10.481	1,907.53 880.40 11.005	2,002.87 924.40 11.555
10017	ASST TO EXEC SECY	10	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
10030	BENEFITS TECHNICIAN	10	1,540.59 711.04 8.888	1,617.55 746.56 9.332	1,698.49 783.92 9.799	1,783.43 823.12 10.289	1,872.52 864.24 10.803
10014	CONFIDENTIAL OFFICE SUPVR	10	1,778.23 820.72 10.259	1,867.15 861.76 10.772	1,960.57 904.88 11.311	2,058.68 950.16 11.877	2,161.64 997.68 12.471
10012	CONFIDENTIAL SECRETARY	10	1,778.23 820.72 10.259	1,867.15 861.76 10.772	1,960.57 904.88 11.311	2,058.68 950.16 11.877	2,161.64 997.68 12.471
10033	DEP CITY CLERK	10	1,699.19 784.24 9.803	1,784.12 823.44 10.293	1,873.39 864.64 10.808	1,966.99 907.84 11.348	2,065.27 953.20 11.915
10013	EXECUTIVE SECRETARY	10	1,867.15 861.76 10.772	1,960.57 904.88 11.311	2,058.68 950.16 11.877	2,161.64 997.68 12.471	2,269.80 1,047.60 13.095
10034	FIRE SERVICE TRAIN SPEC	10	2,469.31 1,139.68 14.246	2,592.72 1,196.64 14.958	2,722.37 1,256.48 15.706	2,858.44 1,319.28 16.491	3,001.44 1,385.28 17.316
10032	GRADUATE LEGAL ASST	10	2,093.35 966.16 12.077	2,198.04 1,014.48 12.681	2,307.93 1,065.20 13.315	2,423.37 1,118.48 13.981	2,544.53 1,174.40 14.680
10022	INSURANCE PROGS SUPVR	10	2,053.65 947.84 11.848	2,156.27 995.20 12.440	2,264.08 1,044.96 13.062	2,377.27 1,097.20 13.715	2,496.17 1,152.08 14.401
10008	LEGAL SECY I	10	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854

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EMPLOYEE CODE	CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
10015	LEGAL SECY II	10	1,566.59 723.04 9.038	1,644.93 759.20 9.490	1,727.09 797.12 9.964	1,813.41 836.96 10.462	1,904.07 878.80 10.985
10004	PERSONNEL ANALYST I	10	2,053.65 947.84 11.848	2,156.27 995.20 12.440	2,264.08 1,044.96 13.062	2,377.27 1,097.20 13.715	2,496.17 1,152.08 14.401
10005	PERSONNEL ANALYST II	10	2,469.31 1,139.68 14.246	2,592.72 1,196.64 14.958	2,722.37 1,256.48 15.706	2,858.44 1,319.28 16.491	3,001.44 1,385.28 17.316
10018	PERSONNEL TECHNICIAN	10	1,540.59 711.04 8.888	1,617.55 746.56 9.332	1,698.49 783.92 9.799	1,783.43 823.12 10.289	1,872.52 864.24 10.803
10011	RETIR SYS SUPVR	10	2,053.65 947.84 11.848	2,156.27 995.20 12.440	2,264.08 1,044.96 13.062	2,377.27 1,097.20 13.715	2,496.17 1,152.08 14.401
10031	RETIR SYS TECH	10	1,638.35 756.16 9.452	1,720.33 794.00 9.925	1,806.31 833.68 10.421	1,896.61 875.36 10.942	1,991.43 919.12 11.489
10020	SAFETY COORDINATOR	10	2,209.13 1,019.60 12.745	2,319.55 1,070.56 13.382	2,435.51 1,124.08 14.051	2,557.36 1,180.32 14.754	2,685.28 1,239.36 15.492
10006	SECRETARY	10	1,699.19 784.24 9.803	1,784.12 823.44 10.293	1,873.39 864.64 10.808	1,966.99 907.84 11.348	2,065.27 953.20 11.915
10003	SR ADMIN ASST	10	2,504.49 1,155.92 14.449	2,629.64 1,213.68 15.171	2,761.20 1,274.60 15.930	2,899.35 1,338.16 16.727	3,044.25 1,405.04 17.563
10019	VOC REHAB COORD	10	2,469.31 1,139.68 14.246	2,592.72 1,196.64 14.958	2,722.37 1,256.48 15.706	2,858.44 1,319.28 16.491	3,001.44 1,385.28 17.316
10021	WRKRS COMP CLAIMS REP	10	2,053.65 947.84 11.848	2,156.27 995.20 12.440	2,264.08 1,044.96 13.062	2,377.27 1,097.20 13.715	2,496.17 1,152.08 14.401

Schedule 11

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/04/85

WESTERN COUNCIL OF ENGINEERS

EMPLOYEE CODE	CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
11015	ASSOC ARCHITECT	11	2,918.59	3,064.53	3,217.76	3,378.61	3,547.61
			1,347.04 16.838	1,414.40 17.680	1,485.12 18.564	1,559.36 19.492	1,637.36 20.467
11012	ASSOC ENGINEER	11	2,918.59	3,064.53	3,217.76	3,378.61	3,547.61
			1,347.04 16.838	1,414.40 17.680	1,485.12 18.564	1,559.36 19.492	1,637.36 20.467
11014	ASST ARCHITECT	11	2,404.48	2,524.77	2,650.96	2,783.56	2,922.75
			1,109.76 13.872	1,165.28 14.566	1,223.52 15.294	1,284.72 16.059	1,348.96 16.862
11011	ASST ENGINEER	11	2,404.48	2,524.77	2,650.96	2,783.56	2,922.75
			1,109.76 13.872	1,165.28 14.566	1,223.52 15.294	1,284.72 16.059	1,348.96 16.862
11017	ASST LANDSCAPE ARCH	11	2,153.32	2,260.96	2,373.97	2,492.71	2,617.33
			993.84 12.423	1,043.52 13.044	1,095.68 13.696	1,150.48 14.381	1,208.00 15.100
11013	JR ARCHITECT	11	1,971.49	2,070.12	2,173.60	2,282.28	2,396.33
			909.92 11.374	955.44 11.943	1,003.20 12.540	1,053.36 13.167	1,106.00 13.825
11010	JR ENGINEER	11	1,971.49	2,070.12	2,173.60	2,282.28	2,396.33
			909.92 11.374	955.44 11.943	1,003.20 12.540	1,053.36 13.167	1,106.00 13.825
11016	LANDSCAPE ARCH	11	2,644.20	2,776.45	2,915.29	3,061.07	3,214.12
			1,220.40 15.255	1,281.44 16.018	1,345.52 16.819	1,412.80 17.660	1,483.44 18.543

Schedule 12

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER 231R7000-8

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/04/85

INTERNATIONAL ASSOC OF MACHINISTS AND AEROSPACE WORKERS

EMPLOYEE CODE	EMPLOYEE TITLE	CLASSIFICATION	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
				STEP A	STEP B	STEP C	STEP D	STEP E
12002	EQUIP BODY MECHANIC	12	1,920.01	2,016.04	2,116.92	2,222.83	2,333.93	
			886.16	930.48	977.04	1,025.92	1,077.20	
			11.077	11.631	12.213	12.824	13.465	
12009	EQUIP MECH I	12	1,754.48	1,842.19	1,934.23	2,030.95	2,132.52	
			809.76	850.24	892.72	937.36	984.24	
			10.122	10.628	11.159	11.717	12.303	
12003	EQUIP MECH II	12	1,920.01	2,016.04	2,116.92	2,222.83	2,333.93	
			886.16	930.48	977.04	1,025.92	1,077.20	
			11.077	11.631	12.213	12.824	13.465	
12004	EQUIP MECH III	12	2,028.52	2,129.92	2,236.35	2,348.15	2,465.49	
			936.24	983.04	1,032.16	1,083.76	1,137.92	
			11.703	12.288	12.902	13.547	14.224	
12006	EQUIP SERVICE WORKER	12	1,388.40	1,457.73	1,530.71	1,607.32	1,687.75	
			640.80	672.80	706.48	741.88	778.96	
			8.010	8.410	8.831	9.273	9.737	
12014	FIRE SERVICE WORKER	12	1,604.55	1,684.80	1,769.04	1,857.44	1,950.35	
			740.56	777.60	816.48	857.28	900.16	
			9.257	9.720	10.206	10.716	11.252	
12005	FUEL ISLAND ATTO	12	1,260.83	1,323.92	1,390.13	1,459.64	1,532.61	
			581.92	611.04	641.60	673.68	707.36	
			7.274	7.638	8.020	8.421	8.842	
12010	GENERAL REPAIR WORKER	12	1,622.75	1,703.87	1,789.15	1,878.59	1,972.53	
			748.96	786.40	825.76	867.04	910.40	
			9.362	9.830	10.322	10.838	11.380	
12008	PARTS RUNNER	12	1,196.47	1,256.67	1,319.41	1,385.45	1,454.79	
			552.40	580.00	608.96	639.44	671.44	
			6.905	7.250	7.612	7.993	8.393	
12013	VEHICLE POOL SERVWORKER	12	1,547.87	1,625.17	1,706.47	1,791.75	1,881.36	
			714.40	750.08	787.60	826.96	868.32	
			8.930	9.376	9.845	10.337	10.854	

Schedule 13

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/09/85

SACRAMENTO POLICE DEPUTY CHIEFS AND CAPTAINS ASSOC.

