

ORDINANCE NO. 2001, FOURTH SERIES

AN ORDINANCE FIXING THE SALARIES AND WAGES OF ALL EMPLOYEES OF THE CITY OF SACRAMENTO AND PROVIDING RULES FOR THE DETERMINATION THEREOF; REPEALING ORDINANCES NOS. 1961, 1966, 1981, 1989 AND 1993, OF THE FOURTH SERIES, TO TAKE EFFECT JULY 1, 1957.

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

SECTION 1. CLASSIFICATION AND COMPENSATION PLAN: THE CLASSIFICATION AND COMPENSATION PLAN HEREIN DESIGNATED SHALL APPLY TO ALL OFFICERS AND EMPLOYEES OF THE CITY OF SACRAMENTO.

SECTION 2. DESCRIPTION OF CLASSIFICATIONS: THE DESCRIPTION OF CLASSIFICATIONS HEREIN MENTIONED, SHALL BE THOSE WHICH ARE OR MAY BE HEREAFTER DETERMINED BY THE "CLASSIFICATION PLAN AND JOB SPECIFICATIONS" ADOPTED BY THE CIVIL SERVICE BOARD ON AUGUST 11, 1948, AND ANY AMENDMENTS THERETO.

SECTION 3. SCHEDULE OF COMPENSATION RATES: THE FOLLOWING SCHEDULE OF COMPENSATION RATES SHOWS THE STANDARD SALARY RANGE NUMBERS, THE SALARY STEPS DESIGNATED BY LETTERS, AND UNLESS OTHERWISE SPECIFIED, THE FULL TIME MONTHLY RATES (IN DOLLARS) FOR ALL CLASSIFICATIONS.

RANGE No.	STEP A	STEP B	STEP C	STEP D	STEP E	RANGE No.	STEP A	STEP B	STEP C	STEP D	STEP E
16	220	230	240	252	264	36	550	575	600	630	660
17	230	240	252	264	276	37	575	600	630	660	690
18	240	252	264	276	288	38	600	630	660	690	720
19	252	264	276	288	300	39	630	660	690	720	750
20	264	276	288	300	315	40	660	690	720	750	785
21	276	288	300	315	330	41	690	720	750	785	820
22	288	300	315	330	345	42	720	750	785	820	860
23	300	315	330	345	360	43	750	785	820	860	900
24	315	330	345	360	380	44	785	820	860	900	940
25	330	345	360	380	400	45	820	860	900	940	980
26	345	360	380	400	420	46	860	900	940	980	1025
27	360	380	400	420	440	47	900	940	980	1025	1075
28	380	400	420	440	460	48	940	980	1025	1075	1125
29	400	420	440	460	480	49	980	1025	1075	1125	1175
30	420	440	460	480	500	50	1025	1075	1125	1175	1225
31	440	460	480	500	525	51	1075	1125	1175	1225	1285
32	460	480	500	525	550	52	1125	1175	1225	1285	1345
33	480	500	525	550	575	53	1175	1225	1285	1345	1405
34	500	525	550	575	600	54	1225	1285	1345	1405	1470
35	525	550	575	600	630	55	1285	1345	1405	1470	1540

SECTION 4. MONTHLY RATES ARE GROSS COMPENSATION FOR FULL-TIME SERVICE: THE RANGES OF PAY SPECIFIED IN THIS ORDINANCE SHALL BE GROSS COMPENSATION FOR FULL-TIME EMPLOYMENT IN THE SEVERAL CLASSES, AND ARE EXCLUSIVE OF VACATION, HOLIDAYS, OR SICK OR OTHER LEAVE WITH PAY.

SECTION 5. ORIGINAL APPOINTMENT RATE OF COMPENSATION: THE BEGINNING RATE OF COMPENSATION IN CASE OF ORIGINAL APPOINTMENT TO A POSITION SHALL BE STEP A; PROVIDED THAT THE BEGINNING RATE OF COMPENSATION FOR AN ORIGINAL APPOINTMENT MAY BE FIXED BY THE CITY MANAGER, SUBJECT TO THE APPROVAL OF THE CIVIL SERVICE BOARD AT ANY ONE OF THE STEPS HEREBY ESTABLISHED THEREFOR, IF HE SHALL FIND THAT SUCH PERSON IS REASONABLY ENTITLED, BECAUSE OF HIS EXPERIENCE AND ABILITY, TO A RATE ABOVE THE MINIMUM, OR THAT IT IS IMPRACTICAL TO OBTAIN QUALIFIED APPOINTEES FOR SUCH POSITION AT THE ESTABLISHED MINIMUM RATE.

SECTION 6. PROBATIONARY PERIOD: EMPLOYEES WHO ARE ORIGINALLY APPOINTED TO A POSITION IN THE MUNICIPAL SERVICE, OR WHO ARE PROMOTED TO A POSITION SUBJECT TO A HIGHER SALARY RANGE, SHALL HAVE ONLY PROBATIONARY STATUS IN SUCH POSITION FOR A PERIOD OF SIX MONTHS. THE APPOINTING AUTHORITY MAY TERMINATE AN ORIGINAL APPOINTEE WHO HAS ONLY PROBATIONARY STATUS AT ANY TIME FOR THE GOOD OF THE SERVICE. THE APPOINTING AUTHORITY MAY DEMOTE AN EMPLOYEE WHO IS SERVING A PROBATIONARY PERIOD IN A POSITION TO WHICH HE WAS PROMOTED AT ANY TIME FOR THE GOOD OF THE SERVICE.

