

SPECIAL MEETING

SACRAMENTO CITY COUNCIL  
HOUSING AUTHORITY OF THE CITY OF SACRAMENTO  
REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO

JULY 24, 1981

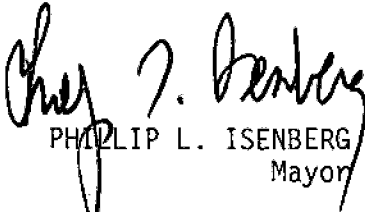
FRIDAY

12:00 P.M.

I HEREBY CALL a Special Meeting of the Sacramento City Council, Redevelopment Agency of the City of Sacramento, and Housing Authority of the City of Sacramento, on Friday, July 24, 1981, at the hour of 12:00 Noon, in the City Council Chamber, Second Floor, City Hall, 915 "I" Street, Sacramento, California, for the purpose of considering and acting upon the following matters:

1. Resolution approving tentative agreement with the General Management Unit
2. Resolution approving Salary and Benefit increases for new classes added to the Unrepresented Management Unit.
3. Agreement with Resolution amending Employer-Employee Relations Policy for new classes added to the Unrepresented Management Unit.

ISSUED: This Twenty-Second Day of July, 1981

  
PHILIP L. ISENBERG  
Mayor

ATTEST:

  
LORRAINE MAGANA  
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

July 24, 1981

City Council  
Sacramento, California

Honorable Members in Session:

SUBJECT: Tentative Agreement in General Management Unit

## SUMMARY

The City of Sacramento and the Sacramento City Management Association reached tentative settlement on a one-year agreement covering 97 employees in the General Management Unit. The major features of the tentative agreement are:

1. Effective July 25, 1981, a 6.65% salary increase for all employees, except the one-position civil service classification of Street Maintenance Supervisor is abolished and reallocated to the exempt classification of Assistant Street Maintenance Superintendent. This reallocation represents an additional 5.6% increase for one individual employee. Employees will receive a salary adjustment equal to 6.65% for regular hours worked for the period June 27, 1981 to July 24, 1981.
2. The City's contribution rate for insurance benefits will increase from \$134.58 to \$140.72 per employee per month.
3. The City retains the right to determine overnight vehicle assignments and intends to abolish the practice of allowing City vehicles to be used for home-to-work transportation. The City Manager may authorize exceptions for public safety vehicles, on-call assignments and other special or emergency assignments. Also, the City Manager may offer either general mileage reimbursement or a monthly vehicle allowance to individual employees who agree to use their personal vehicles for City business. The monthly vehicle allowance rates based on average City business mileage are:

<u>Average Miles Per Month</u>	<u>Monthly Vehicle Allowance</u>
400	\$124
200	\$ 68

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Employees who use their personal vehicles for home-to-work transportation will be given uncovered parking at no cost. Employees who use Sacramento Regional Transit for home-to-work transportation will be provided with a bus pass in-lieu-of free parking.

4. Fire management classifications will be permitted annual management leave in the same manner as the benefit is currently applied to all other management personnel.
5. The General Management Unit is modified by the deletion of four management classifications in the Department of Personnel and the addition of three management classifications in the Department of Community Services.

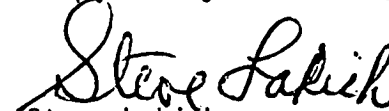
FINANCIAL IMPACT

The annual cost increase for the one-year agreement is estimated at \$257,800.

RECOMMENDATION

It is recommended that the City Council approve the attached tentative agreement in the General Management Unit.

Respectfully submitted,



Steve Lakich  
Director of Employee Relations

Recommendation Approved:

*Walter J. Slipes, Jr.*  
For: Walter J. Slipes  
City Manager

Attachment

July 24, 1981  
All Districts

RESOLUTION No. 81-550  
JUL 24 1981

**RESOLUTION NO. 81-550**

Adopted by The Sacramento City Council on date of

July 24, 1981

A RESOLUTION ADOPTING AGREEMENT WITH  
SACRAMENTO CITY MANAGEMENT ASSOCIATION  
DATED JULY 24, 1981

WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution on employer-employee relations policy; and,

WHEREAS, under the terms of that policy, the representatives of the City Manager have met and conferred with representatives of the Sacramento City Management Association, the recognized employer organization for employees in the General Management Unit as designated in said policy; and,

WHEREAS, these parties have reached agreement on matters relating to the employment conditions of the employees in said unit, as reflected by the written Agreement entered into by them on July 24, 1981, which Agreement is attached hereto and made a part hereof; and,

WHEREAS, this Council finds that the provisions and agreements contained in this 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.

PHILLIP L. ISENBERG

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MAYOR

ATTEST:

LORRAINE MAGANA

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CITY CLERK

RESOLUTION No. 81-550

JUL 24 1981

MEMORANDUM  
OF  
UNDERSTANDING

BETWEEN

SACRAMENTO CITY MANAGEMENT ASSOCIATION

AND

CITY OF SACRAMENTO

1981-1982

**RESOLUTION No. 81-550**  
JUL 24 1981

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PREAMBLE

THIS MEMORANDUM OF UNDERSTANDING is made and entered into between the CITY OF SACRAMENTO hereinafter referred to as "City", and the SACRAMENTO CITY MANAGEMENT ASSOCIATION, hereinafter referred to as "Association", pursuant to California Government Code Sections 3500 et. seq., and City's Resolution No. 77-348 dated June 28, 1977.

The parties have met and conferred in good faith regarding employment terms and conditions of the employees in the General Management Unit as designated in the City's aforesaid Resolution; and, having reached agreement as hereinafter set forth, shall submit this Memorandum to the City Council with the joint recommendation that the body resolve to adopt its terms and conditions and take such other and additional action as may be necessary to implement its provisions.

ARTICLE I  
RECOGNITION

1. RECOGNITION

a. The City hereby confirms its certification of the Sacramento City Management Association as the recognized employee organization for the employees in the General Management Unit, as defined in the City's Employer-Employee Relations Policy, Resolution No. 77-348, dated June 28, 1977. The City agrees to meet and confer and otherwise deal exclusively with the Association on all matters relating to the scope of representation pertaining to the said employees as provided under the City's Employer-Employee Relations Policy and authorized by law.

b. Effective July 25, 1981, the parties agree that the General Management Unit shall be modified by the additions and deletions of the following classifications:

Additions

Art Gallery Director  
Executive Director, Museum and  
History Commission  
Executive Director, Metropolitan  
Arts Commission

Deletions

Employee Services Manager  
Personnel Services Manager  
Chief of Safety and Training  
Affirmative Action Officer

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ARTICLE II  
INCORPORATION

2. INCORPORATION

The parties agree that this Memorandum sets forth the full and entire understanding of the parties, and it is the intent of the parties that ordinances, resolutions, rules and regulations enacted pursuant to this Memorandum of Understanding be administered and observed in good faith. For the time this Memorandum is in effect, each party expressly waives the right to meet and confer regarding changes or additions to, or deletions from, this Memorandum, whether or not the subjects of such changes, additions or deletions were known to the parties at the time this Memorandum was negotiated and executed, except as otherwise expressly stated in this Memorandum.

