



AGENDA SUMMARY EUREKA CITY COUNCIL

TITLE: Utility Systems Mechanic I/II/Senior and Utility classifications increase

DEPARTMENT: Human Resources

PREPARED BY: Will Folger, Director of Human Resources

PRESENTED FOR: Action Information only Discussion

RECOMMENDATION

Adopt a Resolution of the City Council creating new classifications of Utilities Systems Mechanic I/II and Senior Utilities Systems Mechanic; and implement wage adjustments to select utilities positions in the Public Works Department.

FISCAL IMPACT

No Fiscal Impact Included in Budget Additional Appropriation

DISCUSSION

Main Objectives:

- Eliminate flex status and make Utility Worker the primary entry-level class in the Utility Maintenance series, to be compensated at the previous Utility Worker II payrate.
- Establish Utility Systems Mechanic professional classification series to accurately detail the scope of work and technical expertise necessary for maintenance of the treatment plant systems and equipment, and to provide an upward mobility structure for trained personnel in the W/WWT divisions.
- Adjust payrate for certificated Utility and Treatment Systems Operator classifications to improve wage parity among similar positions within the local labor market to improve recruitment/retention efforts.
- Ensure that wage assignment for the new Mechanic series and wage adjustments to existing classes align with internal wage equity standards based on required qualifications, areas of responsibility, and in-class compaction gaps.

In order to meet the primary goals stated above, staff recommends that the Utilities Systems Operator and Treatment Plant Operator series receive 8%. This will allow for the new Utility Systems Mechanic series to be placed at an appropriate payrate, while ensuring that it does not start out lower than the Utility Worker, which is now considered the entry level for general utilities maintenance.

The additional increase for the Utility System Operator series is also justified because of recruitment and retention problems affecting those positions specifically, which have been documented over time and are primarily due to comparatively lower pay for similar jobs at other local agencies. Treatment Plant Operators were also identified as a priority class for increases

and are therefore recommended for the 8% increase as well, which will also maintain the wage equity structure among certificated Utility maintenance classifications.

Utility Systems Mechanic I starting payrate is 1.5% above Utility Worker in this proposal, which staff deems necessary given the wage-structure constraints. It is appropriate given the additional increases being applied the certificated positions, which provides for further promotional incentive.

CLASSIFICATION	CURRENT	GOING TO	COMMENT
UTILITY WORKER II	GC062	GC062	Maintain Level II payrate
UTILITY SYSTEMS MECHANIC I		GC066	1.5% above UW
UTILITY SYSTEMS MECHANIC II		GC086	10% above USM I
SR. UTILITY SYSTEMS MECHANIC		GC096	5% above USM II
UTILITY SYSTEMS OPERATOR I	GC056	GC072	8% INCREASE
UTILITY SYSTEMS OPERATOR II	GC076	GC092	8% INCREASE
SR. UTILITY SYSTEMS OPERATOR	GC086	GC102	8% INCREASE
TREATMENT PLANT OPERATOR I	GC074	GC090	8% INCREASE
TREATMENT PLANT OPERATION II	GC094	GC110	8% INCREASE

Attached are the final drafts for the Utilities Mechanic professional class series, and below are the proposed payrate assignments/changes for both the new classes and existing Utilities positions in need of adjustment.

The cost to implement the recommended changes will be included in the City's FY 2024-2025 budget.

Utility Worker

GC062	Annual	42,295	44,410	46,632	48,963	51,411
GC062	Monthly	3,525	3,701	3,886	4,080	4,284
GC062	Semi-monthly	1,762.28	1,850.42	1,942.98	2,040.13	2,142.14
GC062	Hourly	20.334	21.351	22.419	23.540	24.717

Utility Systems Mechanic I

GC066	Annual	43,147	45,305	47,570	49,949	52,447
GC066	Monthly	3,596	3,775	3,964	4,162	4,371
GC066	Semi-monthly	1,797.81	1,887.69	1,982.07	2,081.21	2,185.30
GC066	Hourly	20.744	21.781	22.870	24.014	25.215

