



## Legislation Details (With Text)

**File #:** 21-0653      **Version:** 1      **Name:** HR - FY 21 City/Water Salary Resolution  
**Type:** Resolution      **Status:** Adopted  
**File created:** 6/29/2021      **In control:** City Council  
**On agenda:** 7/13/2021      **Final action:** 7/13/2021  
**Title:** Recommendation to adopt Resolution No. WD-1439 (Water Salary Resolution) approving the compensation fixed by the Board of Water Commissioners of the City for officers and employees in the Water Department, which included the establishment of a new skill pay for the Water Utility Mechanic classification; and

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 071321-R-27sr&att.pdf, 2. RES-21-0084.pdf

| Date      | Ver. | Action By    | Action                           | Result |
|-----------|------|--------------|----------------------------------|--------|
| 7/13/2021 | 1    | City Council | approve recommendation and adopt | Pass   |

Recommendation to adopt Resolution No. WD-1439 (Water Salary Resolution) approving the compensation fixed by the Board of Water Commissioners of the City for officers and employees in the Water Department, which included the establishment of a new skill pay for the Water Utility Mechanic classification; and

City Council approval is requested to amend the salary ranges and add new skill pays for multiple classifications as outlined above, effective the first day of the first full pay period following City Council adoption, to address internal equity, recruitment, and retention issues for these classifications. The Water Utility Mechanic and Equipment Mechanic classifications are represented by the Association of Long Beach Employees (ALBE). The Fleet Supervisor classification is represented by the Long Beach Supervisors Employees Association (LBSEA). To implement the salary adjustments and new skill pays, the City engaged in the meet and confer process and reached agreements with the respective exclusive representatives. The proposed changes are as follows:

### Water Utility Mechanic Classifications

New Heavy Equipment skill pay for the Water Utility Mechanic II-III classifications:

| Skill Pay   | Classification                | Rate        |
|---|-------------------------------|-------------|
| When regularly assigned to and performing duties that require the skill of operating heavy equipment. | Water Utility Mechanic II-III | \$2.70/hour |

The purpose of this skill pay is to compensate Senior Equipment Operators who transition into the Water Utility Mechanic classification and other Water Utility Mechanics who possess the skill of operating heavy equipment. Water Department field crews are composed of Water Utility Mechanics and a Senior Equipment Operator. The skill pay will address internal equity issues between the classifications while maintaining the special skill by allowing Senior Equipment Operators who transfer into the Water Utility Mechanic positions to receive additional compensation.

The Water Utility Mechanic classification is in the Skilled and General Basic bargaining unit represented by ALBE. The Heavy Equipment skill pay was approved by the Water Commission on April 28, 2021, and is included in adopted Resolution No. WD-1439 (Water Salary Resolution).

### Hazmat Fuel Emergency Skill Pay

New Hazmat Fuel Emergency Vehicle incentive pay for Equipment Mechanic I-II and Fleet Supervisor I-II classifications:

| Skill Pay   | Classification  | Rate          |
|---|---|---------------|
| When possessing a valid Class A Commercial Driver's License with Hazmat Materials and Tanker endorsements to legally and safely operate a fuel tanker truck on public roads and highways. | Equipment Mechanic I-II<br>Fleet Services Supervisor I-II | \$100/monthly |

The purpose of the Hazmat Fuel Emergency Vehicle incentive pay is to help the City recruit and maintain drivers that can safely operate Hazmat Fuel Emergency Vehicles in the event of a natural disaster or similar emergency. The City has historically relied on Equipment Mechanics who voluntarily maintain a Class "A" driver's license with "Hazmat" endorsements to legally and safely operate these trucks, but volunteer interest is not sufficient to meet operational needs.

The Equipment Mechanic classification is in the Skilled and General Basic bargaining unit represented by ALBE. The Fleet Supervisor classification is in the Skilled and General Basic bargaining unit represented by LBSEA.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on June 24, 2021 and by Budget Manager Grace H. Yoon on June 23, 2021.

City Council action is requested on July 13, 2021, to ensure timely implementation of the proposed ranges.

The cost of the new skill pays for Fiscal Year 2021 (FY 21) is estimated at \$27,000 across All Funds and zero in the General Fund Group. There is sufficient appropriation in the affected departments and funds (Water Department/Water and Sewer funds and Financial

Management/Fleet and Towing funds) to absorb these costs. The ongoing annual cost is anticipated to be \$165,000 across All Funds and zero in the General Fund Group and will be incorporated into the budget as part of the FY 22 budget development process. There is no local job impact associated with this recommendation.

[Enter Body Here]

JOE AMBROSINI  
HUMAN RESOURCES DIRECTOR

APPROVED:

THOMAS B. MODICA  
CITY MANAGER