SECTION 7. SALARY RANGES AND RATES BY CLASSIFICATION:

CODE	CLASS TITLE	RANGE No.	STEP A	STEP B	STEP C	STEP D	STEP E
	<u>CLERICAL, FISCAL AND ADMINISTRATIVE</u>						
1001	MESSENGER.....	16	220	230	240	252	264
1002.1	CLERK I	20	264	276	288	300	315
1002.2	CLERK II.....	22	288	300	315	330	345
1002.3	CLERK III.....	25	330	345	360	380	400
1002.4	CLERK IV	27	360	380	400	420	440
1004	OFFICE SUPERVISOR.....	31	440	460	480	500	525
1006.1	STENOGRAPHER-CLERK I	23	300	315	330	345	360
1006.2	STENOGRAPHER-CLERK II	25	330	345	360	380	400
1006.4	LEGAL STENOGRAPHER.....	25	330	345	360	380	400
1010	PRIVATE SECRETARY TO CITY MANAGER.....	29	400	420	440	460	480
1012	PROPERTY CLERK.....	29	400	420	440	460	480
1013	RECORD SUPERVISOR.....	25	330	345	360	380	400
1015.1	STORES CLERK.....	24	315	330	345	360	380
1015.3	STOREKEEPER.....	27	360	380	400	420	440
1017	BUYER.....	30	420	440	460	480	500
1019	PURCHASING AGENT.....	40	660	690	720	750	785
1020.1	KEY PUNCH OPERATOR I	20	264	276	288	300	315
1020.2	KEY PUNCH OPERATOR II	22	288	300	315	330	345
1022.1	TABULATING MACHINE OPERATOR I	24	315	330	345	360	380
1022.2	TABULATING MACHINE OPERATOR II	27	360	380	400	420	440
1022.4	SUPERVISING TABULATING MACHINE OPERATOR	29	400	420	440	460	480
1025	BILLING AND TABULATING DIVISION SUPER- VISOR.....	33	480	500	525	550	575
1031.1	TELEPHONE OPERATOR.....	21	276	288	300	315	330
1031.3	CHIEF TELEPHONE OPERATOR.....	25	330	345	360	380	400
1040	PARKING METER COLLECTOR.....	23	300	315	330	345	360
1042	SERVICE COLLECTOR.....	24	315	330	345	360	380
1044.1	CASHIER.....	24	315	330	345	360	380
1044.3	ASSISTANT CHIEF CASHIER.....	26	345	360	380	400	420
1044.5	CHIEF CASHIER.....	29	400	420	440	460	480
1046	ASSESSMENT CLERK.....	27	360	380	400	420	440
1050	LICENSE COLLECTION SUPERVISOR.....	29	400	420	440	460	480
1051	PERSONAL PROPERTY ASSESSOR.....	25	330	345	360	380	400
1053	PERSONAL PROPERTY AUDITOR.....	32	460	480	500	525	550
1055	APPRAISEMENT ASSESSOR.....	32	460	480	500	525	550
1057	ASSESSOR-COLLECTOR.....	41	690	720	750	785	820
1059	STREET PROCEEDING AND REAL ESTATE SUPER- VISOR.....	38	600	630	660	690	720
1060	BOOKKEEPING MACHINE OPERATOR.....	25	330	345	360	380	400
1062.1	ACCOUNT CLERK I	26	345	360	380	400	420
1062.2	ACCOUNT CLERK II	27	360	380	400	420	440
1062.5	SUPERVISING ACCOUNT CLERK.....	29	400	420	440	460	480
1064.1	ACCOUNTANT I	28	380	400	420	440	460
1064.2	ACCOUNTANT II	30	420	440	460	480	500
1064.5	CHIEF ACCOUNTANT.....	33	480	500	525	550	575
1066.1	DEPUTY CONTROLLER.....	38	600	630	660	690	720
1066.5	CITY CONTROLLER.....	46	860	900	940	980	1025
1070.1	ASSISTANT CITY TREASURER.....	31	440	460	480	500	525
1070.5	CITY TREASURER.....	38	600	630	660	690	720
1072.1	PERSONNEL TECHNICIAN I	30	420	440	460	480	500
1072.2	PERSONNEL TECHNICIAN II	34	500	525	550	575	600
1072.5	ASSISTANT PERSONNEL OFFICER.....	37	575	600	630	660	690
1080.1	DEPUTY CITY CLERK.....	28	380	400	420	440	460
1080.3	CHIEF DEPUTY CITY CLERK.....	32	460	480	500	525	550
1080.5	CITY CLERK.....	38	600	630	660	690	720
1083	ADMINISTRATIVE ASSISTANT.....	33	480	500	525	550	575
1085.1	ASSISTANT AIRPORT SUPERINTENDENT.....	33	480	500	525	550	575
1085.5	AIRPORT SUPERINTENDENT.....	41	690	720	750	785	820
1090.1	DEPUTY CIVIL DEFENSE DIRECTOR.....	37	575	600	630	660	690
1090.3	CIVIL DEFENSE DIRECTOR.....	44	785	820	860	900	940
1092.1	PROSECUTING ATTORNEY.....	37	575	600	630	660	690
1092.3	ASSISTANT CITY ATTORNEY I	35	525	550	575	600	630
1092.4	ASSISTANT CITY ATTORNEY II	41	690	720	750	785	820
1092.7	CITY ATTORNEY.....	46	860	900	940	980	1025
1095	ASSISTANT CITY MANAGER.....	48	940	980	1025	1075	1125