ARTICLE III  
MANAGEMENT RIGHTS

3. MANAGEMENT RIGHTS

a. The Association recognizes that the City has and will continue to retain, whether exercised or not, the unilateral and exclusive right to operate, administer and manage its municipal services and work force in all respects, subject only to the express provisions of this Memorandum.

b. The City, through its city manager and department heads, has and will continue to retain exclusive decision-making authority on all matters not expressly modified by specific provisions of this Memorandum, and/or applicable case law.

c. The unilateral and exclusive rights of the City shall include, but shall not be limited to: (a) the right to determine the organization of city government and the purpose, mission, budget, strength, and organization of its constituent agencies and departments; (b) the right to set standards of service to be offered to the public; (c) the right to administer and exercise supervision and control over all officers, departments and services of City government; (d) the right to appoint, promote, transfer and assign employees; (e) the right to discipline all officers and employees, including the right to suspend or remove all officers and employees who are exempt from the rules and regulations of the civil service board in accordance with applicable provisions of the City Charter; (f) the right to determine whether goods or services shall be made, purchased or contracted for; (g) the right to determine the methods, means, and personnel by which the City's services are to be provided, including the right to schedule and assign work and overtime; (h) the right to determine the methods and technology by which work shall be performed; (i) the right to lay off employees because of lack of funds or abolition of position; (j) the right to prepare the annual budget; (k) the right to take whatever action may be appropriate in situations of emergency, including but not limited to the reassignment of personnel in the event of a strike or other job action; and (l) the right to otherwise act in the interest of efficient service to the community.

d. Nothing contained herein is intended or shall be construed as a waiver of any of the inherent and fundamental rights of management, and such rights are expressly reserved by the City.

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ARTICLE IV  
PAYROLL DEDUCTIONS

4. PAYROLL DEDUCTIONS

a. In addition to continuing existing payroll deductions under plans to which the City now is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the Association for (a) the normal and regular monthly Association membership dues, and (b) monthly insurance premiums for plans sponsored by the Association and open to all its members.

b. All the above payroll deductions shall be subject to the following conditions:

- (1) Such deductions shall be made pursuant to the terms and conditions set forth in the facsimile authorization forms attached to this Memorandum as Exhibits 1 and 2, and incorporated herein by reference.
- (2) Such deductions shall be made only upon submission to the City's Employee Relations Officer of the said authorization form duly completed and executed by the employee and the Association.
- (3) Any changes, additions and/or deletions of any payroll deductions or deductions for employees shall be made only upon submission to the City's Employee Relations Officer on or before the fifteenth (15th) day of the month preceding the month for which such changes, additions and/or deletions are to be executed on the form designated by the City and duly completed by the Treasurer of the Association or his designated agent.
- (4) The City will remit to the Association a warrant for each of the deductions.

ARTICLE V  
SAVINGS CLAUSE

5. SAVINGS CLAUSE

If any article or provision of this agreement or any portion thereof is in conflict or inconsistent with applicable laws or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction such article or provision or portion thereof shall be suspended and superseded by such applicable law and the remainder of such article, provision or portion thereof of the agreement shall not be affected thereby.

ARTICLE VI  
LAYOFFS

6. LAYOFFS

a. The word "layoff" shall be defined as the dismissal of an employee due to lack of work, lack of funds, or abolition of position. The provisions of this article shall not apply to dismissals based upon any other reasons or circumstances.

b. Whenever layoffs are to occur in a classification with more than one position, the determination as to the employee who shall be laid off will be done as a result of job performance. The department head shall evaluate the job performance of each of the employees in the affected classification. The evaluations shall be reviewed by the City Manager who shall take such evaluations into account in deciding which employee(s) shall be laid off.

c. Laid off employees shall have the right to be evaluated with employees in other exempt classifications within the Management Unit for purposes of retention of employment.

d. Laid off employees shall have recall rights to the classification from which said employee was laid off for a period of three years from the date of layoff.

ARTICLE VII  
GRIEVANCE PROCEDURE

The parties agree to implement the following grievance arbitration procedure:

7. PURPOSE

a. This grievance arbitration procedure shall be the exclusive process to resolve grievances as that term is defined under subparagraph 'a' of Section 8 'DEFINITIONS' below.

b. The purposes of this procedure are:

- (1) To resolve grievances informally at the lowest possible level;
- (2) To provide an orderly procedure for reviewing and resolving grievances promptly.

8. DEFINITIONS

a. A grievance is a disagreement between the City and an employee regarding the interpretation, application or enforcement of the express terms of this Memorandum of Understanding; provided, however, that disputes as to whether a matter is subject to this procedure shall not be subject to this grievance procedure.

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b. As used in this procedure the term "immediate supervisor" means the individual who assigns, reviews and directs the work of an employee.

9. TIME LIMIT

Each party involved in a grievance shall act quickly so that the grievance may be resolved promptly. Every effort shall be made to complete action within the time limits contained in the grievance procedure, but with the written consent of all parties the time limitation for any step may be extended.

10. PRESENTATION

An employee and/or the Association representatives, may present a grievance while on duty, provided such use of on-duty time shall be kept to a reasonable minimum.

11. EMPLOYEE RIGHTS

The employee retains all rights conferred by Sections 3500 et. seq., of the Government Code.

12. APPLICATION

Grievances as defined in Section 8 shall be brought through this procedure unless the City Charter vests jurisdiction elsewhere.

13. INFORMAL DISCUSSION

The grievance initially shall be personally discussed between the grievant and his immediate supervisor. The grievant may have in attendance, and be represented by, the Association representative. Within seven (7) calendar days, the immediate supervisor shall give his decision or response.

14. FORMAL GRIEVANCE --STEP 1

a. If, after discussions with his immediate supervisor the grievant does not feel the grievance has been properly adjusted, he may appeal the immediate supervisor's decision to the department head within seven (7) calendar days after the immediate supervisor's decision was given. A grievance must be processed through Step 1 notwithstanding the fact that the grievant's immediate supervisor is also his department head. No appeal may be made to the department head unless the grievance is first reduced to writing on the prescribed form, which shall include the following information:

- (1) A statement of the grievance clearly indicating the question raised by the grievance and the Article(s) and Section(s) of this Memorandum of Understanding that apply under 8a above.
- (2) The remedy or correction requested of the City.
- (3) The grievance form shall be signed by the grievant, with the date and time of presentation affixed thereto, and signed as

received by the department head. If the grievant is to be represented by the Association the President of the Association, or his designee, shall also sign the grievance form to substantiate acceptance of such representation.

b. The department head shall hear the grievance within seven (7) calendar days of its presentation. The grievant may be represented by the Association representative.

c. Within fourteen (14) calendar days of hearing the grievance, the department head shall give his answer to the grievance in writing. The written statement shall include:

- (1) A statement of the department head's position and the facts upon which it is based;
- (2) The remedy or correction which has been offered, if any.

