

RESOLUTION NO. R-251672

(R. 80-1856)

APR 22 1980

WHEREAS, on May 29, 1979, the Council adopted the Annual Salary Ordinance, No. 12666 (New Series), for fiscal year 1980; and

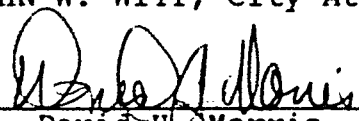
WHEREAS, Section 8 of said ordinance provides that those classified personnel who shall be eligible for and entitled to receive overtime compensation shall be approved by Council resolution after determination by the Civil Service Commission and City Manager and/or nonmanagerial department head; and

WHEREAS, the classifications now recommended to the Council has been appropriately determined to be so eligible and are submitted for Council approval; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, as follows:

That pursuant to the authority of Section 8 of the annual salary ordinance the classifications of personnel in the classified service of The City of San Diego eligible for premium or regular rate overtime, as set forth in Attachment A hereto, are hereby approved for such status in accordance with the terms and conditions recited therein, effective upon the passage of this resolution through June 30, 1980.

APPROVED: JOHN W. WITT, City Attorney

By   
David H. Morris  
Deputy City Attorney

DHM:lco:332  
4/8/80  
Or.Dept.:Personnel

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CIVIL SERVICE COMMISSION  
**REPORT**  
PERSONNEL DEPARTMENT - SAN DIEGO, 92101  
TO THE MAYOR AND COUNCIL

March 25, 1980

Subject: Creation of New Grounds Maintenance and Area Manager  
Classifications and Approval of Their Overtime Eligibility

Summary:

Issue: Should seven new classes titled Grounds Maintenance Worker I, Grounds Maintenance Worker II, Grounds Maintenance Worker III, Grounds Maintenance Supervisor, Area Manager I, Area Manager II, and District Manager be included in the Fiscal Year 1980 Salary Ordinance? If approved, what shall be the overtime eligibility of the new classifications?

Civil Service Commission Recommendation: Approve the creation of the new classifications and the joint Civil Service Commission/City Manager recommendation as to their overtime eligibility.

Other Recommendations: None.

Background: The Park and Recreation Department, in an effort to improve its operations through an "area management" concept, has proposed a major reorganization of its operations, with a planned implementation date of July 1, 1980. The department's reorganization plan will divide the functions currently administered on a City-wide basis by four line divisions and will reapportion them as they occur within three new divisions, each covering a geographic area of the City. Each new division will be managed by a Division Superintendent. Below this level, however, the department has proposed considerable restructuring of many positions.

A series of generalist grounds maintenance classifications has been proposed in order to make maximum use of personnel. Employees in these classes would perform a wide variety of grounds and facilities maintenance functions currently performed by other City classes on a specialized basis. In addition, a series of generalist manager classifications has been proposed to facilitate management of both the maintenance functions and recreation programming responsibilities on a geographic basis. The positions in these two proposed classification series will require unique combinations of skills and knowledge which are not appropriately included in any existing classifications.

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In response to this change, the Civil Service Commission at its meeting of March 6, 1980, approved the creation of the seven new classes of Grounds Maintenance Worker I, Grounds Maintenance Worker II, Grounds Maintenance Worker III, Grounds Maintenance Supervisor, Area Manager I, Area Manager II, and District Manager in order to provide the staffing needed for the reorganized functions. Grounds Maintenance Worker I will be the entry level training class to perform routine grounds maintenance and basic custodial functions at assigned park and recreation facilities. Grounds Maintenance Worker II will be the fully experienced journey level class to perform semi-skilled grounds and facilities maintenance work at various park sites and community recreation centers. Grounds Maintenance Worker III will be a lead class over crews of lower level Grounds Maintenance Workers in major park renovation, redevelopment, or maintenance support functions. Grounds Maintenance Supervisor will be the first-level supervisory class over City-wide maintenance support projects and grounds and facilities maintenance functions at major park sites. Area Manager I and Area Manager II will oversee area-wide recreation programming and grounds and facilities maintenance. In contrast to Area Managers I, employees at the Area Manager II level will have considerably greater responsibilities in managing major departmental operations and maintenance functions or recreation centers having much larger facilities, more extensive programming, and more active community involvement. Such duties and responsibilities require greater managerial ability and more extensive supervisory experience than is required at the Area Manager I level. District Manager will manage operations in several geographic areas, oversee major City-wide park maintenance support services, Mission Bay activities, or recreation programs and grounds and facilities maintenance at Balboa Park.

Overtime Eligibility: The Fiscal Year 1980 Salary Ordinance states that the Civil Service Commission and City Manager and/or non-managerial department heads determine those employees who shall be entitled to receive overtime compensation and requires that these determinations be approved by the City Council prior to being designated in the Personnel Manual. In accordance with these provisions, the Civil Service Commission and the City Manager jointly recommend that the Grounds Maintenance Worker I, Grounds Maintenance Worker II, Grounds Maintenance Worker III, and Grounds Maintenance Supervisor classes be granted eligibility for premium rate overtime as they are blue collar classifications whose counterparts in the City currently receive premium rate overtime. Area Manager I, Area Manager II, and District Manager are recommended to receive straight-time overtime eligibility consistent with other classifications in the recreation occupational group.

Respectfully submitted,



Rich Snapper  
Personnel Director

RS:JF:cb

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Passed and adopted by the Council of The City of San Diego on \_\_\_\_\_  
by the following vote:

Councilmen	Yeas	Nays	Not Present	Ineligible
Bill Mitchell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Cleator	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Lowery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fred Schnaubelt	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Larry Stirling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lucy Killea	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Pete Wilson	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

PETE WILSON

Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California.

By Barbara Berridge, Deputy.

(Seal)

Office of the City Clerk, San Diego, California

Resolution Number R-251672 Adopted APR 22 1980