CODE	CLASS TITLE	RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E
ENGINEERING AND RELATED TECHNICAL							
1101	ENGINEERING AIDE.....	26	345	360	380	400	420
1103	STREET CONSTRUCTION INSPECTOR.....	30	420	440	460	480	500
1105	SURVEY PARTY CHIEF.....	33	480	500	525	550	575
1107.1	JUNIOR DRAFTSMAN.....	28	380	400	420	440	460
1107.3	SENIOR DRAFTSMAN.....	31	440	460	480	500	525
1110.1	JUNIOR ENGINEER.....	31	440	460	480	500	525
1110.3	ASSISTANT ENGINEER.....	35	525	550	575	600	630
1110.5	ASSOCIATE ENGINEER.....	37	575	600	630	660	690
1110.7	SUPERVISING ENGINEER.....	41	690	720	750	785	820
1113	TRAFFIC CHECKER.....	24	315	330	345	360	380
1115	INVESTIGATOR.....	29	400	420	440	460	480
1117	TRAFFIC ENGINEER.....	43	750	785	820	860	900
1119	WATER DIVISION SUPERINTENDENT.....	45	820	860	900	940	980
1120.1	ASSISTANT CITY ENGINEER.....	46	860	900	940	980	1025
1120.3	CITY ENGINEER.....	52	1125	1175	1225	1285	1345
1130	PLANNING ASSISTANT.....	32	460	480	500	525	550
1134	CITY PLANNING DIRECTOR.....	43	750	785	820	860	900
1140.1	LABORATORY ASSISTANT.....	27	360	380	400	420	440
1140.2	BACTERIOLOGIST AND CHEMIST.....	32	460	480	500	525	550
1143	SUPERVISOR WATER TREATMENT AND PUMPING.....	38	600	630	660	690	720
1146	SUPERVISOR SEWAGE TREATMENT AND PUMPING.....	38	600	630	660	690	720
INSPECTIONAL							
1201	LICENSE INSPECTOR.....	24	315	330	345	360	380
1203	LICENSE INSPECTOR SUPERVISOR.....	26	345	360	380	400	420
1211	ELECTRICAL INSPECTOR.....	33	480	500	525	550	575
1213	CITY ELECTRICIAN.....	39	630	660	690	720	750
1221	BUILDING INSPECTOR.....	33	480	500	525	550	575
1223	CHIEF BUILDING INSPECTOR.....	40	660	690	720	750	785
1231	PLUMBING INSPECTOR.....	33	480	500	525	550	575
1233	CHIEF PLUMBING INSPECTOR.....	35	525	550	575	600	630
LIBRARY AND ART GALLERY							
1301	LIBRARY PAGE.....	16	220	230	240	252	264
1303	BOOKMENDER.....	22	288	300	315	330	345
1305	BOOKMOBILE DRIVER-CLERK.....	25	330	345	360	380	400
1307	LIBRARY CLERK.....	21	276	288	300	315	330
1309	SUB-PROFESSIONAL LIBRARIAN.....	22	288	300	315	330	345
1311.1	JUNIOR LIBRARIAN.....	25	330	345	360	380	400
1311.3	SENIOR LIBRARIAN.....	28	380	400	420	440	460
1311.5	BRANCH LIBRARIAN.....	28	380	400	420	440	460
1311.7	SUPERVISING LIBRARIAN.....	31	440	460	480	500	525
1321.1	ASSISTANT CITY LIBRARIAN.....	34	500	525	550	575	600
1321.5	CITY LIBRARIAN.....	41	690	720	750	785	820
1331	ART GALLERY ATTENDANT.....	24	315	330	345	360	380
1333	ART GALLERY ASSISTANT.....	28	380	400	420	440	460
1336	ART GALLERY DIRECTOR-MANAGER.....	39	630	660	690	720	750
PARKS AND RECREATION							
1401	GARDENER.....	23	300	315	330	345	360
1403	POWER MOWER OPERATOR.....	23	300	315	330	345	360
1405	ZOO ATTENDANT.....	23	300	315	330	345	360
1407	ZOO SUPERINTENDENT.....	35	525	550	575	600	630
1411.1	GREENHOUSEMAN.....	24	315	330	345	360	380
1411.3	GREENHOUSE FOREMAN.....	29	400	420	440	460	480
1420.1	TREE GROUNDMAN.....	23	300	315	330	345	360
1420.3	TREE TRIMMER.....	26	345	360	380	400	420
1420.5	TREE TRIMMING FOREMAN.....	27	360	380	400	420	440
1420.7	TREE DIVISION SUPERVISOR.....	32	460	480	500	525	550
1423	PARK MAINTENANCE SUPERVISOR.....	34	500	525	550	575	600
1425.1	ASSISTANT PARK SUPERINTENDENT.....	36	550	575	600	630	660
1425.3	PARK SUPERINTENDENT.....	43	750	785	820	860	900

<u>CODE</u>	<u>CLASS TITLE</u>	<u>RANGE NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>PARKS AND RECREATION (CONT'D.)</u>							
1430	CEMETERY SUPERINTENDENT.....	28	380	400	420	440	460
1440	GOLF COURSE IRRIGATOR (NIGHT).....		1.80 HR.				
1442	GOLF PROFESSIONAL.....		300				
1444	GOLF COURSE ARCHITECT.....		850				
1446	GOLF COURSE SUPERVISOR.....	29	400	420	440	460	480
1448	SUPERINTENDENT OF GOLF COURSES.....	37	575	600	630	660	690
1450	COSTUMER.....	19	252	264	276	288	300
1451	RECREATION DIRECTOR.....	25	330	345	360	380	400
1453	SPECIAL ACTIVITIES SUPERVISOR.....	29	400	420	440	460	480
1455	SPORTS SUPERVISOR.....	33	480	500	525	550	575
1457	PLAYGROUNDS SUPERVISOR.....	33	480	500	525	550	575
1459	RECREATION MAINTENANCE SUPERVISOR.....	33	480	500	525	550	575
1461	RECREATION SUPERINTENDENT.....	41	690	720	750	785	820
1485	DIRECTOR OF RECREATION AND PARKS.....	46	860	900	940	980	1025

HEALTH SERVICES

1501.1	REGISTERED NURSE.....	25	330	345	360	380	400
1501.3	SUPERVISING REGISTERED NURSE.....	27	360	380	400	420	440
1601.5	INVESTIGATING NURSE.....	25	330	345	360	380	400
1511.1	ASSISTANT POUNDMASTER.....	24	315	330	345	360	380
1511.3	POUNDMASTER.....	29	400	420	440	460	480
1521.1	ASSISTANT SURGEON AND PHYSICIAN.....		3.50 HR.	1ST YEAR; 4.00 HR. 2ND YEAR			
1521.3	CHIEF SURGEON AND PHYSICIAN.....		7.00 HR.				