CODE	EMPLOYEE CLASSIFICATION TITLE	REP. UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
13001	DEP CHIEF OF POLICE	13	4,178.20	4,387.07	4,606.51	4,836.87	5,078.67
			1,928.40 24.105	2,024.80 25.310	2,126.08 26.576	2,232.40 27.905	2,344.00 29.300
13003	POLICE CAPTAIN	13	3,724.41	3,910.57	4,106.09	4,311.32	4,526.95
			1,718.96 21.487	1,804.88 22.561	1,895.12 23.689	1,989.84 24.873	2,089.36 26.117

Schedule 15

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/04/85

LOCAL 39 (GENERAL SUPERVISORY)

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BIMONTHLY/BIWEEKLY/MONTHLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
15010 ASST BOX OFFICE SUPVR	15	1,762.45 813.44 10.168	1,850.51 854.08 10.676	1,943.07 896.80 11.210	2,040.13 941.60 11.770	2,142.05 988.64 12.358
15011 BUILDING INSP III	15	2,346.07 1,082.80 13.535	2,463.41 1,136.96 14.212	2,586.65 1,193.88 14.923	2,715.96 1,251.52 15.629	2,851.68 1,316.16 16.452
15012 CENTRAL SERVICES SUPVR	15	1,605.93 741.20 9.265	1,686.19 778.24 9.728	1,770.43 817.12 10.214	1,859.00 858.00 10.725	1,951.91 900.88 11.261
15013 CENTRAL STORES SUPVR	15	1,525.85 704.24 8.803	1,602.12 739.44 9.243	1,682.20 776.40 9.705	1,766.27 815.20 10.190	1,854.67 856.00 10.700
15014 CHIEF MUSEUM ATTO	15	1,525.85 704.24 8.803	1,602.12 739.44 9.243	1,682.20 776.40 9.705	1,766.27 815.20 10.190	1,854.67 856.00 10.700
15016 COMM CENTER FACs SUPVR	15	1,762.45 813.44 10.168	1,850.51 854.08 10.676	1,943.07 896.80 11.210	2,040.13 941.60 11.770	2,142.05 988.64 12.358
15017 COMPUTER OPR SUPVR	15	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,908.75 880.96 11.012	2,004.25 925.04 11.543	2,104.44 971.28 12.141
15018 CUSTODIAL SUPVR I	15	1,525.85 704.24 8.803	1,602.12 739.44 9.243	1,682.20 776.40 9.705	1,766.27 815.20 10.190	1,854.67 856.00 10.700
15019 CUSTODIAL SUPVR II	15	1,600.39 738.64 9.233	1,680.47 775.60 9.695	1,764.53 814.40 10.180	1,852.76 855.12 10.689	1,945.32 897.84 11.223
15020 DRAINAGE SUPVR	15	1,940.64 895.68 11.196	2,037.71 940.48 11.756	2,139.63 987.52 12.344	2,246.57 1,036.88 12.961	2,358.89 1,088.72 13.609
15044 ENFORCE & COLLEC SUPVR	15	1,955.20 902.40 11.280	2,052.96 947.52 11.644	2,155.57 994.88 12.434	2,263.39 1,044.64 13.058	2,376.57 1,096.88 13.711
15053 EQUIP MAINT SUPVR	15	2,184.00 1,008.00 12.600	2,293.20 1,058.40 13.230	2,407.77 1,111.28 13.891	2,528.24 1,166.88 14.586	2,654.60 1,225.20 15.315
15021 GOLF COURSE SUPVR	15	1,993.51 920.08 11.501	2,093.17 966.08 12.076	2,197.87 1,014.40 12.680	2,307.76 1,062.16 13.316	2,423.20 1,114.40 13.980
15022 LIBRARIAN III	15	2,071.33 956.00 11.950	2,174.99 1,003.84 12.548	2,283.67 1,054.00 13.175	2,397.89 1,104.72 13.826	2,517.84 1,162.08 14.526
15045 LIGHT/SIGNALS SUPVR	15	2,523.21 1,164.56 14.557	2,649.40 1,222.80 15.285	2,781.83 1,283.92 16.049	2,920.84 1,348.08 16.851	3,066.96 1,415.52 17.644
15056 MARINA/BOATING FACs SUPV	15	2,134.77 985.28 12.316	2,241.55 1,036.56 12.932	2,353.68 1,086.32 13.570	2,471.39 1,140.64 14.258	2,594.97 1,197.68 14.971

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

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1985-86 SALARY SCHEDULE

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LOCAL 39 (GENERAL SUPERVISORY)

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	SCHEDULED MONTHLY/BI-WEEKLY/MONTHLY RATES STEP B	STEP C	STEP D	STEP E
15057 MINORITY SVCS LIBRARIAN	15	2,071.33 956.00 11.950	2,174.99 1,003.88 12.548	2,283.67 1,054.00 13.175	2,397.89 1,106.72 13.834	2,517.84 1,162.08 14.526
15024 OFFICE SUPERVISOR	15	1,600.39 738.64 9.233	1,680.47 775.60 9.695	1,764.53 814.40 10.180	1,852.76 855.12 10.689	1,945.32 897.84 11.223
15025 PARKING ENFORCE SUPVR	15	1,525.85 704.24 8.803	1,602.12 739.44 9.243	1,682.20 776.40 9.705	1,766.27 815.20 10.190	1,854.67 856.00 10.700
15055 PARKING FAC'S MAINT SUPVR	15	1,998.71 927.48 11.531	2,098.72 968.64 12.108	2,203.59 1,017.04 12.713	2,313.83 1,067.92 13.349	2,429.44 1,121.28 14.016
15026 PARKING LOT SUPVR	15	1,525.85 704.24 8.803	1,602.12 739.44 9.243	1,682.20 776.40 9.705	1,766.27 815.20 10.190	1,854.67 856.00 10.700
15027 PARKING METER REPAIR SUPV	15	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,908.75 880.96 11.032	2,004.25 925.04 11.563	2,104.44 971.28 12.141
15028 PARKS SUPVR	15	1,940.64 895.68 11.196	2,037.71 940.48 11.756	2,139.63 987.52 12.344	2,246.57 1,036.88 12.961	2,358.89 1,088.72 13.609
15029 PROPERTY SUPVR	15	1,842.53 850.40 10.630	1,934.57 892.88 11.161	2,031.29 937.52 11.719	2,132.87 989.40 12.303	2,239.47 1,033.60 12.920
15030 RECREATION SUPERVISOR I	15	1,804.40 832.80 10.410	1,894.53 874.40 10.930	1,989.17 918.08 11.476	2,088.67 964.00 12.050	2,193.01 1,017.16 12.652
15031 RECREATION SUPERVISOR II	15	2,033.20 938.40 11.730	2,134.77 985.28 12.316	2,241.55 1,034.56 12.932	2,353.69 1,086.32 13.579	2,471.39 1,140.64 14.258
15032 REFUSE COLLEC SUPVR	15	1,962.48 905.76 11.322	2,060.59 951.04 11.888	2,163.55 998.56 12.482	2,271.71 1,048.48 13.106	2,385.24 1,100.88 13.761
15033 SR ANIMAL CONTROL OFF	15	1,656.89 764.72 9.559	1,739.75 802.96 10.037	1,826.74 843.12 10.539	1,918.11 885.28 11.066	2,013.96 926.52 11.619
15034 SR RECREATION SUPVR	15	2,293.20 1,058.40 13.230	2,407.95 1,111.36 13.892	2,528.41 1,166.96 14.587	2,654.77 1,225.28 15.316	2,787.55 1,286.56 16.082
15036 STREET CLEAN SUPVR	15	1,962.48 905.76 11.322	2,060.59 951.04 11.888	2,163.55 998.56 12.482	2,271.71 1,048.48 13.106	2,385.24 1,100.88 13.761
15037 SUPT IDENT BUREAU	15	2,567.59 1,185.04 14.813	2,696.03 1,244.32 15.554	2,830.88 1,306.56 16.332	2,972.49 1,371.92 17.149	3,121.04 1,440.08 18.008
15038 SUPV CASHIER	15	1,600.39 738.64 9.233	1,680.47 775.60 9.695	1,764.53 814.40 10.180	1,852.76 855.12 10.689	1,945.32 897.84 11.223

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/04/85

LOCAL 39 (GENERAL SUPERVISORY)

EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
15039 SUPV DISPATCHER	15	1,962.48 905.76 11.322	2,060.59 951.04 11.888	2,163.55 998.56 12.482	2,271.71 1,048.48 13.106	2,385.24 1,100.88 13.761
15040 SUPV PLANT OPR	15	2,213.64 1,071.69 12.771	2,324.40 1,072.80 13.410	2,440.71 1,126.48 14.081	2,562.73 1,182.80 14.785	2,690.83 1,241.92 15.524
15041 SUPV POLICE CLERK	15	1,600.39 738.64 9.233	1,680.47 775.60 9.695	1,764.53 814.40 10.180	1,852.74 855.12 10.689	1,945.32 897.84 11.223
15035 SUPV WATER QUALITY CHEM	15	2,265.99 1,045.84 13.073	2,379.35 1,098.16 13.727	2,498.25 1,153.04 14.413	2,623.23 1,210.72 15.134	2,754.44 1,271.28 15.891
15054 SUPVR-COMMUN DIV	15	2,567.59 1,185.04 14.813	2,696.03 1,244.32 15.554	2,830.88 1,308.56 16.332	2,972.49 1,371.92 17.149	3,121.04 1,440.48 18.006
15042 SUPVR-RECORDS SECTION	15	2,455.09 1,133.12 14.164	2,577.81 1,189.76 14.872	2,706.77 1,249.28 15.616	2,842.15 1,311.76 16.397	2,984.28 1,377.36 17.217
15043 SURVEY PARTY CHIEF	15	2,005.99 925.84 11.573	2,106.35 972.16 12.152	2,211.73 1,020.80 12.760	2,322.32 1,071.84 13.398	2,438.45 1,125.84 14.068
15046 TREE MAINT SUPVR	15	1,940.64 895.68 11.196	2,037.71 940.48 11.756	2,139.63 987.52 12.344	2,246.57 1,036.88 12.961	2,358.89 1,088.72 13.609
15047 TREE TRIMMER SUPVR	15	1,940.64 895.68 11.196	2,037.71 940.48 11.756	2,139.63 987.52 12.344	2,246.57 1,036.88 12.961	2,358.89 1,088.72 13.609
15052 VEGETAL WASTE FAC SUPVR	15	1,902.51 878.08 10.974	1,997.67 922.00 11.523	2,097.51 968.08 12.101	2,202.37 1,016.48 12.706	2,312.44 1,067.28 13.341
15049 WEED ABATEMENT SUPVR	15	1,731.43 799.12 9.989	1,817.92 839.04 10.488	1,908.75 880.96 11.012	2,003.25 925.04 11.563	2,104.84 971.28 12.141
15050 ZONING ADMINISTRATOR	15	2,058.68 950.16 11.877	2,161.64 997.68 12.471	2,269.80 1,047.68 13.095	2,383.33 1,100.00 13.750	2,502.41 1,154.96 14.437
15051 ZOO SUPVR	15	1,940.64 895.68 11.196	2,037.71 940.48 11.756	2,139.63 987.52 12.344	2,246.57 1,036.88 12.961	2,358.89 1,088.72 13.609

Schedule 16

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/04/85

LOCAL 39 (OFFICE & TECHNICAL)

