

(R-83-1681)

RESOLUTION NUMBER R- 258470

Adopted on MAY 16 1983

WHEREAS, pursuant to Resolution No. 205781, adopted June 8, 1972, the City Council of The City of San Diego formally recognized various employee organizations to represent employees in appropriate units established in accordance with Section XII of the Employer-Employee Relations Policy; and

WHEREAS, various classification title changes have been included in the fiscal year 1984 Salary Ordinance; and

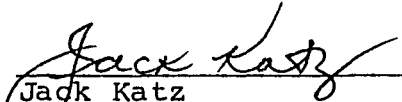
WHEREAS, it is now necessary to amend employee representation units to reflect those newly adopted classifications in and remove deleted classifications from existing appropriate units as established by the City Council in the fiscal year 1984 Salary Ordinance and change those classification titles as may be appropriate; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego that the classifications previously designated by the Council as appropriately assigned to employee representation units be and the same are hereby amended to reflect additions of new classes, removal of deleted classes, and changes to titles, such

amendments to be as contained in the listing of job
classifications and appropriate units on file in the office of
the City Clerk as Document No. RR-258470

APPROVED: John W. Witt, City Attorney

By



Jack Katz
Chief Deputy City Attorney

JK:smm
5/16/83
R-83-1681
Or.Dept:Mgr./Pers.
Form=r.none

ADMINISTRATIVE SUPPORT AND FIELD SERVICE UNIT

SUBJECT: Administrative Support and Field Service

Classes included in this unit are primarily non-supervisory, white collar personnel in the clerical, field services, and related areas. As a general rule, these classifications do not require any college preparation or highly technical experience. They are not members of construction or maintenance crews, but rather, primarily work in an office or perform some quasi-clerical functions in the field. In past years, these classes have tended to move together in terms of salary, and the history of employee relations has been quite inter-related. There is a great commonality of interest, in that we find a similarity of education and experience requirements, and incumbents have been qualified for other than their own narrow field.

Classes previously allocated to Administrative Support and Field Service Unit:

Account Clerk
Assistant Book Repairer
Auto Messenger
Auto Parts Buyer
Book Repairer
Bookmobile Driver
Community Service Officer
Dispatcher I
Dispatcher II
Disposal Fee Collector
Field Representative
Golf Starter I
Golf Starter II
Intermediate Clerk
Intermediate Stenographer
Intermediate Typist
Junior Clerk
Junior Stenographer
Junior Typist
Legal Assistant
Legal Stenographer
Legislative Recorder ~~Board Stenographer~~
Library Aide
Meter Reader
Parking Controller
Payroll Audit Clerk
Payroll Clerk
Programmed Typewriter Operator
Public Information Assistant
Public Service Career Trainee
(If target class is in this unit)
Senior Account Clerk
Senior Stenographer
Stock Clerk
Storekeeper I
Student Worker

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REVISED

New class to be added to the Administrative Support and Field Service Unit:

Senior Payroll Audit Clerk

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SUPERVISORY UNIT

SUBJECT: Supervisory Unit

Traditionally, supervisors are excluded from units which include their subordinates. This history is consistent, long standing, and extends even to the first level of supervision. There are a number of reasons why this is the case, the most important being that supervisors cannot be "brothers" to their subordinates and cannot represent their subordinates in grievance or other type proceedings with a conflict of interest. The classifications included are those which have significant combinations of traditional supervisory functions including assigning and directing work; supervising employees; evaluating performance; enforcing rules and standards; and planning production and service. For the most part, supervisors are not involved in the work of a crew but perform substantially different tasks the majority of their work day.

