



# CITY OF SACRAMENTO

**DEPARTMENT OF PERSONNEL**  
PERSONNEL MANAGEMENT SERVICES DIVISION  
801 NINTH STREET, ROOM 210  
SACRAMENTO, CALIF. 95814  
TELEPHONE (916) 449-5726/5728

CITY MANAGER'S OFFICE  
**RECEIVED**  
JUN 19 1981

DONNA L. GILES  
DIRECTOR OF PERSONNEL

June 17, 1981

**APPROVED**  
BY THE CITY COUNCIL

JUN 23 1981

OFFICE OF THE  
CITY CLERK

City Council  
Sacramento, CA.

Honorable Members in Session:

**SUBJECT: CHANGES IN PARKS DIVISION SUPERVISORY CLASSIFICATIONS**

## SUMMARY

The Parks Division of the Department of Community Services plans to eliminate a level of supervision by combining the Foreman I and Foreman II levels found in the Division. The resolutions attached would eliminate the present Park, Tree Maintenance, and Tree Trimmer Foreman I and II classifications; add Park, Tree Maintenance, and Tree Trimmer Supervisor classifications; and retitle the current Parks Supervisor (Exempt) classification to Parks General Supervisor (Exempt). In addition, the classifications of Nursery Foreman and Nursery Worker would be deleted, and positions in them would be reallocated to the Tree Maintenance classifications by the Director of Personnel.

## BACKGROUND AND ANALYSIS

On June 16, 1981, the Civil Service Board established the classifications of Park Supervisor, Tree Maintenance Supervisor, and Tree Trimmer Supervisor. The Board also abolished the Park, Tree Maintenance, and Tree Trimmer Foreman I and II classifications, as well as the Nursery Foreman and Nursery Worker classifications.

The purpose of the Board's actions was to allow the Parks Division to implement organizational changes which have been planned for some time. In essence, the organizational changes are to eliminate one supervisory level, and to reallocate incumbents in the Nursery Foreman and Worker classifications to the Tree Maintenance classifications. The elimination of the supervisory level is intended to streamline the Division's operations. The reallocation of the Nursery classifications will remove a barrier to mobility for Nursery personnel, and will provide for salary equity among employees performing comparable duties.

The retitling of the existing Parks Supervisor (Exempt) classification to Parks General Supervisor (Exempt) is necessitated by the creation of the new classified service classification of Parks Supervisor.

The new Park, Tree Maintenance, and Tree Trimmer Supervisor classifications should be placed in the General Supervisory unit of Local 39. Because the cur-

rent Foreman I and II classifications, as well as the Nursery Foreman and Nursery Worker classifications will no longer be used, they should be deleted from the Salary Schedules and Employer-Employee Relations Policy.

Employee associations affected by these changes have been contacted and are in agreement.

#### FISCAL IMPACT

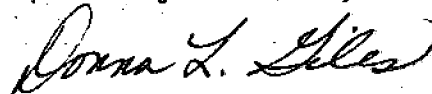
The salary proposed for the new Park, Tree Maintenance, and Tree Trimmer Supervisor classifications is \$1519-1850, and would take effect immediately. This salary represents a figure approximately half-way between the existing Foreman I and II levels. Foreman I-level employees will be reallocated to the new Supervisor classifications and will receive approximately a five per cent increase. This increase is appropriate in view of the assumption of some higher level duties currently performed by Foreman II-level employees, and the higher organizational reporting relationship the current Foreman I-level employees will have upon their reallocation to the Supervisor classifications.

Foreman II-level employees will be reallocated to the new Supervisor classifications and will be Y-rated (i.e., will retain their current salaries) until the salary of the new Supervisor classifications catches up with the Y-rates.

#### RECOMMENDATION

It is recommended that the City Council approve the attached resolutions deleting Park Foreman I and II, Tree Maintenance Foreman I and II, Tree Trimmer Foreman I and II, Nursery Foreman, and Nursery Worker classifications from the Salary Schedules and Employer-Employee Relations Policy; placing the new classifications of Park Supervisor, Tree Maintenance Supervisor, and Tree Trimmer Supervisor in the Salary Schedules and Employer-Employee Relations Policy; and retitling Parks Supervisor (Exempt) to Parks General Supervisor (Exempt) in the Salary Schedules, Employer-Employee Relations Policy, and Exempt Position Resolution.

Respectfully submitted,

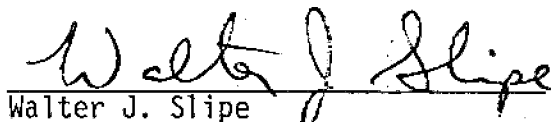


Donna L. Giles  
Director of Personnel

DLG/JW/sch

Attachments

Recommendation Approved:



Walter J. Slipe  
City Manager

June 23, 1981

RESOLUTION NO. 81-469

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

RESOLUTION AMENDING RESOLUTION NO. 75-164  
RELATING TO THE DESIGNATION OF EXEMPT EMPLOYEES

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

SECTION 1.

