



CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
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STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

October 28, 1980

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Addendum No. 2 to the Operations and Maintenance, Office and Technical, Professional and Supervisory Units 1979-81 Memorandum of Understanding

SUMMARY

The City of Sacramento and the Stationary Engineers Local 39 reached agreement on three additional salary adjustments which were inadvertently omitted from the 1980 inequity settlement. The proposed salary increases of \$50 per month for the Senior Field Representative and \$10 per month for the Fire Alarm Technician and Burglary/Robbery Alarm Inspector are to be effective November 1, 1980. The three salary adjustments are for one-position classifications.

BACKGROUND

In the 1980 negotiations, the parties agreed to salary inequities ranging from \$10 to \$109 monthly for 104 classifications covering 931.6 positions. The 1979 settlement with Local 39 obligated the parties in 1980 to negotiate salary inequities to total approximately \$252,000 annually for implementation on June 28, 1980. The specific salary inequities were based on an independent personnel consultant's report.

Recently, Local 39 brought to the City's attention two errors in the personnel consultant's compensation report. The City reviewed the request made by Local 39 and concluded that the request was valid because if the two errors had been discovered in the 1980 inequity negotiations the final agreement with Local 39 would have included an equity adjustment of \$50 per month for the Senior Field Representative and \$10 per month for the Fire Alarm Technician. Also, in reviewing the salary relationship of the Fire Alarm Technician with other classifications, it was determined that the salary for the class of Burglary/Robbery Alarm Inspector was equal to and had been historically tied to the class of Fire Alarm Technician. The justification supporting salary adjustments for each of the classes is:

1. The single Senior Field Representative position in the Building Inspections Division was not included in the personnel consultant's

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compensation report. The personnel consultant, however, recommended an inequity adjustment of \$45 for the class of Field Representative. The Field Representative is supervised by the Senior Field Representative and an equity adjustment of \$50 per month would restore the 10% differential between the two classes.

2. The class of Fire Alarm Technician should have been recommended for a \$38 salary inequity, but due to a misprint in the final report, the consultant recommended a \$38 decrease. The reason for the \$10 inequity adjustment, rather than \$38, is because the parties agreed that the inequity adjustment would be 27% of the consultant's recommendation.
3. The class of Burglary/Robbery Alarm Inspector is currently paid the same and has been historically tied to the Fire Alarm Technician. Consequently, if the salary for the Fire Alarm Technician is adjusted by \$10 per month, the same increase should be applied to the Burglary/Robbery Alarm Inspector.

The following shows the comparisons between the current and proposed monthly salaries for these classes:

<u>Classification</u>	<u>Current Monthly Salary</u>	<u>Proposed Monthly Salary</u>
Senior Field Representative	\$1,262 - 1,536	\$1,303 - 1,586
Fire Alarm Technician Burglary/Robbery Alarm Inspector	\$1,556 - 1,895	\$1,565 - 1,905

The above proposed salary adjustments have been incorporated as Addendum No. 2 to the 1979-81 Memorandum of Understanding which is attached to this report.

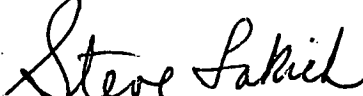
FINANCIAL IMPACT

The total annual cost to implement the three salary adjustments is estimated to be \$850. The cost for the remainder of fiscal year 1980-81 will be approximately \$550 based on the 17 remaining pay periods in this fiscal year.

RECOMMENDATION


It is recommended that the City Council approve the attached Addendum No. 2 to the 1979-81 Memorandum of Understanding in the Operations and Maintenance, Office and Technical, Professional and Supervisory Units.

Respectfully submitted,


Steve Lakich

Employee Relations Director

Recommendation Approved:


Walter J. Slipe
City Manager

ADDENDUM #2

TO

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF SACRAMENTO

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS,
STATIONARY ENGINEERS LOCAL 39, AFL-CIO

1979-1981

This Addendum is to the Memorandum of Understanding entered into between the City of Sacramento and the International Union of Operating Engineers, Stationary Engineers Local 39, AFL-CIO on July 3, 1979 covering employees in the Operations and Maintenance, Office and Technical, Professional and Supervisory Units.

