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BY THE CITY COUNCIL
18
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CITY CLERK

DEPARTMENT OF
HUMAN RESOURCES
PERSONNEL SERVICES DIVISION

CITY OF SACRAMENTO
CALIFORNIA

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May 6, 1997

City Council
Sacramento, California

Honorable Members in Session

SUBJECT: SALARY ADJUSTMENT - ACCOUNTANT-AUDITOR II/III AND BUYER I/III

LOCATION AND COUNCIL DISTRICT: City

RECOMMENDATION:

It is recommended that the City Council amend Resolution 94-008 by adjusting the salaries of Accountant-Auditor II, Accountant-Auditor III, Buyer I, and Buyer III as follows:

<u>Classification</u>	<u>Current Salary</u>	<u>Proposed Salary</u>	<u>% Increase</u>
Accountant-Auditor II	\$2,181.68 - \$3,384.47	\$2,253.33 - \$3,495.67	3.29
Accountant-Auditor III	\$2,507.65 - \$3,890.17	\$2,585.98 - \$4,011.70	3.12
Buyer I	\$1,887.13 - \$2,927.60	\$1,893.25 - \$2,937.05	0.32
Buyer III	\$2,473.99 - \$3,837.96	\$2,585.98 - \$4,011.70	4.53

CONTACT PERSON:

Kim Leek, Human Resources Analyst, 264-8358

FOR THE COUNCIL MEETING OF:

May 13, 1997

SUMMARY:

This report recommends adjusting the salaries of some levels of the Accountant-Auditor and Buyer classification series. On April 15, 1997, Personnel Services completed a classification study which concluded that some of the Accountant-Auditor and Buyer classifications should be compensated at a higher level to align them with other comparable professional classifications within the City of Sacramento. In addition, a Sacramento-area labor market survey and a salary survey conducted by Personnel Services indicate that the City's Accountant-Auditor and Buyer salaries are approximately 10% to 15% below comparable classifications in other governmental jurisdictions.

City Council

Salary Adjustment - Accountant-Auditor II/III and Buyer I/III

COMMITTEE/COMMISSION ACTION: None

BACKGROUND INFORMATION:

On April 15, 1997, Personnel Services completed a classification study and concluded that the Accountant-Auditor and Buyer classifications warrant a salary adjustment to align them with other comparable professional classifications within the City. It is recommended that the salary of Buyer I be increased by 0.32% to align it with Accountant-Auditor I; Accountant-Auditor II will be increased by 3.29% to align it with Buyer II, Assistant Planner, Economic Development Specialist I, and Geographic Information Systems Analyst I; and Accountant-Auditor III and Buyer III will be increased by 3.12% and 4.53%, respectively, to align them with Associate Planner, Economic Development Specialist II, and Geographic Information Systems Analyst II. In addition to resolving salary equity issues, aligning these professional classifications will result in fewer salary ranges within the City of Sacramento.

Internal salary alignment is the primary factor in determining salary placement for classifications; however, due to recent recruitment and retention difficulties for Accountant-Auditors and Buyers, external salaries were surveyed. Personnel Services found that the City's Accountant-Auditor I is 13.59% lower than comparable classifications in other cities and counties throughout the state; Accountant-Auditor II is 13.89% lower; and Accountant-Auditor III is 10.72% lower. According to the Compensation and Benefits Association of Sacramento's 1995 Salary Survey, the City's Accountant-Auditor II salary is 9.8% lower than comparable classifications in other governmental jurisdictions in the Sacramento-area labor market. This survey also showed that the City's Buyer I salary is 15.82% lower than the labor-market mean for governmental jurisdictions.

Local 39, the union representing Buyers, is in agreement with the salary adjustments. The Accountant-Auditor classifications are unrepresented.

FINANCIAL CONSIDERATIONS:

Costs associated with the increased salaries will be absorbed by the current departmental operating budgets.

ENVIRONMENTAL CONSIDERATIONS:

The subject of this report does not involve a project that required compliance with the California Environmental Quality Act (CEQA), inasmuch as it does not involve an activity which may cause a direct or indirect change in the environment (Public Resource Code Section 21065).

POLICY CONSIDERATIONS:

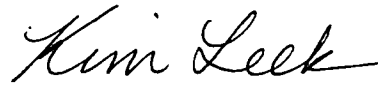
These recommendations are consistent with the current policy for making salary adjustments for civil service classifications.

MBE/WBE EFFORTS: Not applicable.

City Council

Salary Adjustment - Accountant-Auditor II/III and Buyer I/III

Respectfully submitted,




Kim Leek
Human Resources Analyst

RECOMMENDATION APPROVED:

APPROVED:



 William H. Edgar
City Manager



Dee Contreras
Director of Labor Relations

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BY THE CITY COUNCIL
APR 15 1997
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RESOLUTION NO. 97-226

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

AMENDING RESOLUTION 94-008 RELATING TO SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT RESOLUTION 94-008 IS AMENDED AS FOLLOWS, EFFECTIVE MAY 17, 1997.

Section I.

Exhibit A, Salary Schedules, Schedule 10, Confidential/Administrative Unit, is amended by:

- a. The modification of the salary for Accountant-Auditor II from \$2,181.68 - \$3,384.47 to \$2,253.33 - \$3,495.67
- b. The modification of the salary for Accountant-Auditor III from \$2,507.65 - \$3,890.17 to \$2,585.98 - \$4,011.70 per month.

Exhibit A, Salary Schedules, Schedule 16, Office and Technical Unit, is amended by:

- a. The modification of the salary for Buyer I from \$1,887.13 - \$2,927.60 to \$1,893.25 - \$2,937.05 per month.
- b. The modification of the salary for Buyer III from \$2,473.99 - \$3,837.96 to \$2,585.98 - \$4,011.70 per month.

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DATE ADOPTED: _____

4

Section 2.

Exhibit B, Employer - Employee Relations Policy, is amended by:

- a. The modification of the salary for Accountant-Auditor II from \$2,181.68 - \$3,384.47 to \$2,253.33 - \$3,495.67
- b. The modification of the salary for Accountant-Auditor III from \$2,507.65 - \$3,890.17 to \$2,585.98 - \$4,011.70 per month.
- c. The modification of the salary for Buyer I from \$1,887.13 - \$2,927.60 to \$1,893.25 - \$2,937.05 per month.
- d. The modification of the salary for Buyer III from \$2,473.99 - \$3,837.96 to \$2,585.98 - \$4,011.70 per month.

ATTEST:

CITY CLERK

MAYOR

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DATE ADOPTED: _____

5