

Water Department Salary Resolution WD-1439

April 28, 2021



Today

- Creation of a Skill Pay – Water Utility Mechanic Classification
- Management Salary Study – Recommended Title Change
- Clean Up Item – Adopt Use of a City Title

Background

- Address salary disparity between two classifications
 - Water Utility Mechanic – LBWD specific title
 - Senior Equipment Operator – City title
 - Currently 12 employees
 - Use in Water and Sewer field operations
- Classifications used in field crews

Background

- City contract with Association of Long Beach Employees (ALBE)
 - Both classifications received MOU increases
 - 4% - Retroactive to February 1, 2020
 - 2% - October 1, 2021
 - Separate Water Utility Mechanic salary adjustment
 - 10% - February 1, 2020
 - 10% - October 1, 2020
 - Equity adjustments for Senior Equipment Operators
 - 1.0% - October 1, 2020
 - 1.5% - October 1, 2022

Salary Disparity and Proposed Solution

- Impact to Senior Equipment Operators
 - Salary disparity compared to Water Utility Mechanics
 - Eliminated career growth opportunity
- Proposed solution
 - Transition SEO employees to WUM title
 - Establish a skill pay
 - Addresses salary disparity and work performed
 - One classification in the crew
 - Protection from potential layoffs
 - Eliminates working out of class concerns
 - Incentive for career growth

Management Classification Study

- Classification specifications for management titles
 - Class specs exist for Civil Service classified titles
 - Description of management duties and requirements
 - Worked with CPS consulting
 - Developed Position Description Questionnaires (PDQs)
 - Comparable titles in the City
 - Comparable to outside agencies
 - Class spec for each management title
 - Proper succession planning
 - Enhances recruitment efforts

Management Classification Study

- Recommended title change
 - Current field management – Superintendent of ...
 - Convert to Manager of ...
 - Aligns with industry titles
 - Mirrors department management titles
 - Impacted Titles
 - Sewer Operations
 - Support Services
 - Water Construction
 - Water Services
 - Water Treatment

Other Amendments

- Laboratory Services Officer
 - Existing City title – adopt into LBWD Salary Resolution
- Amend titles for General Manager succession planning
 - Deputy General Manager – Operations to Assistant General Manager – Operations

Recommendation

Adopt Resolution No. WD-14xx 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.

Thank You!