



Memorandum

Date: July 21, 2021

To: Civil Service Commission

From: Sylvana Tamura, Personnel Analyst

Subject: **Request for Approval of Classification Specification Division and Consolidation of Senior Equipment Operator and Water Utility Mechanic I-III**

Correspondence has been received from Christopher J. Garner, General Manager of the Water Department, requesting Commission approval of classification specification division of Senior Equipment Operator positions in the Water Department into the Water Utility Mechanic I-III classification, pursuant to Article VI, Sections 65 and 66 of the Civil Service Rules and Regulations.

This request is a result of amendments to the Water Salary Resolution approved by the Long Beach Board of Water Commission on April 28, 2021. If Commission approval is granted for this request, the City's effort to address the unintended pay disparity between the Senior Equipment Operator positions in the Water Department and the Water Utility Mechanic classification, as described in Mr. Garner's correspondence, dated July 14, 2021, will be met.

Facts for Consideration:

- Senior Equipment Operator (SEO) positions in the Water Department perform the work of the Water Utility Mechanic I-III (WUM) positions in addition to operating heavy equipment assigned to the SEO classification.
- Based upon the duties performed by employees in the Water SEO positions and the duties in the WUM classification, staff has determined that there is sufficient similarity among the duties to support the proposed division from other SEO's outside of the Water Department and consolidation with WUM's within the Water Department, pursuant to Article VI, Sections 65 and 66 of the Civil Service Rules and Regulations.
- Currently, there are a total of ten permanent full-time Water Department employees in the Senior Equipment Operator classification. All ten of the employees will be consolidated into the WUM classification and placed at Grade Level II, Step 7.
- Employees in the SEO classification will transfer to the WUM classification without loss of seniority.



- On May 18, 2021, in accordance with Government Code Section 3505, the City, in good faith the City contacted the Association of Long Beach Employees (ALBE) of the proposed SEO transition to WUM. This recommendation has been discussed through the meet and confer process with the Association of Long Beach Employees (ALBE) group and its representatives for review and no issues or concerns were raised by the bargaining group.
- On May 19, 2021, ALBE informed the City that there were no concerns, and did not desire to meet and confer to discuss any potential effects of the transfer.

Staff recommends Commission approval of the division of SEO and consolidation to WUM, pursuant to Article VI, Sections 65 and 66 of the Civil Service Rules and Regulations.

Staff notified all parties that this item would be on today's Civil Service Commission agenda. Representatives from the Water and Human Resources Departments will be present to respond to any questions from the Civil Service Commission.

SEO:WUM Consolidation





Long Beach Water

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DATE: July 14, 2021

TO: Civil Service Commission

FROM: Christopher J. Garner, General Manager – Water Department

SUBJECT: Request for Approval of Classification Specification Division and Consolidation of Senior Equipment Operator and Water Utility Mechanic I-III.

The Water Department respectfully requests the Civil Service Commission approve the following:

- 1) Division of the Senior Equipment Operator classification pursuant to Article VI, Section 65 of the Civil Service Rules and Regulations.
- 2) Consolidate specified positions from Senior Equipment Operator classification into the classification of Water Utility Mechanic I-III, pursuant to Article VI, Section 66 of the Civil Service Rules and Regulations.

BACKGROUND

The Water Department utilizes field crews that are comprised of Senior Equipment Operators (SEOs) and Water Utility Mechanic (WUMs) classifications which are represented by the Association of Long Beach Employees (ALBE). While the SEOs meet the minimum qualifications, have the skills and knowledge, and have performed the work of a WUM when operationally necessary, they also operate heavy equipment.

Historically, SEO's pay has reflected the additional duty/responsibility. However, as part of recent MOU negotiations with ALBE, the WUM classification received a cumulative 20% special salary adjustment which created a salary disparity within the Department's field crews.

To address the similarities between the two classifications and the salary differential, the Department is seeking to transition all 10 SEOs to the WUM classification. In this way, the field crews will be comprised of only one classification (WUM) and have the same base rate. However, SEOs have one additional responsibility: operation of heavy equipment. To compensate for this additional skill, the City negotiated an additional skill pay (\$2.70/hr) for WUMs that are assigned to and operate heavy equipment. The City has met its obligation to meet and confer with ALBE, and this skill pay has been approved by the Board of Water Commissioners and has been adopted by City Council as an MOU amendment.

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The Senior Equipment Operator classification is a City-wide classification and, as such, other Departments utilize the classification. Therefore, the Water Department is requesting that the Senior Equipment Operator positions within the Water Department be divided from the SEO classification and consolidated into the Water Utility Mechanic I-III classification. The Water Department currently employs 10 SEOs and those employees will be reclassified to WUMs.

If you should have any questions regarding this matter, please contact Meg Rau, Administrative Officer, at (562) 570-2375.