



Legislation Details (With Text)

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File created:	4/10/2020	In control:		In control:	City Council
On agenda:	4/14/2020	Final action:		Final action:	4/14/2020
Title:	Recommendation to adopt 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)				
Sponsors:	Human Resources				
Indexes:					
Code sections:					
Attachments:	1. 041420-NB-48sr&att.pdf, 2. RES-20-0051.pdf				

Date	Ver.	Action By	Action	Result
4/14/2020	1	City Council	approve recommendation and adopt	Pass

Recommendation to adopt 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)

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:

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.

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:

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

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.

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.

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

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.

Approve recommendation.

[Enter Body Here]

ALEJANDRINA BASQUEZ
HUMAN RESOURCES DIRECTOR

APPROVED:

THOMAS B. MODICA
ACTING CITY MANAGER

