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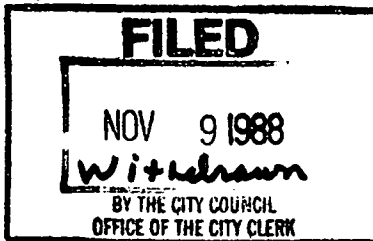
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DEPARTMENT OF
PERSONNEL

CITY OF SACRAMENTO
CALIFORNIA

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ROOM 210
SACRAMENTO, CA
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PERSONNEL MANAGEMENT
SERVICES DIVISION



916-449-5726

DONNA L. GILES
DIRECTOR OF
PERSONNEL

November 2, 1988

City Council
Sacramento, California

Honorable Members in Session

SUBJECT: SALARY AND BARGAINING UNIT PLACEMENT FOR NEW CLASSIFICATIONS:
TELECOMMUNICATIONS ENGINEER, TELECOMMUNICATIONS SUPERVISOR,
TELECOMMUNICATIONS TECHNICIAN TRAINEE/I/II

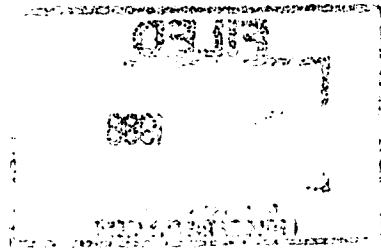
SUMMARY

This report recommends salary and bargaining unit placement for five new classifications entitled Telecommunications Engineer, Telecommunications Supervisor, and Telecommunications Technician Trainee/I/II. The Engineer class will be responsible for the planning and design of various communications systems while the Supervisor and Technician levels will be responsible for the installation, maintenance, and repair of these systems.

BACKGROUND AND ANALYSIS

The City is currently in the process of purchasing new mobile data terminals for the Police and Fire Departments. When outside contracts were solicited for the installation and maintenance of these units, the total cost came back in excess of \$100,000. Because of the high cost for contract maintenance and because this type of electronic expertise will be needed on a continuous basis, it was decided, and approved by the City Council, to have the work done internally. Since there are no current City classes that require knowledge of digital technology and electromagnetic wave propagation principles, new classes needed to be established by the Civil Service Board.

The new class of Telecommunications Engineer will be responsible for performing work of considerable difficulty in the planning, design, construction, operation, and maintenance of municipal communications systems. The Telecommunications Technician levels will be responsible for performing work in the installation, maintenance, and repair of various types of communications equipment such as radio base stations, modems, transmission lines, microwave, repeater stations, diversity receivers, and display systems. The Supervisor level will be responsible for planning, assigning, and supervising the Technicians.



It is proposed to set the monthly salary for the Telecommunications Engineer at \$3,147.91 - \$3,826.16 which is close to the average of the survey jurisdictions and lines up internally with Fire Protection Engineer, a class with a similar level of responsibility. It is also proposed to place this class in the Engineering Unit due to its similarities with other classes in the unit, especially considering the design responsibilities.

For all the Technician levels, it is proposed that they be placed in the Operations and Maintenance Unit since other comparable classes such as the Lighting and Signals Technician and the Electronic Maintenance Technician are in this unit. In addition, it is proposed that the salaries for the new Telecommunications Technician Trainee/I/II be lined up with the Lighting and Signals Technician classes, level for level. That is, it is recommended that the Telecommunications Technician Trainee salary be set at \$2,104.09 - \$2,557.53 per month which is the same range as Lighting and Signals Technician Trainee. For the Telecommunications Technician I, the proposed salary is \$2,315.56 - \$2,814.41 per month. For the II level, the recommended monthly salary is \$2,547.13 - \$3,096.25.

It is proposed to place the Telecommunications Supervisor in the General Supervisory Unit and to set the salary at \$2,857.57 - \$3,473.43 per month. This is the same unit placement and salary range as the comparable class of Lighting and Signals Supervisor.

Local 39 and the Western Council of Engineers have reviewed the salary and bargaining unit placement proposals and are in agreement.

There is no need to assign any conflict of interest codes for the Telecommunications Supervisor and the Telecommunications Technician Trainee/ I/II classes. For the Telecommunications Engineer class, the General Services Department requests that the class be assigned the disclosure categories of 5 and 6.

FINANCIAL IMPACT

There will be no financial impact from these new positions since the Communications Division of the General Services Department will be establishing an internal service fund. Those departments that utilize this internal service will reimburse the General Services Department and thus fund the positions.

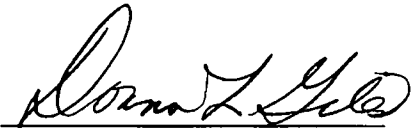
RECOMMENDATIONS

It is recommended that the City Council amend Resolution 88-007 and 88-177 to effect the following changes:

1. Place the Telecommunications Engineer in the Engineering Unit with a salary of \$3,147.91 - \$3,826.16 per month.
2. Add the disclosure categories of 5 and 6 to the Conflict of Interest Resolution for the Telecommunications Engineer.


3. Place the Telecommunications Supervisor in the General Supervisory Unit with a salary \$2,857.57 - \$3,473.43 per month.
4. Place the Telecommunications Technician Trainee/I/II in the Operations and Maintenance unit with respective monthly salaries of \$2,104.09 - \$2,557.53, \$2,315.56 - \$2,814.41, and \$2,547.13 - \$3,096.25.

Respectfully Submitted,



Donna L. Giles
Director of Personnel

Recommendation Approved:



Walter J. Slipe
City Manager

November 9, 1988
All Districts

RESOLUTION NO.

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

November 9, 1988

AMENDING RESOLUTION 88-007 RELATING TO SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT RESOLUTION 88-007 IS AMENDED AS FOLLOWS, EFFECTIVE NOVEMBER 12, 1988:

Section 1.

1. Exhibit A, Salary Schedules, Schedule #11, Engineering, salaries is amended by the addition of Telecommunications Engineer with a salary of \$3,147.91 - \$3,826.16 per month.
2. Exhibit A, Salary Schedules, Schedule #15, General Supervisory, salaries is amended by the addition of Telecommunications Supervisor with a salary of \$2,857.57 - \$3,473.43 per month.
3. Exhibit A, Salary Schedules, Schedule #03, Operations and Maintenance, salaries is amended by the:
 - a. Addition of Telecommunications Technician Trainee with a salary of \$2,104.09 - \$2,557.53 per month.
 - b. Addition of Telecommunications Technician I with a salary of \$2,315.56 - \$2,814.41 per month.
 - c. Addition of Telecommunications Technician II with a salary of \$2,547.13 - \$3,096.25 per month.

Section 2.

Exhibit B, Employer-Employee Relations Policy, is amended by the:

1. Addition of Telecommunications Engineer to the Engineering Unit.
2. Addition of Telecommunications Supervisor to the General Supervisory Unit.
3. Addition of Telecommunications Technician Trainee, Telecommunications Technician I, and Telecommunications Technician II to the Operations and Maintenance Unit.

ATTEST:

CITY CLERK

MAYOR

RESOLUTION NO.

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

November 9, 1988

RESOLUTION AMENDING RESOLUTION 88-177 RELATING TO
THE CONFLICT OF INTEREST CODE FOR THE GENERAL SERVICES DEPARTMENT

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

That Resolution 88-177, Exhibit A, relating to Conflict of Interest is hereby amended to add the following designated classification and disclosure categories in the General Services Department:

<u>Designated Classification</u>	<u>Disclosure Categories</u>
Telecommunications Engineer	5,6

ATTEST:

CITY CLERK

MAYOR