



CITY OF SACRAMENTO

DEPARTMENT OF PERSONNEL
PERSONNEL MANAGEMENT SERVICES DIVISION
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DONNA L. GILES
DIRECTOR OF PERSONNEL

CITY MANAGER'S OFFICE
RECEIVED
OCT 5 1981

October 5, 1981

APPROVED
BY THE CITY COUNCIL

City Council
Sacramento, California

OCT 13 1981

Honorable Members in Session:

OFFICE OF THE
CITY CLERK

SUBJECT: CHANGES IN CLASSIFICATION TITLES TO MAKE THEM SEXUALLY NEUTRAL

SUMMARY

The Civil Service Board, in its meeting of September 15, 1981, approved the retitling of thirteen classifications to remove all words which tend to indicate that a specific sex is required to fill them. These classification titles are now ready to be revised as shown in the attached Resolutions amending the Employer-Employee Relations Policy and Salary Schedules.

BACKGROUND INFORMATION

A project has been underway for some time to make all City classifications sexually neutral. This is an Affirmative Action requirement which helps to guard against sexual discrimination in City employment. The use of the words "man" or "men" in job titles can have an inhibiting effect on the employment of women and be an "arbitrary barrier to employment". Most classification titles have been previously changed. The titles involved in this memorandum are the last except for two which are in a group now undergoing a detailed classification study and they will come to you in a separate proposal. There is one remaining classification having a specific sexual designation and it will remain as currently written and titled. The classification is "Police Matron". It requires a woman because the duties of the job include body searches of female prisoners and close custody of them while incarcerated. All future classifications will be titled without using sex indicating words unless, as in the case above, there is a "bona fide occupational requirement".

FINANCIAL DATA

No impact.

RECOMMENDATION

It is recommended that the Council approve the following Resolutions:

1. A Resolution to amend the Employee Relations Resolution, #77-348, to include the changed titles.
2. A Resolution to Amend Resolution #81-595, approved August 7, 1981, to include those changed titles which affect Local 39 classes in the Salary Schedule attached to that Resolution.
3. A Resolution to amend Resolution #91-593, approved August 4, 1981, to include those changed titles which affect Building Trades classes in the Salary Schedule attached to that Resolution.

Respectfully submitted,

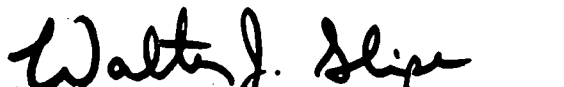


Donna L. Giles
Director of Personnel

DLG/WJM/sch

att.

Recommendation Approved:



Walter J. Slipe
City Manager

RESOLUTION NO. 81-155

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

A RESOLUTION AMENDING RESOLUTION 77-348, ADOPTED
JUNE 28, 1977, RELATING TO EMPLOYER-EMPLOYEE
RELATIONS.

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

SECTION 1.

Resolution 77-348, adopted June 28, 1977, is hereby amended by changing the titles of of classifications, as listed below, that are included in the list of representation units as shown in Exhibit "A", Item A.

1. Building Trades and Crafts Unit

<u>old title</u>	<u>new title</u>
Carpenter Foreman	Carpenter Supervisor
Machinist Foreman	Machinist Supervisor
Painter Foreman	Painter Supervisor
Plumber Foreman	Plumber Supervisor
Electrician Foreman	Electrician Supervisor
Electrician Lineman	Electrician Lineworker

10. Operations and Maintenance Unit

Watchman	Security Guard
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11. General Supervisory Unit

Golf Course Foreman	Golf Course Supervisor
Zoo Foreman	Zoo Supervisor
Street Maint. Foreman	Street Maint. Supervisor
Drainage Foreman	Drainage Supervisor
Custodial Foreman I,II	Custodial Supervisor I,II

APPROVED
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OFFICE OF THE
CITY CLERK

MAYOR

ATTEST:

City Clerk

RESOLUTION NO. 81-756

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

A RESOLUTION AMENDING RESOLUTION 81-593, approved AUGUST 4, 1981, AGREEMENT BETWEEN SACRAMENTO-SIERRA BUILDING AND CONSTRUCTION TRADES COUNCIL AND THE CITY OF SACRAMENTO.

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

The below-listed title changes are incorporated into the agreement, exhibit "A":

<u>old title</u>	<u>new title</u>
Carpenter Foreman	Carpenter Supervisor
Machinist Foreman	Machinist Supervisor
Painter Foreman	Painter Supervisor
Plumber Foreman	Plumber Supervisor
Electrician Foreman	Electrician Supervisor
Electrician Lineman	Electrician Lineworker

MAYOR

ATTEST:

City Clerk

APPROVED
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OCT 13 1981

OFFICE OF THE
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RESOLUTION NO. 81-157

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

A RESOLUTION AMENDING RESOLUTION 81-595, APPROVED AUGUST 7, 1981, AGREEMENT BETWEEN LOCAL 39, INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO AND THE CITY OF SACRAMENTO.

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

The below-listed title changes are incorporated into the agreement, Exhibit "A".

<u>Old Titles</u>	<u>New Titles</u>
Golf Course Foreman	Golf Course Supervisor
Zoo Foreman	Zoo Supervisor
Street Maintenance Foreman	Street Maintenance Supervisor
Drainage Foreman	Drainage Supervisor
Custodial Foreman I, II	Custodial Supervisor I, II
Watchman	Security Guard

MAYOR

ATTEST:

CITY CLERK

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