



Legislation Details (With Text)

File #:	19-0395	Version:	1	Name:	HR - Salary Resolution
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File created:	3/29/2019	In control:		City Council:	City Council
On agenda:	4/23/2019	Final action:		4/23/2019:	4/23/2019

Title: Recommendation to adopt resolution amending the Water Salary Resolution establishing the salary for the Electrical and Instrumentation Supervisor classification and adjusting the salary range for the Water Utility Supervisor I-II; and

Sponsors:

Indexes:

Code sections:

Attachments: 1. 042319-R-30sr&att.pdf, 2. RES-19-0062.pdf

Date	Ver.	Action By	Action	Result
4/23/2019	1	City Council	approve recommendation and adopt	Pass

Recommendation to adopt resolution amending the Water Salary Resolution establishing the salary for the Electrical and Instrumentation Supervisor classification and adjusting the salary range for the Water Utility Supervisor I-II; and

City Council approval is requested to adopt the attached Resolutions amending the Water Salary Resolution and City Salary Resolution to establish the salary for the new job classification of Electrical and Instrumentation Supervisor and adjust the salary range for the Gas Maintenance Supervisor I-II and Water Utility Supervisor job classifications, consistent with bargaining instructions received from the City Council. These job classifications are represented by the Long Beach Supervisors Association (LBSEA). The City's Labor Representative met with the LBSEA and Letters of Intent (LOI) on the proposed salaries have been settled and jointly signed by the parties, subject to City Council approval.

Electrical and Instrumentation Supervisor

The City identified a need to establish the Electrical and Instrumentation Supervisor classification to provide direct oversight to the newly established Electrical and Instrumentation Technician classification. The summary of the duties, responsibilities, and requirements for the new classifications are as follows:

- Supervises, assigns, plans, reviews, and evaluates the work of employees responsible for constructing, installing, maintaining, testing, and repairing electrical and telemetry equipment, high voltage, low voltage panels, switches, motors, controls, valves, flow meters, and other related equipment and apparatus.

The City and LBSEA reached an agreement to establish the new salary range for Electrical

and Instrumentation Supervisor, effective the first day of the first pay period following the adoption by the City Council. The table below summarizes the proposed new salary range for Electrical and Instrumentation Supervisor:

Classification	Water Salary Resolution New Range
Electrical and Instrumentation Supervisor	740

Water Utility Supervisor I-II and Gas Maintenance Supervisor I-II

The Water Utility Supervisor and Gas Maintenance Supervisor salary ranges should be increased commensurate with the adjustments the City Council authorized for the subordinate job classifications. The proposed amendments are recommended to maintain the salary differential between the supervisory classification and the subordinate classification.

The City and LBSEA reached an agreement to amend the salary range for Water Utility Supervisor and Gas Maintenance Supervisor, effective the first day of the first pay period following the adoption by the City Council. The table below summarizes the revised salary range for the Water Utility Supervisor and Gas Maintenance Supervisor classification:

Classification	Water Salary Resolution Current Range	Water Salary Resolution New Range
Water Utility Supervisor I	580	640
Water Utility Supervisor II	620	660

Classification	Water Salary Resolution Current Range	Water Salary Resolution New Range
Gas Maintenance Supervisor I	580	564
Gas Maintenance Supervisor II	620	630

This matter was reviewed by Principal Deputy Attorney Gary J. Anderson on March 27, 2019 and by Budget Manager Grace H. Yoon on April 9, 2019.

City Council action is requested on April 23, 2019, to ensure timely effective date for the first pay period following adoption by the City Council.

The FY 19 cost of the new Electrical and Instrumentation Supervisor classification and the revised salary ranges for the Water Utility Supervisor I-II classifications is estimated at \$186,868 in the Water Fund (EF 310) and \$42,932 in the Sewer Fund (EF 311), and there is sufficient appropriation in the Water Department (WA) in each of those funds to absorb these costs. The FY 19 cost of the revised salary ranges for the Gas Maintenance Supervisor classifications is estimated at \$25,252 in the Gas Fund (EF 301), and there is sufficient appropriation in the Gas Fund (EF 301) in the Energy Resources Department (ER) to absorb these costs. The ongoing annual cost is an estimated \$439,392 in the Water Fund (EF 310) and \$100,948 in the Sewer Fund (EF 311) in the Water Department (WA), and \$59,377 in the Gas Fund (EF 301) in the Energy Resources Department (ER). These costs and associated changes will be incorporated into the

budget as part of the FY 20 budget development process. This recommendation has minimal 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.

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ALEJANDRINA BASQUEZ, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST
CITY MANAGER