#### 15. FORMAL GRIEVANCE - STEP 2

a. If there is no response as provided in Section 14c, or if the grievant is not satisfied with the department head's decision, he may appeal said decision to the city manager, in writing, within seven (7) days after it is given.

b. The city manager shall hear the grievance within fourteen (14) calendar days after the appeal is presented. The grievant may be represented by the Association representative.

c. The city manager shall give his decision on the grievance, in writing, within ten (10) calendar days after the hearing.

#### 16. ARBITRATION - STEP 3

a. If the city manager fails to respond in writing as provided in Step 2, or if the response is not satisfactory to the grievant, the Association shall have the right to refer the grievance to binding arbitration. Such referral shall be made by written demand submitted to the city manager within fourteen (14) calendar days of receipt of the second step decision.

b. An arbitrator may be selected by mutual agreement between the Association representative and the city manager.

c. Should the representatives fail to mutually agree on an arbitrator they shall make a joint request to the American Arbitration Association, or the State of California Conciliation and Mediation Service, for a list of five (5) qualified arbitrators. The parties shall each strike two (2) names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.

d. The arbitrator shall only interpret this Memorandum as provided in 8a above, and will in no instance add to, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on the City, the Association and grievant.

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e. All fees and costs of the arbitrator and court reporter, if any, will be borne equally by the parties.

f. Both the City and the Association shall have the right, upon receipt of a written grievance, to refuse to handle such grievance if the grievant has not followed the steps outlined in this Article for processing a grievance.

g. No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance was based. With the consent of the City's second step representative the 30 day time limit for filing grievance may be extended.

h. The Association representative shall have the authority to settle grievances for the Association or employees at any of the steps of the grievance procedure.

#### 17. NOTICE

At each step of the formal grievance procedure, a copy of the written decision shall be sent to the Association or other authorized representative at the same time as the decision is sent to the grievant.

### ARTICLE VIII HOLIDAY HOURS/DAILY HOUR VALUE/WEEKLY ANNUAL HOURS

#### 18. HOLIDAY HOURS

a. All Battalion Chiefs assigned to fire suppression duty shall receive holiday benefits equal to, and on the same terms and conditions as, those holiday benefits granted by the City to employees in the Fire Department Unit, as specified by Resolution No. 77-348, dated June 28, 1977, as amended, who are assigned to the fire duty schedule.

b. The Fire Marshal, and the Battalion Chief assigned to serve as the Fire Department's Director of Training, shall receive, for so long as they hold such assignments, 99.4 holiday hours per fiscal year, for which they shall be paid in cash, with their regular paycheck, in twenty-six (26) equal bi-weekly installments.

#### 19. DAILY HOUR VALUE

For those employees represented by the Association who are assigned to fire suppression duty in the Fire Department, the hour value of a leave day for vacation, sick leave or other leave shall be determined by dividing the average number of regularly scheduled weekly hours by five (5), which result provides the ratio of hours of all weekly hour schedules to the 5-day - 40 hours per week employee. The value of a day shall be 11.2 hours. (56 divided by 5 equals 11.2).

#### 20. WEEKLY ANNUAL HOURS

It is agreed that the gross annual hours for Battalion Chiefs assigned to the fire duty schedule shall be 2912 hours, (56 hours per week times 52 weeks).

ARTICLE IX  
INSURANCE BENEFITS

21. INSURANCE BENEFITS

The City agrees to contribute up to \$140.72 per month per employee toward the premium payments of any health, dental, life or disability insurance policies which are in force and offered to employees as of the date this Memorandum is adopted by the City Council. The City further agrees to provide basic life insurance in an amount of \$25,000 to each eligible employee at no charge if the employee is paid one or more hours of salary per payday.

ARTICLE X  
UNIFORMS

22. UNIFORMS

Those employees represented by the Association who are employed in the Fire Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in the Fire Department Unit as defined in the City's Employer-Employee Relations Policy, Resolution No. 77-348, dated June 28, 1977.

ARTICLE XI  
ASSOCIATION TIME

23. ASSOCIATION TIME

The Association's duly designated representatives shall be allowed reasonable time off without loss of salary or other employment benefits in order to prepare for and attend meet and confer sessions.

ARTICLE XII  
TRANSPORTATION

24. GENERAL

It is the understanding of the parties that the City retains the right to eliminate, at any time, the overnight retention of City vehicles for employees in the Unit. The City intends to cease the practice of allowing City vehicles to be used for home-to-work transportation except as authorized by the City Manager. In those cases where overnight City vehicle retention is authorized, the City Manager retains the right to decide on the type of vehicle to be assigned.

25. MILEAGE REIMBURSEMENT AND MONTHLY VEHICLE ALLOWANCE

a. The City has the right, but is under no obligation, to offer one of the following mileage reimbursements to individual employees who use their personal vehicles for City business:

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(1) The rate established by the City for general mileage reimbursement; or

(2) Monthly vehicle allowance at one of the following rates:

<u>Average Miles Per Month</u>		<u>Current Mileage Reimbursement Rate</u>		<u>Insurance</u>		<u>Monthly Vehicle Allowance</u>
400	x	28¢	+	\$12	=	\$124
200	x	28¢	+	\$12	=	\$ 68

b. Individual employees have the right to refuse to use their personal vehicles for City business.

c. Those employees who are offered a monthly vehicle allowance have an option to receive general mileage reimbursement for actual City business mileage on a regular monthly basis in-lieu-of the monthly vehicle allowance.

d. The monthly vehicle allowance will be revised in accordance with the mileage rate adjustment formula in the City's mileage reimbursement schedule.

e. With the approval of the City Manager, an employee eligible for the monthly vehicle allowance will also be eligible for reimbursement for long distance out-of-City travel.

f. Employees who lose overnight vehicle retention and need to purchase a private vehicle will be permitted a thirty-day grace period. Any additional time will require the approval of the City Manager. The monthly vehicle allowance will not be paid during any grace period.

g. The City Manager retains the right to reevaluate the need for the monthly vehicle allowance for any employees in the unit

## 26. PARKING AND BUS PASSES

a. Employees who use their personal vehicles for home-to-work transportation are entitled to uncovered parking at no cost.

b. Employees who elect to utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation will be provided with a free SRTD bus pass, non-zone sticker, in-lieu-of free parking.

## 27. PAYMENT

Payment to eligible employees for monthly vehicle allowance will be made on the first payday of each month for reimbursement for the previous month provided the employee was in pay status for that month.