PUBLIC SAFETY

1601	UNIFORM FIREMAN.....	29	400	420	440	460	480
1603	FIRE ENGINEER.....	30	420	440	460	480	500
1605	FIRE CAPTAIN.....	32	460	480	500	525	550
1607	BATTALION FIRE CHIEF.....	36	550	575	600	630	660
1609.1	ASSISTANT FIRE CHIEF.....	38	600	630	660	690	720
1609.3	FIRE CHIEF.....	45	820	860	900	940	980
1611	DRILLMASTER.....	32	460	480	500	525	550
1613	FIRE EQUIPMENT MAINTENANCE MAN.....	28	380	400	420	440	460
1615	FIRE EQUIPMENT MASTER MECHANIC.....		PREVAILING SCALE				
1617	FIRE ALARM OPERATOR.....	29	400	420	440	460	480
1620	POLICE MATRON.....	24	315	330	345	360	380
1622	DISPATCHER-CLERK.....	25	330	345	360	380	400
1624.1	PATROLMAN.....	29	400	420	440	460	480
1624.2	POLICEWOMAN.....	29	400	420	440	460	480
1624.3	PATROLMAN (MOTORCYCLE - 2 WHEEL).....	30	420	440	460	480	500
1624.4	PATROLMAN (DETECTIVE).....	30	420	440	460	480	500
1626.1	POLICE SERGEANT.....	32	460	480	500	525	550
1626.2	POLICE SERGEANT (MOTORCYCLE - 2 WHEEL).....	33	480	500	525	550	575
1626.3	POLICE SERGEANT (DETECTIVE).....	33	480	500	525	550	575
1630	POLICE CAPTAIN.....	36	550	575	600	630	660
1631	RECORD BUREAU SUPERINTENDENT.....	32	460	480	500	525	550
1633	SUPERVISOR JUNIOR TRAFFIC PATROL.....	32	460	480	500	525	550
1635	JUVENILE BUREAU SUPERINTENDENT.....	36	550	575	600	630	660
1636	TRAFFIC SUPERINTENDENT.....	38	600	630	660	690	720
1638	CHIEF OF DETECTIVES.....	38	600	630	660	690	720
1639.1	ASSISTANT POLICE CHIEF.....	41	690	720	750	785	820
1639.3	POLICE CHIEF.....	45	820	860	900	940	980
1641.1	FINGERPRINT TECHNICIAN I.....	24	315	330	345	360	380
1641.2	FINGERPRINT TECHNICIAN II.....	28	380	400	420	440	460
1641.3	FINGERPRINT TECHNICIAN III.....	30	420	440	460	480	500
1641.5	IDENTIFICATION BUREAU SUPERINTENDENT.....	36	550	575	600	630	660
1651.1	RADIO TECHNICIAN.....		PREVAILING SCALE				
1651.3	CHIEF RADIO TECHNICIAN.....		PREVAILING SCALE				

<u>CODE</u>	<u>CLASS TITLE</u>	<u>RANGE No.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>UTILITY SERVICES</u>							
1701	METER SERVICEMAN.....	27	360	380	400	420	440
1703	WATER SERVICE INSPECTOR.....	27	360	380	400	420	440
1705	WATER RATE INSPECTOR.....	25	330	345	360	380	400
1721	STATIONARY FIREMAN.....	26	345	360	380	400	420
1723.1	PLANT OPERATOR I	26	345	360	380	400	420
1723.2	PLANT OPERATOR II	28	380	400	420	440	460
1723.4	CHIEF PLANT OPERATOR	29	400	420	440	460	480
1723.6	SUPERVISING PLANT OPERATOR.....	31	440	460	480	500	525
1731.1	UTILITY SERVICEMAN HELPER.....	24	315	330	345	360	380
1731.3	UTILITY SERVICEMAN.....	27	360	380	400	420	440
1735.1	WATER AND SEWER FOREMAN I	29	400	420	440	460	480
1735.2	WATER AND SEWER FOREMAN II	31	440	460	480	500	525
1741	WATER AND SEWER DISTRIBUTION SUPERVISOR	38	600	630	660	690	720
1743	MAINTENANCE SUPERVISOR.....	38	600	630	660	690	720
<u>LABOR, LABOR SUPERVISION AND TRADES</u>							
1801	LABORER.....	22	288	315	345		
1803.1	LABOR FOREMAN I	27	360	380	400	420	440
1803.2	LABOR FOREMAN II	29	400	420	440	460	480
1803.3	LABOR FOREMAN III	31	440	460	480	500	525
1805.1	REFUSE COLLECTOR.....	23	300	315	330	345	360
1805.3	REFUSE TRUCK DRIVER.....	25	330	345	360	380	400
1809	WASTE REMOVAL SUPERINTENDENT.....	38	600	630	660	690	720
1811	TRUCK DRIVER.....	25	330	345	360	380	400
1813	MOTOR SWEEPER OPERATOR.....	28	380	400	420	440	460
1816.1	UTILITYMAN I	25	330	345	360	380	400
1816.2	UTILITYMAN II	26	345	360	380	400	420
1821	STREET CONSTRUCTION WORKER.....		PREVAILING SCALE				
1822	ASPHALT RAKER.....		PREVAILING SCALE				
1823	ASPHALT MIXERMAN.....		PREVAILING SCALE				
1824	ASPHALT PLANT ENGINEER.....		PREVAILING SCALE				
1825	ASPHALT SHOVELER.....		PREVAILING SCALE				
1826	BURNER AND WELDER.....		PREVAILING SCALE				
1827	BUCKEYE SPREADER OPERATOR.....		PREVAILING SCALE				
1828	CEMENT MASON.....		PREVAILING SCALE				
1829	CEMENT WORKER.....		PREVAILING SCALE				
1830	DRAGLINE OPERATOR.....		PREVAILING SCALE				
1831	FIREMAN, HOT PLANT.....		PREVAILING SCALE				
1832	HEAVY DUTY REPAIRMAN.....		PREVAILING SCALE				
1833	JACKHAMMER OR PNEUMATIC TOOL OPERATOR..		PREVAILING SCALE				
1834	LETOURNEAU PULL OPERATOR.....		PREVAILING SCALE				
1835	MAINTAINER OPERATOR.....		PREVAILING SCALE				
1836	PAVEMENT ROLLER OPERATOR.....		PREVAILING SCALE				
1837	POWER SHOVEL OPERATOR.....		PREVAILING SCALE				
1838	SCREEDMAN ON BARBER GREEN.....		PREVAILING SCALE				
1839	TRACTOR OPERATOR.....		PREVAILING SCALE				
1840	TRUCK DRIVER.....		PREVAILING SCALE				
1841	TRUCK DRIVER ON WINCH TRUCK.....		PREVAILING SCALE				
1847.1	STREET MAINTENANCE FOREMAN I	30	420	440	460	480	500
1847.2	STREET MAINTENANCE FOREMAN II	32	460	480	500	525	550
1849	STREET MAINTENANCE SUPERINTENDENT.....	39	630	660	690	720	750
1851	BUILDING CONSTRUCTION LABORER.....		PREVAILING SCALE				
1852.1	CARPENTER.....		PREVAILING SCALE				
1852.3	CARPENTER FOREMAN.....		PREVAILING SCALE				
1853.1	PAINTER.....		PREVAILING SCALE				
1853.3	PAINTER FOREMAN.....		PREVAILING SCALE				
1854	PLUMBER.....		PREVAILING SCALE				
1855.1	ELECTRICIAN HELPER.....	25	330	345	360	380	400
1855.3	ELECTRICIAN APPRENTICE.....		PREVAILING SCALE				
1855.4	STATE ELECTRICIAN.....		PREVAILING SCALE				
1855.5	ELECTRICIAN-LINEMAN.....		PREVAILING SCALE				
1855.7	ELECTRICIAN.....		PREVAILING SCALE				
1855.9	ELECTRICIAN FOREMAN.....		PREVAILING SCALE				
1861	AUTOMOTIVE STORES CLERK.....	26	345	360	380	400	420

