

City of Sacramento

Legislation Details (With Text)

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Title: Animal Care Technician and Senior Animal Care Technician Salary Increasesand Local 39 Letter of Understanding [Published for 10-Day Review 04/11/2019]

Sponsors:

Indexes:

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Attachments:

Date	Ver.	Action By	Action	Result
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Title:

Animal Care Technician and Senior Animal Care Technician Salary [Increases](#)and Local 39 Letter of Understanding [Published for 10-Day Review 04/11/2019]

File ID: 2019-00478

Location: Citywide

Recommendation:

Adopt Adopt a Resolution approving new salary schedule [including pay increases](#) for [the](#) Animal Care Technician and Senior Animal Care Technician classifications [represented](#) covered by the Stationary Engineers, Local 39.

Contact: Ebony Heaven, Senior Personnel Analyst, (916) 808-7984; , Department of Human Resources; Sally Ly, Human Resources Manager, (916) 808-8907, Department of Human Resources

Presenter: None

Attachments:

- 1-Description/Analysis
- 2a2-Letter of Understanding (Animal Care Technician)
- 2b3-Letter of Understanding (Senior Animal Care Technician)
- 34-Resolution
- 4a5-Salary Schedule (Redlined)
- 4b6-Salary Scheduled (Final)

Description/Analysis

Issue Detail: On November 06, 2018, after multiple meetings between the City's Human Resources Department, Labor Relations Division, and Stationary Engineers, Local 39, regarding changes to the job specifications and minimum qualifications for applicants; , staff attrition,; and classification compensation, the City and Local 39 signed two Letters of Understanding (LOUs) titled, "Letter of Understanding - Animal Care Technicians Salary Ranges," shown on (Attachment 1), and, "Letter of Understanding - Senior Animal Care Technicians Salary Ranges," shown on(Attachment 2).

As a result of the meet and confer process the Department of Human Resources is recommending a five percent (5%) increase in the salary schedule for the Animal Care Technician and the Senior Animal Care Technician, as provided in the LOUs.

The California Code of Regulations requires that the City Council adopt the City's salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publicly available. These publicly adopted rates are used by CalPERS to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

The specific changes to the City's Salary Schedule are presented in two versions, a red-lined version of changes to the Salary Schedule as (Attachment 3), and a clean copy of the City's Salary Schedule is included as Exhibit A to the Resolution.

Policy Considerations: Approval of this action by the City Council is consistent with the City's legal obligations under the Meyers-Milias-Brown Act, adheres to the City's positive labor-management relations concept, and provides labor stability.

The Sacramento City Code Section 4.04.020 and Council Rules of Procedure (Chapter 7, Section E.2.d) mandate that unless waived by a 2/3 vote of the City Council, all labor agreements and all agreements greater than \$1,000,000 shall be made available to the public at least ten (10) days prior to council action.

Economic Impacts: None.

Environmental Considerations: This report concerns administrative activities that will not have a significant effect on the environment and that do not constitute a "project" as defined by the California Environmental Quality Act (CEQA) Guidelines Sections 15061(b)(3) and 15378(b)(2).

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Approval of this action will establish a new salary schedule for the Animal Care Technician classifications and will bring the salary of this classification up to market standards.

Financial Considerations: The General Fund cost of the salary change for these two classifications is approximately \$48,200 per year annualized. The FY2019/20 budget will be increased to reflect this change. Resources will be transferred from Administrative Contingency for FY2018/19 to the Animal Care Division of the Community Development Department budget, if needed, for the increase in labor costs in the current fiscal year.

Local Business Enterprise (LBE): Not applicable.