Effective immediately, Resolution No. 75-164 is hereby amended by deleting the following classification from the list of exempt classifications:

PARK SUPERVISOR

SECTION 2.

Effective immediately, Resolution 75-164 is hereby amended by adding the following classification to the list of exempt classifications:

PARKS GENERAL SUPERVISOR

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

APPROVED  
BY THE CITY COUNCIL

JUN 23 1981

OFFICE OF THE  
CITY CLERK

# RESOLUTION NO. 81-470

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

A RESOLUTION AMENDING RESOLUTION NO.  
80-415, DATED JULY 3, 1979, RELATING  
TO CLASSIFICATIONS AND SALARY SCHEDULES

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

## SECTION 1.

Effective immediately, Section 1 of Resolution No. 80-415, adopted by the City Council on June 27, 1980, is hereby amended by deleting the following classifications:

<u>Code No.</u>	<u>Department &amp; Class Title</u>	<u>Salary Schedule No.</u>	<u>Range No.</u>	<u>Approx. Monthly Salary Range</u>
03220	Community Services Park Foreman I	V	101	\$1414-1721
03221	Community Services Park Foreman II	V	129	\$1605-1954
03244	Community Services Tree Maintenance Foreman I	V	105	\$1428-1739
03245	Community Services Tree Maintenance Foreman II	V	120	\$1582-1926
03426	Community Services Tree Trimmer Foreman I	V	108	\$1447-1761
03247	Community Services Tree Trimmer Foreman II	V	128	\$1603-1952
03219	Community Services Nursery Foreman	V	101	\$1414-1721
03626	Community Services Nursery Worker	V	63	\$1200-1461

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BY THE CITY COUNCIL

JUN 23 1981

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SECTION 2.

Effective immediately, Resolution No. 80-415, adopted by the City Council on June 27, 1980, is hereby amended by retitling the class title "Parks Supervisor" to "Parks General Supervisor".

<u>Code No.</u>	<u>Department &amp; Class Title</u>	<u>Salary Schedule No.</u>	<u>Range No.</u>	<u>Approx. Monthly Salary Range</u>
14041	Community Services Parks General Supervisor	XIII	5	\$1844-2245

SECTION 3.

Effective immediately, Resolution No. 80-415, adopted by the City Council on June 27, 1980, is hereby amended by adding the following classifications.

<u>Code No.</u>	<u>Department &amp; Class Title</u>	<u>Salary Schedule No.</u>	<u>Range No.</u>	<u>Approx. Monthly Salary Range</u>
03225	Community Services Parks Supervisor	V	164	\$1519-1850
03264	Community Services Tree Maintenance Supervisor	V	164	\$1519-1850
03248	Community Services Tree Trimmer Supervisor	V	164	\$1519-1850

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MAYOR

ATTEST:

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CITY CLERK

# RESOLUTION NO. 81-471

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

A RESOLUTION AMENDING RESOLUTION  
NO. 77-348 ADOPTED JUNE 28, 1977  
RELATING TO EMPLOYER-EMPLOYEE RELATIONS

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

SECTION 1.

Effective immediately, Resolution No. 77-348, adopted June 28, 1977, is hereby amended by deleting the following classifications from the list of representation units as shown on Exhibit "A", Item A:

11. GENERAL SUPERVISORY UNIT

- Park Foreman I and II
- Tree Maintenance Foreman I and II
- Tree Trimmer Foreman I and II
- Nursery Foreman

SECTION 2.

Effective immediately, Resolution No. 77-348, adopted June 28, 1977, is hereby amended by deleting the following classifications from the list of representation units as shown on Exhibit "A", Item A:

10. OPERATIONS AND MAINTENANCE UNIT

- Nursery Worker

SECTION 3.

Effective immediately, Resolution No. 77-348, adopted June 28, 1977, is hereby amended by deleting the following classifications from the list of representation units as shown on Exhibit "A", Item B:

14. GENERAL MANAGEMENT UNIT

- Parks Supervisor

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BY THE CITY COUNCIL

JUN 23 1981

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SECTION 4.

Effective immediately, Resolution No. 77-348, adopted June 28, 1977, is hereby amended by adding the following classification to the list of representation units as shown on Exhibit "A", Item B:

14. GENERAL MANAGEMENT UNIT

- Parks General Supervisor

SECTION 5.

Effective immediately, Resolution No. 77-348, adopted June 28, 1977, is hereby amended by adding the following classification to the list of representation units as shown on Exhibit "A", Item A:

11. GENERAL SUPERVISORY UNIT

Parks Supervisor  
Tree Maintenance Supervisor  
Tree Trimmer Supervisor

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MAYOR

ATTEST:

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CITY CLERK