

(R-86-933)

RESOLUTION NUMBER R- 264483

ADOPTED ON NOV 18 1985

WHEREAS, the Supreme Court recently ruled that state and local governments are subject to the Fair Labor Standards Act (FLSA) and as a result, the United States Department of Labor issued regulations requiring state and local agencies to be in compliance with the FLSA by October 15, 1985; and

WHEREAS, in order to comply, the Council, on September 16, 1985, by Resolution No. R-264074, approved changes in the overtime eligibility of general City employees (non-Police and Fire); and

WHEREAS, a decision on the overtime eligibility of Police and Fire employees, which was scheduled for October 14, 1985, was postponed because legislation was pending in Congress which would significantly affect the applicability of the FLSA to local government; and

WHEREAS, legislation which has been passed by both houses of Congress and signed by the President, delays the application of the FLSA to local governments until April 15, 1986, and, in addition, makes several changes in the provisions of the FLSA as it applies to public employees; and

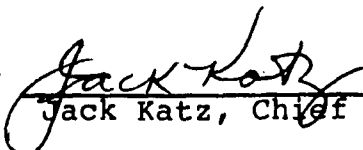
WHEREAS, as a result, the Civil Service Commission, at its November 7, 1985 meeting, approved the reinstatement of all pre-FLSA overtime rules and regulations and the matter is now being brought to the Council for the final approval pursuant to

provisions of the Salary Ordinance for Fiscal Year 1986; NOW,
THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that pursuant to congressional action permitting said overtime compensation action, Resolution No. R-264074, dated September 16, 1985, relating to overtime compensation standards required by the Fair Labor Standards Act, 29 U.S. Code § 201, et seq., be and the same is hereby rescinded.

BE IT FURTHER RESOLVED, that pursuant to the authority of Sections 7 and 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 Exhibit "A" hereto, are hereby approved for such status in accordance with the terms and conditions recited therein, effective upon the passage of this resolution until April 15, 1986, the new effective date of the FLSA, at which time further revisions will be forthcoming to once again implement provisions of the FLSA.

APPROVED: JOHN W. WITT, City Attorney

By 
Jack Katz, Chief Deputy

JK:smm
11/15/85
Or.Dept:Pers.
R-86-933
Form=r.none

Passed and adopted by the Council of The City of San Diego on NOV 18 1985,
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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Struikisma	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District 7 - vacant	<input 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 Roger Hedgecock	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

ROGER HEDGECOCK
Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR
City Clerk of The City of San Diego, California.

(Seal)

By *June A. Blackwell*, Deputy.

Office of the City Clerk, San Diego, California	
Resolution Number <u>R-264483</u>	Adopted <u>NOV 18 1985</u>

RECEIVED
CITY CLERK'S OFFICE
1985 NOV 15 PM 1:56
SAN DIEGO, CALIF.

EXHIBIT A

<u>Regular Rate</u>	<u>Premium Rate</u>
<u>Building Inspection</u>	
Senior Building Inspector	Building Inspector II Building Inspector I Building Inspector Trainee II Building Inspector Trainee I
<u>Chemists</u>	
Senior Biologist Senior Chemist Associate Chemist Biologist III Assistant Chemist Biologist II Biologist I Junior Chemist	Laboratory Technician Assistant Laboratory Technician Laboratory Assistant
<u>Clerical</u>	
Legal Assistant Student Worker	Administrative Secretary Legislative Recorder Principal Clerk Legal Secretary Senior Payroll Audit Clerk Council Secretary Executive Secretary Senior Disposal Site Representative Senior Account Clerk Senior Cashier Senior Clerk Senior Typist Disposal Site Representative Payroll Audit Clerk Public Information Assistant Intermediate Stenographer Account Clerk Bookmobile Driver Cashier Payroll Clerk Word Processing Operator Book Repairer Intermediate Clerk Intermediate Typist

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Regular Rate

Premium Rate

Junior Stenographer
Auto Messenger
Assistant Book Repairer
Junior Clerk
Junior Typist
Library Aide
Public Service Career Trainee
(same as target class)

Communications

Police Dispatch Supervisor
Police Dispatcher
Dispatcher II
Dispatcher I

Construction and Maintenance

General Utility Supervisor	Senior Utility Supervisor
General Water Utility Supervisor	Senior Water Utility Supervisor
Principal Utility Supervisor	Building Services Supervisor
Principal Water Utility Supervisor	Airport Supervisor
	Building Supervisor
	Utility Supervisor
	Water Utility Supervisor
	Reservoir Keeper
	Tank Service Technician II
	Lake Ranger II
	Airport Operations Assistant
	Assistant Reservoir Keeper
	Building Service Technician
	Pool Maintenance Supervisor
	Tank Service Technician I
	Utility Worker II
	Water Utility Worker
	Lake Ranger I
	Utility Worker I
	Laborer
	Lake Aide