Classes previously allocated to Supervisory Unit:

Airport Supervisor
Area Manager I
Area Manager II
Assistant Customer Services Supervisor
Assistant Facility Manager
Associate Land Surveyor
Biologist III ~~Microbiologist III~~
Building Inspection Technician III
Building Maintenance Supervisor
Building Services Supervisor
Building Supervisor
Carpenter Supervisor
Cemetery Manager
Claims Representative III
Communications Services Coordinator
Communications Technician Supervisor
Community Development Specialist III
Crime Laboratory Manager ~~Supervising Criminalist~~
Customer Services Supervisor
Data Entry Supervisor
Disposal Site Supervisor
District Manager
Electrician Supervisor
Equipment Repair Supervisor
Equipment Service Supervisor
Equipment Trainer
General Utility Supervisor
General Water Utility Supervisor
Graphic Design Supervisor ~~Graphics Supervisor~~
Greenskeeper Supervisor
Grounds Maintenance Manager
Grounds Maintenance Supervisor
Heating, Ventilating, and Air Conditioning Supervisor
Inventory Control Supervisor
Lifeguard Captain
Lifeguard Lieutenant
Litter Control Supervisor ~~Supervising Sanitation Inspector~~
Metal Fabrication Services Supervisor

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Metal Fabrication Supervisor
 Motor Sweeper Supervisor
 Offset Press Supervisor
 Painter Supervisor
 Parking Control Supervisor
 Parking Meter Supervisor
 Plant Maintenance Supervisor
 Plumber Supervisor
 Police Records Administrator
 Principal Buyer
 Principal Clerk
 Principal Sanitation Supervisor
 Principal Utility Supervisor
 Principal Water Utility Supervisor
 Project Officer II
 Roofing Supervisor
~~Sanitation Enforcement Supervisor~~ DELETED CLASS
 Sanitation Supervisor
 Senior Building Maintenance Supervisor
 Senior Chemist
 Senior Civil Engineer
 Senior Clerk
 Senior Communications Engineer ~~Communications Engineer~~
 Senior Communications Technician Supervisor ~~Communications Maintenance Supervisor~~
 Senior Disposal Fee Collector
 Senior Disposal Site Supervisor
 Senior Electrical Engineer
 Senior Electrical Supervisor ~~Electrical Maintenance Supervisor~~
 Senior Equipment Repair Supervisor
 Senior Land Surveyor
 Senior Meter Reader
 Senior Planner
 Senior Sanitation Supervisor
 Senior Structural Engineer
 Senior Systems Analyst
 Senior Traffic Engineer
 Senior Typist
 Senior Utilities Services Technician
 Senior Utility Supervisor
 Senior Waste Water Plant Supervisor
 Senior Water Plant Supervisor
 Senior Water Utility Supervisor
 Social Program Specialist II
 Social Program Specialist III
 Social Program Specialist IV
 Storekeeper II
 Stores Supervisor
 Supervising Criminalist ~~Senior Criminalist~~
 Supervising Custodian
 Supervising Dispatcher
 Supervising Evidence Technician ~~Senior Evidence Technician~~
 Supervising Field Representative
 Supervising Librarian
 Supervising Litigation Investigator
 Supervising Meter Reader
 Supervising Property Agent

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Supervising Recreation Specialist
~~Transportation Officer~~ DELETED CLASS
Transportation Supervisor
Tree Maintenance Supervisor
Utility Supervisor
Waste Water Plant Supervisor
Water Plant Operation Supervisor
Water Utility Supervisor

New classes to be added to the Supervisory Unit:

Harbor Patrol Lieutenant
Printing Services Supervisor
Recreation Program Supervisor

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PROFESSIONAL UNIT

SUBJECT: Professional Unit

Under the Meyers-Milias-Brown Act, professional employees have the right to be represented separately from non-professional employees. Consequently, we recommend a professional unit for those classifications which require a high degree of educational attainment, generally recognized by a degree from a four-year college. The classifications included in this unit are broadly based as the commonality of interest overshadows the narrow individual profession of each group as they all work for the City. Generally, no supervision is exercised by classifications included in this unit.

Classes previously allocated to Professional Unit:

Accountant I
Accountant II
Accountant III
Accountant Trainee
Administrative Analyst
Administrative Trainee
Agricultural Lease Manager
Assistant Administrative Analyst
Assistant Chemist
Assistant Civil Engineer
Assistant Criminalist
Assistant Economist
Assistant Electrical Engineer
Assistant Land Surveyor
Assistant Mechanical Engineer
Assistant Park Designer
Assistant Personnel Analyst
Assistant Planner
Assistant Property Agent
Assistant Rate Analyst
Assistant Structural Engineer
Assistant Traffic Engineer
Associate Administrative Analyst
Associate Chemist
Associate Civil Engineer
Associate Economist
Associate Electrical Engineer
Associate Mechanical Engineer
Associate Personnel Analyst
Associate Planner
Associate Property Agent
Associate Structural Engineer
Associate Traffic Engineer
Biologist I ~~Microbiologist I~~
Biologist II ~~Microbiologist II~~
Buyer
Buyer Trainee
Community Development Specialist I
Community Development Specialist II
Community Development Specialist IV
Corrosion Engineer