EMPLOYEE CLASSIFICATION CODE	TITLE	REP. UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
16001	ACCOUNT CLERK I	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
16002	ACCOUNT CLERK II	16	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.50 10.230
16003	ACCOUNTING TECHNICIAN	16	1,549.43 715.12 8.939	1,626.91 750.88 9.386	1,708.20 788.40 9.855	1,793.65 827.84 10.348	1,883.27 869.70 10.865
16005	ART MUSEUM RECEPTIONIST	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
16007	ART MUSEUM REGISTRAR	16	1,851.55 854.56 10.682	1,944.11 897.28 11.216	2,041.35 942.16 11.777	2,143.44 989.28 12.366	2,250.56 1,038.72 12.984
09031	ARTS & CRAFTS SPECIALIST	16	5.373	5.642	5.924	6.220	6.531
16108	ARTS PROGRAM ASST	16	1,624.31 749.68 9.371	1,705.60 787.20 9.840	1,790.88 826.56 10.332	1,880.49 867.92 10.849	1,974.44 911.28 11.391
16109	ARTS PROGRAM COORD	16	2,218.84 1,024.08 12.801	2,329.77 1,075.28 13.441	2,446.25 1,129.04 14.113	2,568.63 1,185.52 14.814	2,697.07 1,244.80 15.560
16009	BOOKBINDER	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
16010	BOOKMOBILE DRIVER-CLERK	16	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.50 10.230
16011	BUILDING INSP I	16	2,166.15 999.76 12.497	2,274.48 1,049.76 13.122	2,388.19 1,102.24 13.778	2,507.61 1,157.36 14.467	2,632.93 1,214.20 15.190
16012	BUILDING INSP II	16	2,240.68 1,034.16 12.927	2,352.65 1,085.84 13.573	2,470.35 1,140.16 14.252	2,593.93 1,197.20 14.965	2,723.59 1,257.04 15.713
16013	BUILDING TECHNICIAN	16	1,843.92 851.04 10.638	1,936.13 893.60 11.170	2,033.03 938.12 11.729	2,134.60 984.20 12.315	2,241.37 1,034.48 12.931
16014	BURGULARY/ROB ALARM INSP	16	1,998.71 922.48 11.531	2,098.72 968.64 12.108	2,203.59 1,017.04 12.713	2,313.83 1,067.83 13.349	2,429.44 1,121.28 14.016
16015	BUYER I	16	1,713.40 790.80 9.885	1,799.03 830.32 10.379	1,888.99 871.84 10.898	1,983.45 915.44 11.443	2,082.60 961.20 12.015
16016	BUYER II	16	1,949.83 899.92 11.249	2,047.24 944.88 11.811	2,149.88 992.16 12.402	2,257.15 1,041.76 13.022	2,369.99 1,093.84 13.673

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EMPLOYEE CLASSIFICATION	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
16017 BUYER III	16	2,246.23 1,036.72 12.959	2,358.55 1,089.56 13.607	2,476.41 1,142.96 14.287	2,600.17 1,200.08 15.001	2,730.17 1,260.09 15.751
16018 CASHIER	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,460.49 675.92 8.449	1,537.64 709.60 8.871
09054 CHARM & MODEL INSTR I	16	4.334	4.551	4.779	5.018	5.269
09053 CHARM & MODEL INSTR II	16	5.520	5.796	6.086	6.390	6.709
16104 CLAIMS COLLECTOR	16	1,482.35 684.18 8.552	1,556.53 718.40 8.980	1,634.36 754.32 9.429	1,716.00 792.00 9.900	1,801.80 831.60 10.395
09003 CLERICAL ASSISTANT	16	4.922	5.168	5.426	5.697	5.982
16019 CLERK I	16	1,128.40 520.80 6.510	1,184.91 546.88 6.836	1,244.19 574.24 7.178	1,306.41 602.94 7.537	1,371.76 633.12 7.914
16020 CLERK II	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,460.49 675.92 8.449	1,537.64 709.60 8.871
16021 CLERK III	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
16022 CODE ENFORCEMENT OFF	16	1,664.00 768.00 9.600	1,747.20 806.40 10.080	1,834.56 846.72 10.584	1,926.25 889.04 11.113	2,022.43 933.52 11.669
16023 COMM SERVICE REP	16	1,458.77 673.28 8.416	1,531.85 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.40 10.230
16024 COMPUTER OPERATOR	16	1,502.28 693.36 8.667	1,577.33 728.00 9.100	1,656.20 764.40 9.555	1,739.05 802.64 10.033	1,826.07 842.80 10.535
16025 CONSTR INSP I	16	1,707.85 788.24 9.853	1,793.31 827.68 10.346	1,882.92 869.04 10.863	1,977.04 912.48 11.406	2,075.84 958.08 11.976
16026 CONSTR INSP II	16	2,024.19 914.24 11.678	2,125.41 980.96 12.262	2,231.67 1,030.00 12.875	2,343.29 1,081.52 13.519	2,460.47 1,135.60 14.195
16027 CONSTR INSP III	16	2,258.88 1,042.56 13.032	2,371.89 1,094.72 13.684	2,490.45 1,149.44 14.368	2,614.91 1,208.88 15.086	2,745.60 1,267.20 15.840
09041 COSTUMER	16	4.544	4.771	5.010	5.261	5.524

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	
16028 CURATOR OF EDUCATION	16	2,037.53 940.40 11.755	2,139.45 947.44 12.343	2,246.40 1,036.80 12.960	2,358.72 1,088.64 13.608	2,476.59 1,143.04 14.288	
16029 DATA CONTROL CLERK	16	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370	1,523.43 703.12 8.789	1,599.57 738.24 9.228	
16030 DATA PROC TECH I	16	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.48 9.743	1,773.20 818.40 10.230	
16031 DISPATCHER I	16	1,464.84 676.08 8.451	1,538.16 709.92 8.874	1,615.12 745.44 9.318	1,695.89 782.72 9.784	1,780.65 821.84 10.273	
16032 DISPATCHER II	16	1,616.85 746.24 9.328	1,697.63 783.52 9.794	1,782.56 822.72 10.284	1,871.65 863.84 10.798	1,965.25 907.04 11.338	
16033 DISPATCHER III	16	1,778.40 820.80 10.260	1,867.32 861.84 10.773	1,960.75 904.96 11.312	2,058.85 950.24 11.878	2,161.81 997.76 12.472	
16034 DRAFTING TECH I	16	1,636.79 755.44 9.443	1,718.60 793.20 9.915	1,804.57 832.88 10.411	1,894.88 874.56 10.932	1,989.69 918.32 11.479	
16035 DRAFTING TECH II	16	1,843.92 851.04 10.638	1,936.13 893.60 11.170	2,033.03 938.32 11.729	2,134.80 985.28 12.315	2,241.37 1,034.48 12.931	
16039 ELECT CONSTR INSP I	16	1,955.20 902.40 11.280	2,052.96 947.52 11.844	2,155.57 994.88 12.436	2,263.39 1,044.64 13.058	2,376.57 1,098.88 13.711	
16040 ELECT CONSTR INSP II	16	2,151.41 992.96 12.412	2,259.05 1,042.64 13.033	2,372.07 1,094.80 13.685	2,490.63 1,149.52 14.369	2,615.08 1,206.96 15.087	
16041 ELECT CONSTR INSP III	16	2,287.83 1,055.92 13.199	2,402.23 1,108.72 13.859	2,522.35 1,164.16 14.552	2,648.53 1,222.40 15.280	2,780.96 1,283.52 16.044	
16042 ENGINEERING TECHNICIAN	16	2,034.81 937.76 11.722	2,133.39 984.64 12.308	2,239.49 1,033.84 12.923	2,351.96 1,085.52 13.569	2,469.48 1,139.76 14.247	
16043 EVENTS COORDINATOR	16	1,624.31 749.68 9.371	1,705.60 787.20 9.840	1,790.88 826.56 10.332	1,880.49 867.92 10.849	1,974.44 911.28 11.391	
16044 EXHIBITS TECHNICIAN	16	1,467.61 677.36 8.467	1,540.93 711.20 8.890	1,618.07 746.80 9.335	1,699.01 784.16 9.802	1,783.95 823.16 10.292	
16045 FLEET MGMT TECH	16	2,246.23 1,036.72 12.959	2,358.55 1,088.56 13.607	2,476.41 1,142.96 14.287	2,600.17 1,200.08 15.001	2,730.17 1,260.08 15.751	
09005 GRADUATE STUDENT TRAINEE	16		5.996	6.296	6.611	6.942	7.289

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CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	STEP A	SCHEDULED MONTHLY STEP B	(B) WEEKLY/MONTHLY STEP C	MONTHLY STEP D	RATES STEP E
09052	GRAPHIC ARTIST	16	7.230	7.591	7.971	8.370	8.789
16046	HISTORIAN-ARCH & PRES	16	2,045.85 944.23 11.803	2,148.12 991.44 12.393	2,255.59 1,041.06 13.013	2,368.43 1,093.12 13.666	2,486.81 1,147.76 14.347
16047	IDENT TECH I	16	1,554.97 717.68 8.971	1,632.80 753.60 9.420	1,714.44 791.28 9.891	1,800.24 830.88 10.386	1,890.20 872.40 10.905
16050	IDENT TECH I (LPE CERT)	16	1,788.28 825.36 10.317	1,877.72 866.66 10.833	1,971.67 910.00 11.375	2,070.29 955.52 11.944	2,173.77 1,003.28 12.541
16048	IDENT TECH II	16	1,811.51 836.08 10.451	1,902.16 877.92 10.974	1,997.32 921.84 11.523	2,097.18 967.92 12.099	2,202.03 1,016.32 12.704
16051	IDENT TECH II (LPE CERT)	16	2,083.29 961.52 12.019	2,187.47 1,009.60 12.620	2,296.84 1,060.08 13.251	2,411.76 1,113.12 13.914	2,532.40 1,168.80 14.610
16049	IDENT TECH III	16	2,029.73 936.80 11.710	2,131.13 983.60 12.295	2,237.73 1,032.80 12.910	2,349.53 1,084.40 13.555	2,467.05 1,138.64 14.233
16052	IDENT TECH III (LPE CERT)	16	2,334.28 1,077.36 13.467	2,450.93 1,131.20 14.140	2,573.48 1,187.76 14.807	2,702.09 1,247.12 15.589	2,837.12 1,309.44 16.368
16053	KEY DATA OPR I	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
16054	LANDSCAPE ARCH TECH	16	1,843.92 851.04 10.630	1,936.13 893.60 11.170	2,033.03 938.32 11.729	2,134.60 985.20 12.315	2,241.37 1,034.48 12.931
09049	LAW CLERK	16	7.988	8.387	8.806	9.246	9.708
16055	LIBRARY ASST I	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
16056	LIBRARY ASST II	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
16057	LIBRARY PAGE	16	1,128.40 520.80 6.510	1,184.91 546.88 6.836	1,244.19 574.24 7.178	1,308.31 602.36 7.537	1,371.76 631.12 7.914
16058	LIBRARY TECH I	16	1,514.93 699.20 8.740	1,590.68 734.16 9.177	1,670.24 770.88 9.636	1,753.79 809.44 10.118	1,841.49 849.92 10.624
16059	LIBRARY TECH II	16	1,667.99 769.84 9.623	1,751.36 808.32 10.104	1,838.89 848.72 10.609	1,930.76 891.12 11.139	2,027.31 935.68 11.696