CODE	CLASS TITLE	RANGE No.	STEP A	STEP B	STEP C	STEP D	STEP E
<u>LABOR, LABOR SUPERVISION AND TRADES (CONT'D.)</u>							
1862.1	AUTO MECHANIC APPRENTICE.....		PREVAILING SCALE				
1862.3	AUTO MECHANIC.....		PREVAILING SCALE				
1863	BODY AND FENDER REPAIRMAN.....		PREVAILING SCALE				
1864	BLACKSMITH-WELDER.....		PREVAILING SCALE				
1866.1	MACHINIST HELPER.....		PREVAILING SCALE				
1866.3	MACHINIST.....		PREVAILING SCALE				
1866.5	MACHINIST FOREMAN.....		PREVAILING SCALE				
1867	AUTOMOTIVE MAINTENANCE SUPERVISOR.....	36	550	575	600	630	660
1868	BUILDING MAINTENANCE SUPERINTENDENT.....	39	630	660	690	720	750
1871.1	AIRPORT ATTENDANT.....	25	330	345	360	380	400
1871.3	SENIOR AIRPORT ATTENDANT.....	27	360	380	400	420	440
1873.1	PARKING LOT ATTENDANT.....	23	300	315	330	345	360
1873.3	SENIOR PARKING LOT ATTENDANT.....	25	330	345	360	380	400
1873.5	PARKING LOT FOREMAN.....	30	420	440	460	480	500
1875	CAR DISPATCHER.....	25	330	345	360	380	400
1877.1	AUTOMOTIVE SERVICEMAN I.....	22	288	300	315	330	345
1877.2	AUTOMOTIVE SERVICEMAN II.....	25	330	345	360	380	400
1877.5	AUTOMOTIVE SERVICE FOREMAN.....	27	360	380	400	420	440
1880	POWDERMAN.....		PREVAILING SCALE				
1882	HANDYMAN.....	22	288	300	315	330	345
1884.1	TRAFFIC LINESMAN.....	25	330	345	360	380	400
1884.3	TRAFFIC MARKING FOREMAN.....	30	420	440	460	480	500
1886.1	PARKING METER SERVICEMAN I.....	25	330	345	360	380	400
1886.2	PARKING METER SERVICEMAN II.....	27	360	380	400	420	440
1886.5	PARKING METER FOREMAN.....	30	420	440	460	480	500

CUSTODIAL AND RELATED SERVICE ACTIVITIES

1901.1	CUSTODIAN I.....	21	276	288	300	315	330
1901.2	CUSTODIAN II.....	23	300	315	330	345	360
1901.3	CUSTODIAN III.....	27	360	380	400	420	440
1901.7	CHIEF CUSTODIAN.....	29	400	420	440	460	480
1903	WATCHMAN.....	22	288	300	315	330	345
1905	WINDOW WASHER.....		PREVAILING SCALE				
1907	COOK.....	24	315	330	345	360	380

MISCELLANEOUS (PART-TIME)

1951.1	BOAT ATTENDANT.....		\$1.10 TO \$1.60 HR.				
1951.3	LOCKER ATTENDANT.....		\$1.10 TO \$1.60 HR.				
1951.5	SWIMMING POOL CASHIER.....		\$1.10 TO \$1.60 HR.				
1953.1	LIFE GUARD.....		\$1.10 TO \$1.60 HR.				
1953.3	RECREATION LEADER.....		\$1.10 TO \$1.60 HR.				
1953.5	SPORTS OFFICIAL.....		\$1.10 TO \$1.60 HR.				
1955.1	DANCE LEADER.....		\$1.10 TO \$1.60 HR.				
1955.3	MUSIC LEADER.....		\$1.10 TO \$1.60 HR.				
1955.5	SEAMSTRESS.....		\$1.10 TO \$1.60 HR.				
1957	SCHOOL CROSSING GUARD.....		\$9.50 PER DAY				
1959	CHIEF OF WARDEN AND FACILITIES SERVICES.....		\$322.50 PER MONTH (1/2 TIME)				

