



## Legislation Details (With Text)

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**Title:** \*\*\*RESOLUTION - 5th amendment to Salary Resolution No. 2015-108 adding the new classifications of Industrial Electrician to Exhibit 7, Non-Supervisory Groups and Crafts (IBEW) and Payroll Accountant to Exhibit 2, Non-Represented Management and Confidential with Unit 2 annual leave and deferred compensation benefits; and modifying the salary of Airport Maintenance Leadworker in Exhibit 1, Non-Supervisory Blue Collar (Local 39).

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. 5th Amend to Sal Reso - Final.pdf

Date	Ver.	Action By	Action	Result
2/25/2016	1	City Council	approved	Pass

## REPORT TO THE CITY COUNCIL

**February 25, 2016**

**FROM:** JEFF CARDELL, Director  
Personnel Services Department

**BY:** SANDRA CHAVEZ MARTIN, Human Resources Manager  
Personnel Services Department

## SUBJECT

\*\*\*RESOLUTION - 5th amendment to Salary Resolution No. 2015-108 adding the new classifications of Industrial Electrician to Exhibit 7, Non-Supervisory Groups and Crafts (IBEW) and Payroll Accountant to Exhibit 2, Non-Represented Management and Confidential with Unit 2 annual leave and deferred compensation benefits; and modifying the salary of Airport Maintenance Leadworker in Exhibit 1, Non-Supervisory Blue Collar (Local 39).

## RECOMMENDATIONS

It is recommended Council approve the Fifth Amendment to Salary Resolution No. 2015-108 to add the new classifications of Industrial Electrician to Exhibit 7, Non-Supervisory Groups and Crafts (IBEW), and Payroll Accountant to Exhibit 2, Non-Represented Management and Confidential, with corresponding salary ranges and Unit 2 annual leave and deferred compensation benefits, and

modify the salary of Airport Maintenance Leadworker in Exhibit 1, Non-Supervisory Blue Collar (Local 39).

## **EXECUTIVE SUMMARY**

A classification study on Electrician positions in Water and Wastewater was conducted by the Personnel Services Department and it was determined that a new classification was warranted to perform work in power generation plants. A new confidential classification of Payroll Accountant has been created to reflect the performance of confidential work. Finally, the salary range of the Airport Maintenance Leadworker is being modified to maintain the appropriate pay relationship with the class of Airports Operations Specialist.

## **BACKGROUND**

At the request of the Department of Public Utilities, a classification study was conducted on Electrician positions in Water and Wastewater. It was determined that a new classification was warranted to perform work in power generation plants, including troubleshooting and repair of electrical components for turbines, large engines and pumps. The duties include work on high voltage power generators, and electrical work on rotating equipment in excess of 200 horsepower. These duties are beyond the scope of the existing Electrician classification; therefore, a new job classification of Industrial Electrician has been created. The change will be effective on the beginning of the next pay period, March 7, 2016.

A new confidential classification of Payroll Accountant has been created. Two staff members in Payroll have been doing confidential work as Senior Accountant-Auditors which include participation in negotiations with bargaining units. The new classification with a new salary range more accurately reflects the nature and scope of the work performed by the individuals currently in the positions. The Unit 2 annual leave and deferred compensation benefits are also added. The change will be effective on the beginning of the next pay period, March 7, 2016.

The salary range of Airports Operations Specialists was recently modified by Council Resolution on January 28, 2016. The change in the salary for Airport Maintenance Leadworker is to maintain an appropriate relationship with the class it leads within the classification series. The change will be effective February 25, 2016.

The City provided notice to all of the affected bargaining units regarding the new positions and salary ranges. The affected bargaining units concurred with the changes that are being presented to Council for approval.

The City Attorney's Office has approved the Fifth Amendment to Salary Resolution No. 2015-108 as to form.

## **ENVIRONMENTAL FINDINGS**

N/A

## **LOCAL PREFERENCE**

N/A

## **FISCAL IMPACT**

Amendment of the Salary Resolution will result in increased salary and benefit costs across funding sources, of approximately \$23,800 in Fiscal Year 2016, which will be absorbed within the current appropriations for the respective Departments.

Attachment: Fifth Amendment to Salary Resolution No. 2015-108