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16060 MATRON CLERK	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,466.49 675.92 8.469	1,537.64 709.68 8.871
16061 MEDIA PRODUC SPECIALIST	16	1,815.15 837.76 10.472	1,905.97 879.68 10.996	2,004.31 923.68 11.546	2,101.32 969.84 12.123	2,206.36 1,018.32 12.729
16110 MICROCOMPUTER SYS SPEC	16	1,862.64 859.68 10.746	1,955.72 902.64 11.283	2,053.48 947.76 11.847	2,156.09 995.12 12.439	2,263.91 1,044.88 13.061
16062 MUSEUM ATTD	16	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370	1,523.43 703.12 8.789	1,599.52 738.24 9.228
16063 MUSEUM REGISTRAR	16	1,851.55 854.56 10.642	1,944.11 897.28 11.216	2,041.35 942.16 11.777	2,143.44 989.28 12.346	2,250.56 1,038.72 12.984
16064 OFFSET EQUIP OPR	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
09058 PERFORM ARTS SPEC	16	5.132	5.389	5.658	5.941	6.238
16065 PERSONNEL ASSISTANT	16	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.40 10.230
16066 POLICE CLERK I	16	1,128.40 520.80 6.510	1,184.91 546.88 6.836	1,244.19 574.24 7.178	1,306.41 602.96 7.537	1,371.76 633.12 7.914
16067 POLICE CLERK II	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,466.49 675.92 8.469	1,537.64 709.68 8.871
16068 POLICE CLERK III	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
16069 POLICE SYS ANALYST	16	2,504.49 1,155.92 14.449	2,629.64 1,213.68 15.171	2,761.20 1,274.40 15.930	2,899.35 1,338.16 16.727	3,044.25 1,405.04 17.563
16070 PROGRAMMER ANALYST I	16	2,431.69 1,422.32 14.029	2,553.20 1,478.40 14.730	2,680.95 1,537.36 15.467	2,814.93 1,599.20 16.240	2,955.68 1,664.16 17.052
16102 PROGRAMMER ANALYST II	16	2,675.57 1,234.88 15.936	2,809.34 1,296.64 16.208	2,949.79 1,361.44 17.018	3,097.29 1,429.52 17.864	3,252.08 1,500.96 18.762
16037 PROGRAMMER I	16	1,862.64 859.68 10.746	1,955.72 902.64 11.283	2,053.48 947.76 11.847	2,156.09 995.12 12.439	2,263.91 1,044.88 13.061
16038 PROGRAMMER II	16	2,093.35 966.16 12.077	2,198.04 1,014.48 12.681	2,307.93 1,065.20 13.315	2,423.37 1,118.48 13.981	2,544.53 1,174.40 14.680

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			STEP A	STEP B	STEP C	STEP D	STEP E	
16036	PROGRAMMER TRAINEE	16	1,636.79 755.44 9.443	1,718.60 793.20 9.915	1,804.57 832.88 10.411	1,894.88 874.56 10.937	1,989.49 918.32 11.479	
16071	PROPERTY ASST I	16	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.40 10.230	
16072	PROPERTY ASST II	16	1,549.43 715.12 8.939	1,626.91 750.88 9.386	1,708.20 788.40 9.855	1,793.65 827.84 10.348	1,883.27 869.20 10.865	
16073	PROPERTY ASST III	16	1,664.00 768.00 9.600	1,747.20 806.40 10.080	1,834.56 846.72 10.584	1,926.25 889.04 11.113	2,022.63 933.52 11.669	
09037	PUBLIC SERVICE AIDE	16		4.334	4.551	4.779	5.010	5.269
16074	REAL PROP AGENT I	16	1,973.23 910.72 11.384	2,071.85 956.24 11.953	2,175.51 1,004.08 12.551	2,284.36 1,054.32 13.179	2,398.59 1,107.04 13.838	
16075	REAL PROP AGENT II	16	2,276.73 1,050.80 13.135	2,390.61 1,103.36 13.792	2,510.21 1,158.56 14.482	2,635.71 1,216.48 15.206	2,767.44 1,277.28 15.966	
09039	RECREATION LEADER I	16		4.334	4.551	4.779	5.010	5.269
09040	RECREATION LEADER II	16		5.520	5.796	6.086	6.390	6.709
09038	RECREATION LEADER (MANDICA)	16		4.544	4.771	5.010	5.261	5.524
16076	RECREATION PROG COORD	16	1,464.15 675.76 8.447	1,537.29 709.52 8.869	1,614.08 748.96 9.312	1,694.85 782.24 9.778	1,779.61 821.36 10.267	
16105	REVENUE REP I	16	1,128.40 520.80 6.510	1,184.91 546.88 6.836	1,244.19 574.24 7.178	1,306.41 602.96 7.537	1,371.76 631.12 7.914	
16106	REVENUE REP II	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871	
16107	REVENUE REP III	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.37 9.854	
16081	SECRETARY TO PLAN COMM	16	1,474.89 680.72 8.509	1,548.56 714.72 8.934	1,626.04 750.48 9.381	1,707.33 788.00 9.850	1,792.79 827.44 10.343	
16103	SR CLAIMS COLLECTOR	16	1,704.91 786.88 9.836	1,790.19 826.24 10.328	1,879.63 867.52 10.844	1,973.57 913.88 11.386	2,072.20 956.40 11.955	

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EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	LOCAL 39 (OFFICE & TECHNICAL)				
		SCHEDULED STEP A	MONTHLY STEP B	BI-WEEKLY STEP C	HOURLY STEP D	RATES STEP E
16002 SR DATA PROC TECH	16	1,616.85 746.24 9.328	1,697.63 783.52 9.794	1,782.56 822.72 10.284	1,871.65 863.84 10.798	1,965.25 907.04 11.338
16003 SR KEY DATA OPR	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
09059 SR RECREATION LEADER	16	6.501	6.910	7.255	7.618	7.999
09050 STAFF AIDE	16	19.314	26.100	XXXXXX	11.851	11.950
16004 STENOGRAPHER CLERK I	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
16005 STENOGRAPHER CLERK II	16	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370	1,523.43 703.12 8.789	1,599.52 738.24 9.228
16006 STENOGRAPHER CLERK III	16	1,474.89 680.72 8.509	1,548.56 714.72 8.934	1,626.04 750.48 9.381	1,707.33 788.00 9.850	1,792.79 827.44 10.343
16007 STOREKEEPER	16	1,489.80 687.60 8.595	1,564.33 722.00 9.025	1,642.51 758.08 9.476	1,724.67 796.00 9.950	1,810.99 835.84 10.448
16008 STORES CLERK I	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.64 709.68 8.871
16009 STORES CLERK II	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
09009 STUDENT TRAINEE	16	5.447	5.719	6.005	6.305	6.620
16091 TICKET SELLER	16	1,315.77 607.28 7.591	1,381.64 637.68 7.971	1,450.80 669.60 8.370	1,523.43 703.12 8.789	1,599.52 738.24 9.228
09010 TICKET SELLER	16	6.526	6.852	7.195	7.555	7.933
16092 TRAFFIC CHECKER	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
16093 TRAFFIC INVESTIGATOR	16	1,695.03 782.32 8.779	1,779.79 821.44 10.268	1,868.71 862.48 10.781	1,962.13 905.60 11.320	2,060.24 950.88 11.886
16094 TYPIST CLERK I	16	1,124.40 520.80 6.510	1,184.91 546.88 6.836	1,244.19 574.24 7.178	1,306.41 602.96 7.537	1,371.76 633.12 7.914

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-8

1985-86 SALARY SCHEDULE

PROCESSING DATE 06/04/85

LOCAL 39 (OFFICE & TECHNICAL)

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
16095 TYPIST CLERK II	16	1,265.16 583.92 7.299	1,328.43 613.12 7.664	1,394.81 643.76 8.047	1,464.49 675.92 8.449	1,537.44 709.68 8.871
16096 TYPIST CLERK III	16	1,405.21 648.56 8.107	1,475.41 680.96 8.512	1,549.25 715.04 8.938	1,626.73 750.80 9.385	1,708.03 788.32 9.854
16099 UTILITY SVCS INSP	16	1,514.93 699.20 8.740	1,590.68 734.16 9.177	1,670.24 770.88 9.636	1,753.79 809.44 10.118	1,841.49 849.92 10.624
16079 WATER QUALITY INSP	16	1,638.69 756.32 9.454	1,720.68 794.16 9.927	1,806.65 833.84 10.423	1,896.94 875.52 10.944	1,991.77 914.28 11.491
16080 WATER QUALITY LAB TECH	16	1,545.96 713.52 8.919	1,623.27 749.20 9.365	1,704.39 788.64 9.833	1,789.47 826.00 10.325	1,879.11 867.28 10.841
16100 WLEED ABATEMENT INSP	16	1,458.77 673.28 8.416	1,531.75 706.96 8.837	1,608.36 742.32 9.279	1,688.79 779.44 9.743	1,773.20 818.90 10.230

Schedule 17

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM
1985-86 SALARY SCHEDULE
LOCAL 39 (PROFESSIONAL)

REPORT NUMBER Z31R7000-B

PROCESSING DATE 06/04/85

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
		STEP A	STEP B	STEP C	STEP D	STEP E
17001 ARBORIST	17	2,157.31 995.68 12.446	2,265.12 1,045.44 13.068	2,378.31 1,097.68 13.771	2,497.21 1,152.56 14.407	2,622.01 1,210.16 15.127
17003 ASSOC PLANNER	17	2,347.97 1,083.68 13.546	2,465.32 1,137.84 14.223	2,588.56 1,194.72 14.934	2,718.04 1,254.88 15.681	2,853.93 1,317.20 16.465
17002 ASST PLANNER	17	2,045.85 944.24 11.803	2,148.72 991.44 12.193	2,255.59 1,041.04 13.013	2,368.43 1,093.12 13.664	2,486.81 1,147.76 14.347
17004 JR PLANNER	17	1,851.55 854.56 10.682	1,944.11 897.28 11.216	2,041.35 942.16 11.777	2,143.84 989.28 12.366	2,250.56 1,038.72 12.984
17005 LIBRARIAN I	17	1,589.47 733.60 9.170	1,669.03 770.32 9.629	1,752.40 808.80 10.110	1,840.11 849.28 10.616	1,932.15 891.76 11.147
17006 LIBRARIAN II	17	1,851.55 854.56 10.682	1,944.11 897.28 11.216	2,041.35 942.16 11.777	2,143.84 989.28 12.366	2,250.56 1,038.72 12.984
17008 WATER QUALITY CHEMIST	17	2,093.35 966.16 12.077	2,198.04 1,014.48 12.681	2,307.93 1,065.20 13.315	2,423.17 1,118.48 13.981	2,544.53 1,174.80 14.680
17009 ZOOLOGIST	17	1,798.68 830.16 10.377	1,888.64 871.68 10.896	1,983.11 915.28 11.441	2,082.25 961.04 12.043	2,186.43 1,009.12 12.614

25c

ORDINANCE NO. 85-069

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JULY 2, 1985

AN ORDINANCE ADDING SECTION 2.90 TO THE SACRAMENTO CITY CODE, RELATING TO SALARY ADMINISTRATION, HOURS OF WORK, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR OFFICERS AND EMPLOYEES NOT REPRESENTED BY A RECOGNIZED EMPLOYEE ORGANIZATION

BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF SACRAMENTO, as follows:

Section 1.

