Resolution No. 04-0650

STOCKTON CITY COUNCIL

RESOLUTION AMENDING THE UNREPRESENTED MANAGEMENT/CONFIDENTIAL EMPLOYEES COMPENSATION PLAN BY AND ESTABLISHING THE POSITIONS OF DEPUTY FIRE CHIEF I AND DEPUTY FIRE CHIEF II, ALLOCATING THE SALARIES FOR THE POSITIONS, AND AMENDING THE MID-MANAGEMENT/SUPERVISORY LEVEL BARGAINING UNIT BY ESTABLISHING THE POSITION, ALLOCATING THE SALARY, AND ADOPTING THE CLASS SPECIFICATION FOR COMPUTER APPLICATIONS PROGRAMMER SUPERVISOR (AS/400)

WHEREAS, Fire Chief W. Gary Gillis has submitted a recommendation regarding the upper command structure of the Fire Department and that a reorganization may be in order; and

WHEREAS, Fire Chief W. Gary Gillis has also recommended that along with the position of Fire Chief, the position of Deputy Fire Chief be broadened to include two levels, Deputy Fire Chief I and Deputy Fire Chief II; and

WHEREAS, the Deputy Fire Chief I position, of which there would be three (3), would be responsible for Fire Prevention, Emergency Communications, Emergency Medical Services, Training, and Administration, and the Deputy Fire Chief II position would be the working lead level in the Deputy Fire Chief series; and

WHEREAS, after the position is established by the City Council, the new class specification will be forwarded to the Civil Service Commission for public hearing and adoption into the Classification Plan of the City of Stockton, after public comments by the affected bargaining units; and

WHEREAS, the proposed salary range for the classifications is as follows:

<table>
<thead>
<tr>
<th>Position Number</th>
<th>Unclassified Position</th>
<th>Unit</th>
<th>Grade</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>02095</td>
<td>Deputy Fire Chief I</td>
<td>MV</td>
<td>02A</td>
<td>$8332-8759-9207-9679-10,174-10,691</td>
</tr>
<tr>
<td>02094</td>
<td>Deputy Fire Chief II</td>
<td>MV</td>
<td>02S</td>
<td>$8542-8980-9440-9924-10,434-10,966</td>
</tr>
</tbody>
</table>

;and

WHEREAS, it is recommended that the City Council authorize an amendment to the Unrepresented Management/Confidential Employees Compensation Plan by establishing the positions and allocating the salaries for Deputy Fire Chief I and Deputy Fire Chief II and allocate the salaries for the positions.
WHEREAS, the proposed reorganization does not add additional personnel, but rather it takes one existing Deputy Fire Chief position and elevates it to a Deputy Fire Chief II classification classification; and

WHEREAS, there is sufficient funding in the Fire Department Budget to accommodate the reorganization of these positions; and

WHEREAS, the IBM iSeries (AS/400) computer system has been used by several agencies, public and private, for a number of years; and

WHEREAS, the City of Stockton hired and retained a very qualified candidate in July of 1991, but that person retired in July 2002, and the position has been vacant since that time, and the most recent recruitment to fill that vacancy closed on August 13, 2004; and

WHEREAS, a review of previous recruitments indicates that most of the candidates with iSeries experience did not possess a four-year degree, and most or all of the experience was on-the-job training or specialized iSeries training classes; and

WHEREAS, filling the vacancy with a qualified iSeries candidate is very important to the on-going maintenance, support, and growth of the City’s main computer system; and

WHEREAS, the creation of a new class specification will allow for specific applicants to qualify under a broader range of education and iSeries experience patterns; and

WHEREAS, the proposed class specification does not add additional personnel, but rather it takes an existing position to be utilized in a vital, specific area of need for the City of Stockton; and

WHEREAS, there is sufficient funding in the Administration Services ISF Account No. 010-502-5111 to accommodate the change of this position; now, therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS;

1. The City Manager of the City of Stockton is hereby authorized and directed to:
   a. Establish the positions of Deputy Fire Chief I and Deputy Fire Chief II and establish the salary ranges for the positions as set out in Exhibit “A” attached hereto.
   b. Take and/or authorize such other actions as deemed necessary to carry out the purpose and intent of this resolution.

2. The Mid-Management/Supervisory Level Bargaining Unit is hereby amended to establish the position, allocate the salary (Exhibit “B”), and adopt the class specification
for Computer Applications Programmer Supervisor (AS/400) (Exhibit “C”) is hereby approved and adopted.