MISCELLANEOUS (CAMP SACRAMENTO)

1960	ORDERLY.....		\$ 65 TO \$ 75 MONTH				
1962	KITCHEN HELPER.....		70 TO 90 MONTH				
1964.1	ASSISTANT COOK.....		270 TO 322 MONTH				
1964.3	FIRST COOK.....		337 TO 400 MONTH				
1966.1	STORE CLERK.....		80 TO 100 MONTH				
1966.3	STOREKEEPER.....		130 TO 160 MONTH				
1968.1	ASSISTANT CARETAKER.....		125 TO 150 MONTH				
1968.3	CARETAKER.....		250 TO 300 MONTH				
1970.1	ASSISTANT RECREATION LEADER.....		80 TO 100 MONTH				
1970.3	RECREATION LEADER.....		100 TO 130 MONTH				
1972	NURSE.....		170 TO 200 MONTH				
1974.1	ASSISTANT HOSTESS.....		130 TO 160 MONTH				
1974.3	HOSTESS.....		160 TO 210 MONTH				
1975	SUPERINTENDENT.....		320 TO 420 MONTH				

SECTION 8. ADVANCEMENT IN RATE OF COMPENSATION: UPON SUCCESSFUL COMPLETION OF A PROBATIONARY PERIOD AN EMPLOYEE SHALL BE ADVANCED TO THE NEXT HIGHER STEP OF THE SALARY RANGE OF HIS CLASSIFICATION. EMPLOYEES WHO THEREAFTER MAINTAIN A NORMALLY SATISFACTORY LEVEL OF WORK IN SUCH CLASSIFICATION SHALL BE ADVANCED AUTOMATICALLY, AT ANNUAL INTERVALS, TO SUCCEEDING STEPS OF THE ASSIGNED SALARY RANGE. EMPLOYEES WHO FAIL TO MAINTAIN SUCH A SATISFACTORY LEVEL OF WORK MAY BE DENIED ADVANCEMENT TO SUCCEEDING STEPS, OR MAY BE DEMOTED WITHIN-GRADE UPON RECOMMENDATION OF THE DEPARTMENT HEAD AND APPROVAL OF THE APPOINTING AUTHORITY; PROVIDED THAT AN EMPLOYEE WHO IS DENIED ADVANCEMENT TO SUCH SUCCEEDING STEPS, OR IS DEMOTED WITHIN-GRADE UNDER THE PROVISIONS OF THIS SECTION, SHALL HAVE THE RIGHT OF APPEAL BEFORE THE CIVIL SERVICE BOARD IN ACCORDANCE WITH ITS RULES AND REGULATIONS.

INCREASES TO EMPLOYEES WHO SUCCESSFULLY COMPLETE A PROBATIONARY PERIOD SHALL BECOME EFFECTIVE ON THE FIRST DAY OF THE FOLLOWING MONTH; AND SUCH INCREASES TO SUCCEEDING STEPS SHALL BECOME EFFECTIVE ON THE ANNIVERSARY OF THE PROBATIONARY INCREASE, PROVIDED, HOWEVER, THE SERVICES OF AN EMPLOYEE APPOINTED THE FIRST WORKING DAY OF A MONTH SHALL BE CONSIDERED, FOR THE PURPOSE OF THIS SECTION, AS DATING FROM THE FIRST DAY OF SUCH MONTH.

SECTION 9. CITY MANAGER AND DEPARTMENT HEADS - INAPPLICABLE PROVISIONS: THE PROVISIONS OF THIS ORDINANCE RELATING TO HOURS AND DAYS OF EMPLOYMENT AND LEAVE OF ABSENCE BECAUSE OF OVERTIME SHALL NOT APPLY TO THE CITY MANAGER OR THE HEAD OF ANY DEPARTMENT OR DIVISION, IT BEING THE INTENTION OF THE CITY COUNCIL THAT SUCH PERSONS SHALL DEVOTE AS MUCH TIME TO THEIR EMPLOYMENT AS MAY BE NECESSARY FOR THE EFFICIENT OPERATION OF THE CITY GOVERNMENT.

SECTION 10. PROMOTION - EFFECT UPON RATE OF COMPENSATION: UPON THE PROMOTION OF ANY EMPLOYEE FROM ONE CLASS TO A HIGHER CLASS OF POSITION, HE SHALL BE ENTITLED TO RECEIVE IN THE POSITION TO WHICH HE IS PROMOTED THE RATE OF COMPENSATION NEXT HIGHER TO THAT RECEIVED BY HIM PRIOR TO SUCH PROMOTION. THE RECLASSIFICATION OF A POSITION TO A CLASS OF POSITION WITH A HIGHER MAXIMUM SALARY SHALL BE DEEMED A PROMOTION AND THE SALARY OF THE EMPLOYEE SO RECLASSIFIED SHALL BE ESTABLISHED IN ACCORDANCE WITH THE PROVISIONS OF THIS SECTION, PROVIDED, HOWEVER, SUBSEQUENT ADVANCEMENT IN SALARY STEPS AFTER RECLASSIFICATION SHALL BE GRANTED ON THE EMPLOYEE'S PREVIOUS ANNIVERSARY DATE. ADVANCEMENT IN SALARY STEP AFTER COMPLETION OF SIX MONTHS OF SERVICE SHALL NOT APPLY WHEN A POSITION HAS BEEN RECLASSIFIED.

SECTION 11. DEMOTION - EFFECT UPON RATE OF COMPENSATION: THE RATE OF COMPENSATION TO BE PAID IN ALL CASES OF DEMOTION, WHETHER VOLUNTARY, DISCIPLINARY OR IN LIEU OF LAY-OFF FROM SERVICE, SHALL BE DETERMINED BY THE CIVIL SERVICE BOARD.

THE OPERATION OF THIS SECTION SHALL IN NO INSTANCE HAVE THE EFFECT OF GIVING TO SUCH EMPLOYEE AN IMMEDIATE SALARY INCREASE.