Section 2.90 is added to Chapter 2, Article VI, Division 2 of the Sacramento City Code, to read as follows:

Section 2.90 Unrepresented Officers and Employees

The City Council shall enact a resolution covering salary administration, hours of work, and other terms and conditions of employment, including longevity pay under City Charter Section 108, for all officers and employees not represented by a recognized employee organization. The provisions of the City Code relating to those subject matters shall not apply to such unrepresented employees.

Section 2.

This ordinance is declared to be an emergency ordinance, to become effective immediately upon its adoption. The need for immediate effectiveness is due to the need to adopt, effective July 2, 1985, a comprehensive resolution for all unrepresented officers and employees governing salary administration, hours of work, and other terms and conditions of employment. Provisions regarding those subjects are located in numerous provisions of the City Code, as well as previous resolutions. Due to the recent large increase in the number of unrepresented management classes, and because of certain benefit changes which will become immediately effective, a consolidated resolution is required immediately. This ordinance is the authority for

enactment of that resolution, which is to be considered by the City Council on this same date.

ENACTED:

EFFECTIVE:

MAYOR

ATTEST:

CITY CLERK

250

RESOLUTION NO. 85-512

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JULY 2, 1985

A RESOLUTION ENACTING A PERSONNEL RESOLUTION COVERING SALARY ADMINISTRATION, HOURS OF WORK, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR OFFICERS AND EMPLOYEES NOT REPRESENTED BY A RECOGNIZED EMPLOYEE ORGANIZATION, AND REPEALING RESOLUTION NO. 84-759, RELATING TO EXPENSE AND SUBSISTENCE ALLOWANCES FOR CITY COUNCIL MEMBERS AND EXPENSE ALLOWANCES FOR THE CITY MANAGER AND THE EXECUTIVE DIRECTOR/SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SACRAMENTO, as follows:

Section 1.

Resolution No. 84-759, pertaining to expense and subsistence allowances for City Council members and expense allowances for the City Manager and for the Executive Director/Sacramento Housing and Redevelopment Agency, is hereby repealed.

Section 2.

This resolution supercedes any other resolution relating to salary administration, hours of work, and other terms and conditions of employment for officers and employees not represented by a recognized employee organization.

Section 3.

The Personnel Resolution covering salary administration, hours of work, and other terms and conditions of employment for officers and employees not represented by a recognized employee organization shall be as set forth in Exhibit "A".

Section 4.

This resolution is enacted pursuant to City Code Section 2.90.

MAYOR

ATTEST:

CITY CLERK

EXHIBIT "A"

PERSONNEL RESOLUTION
COVERING
UNREPRESENTED OFFICERS AND EMPLOYEES

July 1985

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ARTICLE I
SALARY ADMINISTRATION

1. APPOINTMENT COMPENSATION RATE

a. The rate of compensation upon appointment in the civil service shall normally be Step "A". However, if the City Manager or designee finds that the appointee has extraordinary qualifications, or that a higher step is necessary in order to recruit, appointment at any step in the range may be made.

b. The rate of compensation upon appointment to an exempt classification shall normally be Step "A". However, if the appointing authority finds that the appointee has extraordinary qualifications or that a higher step is necessary in order to recruit, appointment at any step in the range may be made.

2. ADVANCEMENT IN RATE OF COMPENSATION

a. Advancement in Steps

Upon successful completion of twenty-six (26) weeks of service, an employee shall be advanced to the next higher step of the salary range of the classification. Employees who thereafter maintain a satisfactory level of performance shall be advanced at fifty-two (52) week intervals to succeeding steps of the assigned salary range. After the first twenty-six (26) weeks of service, management and confidential/administrative employees may be advanced to a higher step in the salary range when their performance warrants it, or as needed for retention, if approved by the City Manager; provided however, employees in the civil service who are not advanced in less than fifty-two (52) week intervals shall have no right to appeal to the Civil Service Board.

b. Denial of Step Increase and Reduction in Grade

Employees who do not maintain a satisfactory level of performance shall be denied advancement, and may be reduced within grade upon approval of the appointing authority. Employees in the civil service who are denied advancement, or who are reduced in grade, shall have the right to appeal to the Civil Service Board in accordance with its rules and regulations.

c. Effective Date of Step Increases

Increases to employees who successfully complete twenty-six (26) weeks of service shall become effective on the first day of the following weekly pay period, which weekly pay period shall begin at 12:01 a.m. Saturday, and end at 12:00 midnight the following Friday. Increases to succeeding steps of the assigned salary range shall become effective at fifty-two (52) week intervals from the anniversary date of the first increase, or on the first day of the weekly pay period following completion of a shorter period as described above.

3. EFFECT OF CLASSIFICATION CHANGE ON RATE OF COMPENSATION

a. Movement to a Higher Classification

When an employee moves from one class to another which has a higher salary, through examination, appointment to an exempt position, temporary appointment in the absence of an eligible list, or reallocation, the employee shall receive a one step (5%) increase or the "A" step of the higher class, whichever is greater, but not to exceed the maximum rate of the higher class.

b. Movement to Another Position in the Same Class or to a Classification With the Same Salary Range

When an employee moves to another position in the same classification or to another classification with the same salary range, the employee shall maintain the same salary and same anniversary date. Where the employee is in civil service, such movement shall be in accordance with the rules and regulations of the Civil Service Board.

c. Movement to a Lower Classification

When an employee's position is reallocated to a class with a lower salary, the employee shall suffer no reduction in salary, and the Y-rate provisions of this Resolution shall apply. The salary of a civil service employee who voluntarily demotes shall be determined by the Civil Service Board, but shall not exceed that paid in the previous class.

4. EFFECT OF CHANGE OF SALARY RANGE UPON COMPENSATION

Whenever the salary range of a class is adjusted upward, the salary rate of each employee in the class shall be adjusted to the step in the new range which corresponds to the step received in the former range, and the employee shall retain the current anniversary date for further increases within the new range.

5. RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

An employee recalled after layoff, reinstated after a leave of absence, or reemployed after resignation shall return at the same salary step paid at the time of departure.

6. EFFECT OF LEAVE OF ABSENCE UPON COMPENSATION

Time spent on leave of absence, as that term is defined by the Civil Service Board rules and regulations, does not count toward annual in-grade step increases.

7. RATES HIGHER THAN STEP "E" (Y-RATE)

Whenever the salary of an employee exceeds Step "E" of the salary range established for a classification, such salary shall be designated as a "Y-rate". During such time as an employee's salary remains above the Step "E", the employee shall not receive further salary increases, except that upon

promotion to a higher class, the employee shall immediately advance to the step of the range of the higher class next above the "Y-rate", and be eligible for advancement to succeeding steps in the range as outlined in this Resolution.

8. SUPPLEMENTAL SALARY RANGE

a. The City Council may establish a Supplemental Salary Range for specified exempt management positions. Appointments to the Supplemental Salary Range shall be at the discretion of the City Manager based on the following criteria:

- (1) Severe salary compaction problems defined as less than a five percent (5%) maximum salary spread between the manager and the immediate subordinate; or
- (2) Recruitment or retention difficulties; or
- (3) Exceptional job performance.

b. No more than sixty-six and two-thirds percent (66-2/3%) of all eligible positions may be appointed at the Supplemental Salary Range by the City Manager.

9. LONGEVITY PAY

a. Employee Eligibility

For the purpose of determining the year of employee eligibility for longevity pay as provided under Section 108 of the City Charter, only continuous full-time service shall be considered.

- (1) Where beginning employment may be intermittent with separate periods of employment in relief, seasonal, limited-term, temporary or part-time positions, only that period of intermittent employment (but excluding employment in part-time positions) immediately preceding the date of regular full-time continuous employment and without loss of time shall be considered.
- (2) Leaves of absence without pay shall not constitute a break in service, except such time on leave without pay, when it exceeds twenty (20) working days in a calendar year, shall be deducted in determining the year for an employee's eligibility. Leaves of absence granted for military service shall be considered as full-time continuous service.
- (3) Time taken off without pay, where formal leave of absence is not required, aggregating twenty (20) or fewer days in a calendar year shall not constitute a break in service and shall be disregarded in computing the year for an employee's eligibility. However, if such time taken off without pay exceeds twenty (20) days in any calendar year, the total amount of time so taken off without pay shall be deducted in

determining the year for an employee's eligibility, but shall not constitute a break in service.

- (4) Where employment is terminated by resignation or discharge and the employee is subsequently re-employed, such time accumulated prior to resignation or discharge shall be forfeited, unless the employee is reinstated, in which case the time absent from City service shall not be considered as a break in service, but shall be deducted in determining the year for an employee's eligibility.
- (5) A layoff shall not constitute a break in service and the time accumulated prior to the layoff shall be added to the time after reinstatement for determining the year for an employee's eligibility.
- (6) Employees working on a part-time basis on a regular year-round daily work schedule shall be eligible for longevity pay on a pro-rata basis, upon completion of the required number of years of service in such part-time position.
- (7) Persons who become City employees pursuant to the provisions of City Charter Section 93 shall receive credit for time accumulated in the employment of the district, for purposes of determining the year for employee eligibility.

b. Payment After Eligibility

Once it has been determined that an employee is eligible for longevity pay, he/she shall receive the allowance as prescribed.