PASSED, APPROVED and ADOPTED __________ __________

SEP 14 2004

ATTEST:

GARY A. PODESTO
Mayor of the City of Stockton

KATHERINE GONG MEISSNER
City Clerk of the City of Stockton
Exhibit A

ADDENDUM

To the

UNREPRESENTED MANAGEMENT/CONFIDENTIAL
EMPLOYEES COMPENSATION PLAN

(Effective January 1, 1997 through December 31, 2008)

<table>
<thead>
<tr>
<th>Position Number</th>
<th>Title</th>
<th>Unit</th>
<th>Grade</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
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<tbody>
<tr>
<td>02095</td>
<td>Deputy Fire Chief I</td>
<td>MV</td>
<td>02A</td>
<td>8332</td>
<td>8759</td>
<td>9207</td>
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<td>02094</td>
<td>Deputy Fire Chief II</td>
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<td>9440</td>
<td>9924</td>
<td>10,434</td>
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ADDENDUM

To the

MID-MANAGEMENT/SUPERVISORY LEVEL BARGAINING UNIT

(Effective January 16, 2000 through December 31, 2008)

<table>
<thead>
<tr>
<th>Position Number</th>
<th>Title</th>
<th>Unit</th>
<th>Grade</th>
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<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Computer Applications Programmer Supervisor (AS-400)</td>
<td>MC</td>
<td>0SK</td>
<td>4638</td>
<td>4876</td>
<td>5126</td>
<td>5389</td>
<td>5665</td>
<td>5955</td>
</tr>
</tbody>
</table>

APPROVED:

MID-MANAGEMENT/SUPERVISORY LEVEL BARGAINING UNIT

By: [Signature]
May Prosser Strong
Its: Labor Representative

By: [Signature]
Robert Evans
Its: President

AGENDA ITEM NO. ___
COMPUTER APPLICATIONS PROGRAMMING SUPERVISOR iSeries (AS/400)

DEFINITION

Under direction, plans, organizes, and directs activities related to systems programming/systems administration of iSeries (AS/400); designs and programs applications to business, accounting, financial, and other systems and procedures on a Citywide basis relating to the iSeries (AS/400) system only; performs related work as assigned.

CLASS CHARACTERISTICS

This is a supervisory class with responsibility for the day-to-day supervision of the Computer Applications and Programming Section iSeries (AS/400), and the coordination and review of computer systems analysis, programming, and applications project work on the iSeries (AS/400) system. This class is distinguished from the Computer Applications Programming Supervisor in that the latter has overall management responsibility for City mainframe computer systems operations, maintenance, applications, and programming, not relating to iSeries (AS/400).

PRINCIPAL DUTIES (Illustrative only)

1. Assists in the development and implementation of section goals, objectives, policies, procedures, and work standards.
2. Plans, organizes, assigns, supervises, reviews, and evaluates the work of assigned staff; selects staff and provides for their training and professional development.
3. Oversees security for the iSeries (AS/400) system; maintains object level and menu security, and exit programs.
4. Maintains logical partitions and peripheral devices (including optical devices); sets up and maintains test environments.
5. Provides technical assistance and advice to other departmental and City staff in areas of responsibility using the iSeries (AS/400) system; provides system support as needed.
6. Responsible for migrations and installations of iSeries (AS/400) hardware and software.
7. Conducts studies of information flow and designs and implements compatible systems; prepares related documentation and assists with system development standards.
8. Codes, maintains, and troubleshoots computerized programs; prepares documentation and assists with programming standards for iSeries (AS/400).
9. Provides consultation for programmers with complex program considerations and applications and assists with problem solving.
10. Prepares operational flow charts; determines feasibility and methods of computer technology.
City of Stockton
COMPUTER APPLICATIONS PROGRAMMING SUPERVISOR iSeries (AS/400)
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11. Establishes workflow and procedures for the implementation of systems.
12. May write and edit complex computer programs and prepare procedure and user manuals; prepares and maintains records of section projects and activities.
13. Assists with special computer studies and research.
14. Maintains a current knowledge of computer systems technology, CL programming, RPG programming and HTML.

MINIMUM QUALIFICATIONS

Possession of a Bachelor's degree from an accredited four-year college or university with major course work in computer science, mathematics, business, public administration, or a closely related field and two-years of journey-level system experience, which has involved responsibility for computer systems applications and/or programming using iSeries (AS/400).

OR

Possession of an Associate of Arts degree or 60 semester units from an accredited college or university with major course work in computer science, mathematics, business, public administration or a closely related field and four-years of journey-level system experience, which has involved responsibility for computer systems applications and/or programming using iSeries (AS/400).

OR

Possession of a high school diploma or GED and six-years of journey-level system experience, which has involved responsibility for computer systems applications and/or programming using iSeries (AS/400).

Other Requirements:

Specified positions may require the use of a valid California driver's license.

Knowledge of:

- Principles, practices, and methods of computer programming, systems analysis, and development of new computer applications using iSeries (AS/400);
- Computerized equipment capabilities, including electronic data processing and systems hardware;
City of Stockton
COMPUTER APPLICATIONS PROGRAMMING SUPERVISOR iSeries (AS/400)
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- Principles and techniques for evaluation of work processes for new or revised computer applications;
- Principles of technical report preparation, including computer research and analysis techniques;
- Accessing the iSeries (AS/400) from the Network;
- Statistical methods and formulae;
- Principles and practices of employee supervision, including selection, training, evaluation, and discipline.

Skill in:

- Planning, organizing, assigning, directing, reviewing, and evaluating the work of assigned staff;
- Conducting complex computer systems and procedures analyses and making sound recommendations for new applications using iSeries (AS/400);
- Reviewing and analyzing computer user needs and developing effective hardware and software solutions;
- Developing detailed programming specifications and writing complex computer programs;
- Preparing clear and concise reports and other written materials;
- Maintaining organized and accurate records;
- Establishing and maintaining effective working relationships with those contacted in the course of the work.