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RESOLUTION NO. 80-407

Adopted by The Sacramento City Council on date of

JUNE 27, 1980

A RESOLUTION ADOPTING AN ADDENDUM TO THE CURRENT MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE SACRAMENTO CITY MANAGEMENT ASSOCIATION

WHEREAS, on July 3, 1979, the City Council approved a Memorandum of Understanding between the City and the Sacramento City Management Association; and

WHEREAS, under the terms of article XV of said Memorandum of Understanding, the City and Association agreed to meet and confer on salary inequities to commence on April 1, 1980; and

WHEREAS, the City and the Association have met and conferred in good faith on said salary inequities and have reached an agreement on said inequities, as reflected by the written Addendum to said Memorandum of Understanding, signed by the parties on June 24, 1980, which Addendum is attached hereto and incorporated herein by this reference; and

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

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopts that Addendum, dated June 24, 1980, to the Memorandum of Understanding between the City and the Sacramento City Management Association.

MAYOR

ATTEST:

CITY CLERK



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

June 24, 1980

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Addendum No. 1 to the General Management Unit in the 1979-81
Memorandum of Understanding

SUMMARY

The City of Sacramento and the Sacramento Management Association reached tentative agreement on salary inequity adjustments for specified classifications in the General Management Unit. The salary inequity adjustments range from \$42 to \$168 per month for 39 classifications covering 51 employees. The tentative agreement is effective April 1, 1980 and will cost \$3,500 per month.

BACKGROUND

In the 1979 negotiations, the parties agreed to provide for salary inequity adjustments to become effective on April 1, 1980 for a total of no less than 1.4% or \$42,000. The \$42,000 represents a 12-month cost which equates to \$3,500 per month.

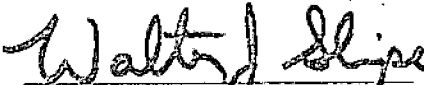
FINANCIAL IMPACT

The cost for the three-month period for Fiscal Year 1979-80 is \$10,500. The cost for Fiscal Year 1980-81 is \$42,000.

RECOMMENDATION

It is recommended that the City Council approve the attached Addendum No. 1 to the 1979-81 Memorandum of Understanding in the General Management Unit.

Recommendation Approved:


Walter J. Slipe
City Manager

Respectfully submitted,



Steve Lakich
Employee Relations Director

ADDENDUM #1
TO
MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF SACRAMENTO
AND
SACRAMENTO CITY MANAGEMENT ASSOCIATION
1979-1981

This Addendum is to the Memorandum of Understanding entered into between the City of Sacramento and the Sacramento City Management Association on July 3, 1979 covering employees in the General Management Unit.

Pursuant to Article XV of the Memorandum of Understanding, the parties agree to the following:

ARTICLE I
SALARY INEQUITY ADJUSTMENTS

Effective April 1, 1980, salary inequity adjustments shall be paid to employees in classifications listed in Exhibit "A" of this Addendum.

Exhibit 3 to the Memorandum of Understanding is hereby revised to reflect the salary adjustments to the affected classifications. The revised Exhibit 3 is shown as Exhibit "B" of this Addendum.

ARTICLE II
NO ROLL-UP

The Letter of Understanding dated June 28, 1979 regarding minimum 1% 3% differentials between salary ranges shall not be applicable to any changes in salary ranges as the result of inequity salary adjustments agreed to by the parties pursuant to Article XV of the 1979-81 Memorandum of Understanding.

ARTICLE III
TERM

This Addendum is effective on the date indicated above and shall

remain in full force and effect until June 26, 1981.

DATED: June 24, 1980

Sacramento City Management Association

BY: Anthony F. Nastro
ANTHONY F. NASTRO
President

City of Sacramento

BY: Steve Larich
STEVE LARICH
Director of Employee Relations

SALARY INEQUITY ADJUSTMENTS
GENERAL MANAGEMENT UNIT
EFFECTIVE APRIL 1, 1980

<u>CLASSIFICATION</u>	<u>Former Salary Step "E"</u>	<u>New Salary Step "E"</u>	<u>Inequity Adjust- ment at Step "E"</u>
Utility Billing Supervisor	\$2,016	\$2,058	\$ 42
Supervising Engineer	2,864	2,938	74
Chief Plumbing Inspector	2,260	2,337	77
Chief Electrical Inspector	2,260	2,337	77
Preservation Director	2,099	2,170	71
Principal Planner	2,522	2,583	61
Senior Planner	2,260	2,337	77
Curator of History	1,822	1,919	97
Employee Services Administrator	2,642	2,720	78
Safety and Training Officer	2,170	2,337	167
Personnel Management Administrator	2,642	2,720	78
Real Estate Supervisor	2,404	2,463	59
Assistant Real Estate Supervisor	2,099	2,170	71
Traffic Control Supervisor	1,822	1,919	97
Water Treatment Plant Superintendent	2,522	2,583	61
Assistant Water Treatment Plant Superintendent	2,170	2,260	90
Wastewater Treatment Plant Superintendent	2,522	2,583	61
Assistant Equipment Maintenance Superintendent	2,099	2,170	71
Chief Animal Control Officer	1,650	1,765	115
Assistant Parks Superintendent	2,404	2,463	59
Golf Superintendent	2,404	2,463	59
Zoo Superintendent	2,404	2,463	59
Principal Programmer-Analyst	2,404	2,463	59