- (1) When authorized leave of absence or time off aggregating twenty (20) or more working days is taken during any employment year, longevity payment in the July following shall be made on a pro-rata basis.
- (2) Upon entrance of an employee into military service, or where an employee is granted a leave of absence following expiration of sick leave credits, such employee shall be paid, in the month of July following the date such leave begins, such longevity pay earned from his/her anniversary date of employment to the date such leave begins, on a pro-rata basis, but not to exceed the maximum yearly allowance. Such employee shall not thereafter receive longevity pay until his/her return to City service, when he/she shall receive, in the month of July first following his/her return, the pro-rata portion of longevity pay from the date of return.

- (3) Upon death or retirement of an employee, such employee shall be entitled to receive the pro-rata portion of longevity earned on the date of death or retirement, but not to exceed the maximum yearly allowance; in all other cases of termination, longevity pay which would have been paid in the July following had employment continued, shall be forfeited, and there shall be no pro-rata payment for longevity.
- (4) The longevity pay granted in July of any year shall be considered to have been earned during the preceding employment year ending on or prior to July 1 of each year.
- (5) All payments for longevity shall be made on the payday covering the first full pay period in July of each year, except as provided under (3) of this Section.

c. Administration

It shall be the duty and responsibility of the Personnel Department to administer these provisions and to notify each department of the City yearly of the employees who shall be eligible to receive longevity pay. In any unusual situation not covered by the provisions of this Resolution, the determination of the Director of Personnel shall prevail.

10. TEMPORARY WORK IN HIGHER CLASSIFICATION

a. Temporary assignments to higher classifications shall be permitted only in those classes where in the judgment of the department head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned to a higher classification shall be compensated for the duration of the out-of-class assignment by the payment of five percent (5%) of the regular salary the employee received prior to the out-of-class assignment, or the salary provided for in Step "A" of the higher classification, whichever is greater, but not to exceed Step "E" of the higher classification.

b. Any temporary assignment which may exceed thirty (30) calendar days requires the advance approval of the City Manager.

c. Application of this Section to exempt management classifications shall be limited to the following:

- (1) The City Manager may delegate to department heads the authority to apply this Section to employees in civil service classifications temporarily assigned to exempt management classifications.
- (2) A temporary appointment to an exempt management classification requires the approval of the City Manager. Fringe benefits shall be governed by the employee's permanent classification. The salary step for the exempt management classification shall be determined by the City Manager.

11. STAFF AIDE POSITIONS

The classification of Staff Aide may be used when an interim classification is needed pending establishment of a regular classification. A Staff Aide may be employed for a maximum period of twelve (12) months. The salary for Staff Aide shall be established by Resolution.

ARTICLE II
FRINGE BENEFITS AND DEFERRED COMPENSATION

12. FRINGE BENEFIT PLAN

The fringe benefit plan for the Mayor, City Council members, management, and confidential/administrative employees are as follows:

a. Basic Life Insurance

City-paid basic life insurance shall be:

<u>Group</u>	<u>Amount</u>
Confidential/Administrative	\$10,000
Management	50,000
City Council members	100,000
Assistant City Manager	
Assistant City Manager/Executive Director	
Mayor	150,000
City Manager	

b. Long-Term Disability Insurance

Management employees receive City-paid long-term disability insurance.

c. Monthly Insurance Contribution

(1) The Mayor and City Council members receive a monthly insurance contribution of \$265.08 which may be applied to City-sponsored health and dental plans and dependent life insurance.

(2) Confidential/administrative employees receive a monthly insurance contribution of \$257.32 which may be applied to City-sponsored health and dental plans, short-term disability, supplemental life insurance in the amount of \$30,000, additional supplemental life insurance in the amount of \$10,000, dependent life insurance, and the employee's retirement contribution.

d. Insurance and Optional Benefit Plan

Management employees receive a monthly insurance contribution of \$265.08 and a 4% of base salary optional benefit plan which may be combined and applied to City-sponsored health and dental plans, short-term disability,

dependent life insurance, employee's retirement contribution, deferred compensation, professional organization dues, and tuition reimbursement. Exceptions to the 4% optional benefit plan are as follows:

<u>Classification</u>	<u>Optional Benefit Plan</u>
City Manager	11.0%
Assistant City Manager/Executive Director	11.5%
Director of Finance	9.0%
City Attorney	9.0%
City Clerk	9.0%
City Treasurer	9.0%

e. Insurance Over \$50,000

- (1) The Mayor and City Council members may purchase out-of-pocket supplemental life insurance in the amount of \$20,000 and additional supplemental life insurance in the amount of \$10,000.
- (2) Management employees may purchase out-of-pocket supplemental life insurance in the amount of one times annual salary and additional supplemental life insurance in the amount of \$10,000.
- (3) Confidential/administrative employees may purchase out-of-pocket supplemental life insurance in the amount of one times annual salary.

13. DEFERRED COMPENSATION PLAN

a. The Mayor, City Council members, management, and confidential/administrative employees may participate in the City's deferred compensation plan.

b. The Mayor, City Council members, and management may apply the unused portion of the City's monthly insurance contribution toward deferred compensation as long as the deferred compensation salary limit is not exceeded.

ARTICLE III
LEAVES

14. VACATION

a. Employees shall be entitled to vacation allowances pursuant to the provisions of Section 107 of the City Charter. Based on length of City service, the annual vacation allowances are:

Annual
Vacation Allowance

Length of Service

10 days
15 days
20 days

1 to 5 years
6 to 15 years
16 or more years

Vacation allowance administration shall be in accordance with the rules and regulations of the Civil Service Board.

15. HOLIDAYS

a. Holiday Hours for Fire Management

- (1) Fire Battalion Chiefs assigned to fire suppression duty shall receive holiday benefits equal to, and on the same terms and conditions as, those holiday benefits granted by the City to employees in the Fire Department Unit. Such employees shall not receive any other holiday benefits under this Section.
- (2) The Fire Marshal and the Battalion Chief assigned to serve as the Fire Department's Director of Training, shall receive, for so long as they hold such assignments, 127.4 holiday hours per fiscal year, for which they shall be paid in cash, with their regular paycheck, in twenty-six (26) equal bi-weekly installments. Such employees shall be eligible to receive the recognized holidays but not the floating holidays under this Section.

b. Recognized Holidays

Except as otherwise provided, the following shall be recognized holidays for eligible employees:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving

<u>Holiday</u>	<u>Date</u>
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

c. Eligibility

- (1) To be eligible for holiday pay, the employee shall work the scheduled workday before and after the recognized holiday. Paid time on vacation, sick leave, compensating time off, or management leave time shall be considered hours worked for the purpose of holiday pay eligibility.
- (2) A non-career (+1040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that bi-weekly pay period:

<u>Number of Recognized Holidays in the Pay Period</u>	<u>Minimum Number of Paid Hours in the Pay Period</u>	
	<u>50% Benefit</u>	<u>100% Benefit</u>
0.5	38	64
1.0	36	64
1.5	34	64
2.0	32	64
2.5	30	60
3.0	28	56

An employee paid for less than the minimum number of hours required for the 50% benefit shall receive no recognized holiday benefit.

- (3) Non-career (-1,040) employees shall not receive recognized holiday benefits.

d. Monday-Friday Schedule

If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- (2) If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

e. Weekend Schedule

If an employee's scheduled days off are other than Saturday and Sunday during the standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) The actual dates as listed above shall be considered as the employee's holiday.
- (2) If the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit.

f. Holiday Credit Accumulation

Employees may accumulate holiday credit up to a maximum of eighty (80) hours. Holiday credit may be taken by the employee at the discretion of the Department Head.

g. Floating Holidays

(1) Accrual

(a) In addition to the recognized holidays specified above, each employee shall receive the equivalent of three (3) floating holidays per fiscal year on an accrual basis as follows:

(i) Each full-time employee shall accrue floating holiday credit at the rate of .923 hours per pay period. The employee shall accrue floating holiday credit for each pay period for which the employee is paid one (1) or more hours of salary.

(ii) A part-time employee, including an employee in a work sharing program, or a non-career (+1040) employee shall accrue floating holiday credit based upon the number of hours the employee was paid in that bi-weekly pay period: 64 or more hours paid = .923 hours accrual; 40-63.9 hours paid = .462 hours accrual; less than 40 hours paid = 0 hours accrual.

(b) Non-career (-1040) employees shall not receive floating holiday benefits.

(2) Administration

(a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.

- (b) An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.
- (c) An employee terminating for any reason or going on a leave of absence without pay for a period exceeding ninety (90) days shall be paid for all accrued floating holiday time at the straight-time rate.

16. MANAGEMENT LEAVE TIME

a. Management employees exempt from the provisions of the Fair Labor Standards Act shall not accrue compensating time off or earn overtime pay for time worked in excess of eight (8) hours per day or forty (40) hours per week, but shall be expected to devote as much time to their employment as may be necessary for the efficient operation of City government.

b. Such employees shall be credited with forty (40) hours of management leave time on July 1 of each fiscal year. Employees appointed after July 1 of a fiscal year shall be entitled to a pro-rata share of forty (40) hours of management leave time based upon the number of full months remaining in that fiscal year. Management leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.

c. Management leave time shall not accumulate from fiscal year to fiscal year. If an employee is unable to take all of his or her management leave time by the end of the pay period which includes June 30 of any fiscal year, the employee shall forfeit the unused portion of such leave time, unless an exception is authorized by the City Manager under appropriate circumstances.

d. Upon separation from City service for any reason an employee shall be paid for all credited and unused management leave time at the employee's base hourly rate as of the date of separation.

17. SICK LEAVE

a. A full-time employee shall accumulate sick leave credits at the rate of one day per month (3.692 hours per bi-weekly pay period) of employment which may be used at the discretion of the employee in the event of illness or injury which is not job-related. Such usage shall not exceed the maximum amount of the employee's accumulation. A permanent part-time employee shall earn sick leave on a pro-rata basis.

b. An employee in active service of the City eligible to accumulate sick leave credits shall in January each year, receive a cash payment for twenty-five percent (25%) of the unused portion of sick leave credits accumulated during the preceding calendar year from January 1 through December 31, provided the employee shall have to his/her credit on December 31, immediately preceding the date for payment, a total of at least sixty (60)

sick leave days accumulated. The employee shall be paid for such percentage of sick leave accumulation at the rate of pay which the employee was receiving on January 1 of each year in which payment is made. The amount of time for which an employee is paid shall be deducted from the employee's total accumulation.

c. Notwithstanding the above, an employee, otherwise eligible, may elect not to receive cash payments for accumulated sick leave by notifying the Finance Department in writing of such election no later than January 1 of each year.

d. Upon termination of any employee eligible to accumulate sick leave credits for reasons of retirement, resignation, or layoff after service for a period of not less than two (2) years, or death, such employee (or those entitled by law to the possession of the estate of a deceased employee) shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death. No employee whose services are terminated by reason of discharge, or by reason of resignation or layoff prior to the completion of two (2) year's service, shall be eligible for payment of any portion of accumulated sick leave credits.

e. Any employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of his/her total accumulated sick leave credits shall be credited with the remaining sixty-six and two-third percent (66-2/3%) of his/her accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of his/her accumulated sick leave credits under this Section, said employee shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

f. No payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City, or to create a contractual obligation between the City and its employees requiring future payments for accumulated sick leave, or to require that employees be granted leave of absence with pay during periods of illness. Sick leave benefits are not to be construed as a vested right.

g. A County of Sacramento employee in the classification of Librarian IV who is employed with the Sacramento City-County Library System, and who transfers to career City employment in the Sacramento City-County Library System, shall be entitled to receive City sick leave credits upon transfer, as follows:

- (1) The amount of City sick leave credit shall be the amount of County sick leave credits earned as of the effective date of transfer, or 30 days (240 hours), whichever is less.
- (2) City credit for sick leave accrued in County service shall be for actual sick leave usage only, and shall not be utilized towards sick leave cash payoff as provided in this Section. Sick leave credit earned while in City service may be utilized for sick leave cash payoff.