ARTICLE XIII  
SALARIES

28. SALARY ADJUSTMENT

Effective July 25, 1981, those employees represented by the Association, except those employees who were added to the Unit pursuant to Section 1b of this Memorandum, in addition to the salary increase set forth in Section 29 below, shall receive a salary adjustment in an amount equal to 6.65% of the employee's salary as of June 27, 1981, multiplied by the number of regular hours worked by the employee between June 27, 1981 and July 24, 1981. Said salary adjustment shall be payable in installments over four two-week pay periods beginning with the paycheck to be issued on August 18, 1981. The salary adjustment shall not be included in any manner in determining sick leave or vacation payoffs or retirement benefits.

29. 1981 SALARIES

Effective July 25, 1981, the City shall adopt a salary ordinance or resolution that shall provide salary ranges in terms of bi-weekly rates of pay for classes represented by this Memorandum as set forth in Exhibit 3.

30. STREET MAINTENANCE SUPERVISOR

Effective July 25, 1981, the civil service classification of Street Maintenance Supervisor shall be abolished. The incumbent shall be reallocated to the exempt classification of Assistant Street Maintenance Superintendent. The incumbent shall be converted from civil service to exempt status with return rights to formerly held civil service classifications, except to Street Maintenance Supervisor, in accordance with the Rules and Regulations of the Civil Service Board.

31. FIRE INCENTIVE PROGRAM

a. Employees in the classes of Deputy Fire Chief, Fire Marshal and Battalion Chief shall receive 5% incentive compensation for a Fire Science Certificate (24 specified units in Fire Science) and 3½ years seniority with the Sacramento Fire Department. The 5% incentive compensation shall be calculated upon the employee's base salary.

b. Employees in the classes of Deputy Fire Chief, Fire Marshal and Battalion Fire Chief shall receive 5% incentive compensation for an Associate of Arts Degree, (Fire Science) and 7 years seniority with the Sacramento Fire Department. The 5% incentive compensation shall be calculated upon the employee's base salary, exclusive of any other incentive benefits to which the employee may be entitled.

c. Employees in the classes of Deputy Fire Chief, Fire Marshal and Battalion Fire Chief shall receive 5% incentive compensation for an Emergency Medical Technician Certificate (EMT) and successful completion of the Fire Fighter probationary period. The 5% incentive compensation shall be calculated upon the employee's base salary, exclusive of any other incentive benefits to which the employee may be entitled.

d. Deputy Fire Chiefs, Fire Marshals and Battalion Chiefs whose Fire Department seniority date is no greater than December 1, 1975, shall be considered to have met all the requirements of paragraph a above.

e. Deputy Fire Chiefs, Fire Marshals and Battalion Chiefs whose Fire Department seniority date is no greater than November 30, 1970, shall be considered to have met all the requirements of paragraphs a and b above.

f. Employees who earn a Fire Science Certificate, Associate of Arts Degree (Fire Science) or an Emergency Medical Technician Certificate, and meet the other requirements set forth above should place their Certificate(s) on file with the Fire Department Administration, who will verify and process for appropriate incentive compensation.

#### ARTICLE XIV MANAGEMENT LEAVE TIME

### 32. MANAGEMENT LEAVE TIME

a. The City and the Association recognize that, under City Code Section 2.98, management employees represented by the Association are required to devote as much time to their employment as may be necessary for the efficient operation of the city government; that frequently the efficient operation of the city government requires that such employees work in excess of forty hours per week; that management employees do not receive and are not entitled to premium compensation for those hours worked in excess of forty hours per week; that, overtime, such long hours have a deleterious effect on the ability of such management employees to perform effectively; and that, as management employees are the only city employees required to devote as much time to their employment as may be necessary for the efficient operation of government, it is necessary to devise a unique method of compensating such employees for the unique demands which the city may properly place upon their time.

b. Therefore, the City agrees to grant each employee represented by the Association forty hours of management leave time, with pay, per fiscal year. Management leave time shall accrue and accumulate in accordance with the provisions of paragraph d of this article. Any employee who wishes to take management leave time shall submit a written request, on such form as the Director of Finance may prescribe, to his or her supervisor. The decision of the supervisor to grant, deny or modify a management leave time request shall be final.

c. If for any reason an employee is unable to take all of his or her management leave time by June 30 of any fiscal year, the City agrees to buy back the unused portion of such leave time. The employee shall be paid for such accrued but unused leave time on the second paycheck in July following the end of the fiscal year.

d. The total number of hours of management leave time to which an employee is entitled under paragraph b of this article shall accrue on July 1, 1979, and on July 1 of each succeeding fiscal year; provided, however, that employees appointed to positions in classifications represented by the Association after July 1 of any fiscal year shall, for that fiscal year, only be

entitled to a pro-rata share of forty hours of management leave time based upon the number of full months remaining in that fiscal year, and such pro-rata share shall accrue immediately upon appointment. Management leave time shall be useable immediately upon accrual, subject to the provisions of paragraph b of this article. Management leave time shall not accumulate from fiscal year to fiscal year.

e. Upon separation from city service for any reason an employee shall be paid for all accrued and unused management leave time at the employee's base hourly rate as of the date of separation.

ARTICLE XV  
TERM

33. TERM

This Memorandum of Understanding shall become effective July 25, 1981 to the extent authorized by law, and remain in effect up to and including June 25, 1982.

DATED: July 24, 1981

SACRAMENTO CITY MANAGEMENT ASSOCIATION

BY: Anthony F. Nastro  
ANTHONY F. NASTRO  
PRESIDENT

CITY OF SACRAMENTO

BY: Steve Lakich  
STEVE LAKICH  
DIRECTOR OF EMPLOYEE RELATIONS

EXHIBIT 1

EMPLOYEE PAYROLL DEDUCTION AUTHORIZATION FOR RECOGNIZED EMPLOYEE ORGANIZATION SPONSORED INSURANCE PREMIUM(S)

(This side to be completed and executed by employee.)

I, \_\_\_\_\_ (print name), hereby request and authorize my employer, the City of Sacramento, to deduct from my earnings and pay to \_\_\_\_\_ (print name and address of payee to whom amounts are to be remitted) the amount of \$ \_\_\_\_\_ per month for insurance premium(s) covering a plan or plans sponsored by the said recognized employee organization.

PLEASE READ

I understand and agree that:

1. Neither the City of Sacramento, nor any of its officers, agents or employees, make any representations of any kind or nature concerning such insurance plan or plans; and that the City of Sacramento is simply providing payroll deductions as a benefit to those eligible employees who choose to avail themselves of this service and who have decided that they wish to be covered by a plan or plans.

2. The City of Sacramento, and its officers, agents and employees, assume no liability on account of payroll deduction made or any action taken or not taken pursuant to this authorization and request.