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Criminalist
Deputy Noise Abatement Officer
Economist
Elections Officer
Forensic Alcohol Analyst
Junior Chemist
Junior Civil Engineer
Junior Electrical Engineer
Junior Mechanical Engineer
Junior Planner
Junior Property Agent
Librarian I
Librarian II
Library Assistant
Noise Abatement Officer
Park Designer
Personnel Analyst
Project Assistant
Project Officer I
Property Agent
Public Information Officer
Public Service Career Trainee
(If target class is in this unit)
Rate Analyst
Records Management Officer
Recreation Center Director I
Recreation Center Director II
Recreation Center Director III
Recreation Specialist
Rehabilitation Counselor
Safety Officer
Senior Buyer
Senior Librarian
Senior Property Agent
Senior Public Information Officer
Social Program Specialist I

New class to be added to the Professional Unit:

Associate Communications Engineer

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TECHNICAL UNIT

SUBJECT: Technical Unit

This unit is distinguished by the inclusion of classifications that require a technical, specialized knowledge or are of a non-clerical administrative nature. The community of interest is based on either a subprofessional relationship to the professional staff or technical competence in a specialized area other than in those occupational groups traditionally known as clerical or blue collar. The proposed unit includes a number of non-supervisory classifications found City-wide in a variety of occupational groupings. These classes, in large measure, have a small number of incumbents, and it is impractical to carve out a variety of units based on a narrow specialty or interest due to the time and expense which would be necessary in dealing with each one. Instead, based on past history, we have found that generally, the commonality of interest in terms of a broad technical and subprofessional interest and a similar salary movement and cohesion of representation over a number of years is a strong influencing factor.

Classes previously allocated to Technical Unit:

Administrative Aide I
Administrative Aide II
Assistant Documents Examiner
Assistant Laboratory Technician
Assistant Polygraph Examiner
Audio Visual Specialist
Building Inspection Technician I
Building Inspection Technician II
Building Inspector I
Building Inspector II
Building Inspector Trainee I
Building Inspector Trainee II
Claims Representative I
Claims Representative II
Data Entry Operator
~~Data Entry Trainee~~ DELETED CLASS
Dispute Resolution Officer
Documents Examiner
Documents Examiner Trainee
Drafting Aide
Engineering Trainee
Evidence Technician
Graphic Designer ~~Graphics Illustrator~~
Junior Engineering Aide
Laboratory Assistant
Laboratory Technician
Latent Fingerprints Examiner
Layout Composer
Lifeguard I
Lifeguard II
Lifeguard III
Litigation Investigator
Litter Control Inspector ~~Sanitation Inspector~~
Personnel Assistant
Photographer

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Planning Technician I
Planning Technician II
Planning Technician III
Police Investigative Aide
Polygraph Examiner
Polygraph Examiner Trainee
Principal Engineering Aide
Principal Survey Aide
Public Service Career Trainee
(if target class is in this unit)
Recreation Aide
Recreation Leader I
Recreation Leader II
Safety Representative I
Safety Representative II
Senior Building Inspector
Senior Data Entry Operator
Senior Drafting Aide
Senior Engineering Aide
Senior Survey Aide
Senior Zoning Representative
Student Engineer
Swimming Instructor
Swimming Pool Manager I
Swimming Pool Manager II
Swimming Pool Manager III
Utilities Services Technician
Zoning Assistant
Zoning Representative

New classes to be added to the Technical Unit:

Harbor Patrol Officer
Harbor Patrol Sergeant
Lake Aide
Senior Litigation Investigator

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MAINTENANCE AND LABOR UNIT

SUBJECT: Maintenance and Labor Unit

Generally, this unit is a basic blue collar unit, in some respects similar to those found in the private manufacturing sector. This unit reflects a community of interest identified by the nature and complexity of the work performed, traditional skills, common educational level, history of representation, and general compensation trends. It also reflects a desire for the widest possible commonality of interest in order to ensure employees the greatest freedom in the exercise of their employee rights.

