

# **NB-48**

April 14, 2020

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## **RECOMMENDATION:**

Adopt a Resolution amending the Fiscal Year 2020 Salary Resolution to revise the salary range for Public Safety Dispatcher I-IV, Communications Center Supervisor, Communications Center Coordinator, Public Health Nurse I-III, Public Health Nurse-NC, Public Health Nurse Supervisor, Registered Nurse I-II, Registered Nurse I-NC, Nurse Practitioner, Nurse Practitioner-NC, Licensed Vocational Nurse, Licensed Vocational Nurse-NC, and Ambulance Operator classifications. (Citywide)

## **DISCUSSION**

In accordance with the City Council instructions, approval is requested to amend the salary ranges, and add new skill pays, for multiple high-priority public safety classifications to address recruitment and retention issues for these positions. These classifications are represented by the International Association of Machinist and Aerospace Workers (IAM). To implement the salary adjustments and new skill pays, the City of Long Beach (City) engaged in the meet and confer process and reached agreement with IAM representatives.

City Management and IAM representatives held multiple negotiation sessions regarding the recruitment and retention issues of the nursing series, dispatch series and ambulance operator classifications who provide critical public safety services to the community. The Disaster Preparedness and Emergency Operations, Fire and Health Departments have had long-term recruitment and retention issues with these positions.

The proposed salary changes and new skill pays would be effective the first day of the first full pay period following City Council adoption. Consistent with City Council instructions, approval of the following recommended changes is requested:

### **Nursing Classifications**

Amend the salary ranges for the Public Health Nurse I-III, Public Health Nurse-NC, Public Health Nurse Supervisor, Registered Nurse I-II, Registered Nurse I-NC, Nurse Practitioner, Nurse Practitioner-NC, Licensed Vocational Nurse, and Licensed Vocational Nurse-NC classifications. In accordance with the attached signed Letter of Intent between the City and IAM, the following table summarizes the salary changes for the nursing series classifications:

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Classification	Current Range	Current Hourly Max	New Hourly Max
Public Health Nurse I	570	\$39.673	\$45.624
Public Health Nurse II	590	\$41.708	\$47.964
Public Health Nurse III	610	\$43.912	\$50.499
Public Health Nurse-NC	M68	\$37.201	\$42.781
Public Health Nurse Supervisor	640	\$47.401	\$54.511
Registered Nurse I	570	\$39.673	\$45.624
Registered Nurse II	590	\$41.708	\$47.964
Registered Nurse I-NC	M63	\$35.332	\$40.632
Nurse Practitioner	670	\$51.139	\$58.810
Nurse Practitioner-NC	M90	\$44.427	\$51.091
Licensed Vocational Nurse	440	\$28.587	\$32.875
Licensed Vocational Nurse-NC	M36	\$26.828	\$30.852

The recommended salary adjustments for the nursing series is to address ongoing recruitment and retention concerns with these public health classifications and to keep the positions' wages aligned with the market. These nursing series classifications are in the Professional Basic and Supervisory bargaining units represented by IAM.

Public Safety Dispatch Classifications

Approve the proposed salary ranges and establish four new dispatching skill pays for Public Safety Dispatcher I-IV, Communications Center Supervisor, and Communications Center Coordinator classifications. In accordance with the attached signed Letter of Intent between the City and IAM, the following tables summarize the salary changes and new skill pays for the dispatch series classifications:

Classification	Current Range	Current Hourly Max	New Hourly Max
Public Safety Dispatcher I	470	\$30.849	\$32.083
Public Safety Dispatcher II	500	\$33.287	\$34.618
Public Safety Dispatcher III	530	\$35.855	\$37.289
Public Safety Dispatcher IV	560	\$38.699	\$40.247
Communications Center Supervisor	590	\$41.708	\$43.376
Communications Center Coordinator	630	\$46.218	\$48.067

Dual (Police & Fire) Incentive Skill Pay	Amount
Training - Entry Telephone (Call Taking)	\$0.75
Training - Entry Radio (Dispatching)	\$0.75
Certified Dual Telephone (Call Taking)	\$2.00
Certified Dual Telephone & Radio (Call Taking & Dispatching)*	\$4.00

\*This skill pay is not stackable with any other skill pay in the Dual Incentive Skill Pay Series.

