

CITY OF LONG BEACH

R-40

DEPARTMENT OF HUMAN RESOURCES

411 West Ocean Boulevard 10th Floor • Long Beach, CA 90802 • (562) 570.6621

ALEJANDRINA BASQUEZ
DIRECTOR

August 13, 2019

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt a Resolution amending the Fiscal Year 2019 City Salary Resolution to revise the salary range for the Ambulance Operator classification. (Citywide)

DISCUSSION

City Council approval is requested to amend the salary range for the Ambulance Operator (F63N3) classification, effective April 27, 2019, to address a compression issue resulting from changes to subordinate classifications. The classification is in the Protection-Basic bargaining unit represented by the International Association of Machinist and Aerospace Workers (IAM). To implement the salary adjustments, the City engaged in the meet and confer process and reached agreement with IAM representatives.

The City Salary Resolution requires that the City provide employees with an hourly rate that is not below the applicable Federal or California state minimum wage hourly rate, whichever is greater. The Ambulance Operator classification is spread across multiple occupation codes (T63N2, F63N1, F63N2, and F63N3). Positions within the classification are distinguished based on length of service. Ambulance Operator (F63N3) has the most seniority. Ambulance Operators on lower salary ranges generally progress into Ambulance Operator (F63N3) after serving the required number of hours, consistent with the City's Salary Resolution. However, given the salary range increases implemented for positions below Ambulance Operator (F63N3), a minimal difference in pay exists between the senior and less experienced positions. Therefore, it is recommended that the City Council adopt the proposed salary increase for Ambulance Operator (F63N3) to resolve compression within the classification.

In accordance with the attached signed Letter of Intent between the City and IAM, effective April 27, 2019, the following table summarizes the salary for Ambulance Operator (F63N3):

Classification	Current Range	Current Rate	New Range	New Rate
Ambulance Operator (F63N3)	P-27	\$12.512	P-28	\$13.220

HONORABLE MAYOR AND CITY COUNCIL
August 13, 2019
Page 2

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on July 17, 2019 and by Budget Analysis Officer Julissa José-Murray on July 25, 2019.

TIMING CONSIDERATIONS

City Council action is requested on Tuesday, August 13, 2019, to address the salary compression issue expeditiously.

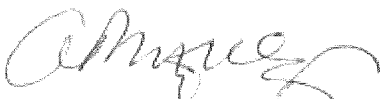
FISCAL IMPACT

The cost of the new salary range for the Ambulance Operator (F63N3) classification for FY 19 is estimated at \$12,000. There is sufficient appropriation in the General Fund Group in the Fire Department to absorb these costs. The ongoing annual cost is anticipated to be \$28,000 and will be incorporated into the budget as part of the FY 20 budget development process. 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
DIRECTOR OF HUMAN RESOURCES

R:\Administration\CITY COUNCIL LETTERS\2019\Ambulance Operator\ Ambulance Operator Council Letter

ATTACHMENT – RESOLUTION
CITY & IAM LETTER OF INTENT

APPROVED:



PATRICK H. WEST
CITY MANAGER

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH AMENDING ATTACHMENT "D" OF
5 RESOLUTION NO. RES-18-0130 KNOWN AS THE SALARY
6 RESOLUTION OF THE CITY OF LONG BEACH
7

8 The City Council of the City of Long Beach resolves as follows:
9

10 Section 1. Attachment "D" of Resolution No. RES-18-0130, adopted on
11 September 4, 2018, is amended as follows:

Occupation Code	Position Title	Current Range	Current Rate	New Range	New Rate
F63N3	Ambulance Operator	P-27	\$12.512	P-28	\$13.220

15
16 Section 2. This resolution shall take effect the first day of the first full pay
17 period following adoption by the City Council, and the City Clerk shall certify the vote
18 adopting this resolution.

19 //

20 //

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

I hereby certify that the foregoing resolution was adopted by the City Council
of the City of Long Beach at its meeting of _____, 20__ by the following
vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

LETTER OF INTENT
Ambulance Operator (F63N3)

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 (F63N3) 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 (F63N3) by amending the IAM Memorandum of Understanding and City Salary Resolution accordingly.

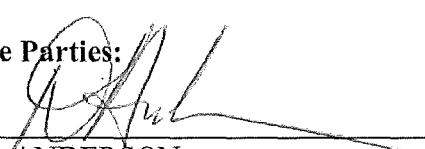
The Parties hereby agree to the following:

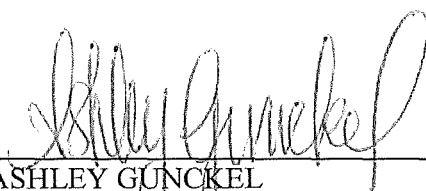
1. To adjust the salary range of the Ambulance Operator (F63N3) in the Protection-Basic Bargaining Unit of IAM. The Ambulance Operator (F63N3) salary range shall be adjusted as follows:

Classification	Current Range	Current Hourly Rate	New Range	New Hourly Rate
Ambulance Operator (F63N3)	P27	\$12.512	P28	\$13.220

2. This salary range change shall be effective the first day of the pay period in which the agreement is signed by the IAM, contingent upon Council approval.

For the Parties:


DANA ANDERSON
Manager of Labor Relations
City of Long Beach


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

Date: 5/8/19

Date: 5/8/19

Pay period Beginning 4/27/19 