EXHIBIT ARegular RatePremium RateCustodial

Supervising Custodian
Custodian III
Custodian II
Custodian I

Data Processing

Senior Systems Analyst

Data Entry Supervisor
Senior Data Entry Operator
Data Entry Operator

Engineering

Project Officer II
Senior Civil Engineer
Senior Communications Engineer
Senior Electrical Engineer
Senior Land Surveyor
Senior Structural Engineer
Senior Traffic Engineer
Associate Civil Engineer
Associate Communications Engineer
Associate Electrical Engineer
Associate Land Surveyor
Associate Mechanical Engineer
Associate Structural Engineer
Associate Traffic Engineer
Project Officer I
Park Designer
Assistant Civil Engineer
Assistant Electrical Engineer
Assistant Land Surveyor
Assistant Mechanical Engineer
Assistant Structural Engineer
Assistant Traffic Engineer
Building Inspection Technician III
Corrosion Engineer
Project Assistant
Junior Civil Engineer
Junior Electrical Engineer
Junior Mechanical Engineer
Principal Engineering Aide
Principal Survey Aide
Assistant Park Designer

Building Inspection Technician II
Building Inspection Technician I
Senior Drafting Aide
Senior Engineering Aide
Senior Survey Aide
Senior Utilities Services
Technician
Drafting Aide
Junior Engineering Aide
Utilities Services Technician
Engineering Trainee
Student Engineer

EXHIBIT ARegular RatePremium RateEquipment Maintenance

Senior Equipment Repair Supervisor

Metal Fabrication Services
 Supervisor
 Plant Maintenance Supervisor
 Power Plant Supervisor
 Equipment Repair Supervisor
 Metal Fabrication Supervisor
 Equipment Service Writer
 Plant Maintenance Mechanic
 Power Plant Operator
 Machinist
 Equipment Mechanic
 Welder
 Body and Fender Mechanic
 Equipment Painter
 Equipment Technician III
 Parking Meter Supervisor
 Equipment Technician II
 Firearms Technician
 Equipment Service Supervisor
 Equipment Technician I
 Senior Motive Service Technician
 Motive Service Technician
 Motive Service Trainee

Equipment Operation

Principal Sanitation Supervisor
 Senior Disposal Site Supervisor

Senior Sanitation Supervisor
 Disposal Site Supervisor
 Equipment Trainer
 Sanitation Supervisor
 Motor Sweeper Supervisor
 Equipment Operator III
 Equipment Operator II
 Motor Sweeper Operator
 Sanitation Driver II
 Heavy Truck Driver II
 Equipment Operator I
 Sanitation Driver I
 Transportation Supervisor
 Heavy Truck Driver I
 Light Equipment Operator
 Mini-Bus Driver

EXHIBIT ARegular RatePremium RateField Contact

Supervising Litigation Investigator	Safety Representative II
Senior Litigation Investigator	Litter Control Supervisor
Litigation Investigator	Claims Representative I
Customer Services Supervisor	Safety Representative I
Claims Representative II	Litter Control Inspector
Dispute Resolution Officer	Parking Control Supervisor
Assistant Customer Services Supervisor	Supervising Field Representative
	Supervising Meter Reader
	Senior Meter Reader
	Field Representative
	Parking Controller
	Meter Reader

Fire

Fire Battalion Chief
 Fire Captain (See note below)
 Fire Engineer (See note below)
 Fire Fighter (See note below)

NOTE: Premium compensation at the rate of one and one-half times the base rate shall be paid to employees in the classifications of Fire Fighter, Fire Engineer and Fire Captain under the following conditions:

1. When an employee is called back to work from a non-duty status for emergency purposes, he/she shall receive premium pay for all such call-back time worked, with a two hour minimum of compensation in each instance. For the purpose of this section, assignments to maintain constant manning shall not constitute Emergency Call-Back and are not compensable at premium rate.
2. When an employee's shift is extended beyond its normal ending time, he/she shall receive premium pay for the time of the shift extension.
3. When an employee, as a result of his/her employment responsibilities, is required under subpoena to appear in court during non-duty hours, he/she shall receive premium pay for all such court time with a two hour minimum of compensation in each such instance.
 - a. When an employee, as a result of his/her employment responsibilities, is under subpoena to appear in court during his/her non-duty hours, the employee shall go to the court and stand by until called by the court and shall receive pay at a premium rate of one and

EXHIBIT ARegular RatePremium Rate

one-half times the basic rate for such stand-by time, or, with the concurrence of the subpoenaing party, remain standing by at another location where he/she may be reached by the court by telephone. If an employee stands by at another location, no pay shall be received for such stand-by time.