3. This authorization and request shall remain in effect until terminated by me in writing properly delivered or addressed to the Employee Relations Officer of the City of Sacramento, or until my present employment with the City of Sacramento terminates for any reason, or until the said recognized employee organization ceases to be certified as a recognized employee organization under applicable City law, whichever occurs first.

4. The City of Sacramento will not make the herein authorized and requested deduction from my earnings in the event that my earnings for the pay period from which the said deduction would ordinarily be made are not sufficient after other legally required deductions are made, nor will the City in such event make the said payroll deduction for such period at a later date, nor will the City accept a deposit from me of my contribution for such period for transmittal to the payee.

5. PLEASE NOTE: It is my responsibility to check my payroll stub to verify that the proper payroll deduction I am hereby authorizing and requesting has in fact been made.

EMPLOYEE SIGNATURE \_\_\_\_\_ CLASSIFICATION \_\_\_\_\_ DATE \_\_\_\_\_

EMPLOYEE PAYROLL DEDUCTION AUTHORIZATION FOR RECOGNIZED EMPLOYEE ORGANIZATION MEMBERSHIP DUES

(This side to be completed and executed by employee.)

I hereby request and authorize the City of Sacramento to deduct from my earnings each month an amount sufficient to pay the regular current rate of monthly dues of \_\_\_\_\_

(employee to fill in name of employee organization, including local number, if any), which amount shall be certified to the Employee Relations Officer of the City by a duly authorized officer of the said employee organization. I understand that this authorization is subject to the terms and conditions printed on the reverse side hereof. This authorization may be revoked by me in writing at any time; but unless so revoked shall remain in effect unless (a) I earlier terminate my employment with the City, or (b) the said employee organization ceases to be recognized under the terms of the City's Employer-Employee Relations policy.

I understand that this authorization may be used by the said employee organization as its authorization to represent me in matters concerning the terms and conditions of my employment with the City.

EMPLOYEE SIGNATURE \_\_\_\_\_ CLASSIFICATION \_\_\_\_\_ DATE \_\_\_\_\_

RESOLUTION No. 81-550

JUL 24 1981

EXHIBIT 2

HEALTH BENEFIT AUTHORIZATION FORM

I, \_\_\_\_\_, hereby request and authorize the City of Sacramento to pay to Sacramento City Management Association the amount specified in the current Memorandum of Understanding between the City and the Association, dated \_\_\_\_\_, for medical, dental and/or disability benefits, subject to the terms and conditions as provided on the reverse side hereof.

EMPLOYEE SIGNATURE \_\_\_\_\_ CLASSIFICATION \_\_\_\_\_ DATE \_\_\_\_\_

Sacramento City Management Association agrees to and does hereby indemnify, defend, and hold the City, its officers, agents and employees harmless against any claims made, liability incurred, and any suits instituted against them or any one of them on account of such insurance plan or plans authorized and requested.

Accepted on behalf of Sacramento City Management Association

By: \_\_\_\_\_ Treasurer

RESOLUTION No. 81-550  
JUL 24 1981

EXHIBIT 2

HEALTH BENEFIT AUTHORIZATION FORM (reverse side)

I understand and agree that:

1. Neither the City of Sacramento, nor any of its officers, agents or employees, make any representations of any kind or nature concerning such insurance plan or plans to those eligible employees who choose to avail themselves of this service and who have decided that they wish to be covered by such insurance plan or plans.

2. The City of Sacramento, and its officers, agents and employees assume no liabilities on account of such insurance plan or plans or any action taken or not taken pursuant to this authorization and request.

3. This authorization and request shall remain and continue in full force and effect until such time that I revoke said authorization in writing, properly delivered or mailed to the Treasurer of the Association, with a copy of such revocation delivered to the City Employee Relations Officer. Provided, however, that this authorization shall be automatically revoked when my present employment with the City of Sacramento terminates for any reason, or when this health benefit is no longer included in an effective Memorandum of Understanding between the Association and the City, or when the Association ceases to be certified as a recognized employee organization under applicable City law, whichever occurs first.

RESOLUTION No. 81-550  
JUL 24 1981

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-8

1981-82 SALARY SCHEDULE

PROCESSING DATE 07/22/81

SACRAMENTO CITY MANAGEMENT ASSOCIATION

EMPLOYEE CLASSIFICATION CODE	TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
14001	ACCOUNTING OFFICER	14	2,602.08 1,200.96 15.012	2,732.25 1,261.04 15.763	2,868.84 1,324.08 16.551	3,012.36 1,390.32 17.379	3,162.99 1,459.84 18.248
14002	ART GALLERY DIRECTOR	14	2,527.72 1,166.64 14.583	2,654.08 1,224.96 15.312	2,786.85 1,286.24 16.078	2,926.21 1,350.56 16.882	3,072.51 1,418.08 17.726
14004	ASST BLDG MAINT SUPT	14	2,880.63 1,329.52 16.619	3,024.67 1,396.00 17.450	3,175.81 1,465.76 18.322	3,334.59 1,539.04 19.238	3,501.33 1,616.00 20.200
14096	ASST COMM CENTER FAC SUPT	14	2,076.01 958.16 11.977	2,179.84 1,006.08 12.576	2,288.87 1,056.40 13.205	2,403.27 1,109.20 13.865	2,523.39 1,164.64 14.558
14005	ASST EQUIP MAINT SUPT	14	2,076.01 958.16 11.977	2,179.84 1,006.08 12.576	2,288.87 1,056.40 13.205	2,403.27 1,109.20 13.865	2,523.39 1,164.64 14.558
14007	ASST PARKING DIR	14	2,527.72 1,166.64 14.583	2,654.08 1,224.96 15.312	2,786.85 1,286.24 16.078	2,926.21 1,350.56 16.882	3,072.51 1,418.08 17.726
14006	ASST PARKS SUPT	14	2,355.77 1,087.28 13.591	2,473.64 1,141.68 14.271	2,597.40 1,198.80 14.985	2,727.23 1,258.72 15.734	2,863.64 1,321.68 16.521
14008	ASST PLANT MAINT SUPT	14	2,880.63 1,329.52 16.619	3,024.67 1,396.00 17.450	3,175.81 1,465.76 18.322	3,334.59 1,539.04 19.238	3,501.33 1,616.00 20.200
14009	ASST REAL PROP & ASSESS	14	2,076.01 958.16 11.977	2,179.84 1,006.08 12.576	2,288.87 1,056.40 13.205	2,403.27 1,109.20 13.865	2,523.39 1,164.64 14.558
14010	ASST REFUSE COLL SUPT	14	2,471.39 1,140.64 14.258	2,594.97 1,197.68 14.971	2,724.80 1,257.60 15.720	2,861.04 1,320.48 16.506	3,004.04 1,386.48 17.331
14011	ASST STREET SUPT	14	2,602.08 1,200.96 15.012	2,732.25 1,261.04 15.763	2,868.84 1,324.08 16.551	3,012.36 1,390.32 17.379	3,162.99 1,459.84 18.248
14012	ASST TRAFFIC ENG	14	2,602.08 1,200.96 15.012	2,732.25 1,261.04 15.763	2,868.84 1,324.08 16.551	3,012.36 1,390.32 17.379	3,162.99 1,459.84 18.248
14013	ASST WSTE WTR TR PL SUPT	14	2,076.01 958.16 11.977	2,179.84 1,006.08 12.576	2,288.87 1,056.40 13.205	2,403.27 1,109.20 13.865	2,523.39 1,164.64 14.558
14014	ASST WTR & SWR DIST SUPT	14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678
14015	ASST WTR & SWR DIV MGR	14	3,081.35 1,422.16 17.777	3,235.44 1,493.28 18.666	3,397.16 1,567.92 19.599	3,567.03 1,646.32 20.579	3,745.39 1,728.64 21.608
14016	ASST WTR TR PL SUPT	14	2,162.68 998.16 12.477	2,270.84 1,048.08 13.101	2,384.37 1,100.48 13.756	2,503.63 1,155.52 14.444	2,628.77 1,213.28 15.166
14097	ASSOC INVESTMENT OFF	14	2,161.12 997.44 12.468	2,269.11 1,047.28 13.091	2,382.64 1,099.88 13.746	2,501.72 1,154.64 14.433	2,626.87 1,212.40 15.155