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The recommended salary changes to the dispatch series of classifications is to keep the positions' wages aligned with the regional market to address ongoing recruitment and retention concerns. The addition of the proposed new skill pays would streamline dispatch operations and create greater efficiencies by encouraging staff to be certified in telephone (call taking) and radio (dispatching) for both Police and Fire. These dispatch series classifications are in the Protection Basic and Supervisory bargaining units represented by IAM.

Ambulance Operator Classifications

Approve the proposed salary ranges for the Ambulance Operator job classification. In accordance with the attached signed Letter of Intent between the City and IAM, the following table summarizes the salary changes for the Ambulance Operator classification:

<b>Classification</b>	<b>Current Range</b>	<b>Current Hourly Rate</b>	<b>New Range</b>	<b>New Hourly Rate</b>
Ambulance Operator	P26	\$13.000	P26	\$15.600
Ambulance Operator	P27	\$13.220	P27	\$15.864
Ambulance Operator	P28	\$13.750	P28	\$16.500
Ambulance Operator-NC	H26	\$13.000	H26	\$15.600

The recommended salary changes to the Ambulance Operator job classification is to keep the position's wages aligned with the regional market and address ongoing recruitment and retention concerns. The Ambulance Operator classification is in the Protection Basic bargaining unit represented by IAM.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson and by Budget Manager Grace H. Yoon on April 7, 2020.

TIMING CONSIDERATIONS

City Council action is requested on April 14, 2020, to ensure timely implementation of the proposed ranges.

STATEMENT OF URGENCY

With the possible postponement or cancellation of upcoming City Council meetings as a precautionary measure to COVID-19, City Council action is requested on April 14, 2020.

FISCAL IMPACT

As shown in the table below, the cost of the proposed salary range changes and for the addition of the new skill pays for FY 20 are estimated at \$52,000 for the General Fund and \$246,000 for All Funds assuming these changes are effective the first day of the first full pay period following City Council adoption. The FY 20 costs are expected to be funded from one-time sources, as the FY 20 budget has already been adopted. For the General

Fund, if total one-time sources are not available for all the FY 20 one-time needs, particularly in light of the COVID-19 pandemic, the City may need to draw down from the operating reserve. For FY 21, the ongoing annual cost is estimated to be \$220,000 in the General Fund and \$668,000 for All Funds. The City will include these costs into future projections and will make any necessary adjustments to incorporate these costs into the budget process.

**Costs for Revisions to Nursing, Public Safety Dispatch,  
and Ambulance Operator Classifications**

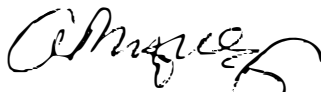
	FY 20 Cost effective 4/25/20	Annualized Cost in FY 21
General Fund	52,000	220,000
All Funds	246,000	668,000

This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

**SUGGESTED ACTION**

Approve recommendation.

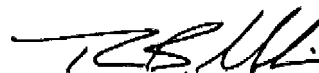
Respectfully submitted,



ALEJANDRINA BASQUEZ  
HUMAN RESOURCES DIRECTOR

ATTACHMENTS

APPROVED:



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THOMAS B. MODICA  
ACTING CITY MANAGER

**LETTER OF INTENT**

Public Health Nurse I-III, Public Health Nurse Supervisor, Registered Nurse I-II, Nurse Practitioner, and Licensed Vocational Nurse

The Parties to this Letter of Intent (LOI) are the City of Long Beach (City) and the International Association of Machinists and Aerospace Workers (IAM).