- (3) Any sick leave taken shall first be debited against sick leave credits granted under this Section, until such sick leave credits are exhausted.

h. The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all eligible employees.

18. INJURY-ON-DUTY

The City Manager or designee shall administer the provisions of the City Charter governing benefits for City employees who incur injuries arising out of and in the course of their duties.

In administering those provisions, the City Manager or designee shall determine the amount of credit to which the City is entitled as against workers' compensation benefits payable under the California Labor Code. In no event shall the credit so determined exceed that specified by the City Charter or the laws of the State of California.

19. JURY DUTY

a. When an employee is absent from work to serve on a jury or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert and remain on the job until such time as called to serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the jury commissioner and the City will be responsible to insure that the employee is available for jury duty. Pay for worktime lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all jury remuneration received, less transportation allowance, to the City.

b. If a swing shift or graveyard shift employee who is scheduled to work an eight (8) hour shift has served in excess of four (4) hours on jury duty, he/she will notify his/her supervisor in advance of his/her start time so he/she can be excused from his/her shift. If the employee is on jury duty less than four (4) hours, he/she will be required to work.

c. To receive pay for worktime lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any transportation and subsistence allowance.

d. When a non-career employee is regularly scheduled to work and is ordered to report for jury duty, such employee shall be entitled to jury duty benefits in accordance with the above-stated procedure.

20. DAILY HOUR VALUE

The hour value of a leave day for vacation, sick leave or other paid leave shall be 11.2 hours for Fire Battalion Chiefs assigned to fire suppression duty.

ARTICLE IV
REIMBURSEMENTS AND ALLOWANCES

21. REIMBURSEMENTS AND EXPENSES

a. Reimbursement for Use of Privately-Owned Vehicles

- (1) The City Manager may offer any one (1) of the following categories of reimbursement for use of privately-owned vehicles on City business or compensation in lieu of the use of personal vehicles on City business for management employees:

<u>Category</u>	<u>Reimbursement/Compensation</u>
A	General mileage reimbursement for actual City business mileage at the rate of 28¢ per mile for the first 600 miles per month and 14¢ per mile over 600 miles and free parking
B	Monthly vehicle allowance of \$50 and free parking
C	Monthly vehicle allowance of \$100 and free parking
D	Monthly vehicle allowance of \$150 and free parking
E	Monthly vehicle allowance of \$200 and free parking
F	Monthly vehicle allowance of \$250 and free parking
G	100% City-paid SRTD bus pass, non-zone sticker, or free parking with availability of City vehicle for use on City business

- (2) The Mayor, City Council members, City Manager, and Assistant City Manager/Executive Director shall receive a \$300 monthly vehicle allowance and free parking.
- (3) With the authorization of the City Manager, other employees shall receive general mileage reimbursement for actual City business at the rate of 28¢ per mile for the first 600 miles per month and 14¢ per mile over 600 miles for local use only.
- (4) Reimbursement for out-of-town travel shall be at the general mileage reimbursement rate (minus 25 miles for individuals receiving a monthly vehicle allowance) or comparable coach air fare, whichever is lower.

- (5) Any automobile operated on City business by any of the officials mentioned for use of the monthly vehicle allowance shall be insured against liability in persons and property, including wrongful death, in an amount no less than the minimum State of California required automobile coverage for bodily injury and property damage. The monthly vehicle allowance shall be in lieu of the payment of all mileage, except for out-of-county travel on official business of the City, and in lieu of the use of City-owned vehicles.

b. Bus Passes

Confidential/administrative employees who utilize the Sacramento Regional Transit District for home-to-work transportation are eligible for a 100% City-paid SRTD monthly non-zone sticker bus pass.

c. Expense and Subsistence Allowance

- (1) The sum of \$150 per month is established as a City expense reimbursement allowance for the City Council members, other than the Mayor, for which no vouchers need be furnished.
- (2) The sum of \$250 per month is established as a secretarial expense allowance for the Mayor, for which no vouchers need be furnished.
- (3) The sum of \$250 per month is established as a City expense reimbursement allowance for the City Manager and for the Executive Director of the Sacramento Housing and Redevelopment Agency, for which no vouchers need be furnished.
- (4) The Mayor, City Council members and City Manager are authorized to claim \$60 per diem for lodging and meals when traveling outside of the County in lieu of vouchered claims for actual cost of lodging and meals, or when lodging is more practical at the headquarters of seminars, workshops, conferences or conventions, or in the alternative, at suitable and reasonable nearby facilities, they may receive full reimbursement to cover actual costs when an itemized voucher for the actual costs of lodging and meals is submitted to the Department of Finance.
- (5) All other City employees and officials are authorized a maximum of \$60 per diem for lodging and meals when traveling outside the County when conducting official City business. An itemized voucher claim must be submitted to the Department of Finance to claim reimbursement. The actual reimbursement shall be based on reasonable and necessary actual costs or per diem rate, whichever is lower, except that when lodging is more practical at the headquarters of seminars, workshops, conferences or conventions, or in the alternative, at suitable and reasonable nearby facilities, the City Manager may authorize full reimbursement to cover actual costs.

22. SAFETY UNIFORM ALLOWANCE

a. Safety management personnel employed in the Police Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in the Police Department Unit.

b. Safety management personnel employed in the Fire Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in the Fire Department Unit.

23. TUITION REIMBURSEMENT

Career employees will be reimbursed for the cost of tuition up to a maximum of \$60.00 per semester pursuant to the City's existing policy for such education reimbursement.

ARTICLE V
HOURS OF EMPLOYMENT AND OVERTIME

24. HOURS OF EMPLOYMENT

a. The work period for employees, except Fire Battalion Chiefs assigned to fire suppression duty, shall begin at 12:01 a.m. Saturday, and end at 12:00 midnight the following Friday. The normal workweek for full-time employees, except for management employees, shall consist of forty (40) hours of work during the seven (7) day work period.

b. The normal workweek shall not apply to management employees exempt from the provisions of the Fair Labor Standards Act who are expected to work whatever time is required to perform the duties of their positions, except Fire Battalion Chiefs assigned to fire suppression duty shall normally be scheduled to work four (4), twenty-four (24) hour periods in a twelve (12) day work period.

c. The workweek for part-time employees shall be determined by the appointing authority.

25. OVERTIME

a. Employees not exempt from the provisions of the Fair Labor Standards Act who are required to work in excess of eight (8) hours per day or forty (40) hours per week shall be compensated for such overtime with pay at one and one-half (1-1/2) times the hourly rate of pay.

b. Absence with pay shall be counted as time worked. When compensated by overtime pay, time worked in excess of eight (8) hours in a day shall not be counted in determining whether an employee has worked in excess of forty (40) hours in a week.

c. Confidential/administrative employees exempt from the provisions of the Fair Labor Standards Act shall accrue (1) hour of compensating time off for each hour worked in excess of eight (8) hours per day or forty (40) hours per week. Unused accrued compensating time off shall have no cash value and shall be forfeited upon retirement or termination from City service.

ARTICLE VI MISCELLANEOUS

26. OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES

a. Exempt employees shall not engage in any other employment, work, profession, business or enterprise that is inconsistent, incompatible, in conflict with or adversely affects the performance of their duties, or that is inimical to the most effective performance of the mission of City management or the best interests of the City.

b. Exempt employees shall not accept any off-duty employment without the express consent, in advance, of the City Manager or designated representative.

c. An exempt employee shall not work:

- (1) In any employment which will tend to bring discredit upon City management, or which is detrimental to City goals, or which will reduce an individual's efficiency or usefulness as a City employee.
- (2) In any employment requiring an affiliation, membership or allegiance tending to influence conduct in a manner inconsistent with the proper discharge of responsibilities to the City or the public interest.
- (3) In any employment for any other municipality or political subdivision of the state or federal government (except by express permission of the City Manager).
- (4) In any off-duty position while on sick leave or injured-on-duty status.

d. An exempt employee may request authorization for off-duty employment by forwarding a letter of request in duplicate to his/her Department Head. The letter should provide details concerning the type of employment, expected duration of employment, and the employer's name. Department Heads and members of the City Manager's immediate staff will submit personal requests directly to the City Manager for approval.

e. The Department Head will notify each exempt employee of action taken on the request for off-duty employment by indicating such action on the letter of request and returning it to the individual. A copy of the letter will be retained in the office of the Department Head. The City Manager will take similar action on personal requests by Department Heads and members of the City Manager's immediate staff.

f. Authorization for off-duty employment may be revoked by the Department Head at any time it has been determined that the provisions of this Section have not been followed. The Department Head will notify the employee, by letter, of actions taken to revoke previous authorization for off-duty employment.

g. Part-time, seasonal, or limited-term employees are not subject to the restrictions of this Section.

27. DEFERRED LUMP SUM PAYMENT

An employee who retires from the City may request to defer the lump sum payment on vacation accumulation, holiday credit, and sick leave buy-out until the next calendar year after the date of retirement. Upon such request, the City will defer such lump sum payment to the month selected by the employee in the next calendar year. The amount of lump sum payment shall be the same as the employee would have received upon retirement and with no interest.

28. CITY VEHICLE RETENTION

The City Manager may authorize overnight home retention of City vehicles for public safety assignments, on-call assignments, and other special or emergency assignments.

29. APPLICABILITY

The terms of this Resolution shall apply to all unrepresented employees of the City, and where applicable, to elected officials.



