



Long Beach Water

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Board of Water Commissioners

April 28, 2021 Board Meeting

1800 E. Wardlow Road, Long Beach, CA 90807-4931
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CHRISTOPHER J. GARNER, General Manager

Subject:

Adopt Resolution No. WD-1439 amending Resolution No. WD-1431 creating offices and positions in the permanent service of the Long Beach Water Department, fixing the amount of compensation for such offices and positions, and rescinding all other resolutions or orders relating thereto.

Executive Summary:

On June 25, 2020, the Board of Water Commissioners adopted Resolution No. WD-1431. Since that time, the Department has engaged in the meet and confer process with the Association of Long Beach Employees (ALBE) to address salary concerns for employees in the Senior Equipment Operator (SEO) classification. As a result of those discussions, the Department is seeking to transition SEO employees to the Water Utility Mechanic (WUM) classification and subsequently implementing a skill pay of \$2.70 / hour for those employees that are regularly assigned to and performing duties that require the skill of operating heavy equipment.

In addition, the Department engaged in a classification study for management titles. This project culminated with the development of classification specifications that outlines the duties performed by each manager in the Department. The study recommended that operational management titles mirror industry standards. Therefore, it being proposed that those positions whose title start with Superintendent should be converted to Manager. Five management titles are impacted and there are no compensation changes as a result.

Finally, staff is seeking to address a couple of clean up items. First, the Department is utilizing a City title, Laboratory Services Officer, and as outlined in the Salary Resolution, the Board may subsequently adopt the title into the Water Department Salary Resolution upon the next update. Second, Section 13 addresses succession planning for the General Manager and staff has amended the title of Deputy General Manager – Operations to Assistant General Manager – Operations to reflect the current organizational structure.

Staff Recommendation

Adopt Resolution No. WD-1439 amending Resolution No. WD-1431, creating offices and positions in the permanent service of the Long Beach Water Department, fixing the amount of compensation for such offices and positions, and rescinding all other resolutions or orders relating thereto.

Fiscal Impact

Appropriate budget has been allocated to those positions filled or to be filled as a result of changes made in the Salary Resolution. These costs are included in the Water and Sewer Funds FY 21 Budget and financial projections.

B. Anatole Falagan
Assistant General Manager

4/21/21
Date

Christopher J. Garner
General Manager

4/21/21
Date

Attachment