Classes previously allocated to Maintenance and Labor Unit:

Airport Operations Assistant
Assistant Reservoir Keeper
Building Service Technician
Custodian I
Custodian II
Custodian III
Equipment Technician I
Equipment Technician II
Equipment Technician III
Firearms Technician
Grounds Maintenance Worker I
Grounds Maintenance Worker II
Grounds Maintenance Worker III
Laborer
Lake Ranger I
Lake Ranger II
Motive Service Technician
Motive Service Trainee
Nursery Gardener
~~Nursery Trainee~~ DELETED CLASS
Plant Maintenance Mechanic
Pool Maintenance Supervisor
Public Service Career Trainee
(if target class is in this unit)
Reservoir Keeper
Senior Motive Service Technician
Tank Service Technician I
Tank Service Technician II
Tree Maintenance Crewleader
Tree Trimmer
~~Tree Trimmer Trainee~~ DELETED CLASS
Utility Worker I
Utility Worker II
Waste Water Plant Lead Operator
Waste Water Plant Operator
Waste Water Plant Operator Trainee

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Water Plant Lead Operator
Water Plant Operator
Water Plant Operator Trainee
Water Utility Worker
~~Window-Cleaner~~ DELETED CLASS

New Classes to be added to the Maintenance and Labor Unit:

Plant Operator Trainee

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SKILLED TRADES AND EQUIPMENT OPERATOR UNIT

SUBJECT: Skilled Trades and Equipment Operator Unit

This unit includes occupational areas which are apprenticeable, those generally related to construction trades in private industry, and those which historically in the City have been identified or associated with this group in terms of commonality of interest and general salary movement. We find that there is a greater commonality of interest in this type of a unit arrangement than in any other, due to the history of labor relations, commonality of interest, commonality of education and experience, and promotional avenues.

Classes previously allocated to Skilled Trades and Equipment Operator Unit:

Apprentice
Bindery Worker I
Bindery Worker II
Body and Fender Mechanic
Carpenter
Cement Finisher
Cement Gun Operator
Communications Technician
Electrician
Equipment Mechanic
Equipment Operator I
Equipment Operator II
Equipment Operator III
Equipment Painter
Equipment Service Writer
Heavy Truck Driver I
Heavy Truck Driver II
Light Equipment Operator
Lithographic Technician
Locksmith
Machinist
Maintenance Estimator
Mini-Bus Driver
Motor Sweeper Operator
Offset Press Operator
Painter
Plasterer
Plumber
Public Service Career Trainee
(if target class is in this unit)
Refrigeration Mechanic
Roofer
Sanitation Driver I
Sanitation Driver II
Senior Communications Technician
Senior Offset Press Operator
Sign Painter
Traffic Signal Technician
Welder

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FIRE UNIT

Classes previously allocated to Fire Unit:

Fire Battalion Chief
Fire Captain
Fire Engineer
Fire Fighter

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POLICE UNIT

Classes previously allocated to Police Unit:

Community Relations Assistant to the
Police Chief
Police Agent
Police Captain
Police Lieutenant
Police Officer I
Police Officer II
Police Recruit
Police Sergeant

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NO REPRESENTATION UNIT (CLASSIFIED - FULL-TIME)

Classes previously allocated to No Representation Unit:
(Classified - Full-Time)

Administrative Secretary
Council Secretary
Organizational Development Specialist I
Organizational Development Specialist II
Organizational Development Specialist III
Organizational Development Supervisor
Risk Manager
Supervising Administrative Analyst
Supervising Economist
Supervising Personnel Analyst

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MAY 16 1983

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"/>
Gloria McColl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
William Jones	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ed Struiksma	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dick Murphy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uvaldo Martinez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> VACANT

AUTHENTICATED BY:

BILL CLEATOR

Deputy Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California.

By *Marjorie R. Portecow*, Deputy.

(Seal)

Office of the City Clerk, San Diego, California

Resolution Number R-258470 Adopted MAY 16 1983