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS

801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

July 2, 1985

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Letters of Understanding Between the City of Sacramento and
Recognized Employee Organizations

SUMMARY

The labor agreements provide a maximum carry-over of floating holiday time into the next calendar year of four (4) hours. Since approximately two (2) hours are accrued each month, employees who wish to use their time are forced to take time off during the last two (2) months of the year. In order to put more flexibility in the administration of this contract provision, the City and the recognized employee organizations have reached agreement to increase the carry-over from four (4) to eight (8) hours.

As in the past, we have been advised by the City Attorney that these types of letters of understanding should be approved by the City Council. The attached resolution sets forth each of the letters of understanding which have been executed by the Employee Relations Department and the recognized employee organizations.

RECOMMENDATION

It is recommended that the City Council adopt the attached resolution in order to approve the letters of understanding.

Respectfully submitted,

Steve Lakich
Director of Employee Relations

RECOMMENDATION APPROVED:

Walter J. Slipe
City Manager

Attachment

All Districts

July 2, 1985

RESOLUTION NO. 85-513

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JULY 2, 1985

RESOLUTION APPROVING VARIOUS LETTERS OF UNDERSTANDING EXECUTED BY THE CITY AND REPRESENTATIVES OF VARIOUS RECOGNIZED EMPLOYEE ORGANIZATIONS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO that the attached letters of understanding regarding an increase in maximum carry-over of floating holiday accrual time, executed by the City Director of Employee Relations and representatives of various recognized employee organizations are adopted, ratified and approved:

- 1) Letter dated May 22, 1985 to Richard Mayberry, President, Sacramento Area Fire Fighters, Local 522, covering employees in the Fire Department Unit.
- 2) Letter dated May 22, 1985 to Dennis Bonnifield, Business Representative, Stationary Engineers, Local 39, covering employees in the Plant Operator Unit.
- 3) Letter dated May 22, 1985 to Vern Garcia, Director, Western Council of Engineers, covering employees in the Engineering Unit.
- 4) Letter dated May 22, 1985 to Bill Rhoten, Business Representative, Plumbers & Pipefitters, Local 447, covering employees in the Water and Sewer Unit.
- 5) Letter dated May 22, 1985 to Ray Sesma, Business Representative, Auto, Marine & Specialty Painters, Local 1176, covering employees in the Traffic Engineering Unit.
- 6) Letter dated May 22, 1985 to Howard Hays, Business Representative, International Association of Machinists and Aerospace Workers, covering employees in the Automotive/Equipment Mechanics Unit.
- 7) Letter dated May 22, 1985 to Tom Stark, President, Sacramento Police Deputy Chiefs and Captains Association, covering employees in the Police Management Unit.
- 8) Letter dated May 28, 1985 to Garland Rosauro, Business Representative, Stationary Engineers, Local 39, covering employees in the Operations and Maintenance, Office and Technical, and Professional Units.

- 9) Letter dated May 28, 1985 to Garland Rosauero, Business Representative, Stationary Engineers, Local 39, covering employees in the General Supervisory Unit.

MAYOR

ATTEST:

CITY CLERK



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

MAY 23 1985

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 22, 1985

Mr. Richard Mayberry, President
Sacramento Area Fire Fighters, Local 522
3101 Stockton Blvd.
Sacramento, CA 95820

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Mayberry:

This will confirm the agreement reached on May 10, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Sacramento Area Fire Fighters, Local 522 agree to amend the 1984-87 Fire Department Unit Agreement by revising Article IX, Section 37(e)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

James W. Thomas
Senior Employee Relations Representative

AGREED TO:

Richard Mayberry, President
Sacramento Area Firefighters, Local 522



CITY OF SACRAMENTO

RECEIVED
MAY 23 1985

DEPARTMENT OF EMPLOYEE RELATIONS
601 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 22, 1985

Mr. Dennis Bonnifield
Business Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Bonnifield:

This will confirm the agreement reached on May 7, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Stationary Engineers, Local 39 agree to amend the 1984-87 Plant Operator Unit Agreement by revising Article VIII, Section 24(h)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Dennis Bonnifield, Business Representative
Stationary Engineers, Local 39



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 22, 1985

Mr. Vern Garcia, Director
Western Council of Engineers
Public Works Department
City of Sacramento

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Garcia:

This will confirm the agreement reached on May 7, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Western Council of Engineers agree to amend the 1984-87 Engineering Unit Agreement by revising Article XI, Section 24(d)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Vern Garcia, Director
Western Council of Engineers



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 22, 1985

Mr. Ray Sesma, Business Representative
Auto, Marine & Specialty Painters, Local 1176
8400 Enterprise Way, Room 124
Oakland, CA 94621

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Sesma:

This will confirm the agreement reached on May 7, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Auto, Marine & Specialty Painters, Local 1176 agree to amend the 1984-87 Traffic Engineering Unit Agreement by revising Article VIII, Section 18(f)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Ray Sesma, Business Representative
Auto, Marine & Specialty Painters,
Local 1176

cc: Jim Hutchinson



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
601 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 22, 1985

Mr. Bill Rhoten, Business Representative
Plumbers and Pipefitters, Local 447
5841 Newman Court
Sacramento, CA 95825

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Rhoten:

This will confirm the agreement reached on May 21, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Plumbers & Pipefitters, Local 447 agree to amend Article III, Section 2(b)(2) of Addendum #1 to the Water and Sewer Unit Agreement to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Bill Rhoten, Business Representative
Plumbers & Pipefitters, Local 447

RECEIVED
MAY 24 1985
U.A. LOCAL 447



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 106
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 22, 1985

Mr. Howard Hays, Business Representative
International Association of Machinists
and Aerospace Workers
967 Venture Court
Sacramento, CA 95825

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Hays:

This will confirm the agreement reached on May 8, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and International Association of Machinists and Aerospace Workers agree to amend the 1984-87 Automotive/Equipment Mechanics Unit Agreement by revising Article VIII, Section 22(g)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

James W. Thomas
Senior Employee Relations Representative

AGREED TO:

Howard Hays, Business Representative
International Association of Machinists
and Aerospace Workers



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 22, 1985

Mr. Tom Stark, President
Sacramento Police Deputy Chiefs and
Captains Association
Police Department
City of Sacramento

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Stark:

This will confirm the agreement reached on May 7, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Sacramento Police Deputy Chiefs and Captains Association agree to amend the 1984-87 Police Management Unit Agreement by revising Article X, Section 19(e)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Tom Stark, President
Sacramento Police Deputy Chiefs and
Captains Association



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 28, 1985

Mr. Garland Rosauo
Business Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Rosauo:

This will confirm the agreement reached on May 28, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Stationary Engineers, Local 39 agree to amend the 1984-87 Operations and Maintenance, Office and Technical, and Professional Unit Agreement by revising Article XI, Section 31(g)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Garland Rosauo, Business Representative
Stationary Engineers, Local 39



CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

May 28, 1985

Mr. Garland Rosauero
Business Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Increase in Maximum Carry-Over of Floating Holiday Accrual Time

Dear Mr. Rosauero:

This will confirm the agreement reached on May 28, 1985 to increase the maximum carry-over of floating holiday accrual time from four (4) to eight (8) hours. Effective December 20, 1985, the City of Sacramento and Stationary Engineers, Local 39 agree to amend the 1984-87 General Supervisory Unit Agreement by revising Article XI, Section 25(g)(2)(b) to read as follows:

An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the last full pay period in December of each year will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Garland Rosauero, Business Representative
Stationary Engineers, Local 39

257

RESOLUTION NO. 85-514

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JULY 2, 1985

A RESOLUTION CONTINUING THE COMPENSATION AND BENEFITS SET FORTH IN THE AGREEMENT BETWEEN THE CITY AND THE SACRAMENTO-SIERRA BUILDING AND CONSTRUCTION TRADES COUNCIL

WHEREAS, on August 4, 1981, the City Council adopted an Agreement between the City and the Sacramento-Sierra's Building and Construction Trades Council; and

WHEREAS, that Agreement expired on June 29, 1985; and

WHEREAS, the City and the Sacramento-Sierra's Building and Construction Trades Council have not yet reached settlement on a new agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO that the City Manager is authorized and directed to continue to provide to employees in the Building Trades and Craft Unit the current level of compensation and benefits set forth in the said Agreement which expired June 29, 1985, until further action by the City Council. The current level of compensation is the 1984-85 Building Trades and Craft Salary Schedule and the current level of benefits in respect to the City monthly insurance contribution is \$174.84.

MAYOR

ATTEST:

CITY CLERK

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RESOLUTION NO. 85-515

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JULY 2, 1985

A RESOLUTION AMENDING THE CITY MANAGER'S REPORT
DATED JULY 2, 1985, RELATING TO 1985-86 COMPENSATION
RECOMMENDATIONS FOR UNREPRESENTED PERSONNEL

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

The City Manager's report dated July 2, 1985, including the attachments,
relating to amending 1985-86 compensation recommendations for unrepresented
personnel, a copy of which is attached hereto, is hereby approved in full.

MAYOR

ATTEST:

CITY CLERK



CITY OF SACRAMENTO
CALIFORNIA

OFFICE OF THE
CITY MANAGER

CITY HALL
915 I STREET - 95814
(916) 449-5704

July 2, 1985

CITY MANAGER'S OFFICE
RECEIVED
JUL 2 1985

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Amendment to the Report of the City Manager on 1985-86 Compensation Recommendations for Unrepresented Personnel

SUMMARY

This report is an amendment to the City Manager's recommendations dated July 2, 1985 for salary and benefit improvements for unrepresented personnel for Fiscal Year 1985-86 to provide an equity adjustment of 4.9% for the classification of Fleet Superintendent to equate to the same salary range as the Accounting Officer, Revenue Officer, Personnel Services Manager, and Citizens Assistance Officer.

FINANCIAL IMPACT

The additional cost increase for Fiscal Year 1985-86 is estimated at \$2,800.

RECOMMENDATION

It is recommended that the City Council approve the following:

- 1) A Resolution amending the City Manager's report relating to 1985-86 compensation recommendations for unrepresented personnel.
- 2) A Resolution amending Resolution 85-119 relating to Salary Schedules.

Respectfully submitted,

Walter J. Slipe
City Manager

Attachment

All Districts
July 2, 1985

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RESOLUTION NO. 85-516

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JULY 2, 1985

AMENDING RESOLUTION 85-119 RELATING TO SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT RESOLUTION 85-119 IS HEREBY AMENDED EFFECTIVE JULY 6, 1985 AS FOLLOWS:

Section 1.

Exhibit A, Salary Schedules, Schedule 01, Management, is amended by increasing the salary of the classification of Fleet Superintendent to \$3,250.52-\$3,951.31.

MAYOR

ATTEST:

CITY CLERK