THE RECLASSIFICATION OF A POSITION TO A CLASS OF POSITION WITH A LOWER MAXIMUM SALARY SHALL BE DEEMED A DEMOTION AND THE SALARY OF SAID EMPLOYEE SO DEMOTED SHALL BE DETERMINED BY THE CIVIL SERVICE BOARD.

SECTION 12. TRANSFER TO POSITION WITH SAME SALARY SCHEDULE: WHENEVER ANY EMPLOYEE IS TRANSFERRED OR ASSIGNED FROM ONE POSITION TO ANOTHER POSITION IN THE SAME OR A DIFFERENT DEPARTMENT AND SUCH POSITION HAS THE SAME SALARY SCHEDULE FOR THE POSITION LAST HELD BY HIM, SUCH EMPLOYEE SHALL BE ENTITLED TO RECEIVE IN THE POSITION TO WHICH HE IS ASSIGNED OR TRANSFERRED THE SAME RATE OF COMPENSATION THAT HE WAS RECEIVING PRIOR TO SUCH TRANSFER OR ASSIGNMENT AND HE SHALL RETAIN HIS ANNIVERSARY DATE FOR SUBSEQUENT ANNUAL INCREASES.

SECTION 13. REINSTATEMENT - RATE OF COMPENSATION: ANY EMPLOYEE WHO IS APPOINTED FROM A REINSTATEMENT LIST AFTER HAVING BEEN LAID OFF THROUGH NO FAULT OF HIS OWN, BECAUSE OF LACK OF WORK OR FUNDS, SHALL BE PAID AT THE SALARY STEP AT WHICH HE WOULD HAVE BEEN PAID AT THE END OF HIS FORMER APPOINTMENT.

SECTION 14. TEMPORARY WORK IN HIGHER CLASSIFICATION: WHENEVER ANY EMPLOYEE IS APPOINTED TO TEMPORARY WORK IN A HIGHER CLASSIFICATION, SUCH EMPLOYEE SHALL CARRY THE TITLE AND RECEIVE THE SALARY FOR SUCH HIGHER CLASSIFICATION ONLY FOR THE DURATION OF SUCH TEMPORARY WORK.

SUCH EMPLOYEE SHALL RECEIVE IN THE POSITION TO WHICH HE IS APPOINTED FOR TEMPORARY WORK, THE RATE OF COMPENSATION WHICH IS NEXT HIGHEST TO HIS SALARY PRIOR TO THE TEMPORARY PROMOTION.

SECTION 15. LEAVE OF ABSENCE - EFFECT UPON COMPENSATION: IF A LEAVE OF ABSENCE WITHOUT PAY IS GRANTED TO AN EMPLOYEE, THE TIME ACTUALLY WORKED IN HIS CLASSIFICATION OF EMPLOYMENT, BEFORE AND AFTER THE LEAVE OF ABSENCE, SHALL BE ADDED TOGETHER AND MUST TOTAL ONE YEAR BEFORE HE IS ELIGIBLE TO RECEIVE AN ANNUAL INCREASE AS HEREBY PROVIDED.

SECTION 16. HOLIDAYS: THE REGULAR HOLIDAYS REFERRED TO IN THIS ORDINANCE SHALL BE THE FOLLOWING DAYS: NEW YEAR'S DAY, WASHINGTON'S BIRTHDAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, ADMISSION DAY, VETERANS' DAY, THANKSGIVING DAY, CHRISTMAS DAY, GENERAL ELECTIONS (STATE-WIDE) AND BI-ANNUAL MUNICIPAL ELECTIONS.

THE PROVISIONS OF THIS SECTION SHALL APPLY TO EMPLOYEES PAID ON A MONTHLY SALARY AND SUCH EMPLOYEES SHALL RECEIVE FULL COMPENSATION FOR HOLIDAYS ON WHICH THEY DO NOT WORK.

COMPENSATION FOR EMPLOYEES PAID ON HOURLY RATES SHALL BE ONLY FOR ACTUAL TIME WORKED AND WHILE ON EARNED VACATION, EARNED SICK LEAVE OR DISABILITY IN LINE OF DUTY.

SECTION 17. OVERTIME PAYMENT - EMERGENCY WORK: WHEN AN EMPLOYEE, OTHER THAN THOSE SPECIFICALLY EXCLUDED HEREINAFTER IN THIS SECTION, IS DIRECTED BY THE HEAD OF THE DEPARTMENT IN WHICH HE IS EMPLOYED TO PERFORM EMERGENCY WORK IN HIS CLASSIFICATION OF EMPLOYMENT IN EXCESS OF THE WORK HOURS PER DAY OR ON HIS DAYS OFF OR ON REGULAR HOLIDAYS, HE SHALL BE PAID FOR SUCH WORK ON AN HOURLY BASIS AT A RATE WHICH IS ONE AND ONE-HALF TIMES THE RATE PAID TO HIM PURSUANT TO THIS ORDINANCE.

NO OVERTIME SHALL BE PAID ANY EMPLOYEE OF THE CITY OF SACRAMENTO EXCEPT AS PROVIDED IN THIS SECTION.

THE PROVISIONS OF THIS SECTION SHALL NOT APPLY TO PART-TIME EMPLOYEES, DEPARTMENT HEADS AND DIVISION HEADS OR EMPLOYEES OF THE LIBRARY DEPARTMENT, OR ANY OFFICER OR EMPLOYEE OF THE POLICE OR FIRE DEPARTMENTS, WHOSE EMPLOYMENT THEREIN WAS OR SHALL BE SUBJECT TO A LIMITATION OF THE CITY CHARTER OF A MAXIMUM AGE OF EMPLOYMENT OF NOT OVER 35 YEARS IN THE POLICE AND FIRE DEPARTMENTS.