Utility Systems Mechanic II

GC086	Annual	47,671	50,055	52,557	55,184	57,945
GC086	Monthly	3,973	4,171	4,380	4,599	4,829
GC086	Semi-monthly	1,986.31	2,085.63	2,189.89	2,299.35	2,414.36
GC086	Hourly	22.919	24.065	25.268	26.531	27.858

Sr. Utility Systems Mechanic

GC096	Annual	50,109	52,616	55,247	58,009	60,909
GC096	Monthly	4,176	4,385	4,604	4,834	5,076
GC096	Semi-monthly	2,087.89	2,192.32	2,301.95	2,417.05	2,537.86
GC096	Hourly	24.091	25.296	26.561	27.889	29.283

Utility Systems Operator I**CURRENT**

GC056	Annual	41,047	43,100	45,255	47,518	49,893
GC056	Monthly	3,421	3,592	3,771	3,960	4,158
GC056	Semi-monthly	1,710.28	1,795.82	1,885.61	1,979.90	2,078.87
GC056	Hourly	19.734	20.721	21.757	22.845	23.987

GOING TO

GC072	Annual	44,458	46,681	49,015	51,465	54,038
GC072	Monthly	3,705	3,890	4,085	4,289	4,503
GC072	Semi-monthly	1,852.41	1,945.06	2,042.30	2,144.39	2,251.60
GC072	Hourly	21.374	22.443	23.565	24.743	25.980

Utility Systems Operator II**CURRENT**

GC076	Annual	45,352	47,620	50,001	52,501	55,126
GC076	Monthly	3,779	3,968	4,167	4,375	4,594
GC076	Semi-monthly	1,889.68	1,984.15	2,083.38	2,187.55	2,296.93
GC076	Hourly	21.804	22.894	24.039	25.241	26.503

GOING TO

GC092	Annual	49,119	51,576	54,155	56,863	59,706
GC092	Monthly	4,093	4,298	4,513	4,739	4,976
GC092	Semi-monthly	2,046.63	2,148.99	2,256.45	2,369.29	2,487.77
GC092	Hourly	23.615	24.796	26.036	27.338	28.705

Sr. Utility Systems Operator**CURRENT**

GC086	Annual	47,671	50,055	52,557	55,184	57,945
GC086	Monthly	3,973	4,171	4,380	4,599	4,829
GC086	Semi-monthly	1,986.31	2,085.63	2,189.89	2,299.35	2,414.36
GC086	Hourly	22.919	24.065	25.268	26.531	27.858

GOING TO

GC102	Annual	51,630	54,211	56,921	59,767	62,756
GC102	Monthly	4,302	4,518	4,743	4,981	5,230
GC102	Semi-monthly	2,151.24	2,258.79	2,371.72	2,490.28	2,614.82
GC102	Hourly	24.822	26.063	27.366	28.734	30.171

Treatment Plant Operator I**CURRENT**

GC074	Annual	44,903	47,147	49,504	51,979	54,579
GC074	Monthly	3,742	3,929	4,125	4,332	4,548
GC074	Semi-monthly	1,870.96	1,964.47	2,062.67	2,165.80	2,274.13
GC074	Hourly	21.588	22.667	23.800	24.990	26.240

GOING TO

GC090	Annual	48,632	51,064	53,618	56,299	59,114
GC090	Monthly	4,053	4,255	4,468	4,692	4,926
GC090	Semi-monthly	2,026.35	2,127.67	2,234.09	2,345.81	2,463.07
GC090	Hourly	23.381	24.550	25.778	27.067	28.420

Treatment Plant Operator II**CURRENT**

GC094	Annual	49,612	52,094	54,698	57,433	60,306
GC094	Monthly	4,134	4,341	4,558	4,786	5,025
GC094	Semi-monthly	2,067.17	2,170.57	2,279.07	2,393.04	2,512.73
GC094	Hourly	23.852	25.045	26.297	27.612	28.993

GOING TO

GC110	Annual	53,733	56,420	59,240	62,202	65,312
GC110	Monthly	4,478	4,702	4,937	5,184	5,443
GC110	Semi-monthly	2,238.86	2,350.83	2,468.35	2,591.77	2,721.33
GC110	Hourly	25.833	27.125	28.481	29.905	31.400

Attachments:

Classification Specification - Utilities Systems Mechanic I/II
Classification Specification - Senior Utilities Systems Mechanic