



# CITY OF SANTA BARBARA

## COUNCIL AGENDA REPORT

**AGENDA DATE:** January 26, 2016

**TO:** Mayor and Councilmembers

**FROM:** Administration, Administrative Services

**SUBJECT:** Compensation Survey for Treatment and Patrol Employees - New Classification

### **RECOMMENDATION:**

That Council adopt, by reading of title only, A Resolution of the Council of the City of Santa Barbara Amending Resolution No. 15-056, the Position and Salary Control Resolution for Fiscal Year 2016, Affecting the Public Works Department Effective January 26, 2016.

### **DISCUSSION:**

As part of the existing 2014-2017 labor agreement with the Treatment and Patrol bargaining unit, represented by the Service Employee International Union (S.E.I.U.), Local 620, Council authorized up to \$53,564 to address any inequities identified by a then-ongoing professional total compensation survey, retroactive to October 2014. The survey was completed, and one of the recommended changes is a classification change in Water Resources.

### **Survey Results**

The survey was completed, comparing the City's compensation package to similar jobs in the following comparable public agencies: the cities of Burbank, Huntington Beach, Lompoc, Los Angeles, Morro Bay, Newport Beach, Oxnard, Pasadena, Redondo Beach, Santa Cruz, Santa Maria, Santa Monica and the counties of Ventura and Counties of Santa Barbara, San Luis Obispo, Los Angeles, Orange and Sacramento.

Significant market inequities in a number of different classifications were identified by the consultant hired to complete the survey. As a result of the survey, the following adjustments were made to salaries that were determined to be 5% or more below the labor market median compensation:

CLASSIFICATION	Percent increase
<b>AIRPORT PATROL OFFICER</b>	<b>1.02%</b>
<b>AIRPORT PATROL OFFICER II</b>	<b>.92%</b>
<b>SENIOR AIRPORT OPERATIONS SPECIALIST</b>	<b>1.26%</b>
AIRPORT OPERATIONS SPECIALIST	<b>1.40%</b>
<b>HARBOR PATROL OFFICER</b>	<b>.85%</b>
HARBOR PATROL OFFICER II	<b>.81%</b>
<b>PARK RANGER</b>	<b>1.3%</b>
<b>LABORATORY ANALYST II</b>	<b>1.06%</b>
LABORATORY ANALYST COORDINATOR	<b>.96%</b>
LABORATORY ANALYST I	<b>1.16%</b>
WASTEWATER COMPLIANCE SPECIALIST	<b>1.11%</b>
WATER DISTRIBUTION OPERATOR TECHNICIAN OIT	<b>1.34%</b>
<b>WATER TREATMENT PLANT OPERATOR III</b>	<b>.92%</b>
WATER TREATMENT CHIEF OPERATOR	<b>.80%</b>
WATER TREATMENT PLANT OPERATOR II	<b>1.06%</b>
CONTROL SYSTEMS OPERATOR SPECIALIST II	<b>.89%</b>
SR CONTROL SYSTEMS OPERATOR SPECIALIST	<b>.80%</b>
WATER TREATMENT PLANT OIT	<b>1.28%</b>
<b>WASTEWATER TREATMENT PLANT OPERATOR II</b>	<b>1.06%</b>
WASTEWATER TREATMENT PLANT CHIEF OPERATOR	<b>.80%</b>
WASTEWATER TREATMENT PLANT OPERATOR I	<b>1.17%</b>

These adjustments will only partially address the market inequities discovered through the study. Since the total market inequities are agreed to exceed the \$53,564 in annualized cost, under the terms of the labor agreement, the City and the Union will meet and consult informally with regard to the possibility of up to an additional \$53,564 in annualized cost to address the remaining equities, effective October 1, 2016.

### Classification Change

As part of the survey, it was determined that a differential should exist between Control Systems Operator Specialists who are fully certified as journey level operators of the water treatment, wastewater treatment, and water distribution operations, and those that are not. The Control Systems Operator Specialist classification exists primarily to install, maintain, and operate electrical control systems at the treatment plants and operations. A journey-level operator certification is not a minimum requirement of the job, but highly desirable to the Water Resources Division for many reasons. Therefore, the attached Resolution establishes a flexibly staffed Control Systems Operator Specialist II level to recognize and incentivize the optional certification.

Eventually, the new Control Systems Operator Specialist II will be paid 10% above the Control Systems Operator Specialist I. However, this increase will only be partially addressed now. Additional adjustments will be implemented over time based on negotiation, in the same way as the other identified market inequities mentioned above.

**BUDGET/FINANCIAL INFORMATION:**

The \$53,564 cost of these changes was already approved as part of the existing labor agreement, in anticipation of the survey results, and is almost exclusively a non-General Fund cost.

**SUBMITTED BY:** Kristine Schmidt, Director of Administrative Services

**APPROVED BY:** City Administrator's Office