The City and IAM have completed the meet and confer process regarding the proposed salary range adjustment for the Public Health Nurse I-III, Public Health Nurse Supervisor, Registered Nurse I-II, Nurse Practitioner, and Licensed Vocational Nurse classifications. This LOI affirms the Parties' intent, subject to the approval of the Long Beach City Council (Council), to adjust the salary range for the above-mentioned classifications by amending the IAM Memorandum of Understanding and City Salary Resolution accordingly.

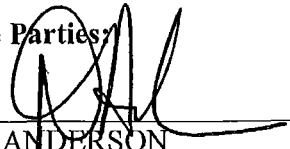
The Parties herby agree to the following:

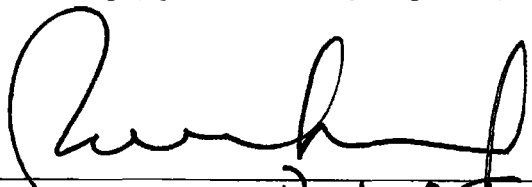
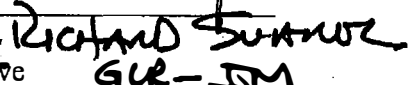
1. To adjust the salary range of the Public Health Nurse I-III, Public Health Nurse Supervisor, Registered Nurse I-II, Nurse Practitioner, and Licensed Vocational Nurse classifications. The above-mentioned salary ranges shall be adjusted as follows:

Occ Code	Classification	Current Range	Current Hourly Max	Proposed Hourly Max
G19AN	Public Health Nurse I	570	\$39.673	\$45.624
G19BN	Public Health Nurse II	590	\$41.708	\$47.964
G19CN	Public Health Nurse III	610	\$43.912	\$50.499
G20NN	Public Health Nurse Supervisor	640	\$47.401	\$54.511
G11AN	Registered Nurse I	570	\$39.673	\$45.624
G11BN	Registered Nurse II	590	\$41.708	\$47.964
G12NN	Nurse Practitioner	670	\$51.139	\$58.810
G05NN	Licensed Vocational Nurse	440	\$28.587	\$32.875

2. This LOI shall take effect the first day of the first full pay period following adoption by the City Council.

For the Parties:

  
 DANA ANDERSON  
 Labor Relations Manager  
 City of Long Beach

  
~~ASHLEY GUNCKEL~~   
 Business Representative  
 International Association of Machinists and  
 Aerospace Workers (IAM)

Date: 2/27/2020

Date: 2/27/2020

**CITY OF LONG BEACH PROPOSAL**  
**TO THE INTERNATIONAL ASSOCIATION OF MACHINIST AND**  
**AEROSPACE WORKERS**

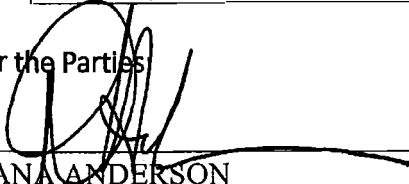
**FEBRUARY 24, 2020**

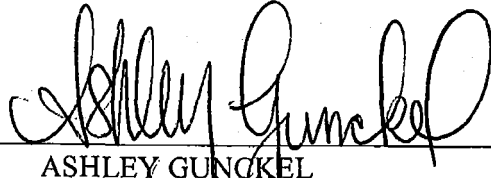
**1. SALARY ADJUSTMENT FOR THE FOLLOWING CLASSIFICATION**

Effective the first day of the full pay period following council adoption, the City shall provide the following special pay adjustment to the Public Safety Dispatcher I-IV, Communication Center Supervisor, and Communications Center Coordinator classifications. The City shall update the City Salary Resolution and successor Memorandum of Understanding accordingly