81-550  
 RESOLUTION No. \_\_\_\_\_  
 JUL 24 1981

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1981-82 SALARY SCHEDULE

PROCESSING DATE 07/22/81

SACRAMENTO CITY MANAGEMENT ASSOCIATION

CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
*** 14017	BATT FIRE CHIEF	14	2,412.58 1,113.50 9.942	2,533.20 1,169.17 10.439	2,659.87 1,227.63 10.961	2,792.86 1,289.01 11.509	2,932.39 1,353.41 12.084
*** 14078	BATT FIRE CHIEF (AA)	14	2,533.92 1,169.50 10.442	2,660.60 1,227.97 10.964	2,793.57 1,289.34 11.512	2,933.36 1,353.86 12.088	3,079.92 1,421.50 12.692
*** 14093	BATT FIRE CHIEF (AA/EMT)	14	2,655.51 1,225.62 10.943	2,788.24 1,286.88 11.490	2,927.54 1,351.17 12.064	3,073.85 1,418.70 12.667	3,227.47 1,489.60 13.300
*** 14091	BATT FIRE CHIEF (EMT)	14	2,533.92 1,169.50 10.442	2,660.60 1,227.97 10.964	2,793.57 1,289.34 11.512	2,933.36 1,353.86 12.088	3,079.92 1,421.50 12.692
*** 14077	BATT FIRE CHIEF (FS)	14	2,533.92 1,169.50 10.442	2,660.60 1,227.97 10.964	2,793.57 1,289.34 11.512	2,933.36 1,353.86 12.088	3,079.92 1,421.50 12.692
*** 14079	BATT FIRE CHIEF (FS/AA)	14	2,655.51 1,225.62 10.943	2,788.24 1,286.88 11.490	2,927.54 1,351.17 12.064	3,073.85 1,418.70 12.667	3,227.47 1,489.60 13.300
*** 14092	BATT FIRE CHIEF (FS/EMT)	14	2,655.51 1,225.62 10.943	2,788.24 1,286.88 11.490	2,927.54 1,351.17 12.064	3,073.85 1,418.70 12.667	3,227.47 1,489.60 13.300
*** 14094	BATT FIRE CHIEF (FS/AA/EMT)	14	2,774.42 1,280.50 11.433	2,913.21 1,344.56 12.005	3,058.81 1,411.76 12.605	3,211.69 1,482.32 13.235	3,372.33 1,556.46 13.897
14020	BLOG MAINT SUPT	14	3,081.35 1,422.16 17.777	3,235.44 1,493.28 18.666	3,397.16 1,567.92 19.599	3,567.03 1,646.32 20.579	3,745.39 1,728.64 21.608
14021	BLOG OPR SUPVR	14	2,355.77 1,087.28 13.591	2,473.64 1,141.68 14.271	2,597.40 1,198.80 14.985	2,727.23 1,258.72 15.734	2,863.64 1,321.68 16.521
14018	BOOKING COORDINATOR	14	1,743.04 804.48 10.056	1,830.23 844.72 10.559	1,921.75 886.96 11.087	2,017.77 931.28 11.641	2,118.65 977.84 12.223
14019	BOX OFFICE SUPVR	14	1,743.04 804.48 10.056	1,830.23 844.72 10.559	1,921.75 886.96 11.087	2,017.77 931.28 11.641	2,118.65 977.84 12.223
14022	CHIEF ACCOUNTANT	14	2,076.01 958.16 11.977	2,179.84 1,006.08 12.576	2,288.87 1,056.40 13.205	2,403.27 1,109.20 13.865	2,523.39 1,164.64 14.558
14023	CHIEF ANIMAL CONT OFF	14	1,688.27 779.20 9.740	1,772.68 818.16 10.227	1,861.25 859.04 10.738	1,954.33 902.00 11.275	2,052.09 947.12 11.839
14024	CHIEF BLDG INSP	14	2,602.08 1,200.96 15.012	2,732.25 1,261.04 15.763	2,868.84 1,324.08 16.551	3,012.36 1,390.32 17.379	3,162.99 1,459.84 18.248
14025	CHIEF ELECTRICAL ENGINEER	14	3,081.35 1,422.16 17.777	3,235.44 1,493.28 18.666	3,397.16 1,567.92 19.599	3,567.03 1,646.32 20.579	3,745.39 1,728.64 21.608