SECTION 18. ALLOWANCE FOR OVERTIME, DAYS OFF OR HOLIDAY WORK: AN EMPLOYEE OF THE CITY OF SACRAMENTO WHO IS PERMITTED OR DIRECTED BY THE HEAD OF THE DEPARTMENT IN WHICH HE IS EMPLOYED TO PERFORM WORK OF A NATURE INCLUDED IN THE DUTIES OF HIS CLASSIFICATION OF EMPLOYMENT, IN EXCESS OF THE WORK HOURS PER DAY OR ON DAYS OFF AS PROVIDED IN THE WORK SCHEDULE HEREIN FOR SUCH POSITIONS, OR TO PERFORM SUCH WORK ON REGULAR HOLIDAYS, SHALL BE ALLOWED SUCH TIME OFF FROM HIS EMPLOYMENT WITH PAY AS IS EQUAL TO THE AMOUNT OF TIME WORKED IN EXCESS OF THE WORK HOURS PER DAY FOR SUCH CLASSIFICATION OF EMPLOYMENT OR AS IS EQUAL TO WORK PERFORMED ON DAYS OFF OR ON A REGULAR HOLIDAY. THE DETERMINATION OF THE DATE FOR THE ALLOWANCE OF SUCH TIME OFF TO SUCH EMPLOYEE SHALL BE WITHIN THE DISCRETION OF THE DEPARTMENT HEAD, BUT SUCH TIME OFF MUST BE ALLOWED WITHIN ONE YEAR FROM THE DATE OF THE PERFORMANCE OF SUCH EXCESS WORK.

THE PROVISIONS OF THIS SECTION SHALL ONLY APPLY TO EMPLOYEES PAID ON A MONTHLY BASIS.

SECTION 19. ALLOWANCE FOR OVERTIME WORK - DIFFERENT CLASSIFICATION: AN EMPLOYEE OF THE CITY OF SACRAMENTO WHO IS PERMITTED TO PERFORM WORK IN ANOTHER CLASSIFICATION OF EMPLOYMENT IN EXCESS OF HIS REGULAR WORK HOURS PER DAY OR ON DAYS OFF, SHALL BE ENTITLED TO COMPENSATION BASED ON THE FIRST YEAR'S SALARY STEP OF THE CLASSIFICATION IN WHICH HE IS PERFORMING SAID WORK.

SECTION 20. ALLOWANCE FOR "ON CALL" SERVICE: AN EMPLOYEE WHO IS REQUIRED TO REMAIN WITHIN CALL FOR EMERGENCY WORK SHALL BE PAID \$20.00 PER WEEK IN ADDITION TO HIS REGULAR COMPENSATION. IF THE EMPLOYEE IS REQUIRED TO DO EMERGENCY WORK ON A HOLIDAY OR IN EXCESS OF THE NORMAL WORK HOURS PER DAY OF SUCH POSITION, HE SHALL BE PAID FOR SUCH WORK ON AN HOURLY BASIS AT A RATE WHICH IS ONE AND ONE-HALF TIMES THE RATE PAID TO HIM PURSUANT TO THIS ORDINANCE.

SECTION 21. SHOW-UP TIME - STREET MAINTENANCE EMPLOYEES: EMPLOYEES OF THE STREET MAINTENANCE DIVISION WHO ARE PAID ON AN HOURLY PREVAILING SCALE BASIS SHALL BE ALLOWED COMPENSATION FOR A MINIMUM OF TWO (2) HOURS WHEN, AFTER REPORTING FOR DUTY, THEY ARE DISMISSED, BECAUSE OF INCLEMENT WEATHER.

SECTION 22. ANNUAL SALARY SURVEY: THE CIVIL SERVICE BOARD IS HEREBY DIRECTED TO MAKE A SALARY SURVEY AT LEAST ONCE EACH YEAR AND TO PRESENT THEIR REPORT ON SUCH SALARY SURVEY TO THE CITY COUNCIL IN SUFFICIENT TIME TO BE CONSIDERED FOR BUDGETARY PURPOSES FOR THE NEXT FISCAL YEAR. SUCH REPORT SHALL CONTAIN SUMMARY FINDINGS OR PREVAILING SALARIES AND WAGES OF POSITIONS IN PRIVATE INDUSTRY IN THE CITY OF SACRAMENTO AND OF POSITIONS IN OTHER GOVERNMENTAL JURISDICTIONS WHICH HAVE POSITIONS COMPARABLE TO THOSE IN THE CITY SERVICE, TOGETHER WITH RECOMMENDATIONS, IF ANY, FOR CHANGES IN SALARY/SCHEDULES APPLICABLE TO ALL CLASSES OF POSITIONS IN THE CITY SERVICE.

SECTION 23. ADMINISTRATION OF PROVISIONS BY CIVIL SERVICE BOARD: THE CIVIL SERVICE BOARD SHALL HAVE THE POWER AND AUTHORITY TO ADMINISTER THE PROVISIONS OF THIS ORDINANCE. THAT IN SO DOING THE BOARD MAY INTERPRET ITS PROVISIONS, WITH THE AID AND ADVICE OF THE CITY ATTORNEY, AND AFTER CONSIDERING ALL OF THE QUESTIONS AND ADVICE, MAKE SUCH ADMINISTRATIVE FINDINGS THEREON AS IN ITS OPINION IS PROPER IN THE PREMISES. THAT SUCH FINDINGS AND DETERMINATION SHALL BE FINAL UPON ALL QUESTIONS ARISING OUT OF THIS ORDINANCE AND AS TO ALL PARTIES CONCERNED.

SECTION 24. THE FOLLOWING ORDINANCES ARE HEREBY REPEALED: ORDINANCES NOS. 1961, 1966, 1981, 1989 AND 1993 OF THE FOURTH SERIES. ALL OTHER ORDINANCES AND PARTS OF ORDINANCES IN CONFLICT HEREWITH ARE HEREBY REPEALED.

SECTION 25. THIS ORDINANCE SHALL BECOME EFFECTIVE ON JULY 1, 1957.

PASSED: March 28, 1957.

EFFECTIVE: JULY 1, 1957.

Clarence J. Agnew
MAYOR

ATTEST:

Paul H. Manby
CITY CLERK

ORDINANCE No. 2001