- b. Employees eligible for premium overtime who are required, as a result of their employment responsibilities, to make court appearances during otherwise off-duty hours, shall receive compensation at the rate of time and one-half his/her regular base rate for all time actually spent in court (minimum of two hours, including pre-trial conferences required as part of the court process), excluding court recess time.
4. When an employee is mandated to attend training sessions on non-regularly assigned shifts, he/she shall receive premium rate overtime for the duration of such training.
5. When an employee, whose normal work schedule is forty (40) hours per week, works more than eight hours per day or 40 hours per week.

Graphics

Communications Services Coordinator	Graphic Designer
Graphic Design Supervisor	Photographer
Audio Visual Specialist	

Library

Supervising Librarian	Library Assistant
Senior Librarian	
Librarian II	
Librarian I	

Management, Fiscal and Staff

Community Development Coordinator	Personnel Assistant
Telecommunications Systems Manager	
Rate Analyst	
Agricultural Lease Manager	
Claims and Insurance Manager	
Employee Benefits Administrator	
Organizational Development Supervisor	
Supervising Administrative Analyst	
Supervising Economist	

EXHIBIT A

<u>Regular Rate</u>	<u>Premium Rate</u>
Supervising Personnel Analyst	
Supervising Property Agent	
Community Development Specialist IV	
Social Program Specialist IV	
Community Development Specialist III	
Senior Property Agent	
Social Program Specialist III	
Assistant Facility Manager	
Administrative Analyst	
Economist	
Elections Officer	
Organizational Development Specialist III	
Personnel Analyst	
Police Records Administrator	
Property Agent	
Records Management Officer	
Claims Representative III	
Safety Officer	
Accountant III	
Assistant Rate Analyst	
Associate Administrative Analyst	
Associate Economist	
Associate Personnel Analyst	
Associate Property Agent	
Collections Officer	
Community Development Specialist II	
Noise Abatement Officer	
Organizational Development Specialist II	
Senior Public Information Officer	
Social Program Specialist II	
Employee Assistance Specialist	
Principal Buyer	
Rehabilitation Counselor	
Accountant II	
Senior Buyer	
Assistant Administrative Analyst	
Assistant Economist	
Assistant Personnel Analyst	
Assistant Property Agent	
Community Development Specialist I	
Deputy Noise Abatement Officer	
Employee Benefits Specialist	
Organizational Development Specialist I	
Social Program Specialist I	
Accountant I	

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Regular Rate

Premium Rate

Public Information Officer
Buyer
Administrative Aide II
Administrative Trainee
Junior Property Agent
Accountant Trainee
Buyer Trainee
Administrative Aide I

Marine Safety

Lifeguard Captain
Harbor Patrol Lieutenant
Lifeguard Lieutenant
Harbor Patrol Sergeant (See note below)
Lifeguard Sergeant (see note below)
Harbor Patrol Officer (See note below)
Lifeguard II (See note below)
Lifeguard I

NOTE: Employees in the classifications of Harbor Patrol Officer, Harbor Patrol Sergeant, Lifeguard II, and Lifeguard Sergeant shall be eligible to receive premium overtime compensation at a rate of one and one-half times the base salary rate in the following circumstances:

1. In all instances when such employee is called back to duty from an off duty status for emergency purposes, a minimum of two (2) hours pay at the premium rate shall be received by the employee for each such instance.
2. In all instances when an employee's shift is extended beyond its normal ending time, the premium rate shall be paid for the time of the shift extension.

Park Maintenance

Stadium Turf Manager
Cemetery Manager
Grounds Maintenance Manager

Senior Stadium Groundskeeper
Greenskeeper Supervisor
Tree Maintenance Supervisor
Grounds Maintenance Supervisor
Stadium Groundskeeper
Grounds Maintenance Worker III
Nursery Gardener
Tree Maintenance Crewleader
Tree Trimmer
Grounds Maintenance Worker II
Grounds Maintenance Worker I

EXHIBIT ARegular RatePremium RatePlanning

Senior Planner
 Associate Planner
 Assistant Planner
 Junior Planner
 Planning Technician III
 Planning Technician II
 Planning Technician I

Senior Zoning Representative
 Zoning Representative
 Zoning Assistant

Plant Operation

Senior Waste Water Plant Supervisor
 Senior Water Plant Supervisor

Waste Water Plant Supervisor
 Water Plant Operation Supervisor
 Waste Water Plant Lead Operator
 Water Plant Lead Operator
 Waste Water Plant Operator
 Water Plant Operator
 Plant Operator Trainee

