



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: November 10, 2015

TO: Mayor and Councilmembers

FROM: Public Works Department

SUBJECT: Reclassification Of Maintenance Worker Positions In The Facilities Management Division Of The Public Works Department

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 November 14, 2015.

DISCUSSION:

The Public Works Department requested that Human Resources conduct an analysis to determine the appropriate classification of a maintenance employee at the Annex Yard whose position was transferred from the Streets Maintenance Division to the Facilities Management division of Public Works during the most recent budget cycle.

There are several facility maintenance worker classifications that exist within the City. The general class is the Maintenance Worker I/II, with Maintenance Worker I as the entry level and Maintenance Worker II as the full journey level. Certain specialized maintenance classifications (Airport Maintenance Worker I/II, Waterfront Maintenance Worker I/II, and Streets Maintenance Worker I/II), while engaged in similar activities, are paid about 5% higher to recognize additional breadth of skill required and the hazards applicable to these assignments. There is a separate series of classifications engaged in grounds maintenance, of which the journey level is Grounds Maintenance Worker I/II.

When initially created, the position in the Annex Yard was a rotation assignment on the Streets Maintenance crew, so the incumbent was classified as a Streets Maintenance Worker II. However, that position does not perform duties of a Streets Maintenance Worker. Now that it has become a permanent assignment in the Facilities Management division, it should be reclassified correctly. Since it is the intent of the department to rotate this position and a separate Maintenance Worker II position in the Facilities Management division, and to have each position serve as back-up for the

other, the appropriate classification was reviewed in light of the duties of both assignments.

Human Resources completed its analysis and recommends reclassifying both the Maintenance Worker II position in the Facilities Management division (currently \$1,655.42 to \$2,012.17/ biweekly) and the Streets Maintenance Worker II position that recently was transferred to Facilities Management (currently \$1,740.08 to \$2,115.07/bi-weekly) to a new classification called Facilities Maintenance Worker II. This new Facilities Maintenance Worker I/II position will be classified at the same salary level as Airport Maintenance Worker I/II, Waterfront Maintenance Worker I/I, and Streets Maintenance Worker I/II (\$1,740.08 to \$2,115.07/bi-weekly). The basis for this determination is because the additional breadth of skill required and hazards applicable to these assignments are similar to the other more specialized positions that are set at a differential above a Maintenance Worker I/II.

BUDGET/FINANCIAL INFORMATION:

No additional appropriations are needed for Fiscal Year 2016, as the increased cost can be absorbed into the existing budget.

The ongoing cost from increasing the salary of the Maintenance Worker II position in the Facilities Management division by approximately 5% in Fiscal Year 2017 and thereafter will be approximately \$3,343 annually.

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SUBMITTED BY: Kristine Schmidt, Administrative Services Director

APPROVED BY: City Administrator's Office