



CITY OF SACRAMENTO

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DEPARTMENT OF PERSONNEL
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DONNA L. GILES
DIRECTOR OF PERSONNEL

June 25, 1986

MEMORANDUM

TO: Personnel and Public Employees Committee
SUBJECT: UPDATE REPORT - BRIDGING CLASSIFICATIONS

SUMMARY

There are many classifications in the City's structure which are accessible without bridging classifications, and many which have bridging classifications. In the past year additional ones have been added.

ANALYSIS

The Personnel and Public Employees Committee asked for an update on bridging classifications. The Committee and the Civil Service Board have both expressed an interest in them as a means of facilitating upward mobility.

There are presently many classifications which do not have education or experience barriers. For example, the Firefighter classification has no experience requirement and requires only an eleventh grade education, so no bridging is needed. Instead, extensive efforts are made by the staff to recruit women, train them to take the tests - particularly the physical agility test - and to place them on the job.

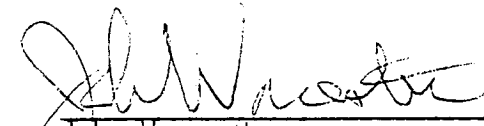
There are many classifications which do have bridging patterns. For example, Community Service Officer does not require college and has no experience requirement. The class bridges into Police Officer. Many other classifications which have substantial education or experience requirements have qualifications patterns which allow a combination of education and/or experience in lieu of a particular requirement. For example, Recreation Supervisor I requires a college degree or four years of lower level recreation experience; Construction Inspector I requires a college degree or two years of education plus a year of experience. In addition, the Career Development Trainee classification is used in non-traditional jobs for women such as Street Construction Laborer, Water and Sewer Serviceworker, Painter, and Meter Reader. In the past year, the Civil Service Board approved a staff request to establish a Planning Technician classification, which feeds into Junior Planner. The Board also approved revisions to the qualifications for

Accountant-Auditor I and Administrative Trainee, which previously required a college degree, and which now allow a combination of experience and education. The staff is exploring bridging patterns into the Building Inspector and Librarian series.

CONCLUSION

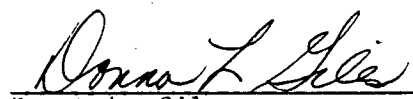
Many classifications do not have barriers to upward mobility. Many which used to have barriers have been revised to provide for mobility. A few classifications remain which have barriers, and the staff is actively exploring bridging classifications for them.

Respectfully Submitted,



John Worcester
Personnel Services Manager

Approved:



Donna L. Giles
Director of Personnel

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