The parties agree to amend the Memorandum of Understanding to increase the salary of the Senior Field Representative by approximately \$50 per month and the Fire Alarm Technician and Burglary/Robbery Alarm Inspector by approximately \$10 per month. The Memorandum of Understanding is hereby amended as follows:

1. SALARIES

Effective November 1, 1980, the bi-weekly rates of pay for the classes of Senior Field Representative, Fire Alarm Technician and Burglary/Robbery Alarm Inspector shall be:

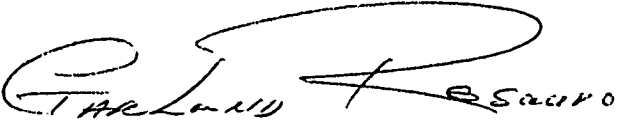
Classification	Range		Step A	Step B	Step C	Step D	Step E
Senior Field Representative	89	Monthly	1,303	1,369	1,437	1,510	1,586
		Bi-weekly	601.28	631.60	663.44	696.88	732.00
		Hourly	7.516	7.895	8.293	8.711	9.150
Fire Alarm Technician	156	Monthly	1,565	1,644	1,726	1,813	1,905
		Bi-weekly	722.16	758.56	796.80	836.96	879.20
		Hourly	9.027	9.482	9.960	10.462	10.990
Burglary/Robbery Alarm Inspector	156	Monthly	1,565	1,644	1,726	1,813	1,905
		Bi-weekly	722.16	758.56	796.80	836.96	879.20
		Hourly	9.027	9.482	9.960	10.462	10.990

2. TERM

This Addendum is effective on the date indicated above and shall remain in full force and effect until June 26, 1981.

DATED: OCTOBER 22, 1980

International Union of Operating Engineers,
Stationary Engineers Local 39, AFL-CIO

BY: 
GARLAND ROSAURO
Business Representative

City of Sacramento

By: 
STEVE LAKICH
Director of Employee Relations

RESOLUTION NO. 80-700

Adopted by The Sacramento City Council on date of

OCTOBER 28, 1980

A RESOLUTION ADOPTING ADDENDUM NO. 2 TO THE 1979-81 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY ENGINEERS LOCAL 39 COVERING EMPLOYEES IN THE OPERATIONS AND MAINTENANCE, OFFICE AND TECHNICAL, PROFESSIONAL AND SUPERVISORY UNITS

WHEREAS, on July 3, 1979, the City Council approved the 1979-81 Memorandum of Understanding between the City and the International Union of Operating Engineers, Stationary Engineers Local 39 covering employees in the Operations and Maintenance, Office and Technical, Professional and Supervisory Units; and

WHEREAS, on June 27, 1980, the City Council approved Addendum No. 1 which implemented Article XXI of said Memorandum of Understanding which provided for salary inequities to be effective June 28, 1980; and

WHEREAS, the City and the Union have reached agreement on three additional salary adjustments which were inadvertently omitted from the 1980 inequity settlement which is reflected by the written Addendum No. 2 to said Memorandum of Understanding, signed by the parties on October 22, 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 October 22, 1980, to the Memorandum of Understanding between the City and the International Union of Operating Engineers, Stationary Engineers Local 39 covering employees in the Operations and Maintenance, Office and Technical, Professional and Supervisory Units.

MAYOR

ATTEST:

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RESOLUTION NO. 80-701

Adopted by The Sacramento City Council on date of

October 28, 1980

A RESOLUTION AMENDING RESOLUTION NO. 80-415,
DATED JUNE 27, 1980, RELATING TO CLASSIFICATIONS
AND SALARY SCHEDULES

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

SECTION 1.

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

1. The approximate monthly salary for the classification of Senior Field Representative is changed from "\$1262 - \$1536" to "\$1303 - \$1586" and the Range No. is changed from 79 to 89.
2. The approximate monthly salary for the classification of Fire Alarm Technician is changed from "\$1556 - \$1895" to "\$1565 - \$1905" and the Range No. is changed from 117 to 156.
3. The approximate monthly salary for the classification of Burglary/Robbery Alarm Inspector is changed from "\$1556 - \$1895" to "\$1565 - \$1905" and the Range No. is changed from 117 to 156.

SECTION 2.

1. Effective immediately Section 2 of Resolution No. 80-415, adopted by the City Council on June 27, 1980, is hereby amended by adding the following range to Salary Schedule V:

STEPS

Range No.	A	B	C	D	E
156	1565	1644	1726	1813	1905
	722.16	758.56	796.80	836.96	879.20
	9.027	9.482	9.960	10.462	10.990

MAYOR

ATTEST:

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