<b>Occ Code</b>	<b>Classification</b>	<b>Current Range</b>	<b>Current Hourly Max</b>	<b>Proposed Hourly Max</b>
J45AN	Public Safety Dispatcher I	470	\$30.849	\$32.083
J45BN	Public Safety Dispatcher II	500	\$33.287	\$34.618
J45CN	Public Safety Dispatcher III	530	\$35.855	\$37.289
J45DN	Public Safety Dispatcher IV	560	\$38.699	\$40.247
J76NN	Communications Center Supervisor	590	\$41.708	\$43.376
J80NN	Communications Center Coordinator	630	\$46.218	\$48.067

For the Parties

  
\_\_\_\_\_  
DANA ANDERSON  
Labor Relations Manager  
City of Long Beach

  
\_\_\_\_\_  
ASHLEY GUNKEL  
Business Representative  
International Association of  
Machinists and Aerospace Workers  
(IAM)

Date: 2/24/2020

Date: 2/24/20

**LETTER OF INTENT**  
**Ambulance Operator**

The Parties to this Letter of Intent (LOI) are the City of Long Beach (City) and the International Association of Machinists and Aerospace Workers (IAM).

The City and IAM have completed the meet and confer process regarding the proposed salary range adjustment for the Ambulance Operator classification. This LOI affirms the Parties' intent, subject to the approval of the Long Beach City Council (Council), to adjust the salary range for the Ambulance Operator by amending the City Salary Resolution accordingly.

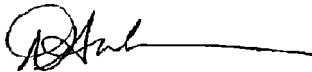
The Parties hereby agree to the following:

1. To adjust the salary range of the Ambulance Operator in the Protection-Basic Bargaining Unit of IAM. The Ambulance Operator salary range shall be adjusted as follows:

Classification	Current Range	Current Hourly Rate	New Range	New Hourly Rate
Ambulance Operator	P26	\$13.000	P26	\$15.600
Ambulance Operator	P27	\$13.220	P27	\$15.864
Ambulance Operator	P28	\$13.750	P28	\$16.500
Ambulance Operator - NC	H26	\$13.000	H26	\$15.600

2. This salary range change shall be effective the first day of the full pay period following Council adoption.

**For the Parties:**



DANA ANDERSON  
Manager of Labor Relations  
City of Long Beach



ASHLEY GUNCKEL  
Business Representative  
International Association of Machinists and  
Aerospace Workers (IAM)

Date: April 1, 2020

Date: March 27, 2020

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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH AMENDING THE FISCAL YEAR 2020 SALARY RESOLUTION NO. RES-19-0129 TO REVISE THE SALARY RANGE FOR PUBLIC SAFETY DISPATCHER I-IV, COMMUNICATIONS CENTER SUPERVISOR, COMMUNICATIONS CENTER COORDINATOR, PUBLIC HEALTH NURSE I-III, PUBLIC HEALTH NURSE-NC, PUBLIC HEALTH NURSE SUPERVISOR, REGISTERED NURSE I-II, REGISTERED NURSE I-NC, NURSE PRACTITIONER, NURSE PRACTITIONER-NC, LICENSED VOCATIONAL NURSE, LICENSED VOCATIONAL NURSE-NC, AND AMBULANCE OPERATOR CLASSIFICATIONS

WHEREAS, the City Council seeks to amend the salary ranges and add new skill pays for multiple high priority public safety classifications in an effort to address recruitment and retention issues for these classifications; and

WHEREAS, the proposed salary changes and new skill pays would be effective the first day of the first full pay period following City Council adoption;

NOW THEREFORE, the City Council of the City of Long Beach resolves as follows:

The City Council of the City of Long Beach resolves as follows:

Section 1. Resolution No. RES-19-0129, adopted on September 3, 2019, is amended as follows:

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1 Nursing Classifications

Classification	Current Range	Current Hourly Max	New Hourly Max
Public Health Nurse I	570	\$39.673	\$45.624
Public Health Nurse II	590	\$41.708	\$47.964
Public Health Nurse III	610	\$43.912	\$50.499
Public Health Nurse-NC	M68	\$37.201	\$42.781
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Licensed Vocational Nurse	440	\$28.587	\$32.875
Licensed Vocational Nurse-NC	M36	\$26.828	\$30.852