\*\*\* 56 HOUR WORK WEEK CLASSIFICATION

RESOLUTION NO. 81-550  
JUL 24 1981



CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1981-82 SALARY SCHEDULE

PROCESSING DATE 07/22/81

SACRAMENTO CITY MANAGEMENT ASSOCIATION

....	EMPLOYEE CLASSIFICATION	....	REP	.....	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	.....		
CODE	TITLE	.....	UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
14026	CHIEF ELECTRICAL INSP		14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678
14062	CHIEF OF TRAF SIGNS & MAP		14	1,835.60 847.20 10.590	1,927.47 889.60 11.120	2,023.84 934.08 11.676	2,125.07 980.80 12.260	2,231.32 1,029.84 12.873
14027	CHIEF PLUMBING INSP		14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678
14095	COMPUTER SYS SPECIALIST		14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678
14026	CONSTR SUPVR		14	2,739.01 1,264.16 15.802	2,875.95 1,327.36 16.592	3,019.81 1,393.76 17.422	3,170.79 1,463.44 18.293	3,329.39 1,536.64 19.208
14029	CURATOR OF ART		14	2,412.11 1,113.28 13.916	2,532.75 1,168.96 14.612	2,659.45 1,227.44 15.343	2,792.40 1,288.80 16.110	2,931.93 1,353.20 16.915
14030	CURATOR OF HISTORY		14	1,835.60 847.20 10.590	1,927.47 889.60 11.120	2,023.84 934.08 11.676	2,125.07 980.80 12.260	2,231.32 1,029.84 12.873
14031	DEP FIRE CHIEF		14	2,739.01 1,264.16 15.802	2,875.95 1,327.36 16.592	3,019.81 1,393.76 17.422	3,170.79 1,463.44 18.293	3,329.39 1,536.64 19.208
14072	DEP FIRE CHIEF (AA)		14	2,877.51 1,328.08 16.601	3,021.37 1,394.48 17.431	3,172.52 1,464.24 18.303	3,331.12 1,537.44 19.218	3,497.69 1,614.32 20.179
14083	DEP FIRE CHIEF (AA/EMT)		14	3,014.27 1,391.20 17.390	3,165.07 1,460.80 18.260	3,323.32 1,533.84 19.173	3,489.55 1,610.56 20.132	3,664.09 1,691.12 21.139
14081	DEP FIRE CHIEF (EMT)		14	2,877.51 1,328.08 16.601	3,021.37 1,394.48 17.431	3,172.52 1,464.24 18.303	3,331.12 1,537.44 19.218	3,497.69 1,614.32 20.179
14071	DEP FIRE CHIEF (FS)		14	2,877.51 1,328.08 16.601	3,021.37 1,394.48 17.431	3,172.52 1,464.24 18.303	3,331.12 1,537.44 19.218	3,497.69 1,614.32 20.179
14073	DEP FIRE CHIEF (FS/AA)		14	3,014.27 1,391.20 17.390	3,165.07 1,460.80 18.260	3,323.32 1,533.84 19.173	3,489.55 1,610.56 20.132	3,664.09 1,691.12 21.139
14082	DEP FIRE CHIEF (FS/EMT)		14	3,014.27 1,391.20 17.390	3,165.07 1,460.80 18.260	3,323.32 1,533.84 19.173	3,489.55 1,610.56 20.132	3,664.09 1,691.12 21.139
14084	DEP FIRE CHIEF (FS/AA/EMT)		14	3,151.37 1,454.48 18.181	3,308.93 1,527.20 19.090	3,474.29 1,603.52 20.044	3,647.97 1,683.68 21.046	3,830.32 1,767.84 22.098
14032	DIR OF BLDG INSP DIV		14	2,880.63 1,329.52 16.619	3,024.67 1,396.00 17.450	3,175.81 1,465.76 18.322	3,334.59 1,539.04 19.238	3,501.33 1,616.00 20.200

81-557  
 RESOLUTION NO. 241981  
 JUL 24 1981

C I T Y O F S A C R A M E N T O  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-R

1981-82 SALARY SCHEDULE

PROCESSING DATE 07/22/81

SACRAMENTO CITY MANAGEMENT ASSOCIATION

EMPLOYEE CODE	EMPLOYEE CLASSIFICATION TITLE	REP UNIT	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES				
			STEP A	STEP B	STEP C	STEP D	STEP E
14034	EQUIP MAINT SUPT	14	2,602.08 1,200.96 15.012	2,732.25 1,261.04 15.763	2,868.84 1,324.08 16.551	3,012.36 1,390.32 17.379	3,162.99 1,459.84 18.248
14035	EVENTS COORDINATOR	14	1,743.04 804.48 10.056	1,830.23 844.72 10.559	1,921.75 886.96 11.087	2,017.77 931.28 11.641	2,118.65 977.84 12.223
14085	EXEC DIR-METRO ARTS COMMI	14	2,219.01 1,024.16 12.802	2,329.95 1,075.36 13.442	2,446.43 1,129.12 14.114	2,568.80 1,185.60 14.820	2,697.24 1,244.88 15.561
14090	EXEC DIR-MUS & HIS COMMI	14	2,219.01 1,024.16 12.802	2,329.95 1,075.36 13.442	2,446.43 1,129.12 14.114	2,568.80 1,185.60 14.820	2,697.24 1,244.88 15.561
14036	FIRE MARSHAL	14	2,412.11 1,113.28 13.916	2,532.75 1,188.96 14.612	2,659.45 1,227.44 15.343	2,792.40 1,288.80 16.110	2,931.93 1,353.20 16.915
14075	FIRE MARSHAL (AA)	14	2,533.79 1,169.44 14.618	2,660.49 1,227.92 15.349	2,793.44 1,289.28 16.116	2,933.15 1,353.76 16.922	3,079.79 1,421.44 17.768
14088	FIRE MARSHAL (AA/EMT)	14	2,653.91 1,224.88 15.311	2,786.68 1,286.16 16.077	2,926.04 1,350.48 16.881	3,072.33 1,418.00 17.725	3,225.91 1,488.88 18.611
14086	FIRE MARSHAL (EMT)	14	2,533.79 1,169.44 14.618	2,660.49 1,227.92 15.349	2,793.44 1,289.28 16.116	2,933.15 1,353.76 16.922	3,079.79 1,421.44 17.768
14074	FIRE MARSHAL (FS)	14	2,533.79 1,169.44 14.618	2,660.49 1,227.92 15.349	2,793.44 1,289.28 16.116	2,933.15 1,353.76 16.922	3,079.79 1,421.44 17.768
14076	FIRE MARSHAL (FS/AA)	14	2,653.91 1,224.88 15.311	2,786.68 1,286.16 16.077	2,926.04 1,350.48 16.881	3,072.33 1,418.00 17.725	3,225.91 1,488.88 18.611
14089	FIRE MARSHAL (FS/AA/EMT)	14	2,774.20 1,280.40 16.005	2,912.87 1,344.40 16.805	3,058.47 1,411.60 17.645	3,211.35 1,482.16 18.527	3,371.85 1,556.24 19.453
14087	FIRE MARSHAL (FS/EMT)	14	2,653.91 1,224.88 15.311	2,786.68 1,286.16 16.077	2,926.04 1,350.48 16.881	3,072.33 1,418.00 17.725	3,225.91 1,488.88 18.611
14037	GOLF SUPT	14	2,355.77 1,087.28 13.591	2,473.64 1,141.68 14.271	2,597.40 1,198.80 14.985	2,727.23 1,258.72 15.734	2,863.64 1,321.68 16.521
14039	PARKING SUPVR	14	1,928.68 890.16 11.127	2,025.05 934.64 11.683	2,126.28 981.36 12.267	2,232.53 1,030.40 12.880	2,344.16 1,081.92 13.524
14041	PARKS GENERAL SUPVR	14	1,969.59 909.04 11.363	2,068.04 954.48 11.931	2,171.52 1,002.24 12.528	2,280.03 1,052.32 13.154	2,394.08 1,104.96 13.812
14040	PARKS SUPT	14	2,880.63 1,329.52 16.619	3,024.67 1,396.00 17.450	3,175.81 1,465.76 18.322	3,334.59 1,539.04 19.238	3,501.33 1,616.00 20.200