<u>CLASSIFICATION</u>	<u>Former Salary Step "E"</u>	<u>New Salary Step "E"</u>	<u>Inequity Adjust- ment at Step "E"</u>
Building Operations Supervisor	\$2,404	\$2,463	\$ 59
Refuse Collection Supervisor	2,016	2,058	42
Parks Supervisor	2,016	2,058	42
Street Cleaning Supervisor	2,016	2,058	42
Assistant Water and Sewer Distribution Superintendent	2,260	2,337	77
Recreation General Supervisor	2,260	2,337	77
Assistant Refuse Collection Superintendent	2,522	2,583	61
Street Maintenance Supervisor	2,522	2,583	61
Assistant Traffic Engineer	2,642	2,720	78
Equipment Maintenance Superintendent	2,642	2,720	78
Accounting Officer	2,642	2,720	78
Purchasing Agent	2,642	2,720	78
Box Office Supervisor	1,765	1,822	57
Events Coordinator	1,765	1,822	57
Booking Coordinator	1,765	1,822	57
Chief Accountant	2,099	2,170	71

REVISED EXHIBIT 3GENERAL MANAGEMENT UNIT
SALARIES EFFECTIVE APRIL 1, 1980

	<u>APPROXIMATE MONTHLY SALARY</u>
Chief Animal Control Officer	\$1449 - 1765
Booking Coordinator	1497 - 1822
Events Coordinator	
Box Office Supervisor	
Curator of History	1576 - 1919
Traffic Control Supervisor	
Parking Supervisor	1656 - 2016
Water & Sewer Supervisor	
Internal Auditor	
Utility Billing Supervisor	1690 - 2058
Refuse Collection Supervisor	
Parks Supervisor	
Street Cleaning Supervisor	
Preservation Director	1783 - 2170
Chief Accountant	
Assistant Real Estate Supervisor	
Assistant Equipment Maintenance Superintendent	
Assistant Water Treatment Plant Superintendent	1857 - 2260
Senior Planner	1919 - 2337
Assistant Water & Sewer Distribution Superintendent	
Chief Plumbing Inspector	
Chief Electrical Inspector	
Recreation General Supervisor	
Senior Personnel Analyst	
Affirmative Action Officer	
Revenues and Collections Officer	
Safety & Training Officer	
Assistant Parks Superintendent	2023 - 2463
Golf Superintendent	
Zoo Superintendent	
Principal Programmer-Analyst	
Building Operations Supervisor	
Real Estate Supervisor	

REVISED EXHIBIT 3
GENERAL MANAGEMENT UNIT

Page 2

Battalion Fire Chief	\$2072 - 2522
Fire Marshal	
Curator of Art	
Water Treatment Plant Superintendent	2121 - 2583
Waste Water Treatment Plant Superintendent	
Assistant Refuse Collection Superintendent	
Street Maintenance Supervisor	
Principal Planner	
Fire Marshal (AA)	2170 - 2642
Fire Marshal (FS)	
Battalion Fire Chief (FS)	
Battalion Fire Chief (AA)	
Assistant Parking Director	
Senior Engineer	
Recreation Superintendent	2234 - 2720
Chief Building Inspector	
Battalion Fire Chief (FS & AA)	
Fire Marshal (FS & AA)	
Assistant Street Superintendent	
Assistant Traffic Engineer	
Equipment Maintenance Superintendent	
Accounting Officer	
Purchasing Agent	
Employee Services Administrator	
Personnel Management Administrator	
Deputy Fire Chief	2352 - 2864
Construction Supervisor	
Supervising Engineer	2413 - 2938
Deputy Fire Chief (AA)	2473 - 3011
Deputy Fire Chief (FS)	
Parks Superintendent	
Assistant Building Maintenance Superintendent	
Assistant Plant Maintenance Superintendent	
Street Superintendent	
Director of Building Inspections Division	
Deputy Fire Chief (AA & FS)	2519 - 3066

REVISED EXHIBIT 3
GENERAL MANAGEMENT UNIT

Page 3

Chief Electrical Engineer	\$2645 - 3221
Building Maintenance Superintendent	
Refuse Collection Superintendent	
Water and Sewer Distribution Superintendent	
Plant Maintenance Superintendent	
Assistant Water & Sewer Division Manager	
Traffic Engineer	2752 - 3351
Water and Sewer Division Manager	