13 Public Safety Dispatch Classifications

Dual (Police & Fire) Incentive Skill Pay	Amount
Training - Entry Telephone (Call Taking)	\$0.75
Training - Entry Radio (Dispatching)	\$0.75
Certified Dual Telephone (Call Taking)	\$2.00
Certified Dual Telephone & Radio (Call Taking & Dispatching)*	\$4.00

\*This skill pay is not stackable with any other skill pay in the Dual Incentive Skill Pay Series.

Classification	Current Range	Current Hourly Max	New Hourly Max
Public Safety Dispatcher I	470	\$30.849	\$32.083
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Public Safety Dispatcher III	530	\$35.855	\$37.289
Public Safety Dispatcher IV	560	\$38.699	\$40.247
Communications Center Supervisor	590	\$41.708	\$43.376
Communications Center Coordinator	630	\$46.218	\$48.067

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1 Ambulance Operator Classifications

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Classification	Current Range	Current Hourly Rate	New Range	New Hourly Rate
Ambulance Operator	P26	\$13.000	P26	\$15.600
Ambulance Operator	P27	\$13.220	P27	\$15.864
Ambulance Operator	P28	\$13.750	P28	\$16.500
Ambulance Operator -NC	H26	\$13.000	H26	\$15.600

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8 Section 2. This resolution shall take effect immediately upon its adoption  
 9 by the City Council. The City Clerk shall certify the vote adopting this resolution.

10 I hereby certify that the foregoing resolution was adopted by the City Council  
 11 of the City of Long Beach at its meeting of \_\_\_\_\_, 2020  
 12 by the following vote:

13 Ayes: Councilmembers: \_\_\_\_\_

14 \_\_\_\_\_

15 \_\_\_\_\_

16 \_\_\_\_\_

17 Noes: Councilmembers: \_\_\_\_\_

18 \_\_\_\_\_

19 Absent: Councilmembers: \_\_\_\_\_

20 \_\_\_\_\_

21 Recusal(s): Councilmembers: \_\_\_\_\_

22 \_\_\_\_\_

23 \_\_\_\_\_

24

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26 City Clerk

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OFFICE OF THE CITY ATTORNEY  
 CHARLES PARKIN, City Attorney  
 411 West Ocean Boulevard, 9th Floor  
 Long Beach, CA 90802-4511



**City of Long Beach Memorandum**  
*Working Together to Serve*

## REQUEST TO ADD AGENDA ITEM

**Date:** April 10, 2020  
**To:** Monique De La Garza, City Clerk  
**From:** Thomas B. Modica, Acting City Manager  
**Subject:** Request to Add Agenda Item to Council Agenda of April 14, 2020

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Pursuant to Municipal Code Section 2.03.070 [B], the City Councilmembers signing below request that the attached agenda item (due in the City Clerk Department by Friday, 12:00 Noon) be placed on the City Council agenda via the supplemental agenda.

The agenda title/recommendation for this item reads as follows:

**Adopt a Resolution amending the Fiscal Year 2020 Salary Resolution to revise the salary range for Public Safety Dispatcher I-IV, Communications Center Supervisor, Communications Center Coordinator, Public Health Nurse I-III, Public Health Nurse-NC, Public Health Nurse Supervisor, Registered Nurse I-II, Registered Nurse I-NC, Nurse Practitioner, Nurse Practitioner-NC, Licensed Vocational Nurse, Licensed Vocational Nurse-NC, and Ambulance Operator classifications. (Citywide)**

<b>Council District</b>	<b>Authorizing Councilmember</b>	<b>Signed by</b>
4	Supernaw	See email
7	Uranga	See email
9	Richardson	See email

Attachment: Staff Report dated April 14, 2020

cc: Office of the Mayor