RESOLUTION No. 81-250  
JUL 24 1981

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1981-82 SALARY SCHEDULE

PROCESSING DATE 07/22/81

SACRAMENTO CITY MANAGEMENT ASSOCIATION

EMPLOYEE CODE	CLASSIFICATION TITLE	REP UNTY	SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
14043	PLANT MAINT SUPT	14	3,081.35 1,422.16 17.777	3,235.44 1,493.28 18.666	3,397.16 1,567.92 19.599	3,567.03 1,646.32 20.579	3,745.39 1,728.64 21.608
14044	PRESERVATION DIRECTOR	14	2,076.01 958.16 11.977	2,179.84 1,006.08 12.576	2,288.87 1,056.40 13.205	2,403.27 1,109.20 13.865	2,523.39 1,164.64 14.558
14045	PRIN PLANNER	14	2,471.39 1,140.64 14.258	2,594.97 1,197.68 14.971	2,724.80 1,257.60 15.720	2,861.04 1,320.48 16.506	3,004.04 1,386.48 17.331
14046	PRIN PROGRAMMER ANALYST	14	2,355.77 1,087.28 13.591	2,473.64 1,141.68 14.271	2,597.40 1,198.80 14.985	2,727.23 1,258.72 15.734	2,863.64 1,321.68 16.521
14047	PURCHASING AGENT	14	2,602.08 1,200.96 15.012	2,732.25 1,261.04 15.763	2,868.84 1,324.08 16.551	3,012.36 1,390.32 17.379	3,162.99 1,459.84 18.248
14048	REAL ESTATE SUPVR	14	2,355.77 1,087.28 13.591	2,473.64 1,141.68 14.271	2,597.40 1,198.80 14.985	2,727.23 1,258.72 15.734	2,863.64 1,321.68 16.521
14049	RECREATION GEN SUPVR	14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678
14050	RECREATION SUPT	14	2,602.08 1,200.96 15.012	2,732.25 1,261.04 15.763	2,868.84 1,324.08 16.551	3,012.36 1,390.32 17.379	3,162.99 1,459.84 18.248
14051	REFUSE COLLEC SUPT	14	3,081.35 1,422.16 17.777	3,235.44 1,493.28 18.666	3,397.16 1,567.92 19.599	3,567.03 1,646.32 20.579	3,745.39 1,728.64 21.608
14052	REFUSE COLLEC SUPVR	14	1,969.59 909.04 11.363	2,068.04 954.88 11.931	2,171.52 1,002.24 12.528	2,280.03 1,052.32 13.154	2,394.08 1,104.96 13.812
14053	REVENUE & COLLEC OFF	14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678
14055	SR ENGINEER	14	2,527.72 1,166.64 14.583	2,654.08 1,224.96 15.312	2,786.85 1,286.24 16.078	2,926 1,350 16.882	3,072.51 1,418.08 17.726
14056	SR PERSONNEL ANALYST	14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678
14057	SR PLANNER	14	2,235.65 1,031.84 12.898	2,347.45 1,083.44 13.543	2,464.80 1,137.60 14.220	2,588.04 1,194.48 14.931	2,717.52 1,254.24 15.678

81-550  
 RESOLUTION No. \_\_\_\_\_  
 JUL 24 1981

CITY OF SACRAMENTO  
PAYROLL/PERSONNEL SYSTEM

REPORT NUMBER Z31R7000-B

1981-82 SALARY SCHEDULE

PROCESSING DATE 07/22/81

SACRAMENTO CITY MANAGEMENT ASSOCIATION

EMPLOYEE CLASSIFICATION CODE	TITLE	REP UNIT	STEP A	STEP B	STEP C	STEP D	STEP E
14056	STREET CLEAN SUPVR	14	1,969.59 909.04 11.363	2,068.04 954.48 11.931	2,171.52 1,002.24 12.528	2,280.03 1,052.32 13.154	2,394.08 1,104.96 13.812
14060	STREET SUPT	14	2,880.63 1,329.52 16.619	3,024.67 1,396.00 17.450	3,175.81 1,465.76 18.322	3,334.59 1,539.04 19.238	3,501.33 1,616.00 20.200
14061	SUPV ENGINEER	14	2,810.43 1,297.12 16.214	2,951.00 1,362.00 17.025	3,098.51 1,430.08 17.876	3,253.47 1,501.60 18.770	3,416.23 1,576.72 19.709
14080	SUPV WRKRS COMP CLA REP	14	2,007.72 926.64 11.583	2,108.08 972.96 12.162	2,213.47 1,021.60 12.770	2,324.05 1,072.64 13.408	2,440.19 1,126.24 14.078
14063	TRAFFIC ENGINEER	14	3,205.80 1,479.60 18.495	3,366.13 1,553.60 19.420	3,534.44 1,631.28 20.391	3,711.24 1,712.88 21.411	3,896.88 1,798.56 22.482
14064	UTIL BILL SUPVR	14	1,969.59 909.04 11.363	2,068.04 954.48 11.931	2,171.52 1,002.24 12.528	2,280.03 1,052.32 13.154	2,394.08 1,104.96 13.812
14066	WATER & SEWER DISTR SUPT	14	3,081.35 1,422.16 17.777	3,235.44 1,493.28 18.666	3,397.16 1,567.92 19.599	3,567.03 1,646.32 20.579	3,745.39 1,728.64 21.608
14067	WATER & SEWER DIV MGR	14	3,205.80 1,479.60 18.495	3,366.13 1,553.60 19.420	3,534.44 1,631.28 20.391	3,711.24 1,712.88 21.411	3,896.88 1,798.56 22.482
14069	WATER TREAT PLANT SUPT	14	2,471.39 1,140.64 14.258	2,594.97 1,197.68 14.971	2,724.80 1,257.60 15.720	2,861.04 1,320.48 16.506	3,004.04 1,386.48 17.331
14065	WSTE WTR TR PL SUPT	14	2,471.39 1,140.64 14.258	2,594.97 1,197.68 14.971	2,724.80 1,257.60 15.720	2,861.04 1,320.48 16.506	3,004.04 1,386.48 17.331
14070	ZOO SUPT	14	2,355.77 1,087.28 13.591	2,473.64 1,141.68 14.271	2,597.40 1,198.80 14.985	2,727.23 1,258.72 15.734	2,863.64 1,321.68 16.521

RESOLUTION No. 81-159  
JUL 24 1981