Police

Crime Laboratory Manager
 Police Captain
 Supervising Criminalist
 Police Lieutenant
 Criminalist
 Documents Examiner
 Police Sergeant (See note below)
 Polygraph Examiner
 Community Relations Assistant
 to the Police Chief (See note below)
 Assistant Criminalist
 Police Agent (See note below)
 Assistant Documents Examiner
 Latent Fingerprints Examiner
 Police Officer II (See note below)
 Assistant Polygraph Examiner
 Police Officer I (See note below)
 Documents Examiner Trainee
 Polygraph Examiner Trainee
 Police Recruit (See note below)

Supervising Evidence Technician
 Evidence Technician
 Forensic Alcohol Analyst
 Police Investigative Aide
 Community Service Officer

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NOTE: Premium compensation at the rate of one and one-half times the base rate shall be paid to employees in the classifications of Police Recruit, Police Officer I, Police Officer II, Police Agent, Community Relations Assistant to the the Police Chief, and Police Sergeant under the following conditions:

1. When an employee is called back to work from a non-duty status for emergency purposes, he/she shall receive premium pay for all such call-back time worked, with a two (2) hour minimum of compensation in each such instance.
2. When an employee is required under subpoena to appear in court during non-duty hours, he/she shall receive premium pay for all such court time with a two (2) hour minimum of compensation in each such instance.
3. When an employee's shift is extended beyond its normal ending time, he/she shall receive premium pay for the time of the shift extension.
4. If an employee is scheduled by the Department to work on a designated City holiday or is called back to work on a holiday, he/she shall receive pay at premium compensation for the normal shift worked and shall also receive eight (8) hours of compensating time for the holiday.
5. When an employee, as a result of his/her employment responsibilities is under subpoena to appear in court during his/her non-duty hours, the employee shall go to the court and stand by until called by the court and shall receive pay at the premium rate of one and one-half times the basic rate for such stand-by time, or, with the concurrence of the subpoenaing party, remain standing by at another location where he/she may be reached by the court by telephone. If an employee stands by at another location, no pay shall be received for such stand-by time.
6. Employees eligible for premium overtime who work shifts other than the day shift that are required, as a result of their employment responsibilities, to make court appearances during otherwise off-duty hours, shall be treated as follows:
 - a. The employee shall receive compensation at the rate of time and one-half his/her regular base rate for all time actually spent in court (minimum of two hours, including pre-trial conferences required as part of the court process), excluding court recess time, provided that,
 - b. if the employee makes a court appearance during the morning session and at least part of the afternoon session, after he/she has just

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EXHIBIT ARegular RatePremium Rate

completed working a night shift, and if the employee is scheduled to work the next succeeding night shift, the employee shall have the option of receiving time and one-half compensation for the actual court appearance time including pre-trial conference or having the succeeding scheduled night shift off as compensatory time. If an employee is scheduled off on his/her next shift following such court appearance, he/she may not exercise the second option.

Printing

Printing Services Supervisor
 Offset Press Supervisor
 Lithographic Technician
 Senior Offset Press Operator
 Layout Composer
 Offset Press Operator
 Bindery Worker II
 Bindery Worker I

Recreation

District Manager
 Recreation Program Supervisor
 Area Manager II
 Supervising Recreation Specialist
 Area Manager I
 Recreation Center Director III
 Recreation Specialist
 Recreation Center Director II
 Recreation Center Director I
 Swimming Pool Manager III
 Swimming Pool Manager II
 Recreation Leader II
 Swimming Pool Manager I
 Golf Starter II
 Recreation Leader I
 Swimming Instructor
 Golf Starter I
 Recreation Aide

EXHIBIT ARegular RatePremium RateSkilled Trades

Senior Building Maintenance Supervisor
 Senior Communications Technician Supervisor
 Senior Electrical Supervisor
 Building Maintenance Supervisor

Communications Technician Supervisor
 Senior Communications Technician Electrician Supervisor
 Electronics Technician Supervisor Heating, Ventilating, and Air Conditioning Supervisor
 Communications Technician Plumber Supervisor
 Maintenance Estimator Electrician
 Electronics Technician Refrigeration Mechanic
 Traffic Signal Technician Sign Painter Supervisor
 Plumber
 Carpenter Supervisor
 Painter Supervisor
 Plasterer
 Sign Painter
 Roofing Supervisor
 Cement Gun Operator
 Carpenter
 Cement Finisher
 Locksmith
 Painter
 Roofer
 Apprentice

Storekeeping

Stores Supervisor

Storekeeper II
 Auto Parts Buyer
 Inventory Control Supervisor
 Storekeeper I
 Stock Clerk