



Office of the City Manager

CONSENT CALENDAR

March 12, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Aram Kouyoumdjian, Director of Human Resources

Subject: Salary Adjustments: Electrical Supervisor and Communications Supervisor

RECOMMENDATION

Adopt a Resolution adjusting the salary range for Electrical Supervisor and Communications Supervisor to consist of three steps ranging from \$62.8856 per hour to \$66.6047 per hour, effective March 12, 2024.

FISCAL IMPACTS OF RECOMMENDATION

The recommended 3% salary increase results in an increase of approximately \$4,035.00 annually at the top step per classification.

CURRENT SITUATION AND ITS EFFECTS

The Electrical Supervisor and Communications Supervisor job class specifications were established on May 9, 2023 as unrepresented classes with five salary steps. They are currently represented by International Brotherhood of Electrical Workers (IBEW), and after a meet-and-confer process with the union, and subsequent compensation studies, the recommendation is to increase the salary ranges by 3%, and reduce the number of steps within the range to three steps to align with other classifications represented by IBEW, Local 1245. The positions are currently vacant.

	Current	Proposed
Step 3	61.0540	62.8856
Step 4	62.8594	64.7452
Step 5	64.6648	66.6047

BACKGROUND

Both the Electrical Supervisor and Communications Supervisor classifications were established on May 9, 2023 as front-line supervisors in the Facilities Division of Public Works, supporting the installation, maintenance, and repair of the City's electrical and communications assets, including, but not limited to, traffic signals, controllers, battery backup systems, street lights, building electrical, generators, Marina electrical, radios, sewer lift stations, and ethernet.

Subsequent to their establishment, both classifications came to be represented by IBEW, Local 1245, and prompted both a meet-and-confer process over compensation, along with additional classification studies leading to the recommended salary adjustments.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

The salary ranges and steps for these job classifications are being revised as a result of further compensation studies and a meet-and-confer process.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

Attachments:

1: Resolution

SALARY ADJUSTMENTS: ELECTRICAL SUPERVISOR AND COMMUNICATIONS SUPERVISOR

WHEREAS, the Human Resources Department maintains the Classification and Compensation plan for the City of Berkeley; and

WHEREAS, the classifications of Electrical Supervisor and Communications Supervisor were established on May 9, 2023;

WHEREAS, a meet-and-confer process with IBEW, Local 1245, and subsequent classification studies supported a reduction in the number of salary steps (for consistency with IBEW classifications) and a 3% increase in the hourly rate for both classifications;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that effective March 12, 2024, the classifications of Electrical Supervisor and Communications Supervisor have three salary steps at the following hourly rates:

Step 3	62.8856
Step 4	64.7452
Step 5	66.6047

