



CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
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STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

February 2, 1982

APPROVED
BY THE CITY COUNCIL

FEB 2 1982

OFFICE OF THE
CITY CLERK

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Addendum #1 to 1981-82 Engineering Unit Agreement

SUMMARY

With the Fire Fighter settlement, the side letter with the Western Council of Engineers covering employees in the Engineering Unit needs to be implemented.

The parties have agreed to apply 4.01% to a general salary increase for all classifications effective February 6, 1982, which has been incorporated as Addendum #1 to the 1981-82 Agreement.

It is recommended that the City Council approve the attached Addendum #1.

BACKGROUND

On June 29, 1981, the City Council approved the 1981-82 Agreement with the Western Council of Engineers covering 22 employees in the Engineering Unit. That Agreement provided for a settlement of approximately 7% with a side letter guaranteeing to the Unit employees the difference in salaries and benefit increases, without retroactivity, if the City exceeded 7% in the same benefit areas in the 1981 negotiations with any other recognized employee organization.

The approval by the City Council on January 22, 1982, of the 1981-82 Fire Department Unit Agreement represented the conclusion of the 1981 negotiations. Because this last agreement represents the highest increase given to a recognized employee organization during the 1981 negotiations, the side letter in the Engineering Unit must be based on the Fire Fighter settlement. The difference in salaries and health benefit increases between the Fire Fighter settlement (11.28%) and the Engineering Unit (6.99%) is 4.29% of the 1980-81 cost of wages and benefits in the Engineering Unit.

ADDENDUM #1

The parties have agreed to apply the 4.29% to a general salary increase to all classifications in the Engineering Unit effective February 6, 1982. Because the 4.29% represents 1980 salaries, this figure was factored down to 4.01% to make it applicable to current salaries avoiding a compounding of the previous 1981 salary increase.

The 4.01% salary increase has been incorporated into the attached Addendum #1 to the 1981-82 Engineering Unit Agreement.

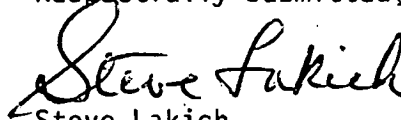
FINANCIAL IMPACT

The cost increase is estimated at \$10,748 for the remaining 10 bi-weekly pay periods for Fiscal Year 1981-82.

RECOMMENDATION

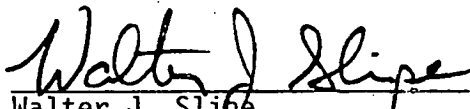
It is recommended that the City Council approve the attached Addendum #1 to the 1981-82 Engineering Unit Agreement.

Respectfully submitted;



Steve Lakich
Director of Employee Relations

RECOMMENDATION APPROVED:


Walter J. Slife
City Manager

Attachment

February 2, 1982
All Districts

RESOLUTION NO. 82-067

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

February 2, 1982

A RESOLUTION ADOPTING ADDENDUM NUMBER ONE TO
THE 1981-1982 AGREEMENT WITH THE WESTERN
COUNCIL OF ENGINEERS DATED JUNE 29, 1981

WHEREAS, on June 29, 1981, the City Council adopted the agreement with Western Council of Engineers, the recognized employee organization for employees in the Engineering Unit; and

WHEREAS, that agreement included a side letter which guaranteed to Engineering Unit employees the difference in salary and benefit increases, without retroactivity, if the City exceeded seven percent (7%) in the same benefit areas in the 1981 negotiations with any other recognized employee organization; and

WHEREAS, on January 22, 1982, the City Council adopted an agreement with the City's Fire Department Unit providing for increases in relevant salary and benefit areas in excess of seven percent (7%); and

WHEREAS, representatives of the City Manager have met and conferred with representatives of the Western Council of Engineers, and the parties have reached agreement with respect to implementation of the side letter, as reflected by their written agreement dated January 29, 1982, in the form of addendum number one to the agreement, a copy of which agreement is attached hereto and made a part hereof; and

WHEREAS, the City Council finds that the provisions of the agreement are fair and proper and in the best interests of the City of Sacramento;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Sacramento that it adopt in full the terms and conditions contained in the said agreement, addendum number one.

MAYOR

ATTEST:

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CITY CLERK

APPROVED
BY THE CITY COUNCIL

FEB 2 1982

OFFICE OF THE
CITY CLERK

ADDENDUM #1
TO
AGREEMENT
BETWEEN
CITY OF SACRAMENTO
AND
WESTERN COUNCIL OF ENGINEERS
1981-82

This Addendum is to the Agreement entered into between the City of Sacramento and the Western Council of Engineers on June 29, 1981, covering employees in the Engineering Unit.

Pursuant to the side agreement dated June 25, 1981, the parties agree to the following:

ARTICLE I
SALARY INCREASE

Effective February 6, 1982, salaries ranges in terms of bi-weekly rates of pay for represented classifications shall receive a 4.01% increase. The salary ranges to become effective February 6, 1982 are set forth in Exhibit A of this Addendum.

ARTICLE II
TERM

This Addendum is effective on the date indicated above and shall remain in full force and effect until June 25, 1982.

DATED: 1-29-82

Western Council of Engineers

BY: 
VERN GARCIA

Sacramento City Chapter

City of Sacramento

BY: 
DANIEL BONEBRAKE

Senior Employee Relations
Representative

CITY OF SACRAMENTO
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1981-82 SALARY SCHEDULE

PROCESSING DATE 01/28/82

WESTERN COUNCIL OF ENGINEERS

EMPLOYEE CLASSIFICATION CODE TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES					STEP E
		STEP A	STEP B	STEP C	STEP D	STEP E	
11015 ASSOC ARCHITECT	11	2,451.11 1,131.28 14.141	2,573.65 1,187.84 14.848	2,702.27 1,247.20 15.590	2,837.47 1,309.60 16.370	2,979.25 1,375.04 17.188	
11012 ASSOC ENGINEER	11	2,451.11 1,131.28 14.141	2,573.65 1,187.84 14.848	2,702.27 1,247.20 15.590	2,837.47 1,309.60 16.370	2,979.25 1,375.04 17.188	
11014 ASST ARCHITECT	11	2,019.33 932.00 11.650	2,120.39 978.64 12.233	2,226.47 1,027.60 12.845	2,337.75 1,078.96 13.487	2,454.57 1,132.88 14.161	
11011 ASST ENGINEER	11	2,019.33 932.00 11.650	2,120.39 978.64 12.233	2,226.47 1,027.60 12.845	2,337.75 1,078.96 13.487	2,454.57 1,132.88 14.161	
11017 ASST LANDSCAPE ARCH	11	1,808.21 834.56 10.432	1,898.69 876.32 10.954	1,993.68 920.16 11.502	2,093.35 966.16 12.077	2,198.04 1,014.48 12.681	
11013 JR ARCHITECT	11	1,655.51 764.08 9.551	1,738.36 802.32 10.029	1,825.20 842.40 10.530	1,916.55 884.56 11.057	2,012.40 928.80 11.610	
11010 JR ENGINEER	11	1,655.51 764.08 9.551	1,738.36 802.32 10.029	1,825.20 842.40 10.530	1,916.55 884.56 11.057	2,012.40 928.80 11.610	
11016 LANDSCAPE ARCH	11	2,120.21 978.56 12.232	2,226.29 1,027.52 12.844	2,337.57 1,078.88 13.486	2,454.40 1,132.80 14.160	2,577.12 1,189.44 14.868	