



To: Honorable Public Utilities Board

Submitted by: /IS/
Nancy Bronstein
Director of Human Resources

From: Nancy Bronstein
Director of Human Resources

Approved by: /IS/
Nicolas Procos
General Manager

Subject: Adoption of Resolution Recommending the City Council Amend the Salary Schedule for the International Brotherhood of Electrical Workers Local 1245, Effective January 2, 2022, to Implement Compensation Changes

RECOMMENDATION

By resolution, recommend the City Council amend the salary schedule for the International Brotherhood of Electrical Workers Local 1245, Effective January 2, 2022, to Implement Compensation Changes.

BACKGROUND

The current Memorandum of Understanding (MOU) between the City of Alameda (City) and the International Brotherhood of Electrical Workers Local 1245 (IBEW) includes a provision for the completion of a total compensation survey in June of 2021. The language in this provision states that any IBEW classification that falls below the median of the survey agencies would be adjusted to the median, but not more than 5 percent, effective the first full pay period in January of 2022. Working with IBEW, the City has now completed the total compensation survey and 15 of 22 IBEW classifications are eligible for a base salary increase of 5 percent.

The current MOU also includes a previously negotiated 1 percent salary increase, effective the same pay period as the equity increase being recommended, which is the first full pay period in January 2022. The City's current 42-month MOU with IBEW will expire on June 30, 2022.

DISCUSSION

Because of the specialized work performed by many of the positions in IBEW it can be very difficult to recruit and retain qualified staff. Additionally, most electric utility agencies offer very competitive salary and benefit packages. To prevent falling significantly behind the compensation offered by other agencies, the City and IBEW agreed, during labor negotiations in 2018-19, to complete a total compensation survey in June of 2021. At the completion of the survey, any classifications that fell below the median of the survey agencies would be adjusted to the median, but no increase would exceed 5 percent. The survey agencies are Lodi, Palo Alto, Santa Clara, and Roseville.

When completing the survey, the City does not survey each classification but instead surveys by job group and then applies the increases to all classifications within this group. This prevents salary compaction between positions.

At the completion of the survey, 15 of the 22 IBEW classifications qualified for salary increases. Many of these classifications were more than 5 percent below the median, but increases are held to 5 percent based on the agreement between the City and IBEW. Below are the recommended adjustments:

<u>Classifications</u>	<u>Equity increase effective the first full pay period in January 2022</u>
Apprentice Electrical Maintenance Technician Electric Maintenance Technician Substation and Meter Supervisor	5.0%
Apprentice Lineworker Journey Lineworker Service Lineworker Line Working Supervisor	5.0%
System Operator Trainee System Operator Chief System Operator	5.0%
Electrical Engineering Aide	5.0%
Utility Construction Compliance Specialist	5.0%
Electrical Helper Lead Electrical Helper Utility Construction Foreperson	5.0%

The current and proposed salary schedules are attached.

NEXT STEPS

The City Council will consider approval of the salary adjustments at their meeting on November 16, 2021.

FINANCIAL IMPACT

The financial impact of the 5 percent salary changes in fiscal year (FY) 2021-2022 is estimated at \$90,000. There are sufficient funds in the Alameda Municipal Power FY 2021-22 budget to absorb this increase.

LINKS TO AMP STRATEGIC PLAN

Issue 5, Workforce – AMP must attract and retain employees while fostering a collaborative culture and adapting to changing industry needs.

EXHIBITS

- A. Resolution
- B. Proposed IBEW Salary Schedule, Effective January 2, 2022

CITY OF ALAMEDA
PUBLIC UTILITIES BOARD

RESOLUTION NO. _____

ADOPTION OF RESOLUTION RECOMMENDING THE CITY COUNCIL AMEND THE SALARY SCHEDULE FOR THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245, EFFECTIVE JANUARY 2, 2022, TO IMPLEMENT COMPENSATION CHANGES

WHEREAS, because of the specialized work performed by many of the positions in the International Brotherhood of Electrical Workers Local 1245 (IBEW), it can be very difficult to recruit and retain qualified staff; and

WHEREAS, to prevent falling significantly behind the compensation offered by other agencies the City of Alameda (City) and IBEW agreed, during labor negotiations in 2018-19, to complete a total compensation survey in June of 2021. At the completion of the survey, any classifications that fell below the median of the survey agencies would be adjusted to the median, but no increase would exceed 5 percent; and

WHEREAS, the City has completed the total compensation survey and the job classifications listed below are eligible for a salary adjustment effective the first full pay period in January 2022;

<u>Classifications</u>	<u>Equity increase effective the first full pay period in January 2022</u>
Apprentice Electrical Maintenance Technician Electric Maintenance Technician Substation and Meter Supervisor	5.0%
Apprentice Lineworker Journey Lineworker Service Lineworker Line Working Supervisor	5.0%
System Operator Trainee System Operator Chief System Operator	5.0%
Electrical Engineering Aide	5.0%
Utility Construction Compliance Specialist	5.0%
Electrical Helper Lead Electrical Helper Utility Construction Foreperson	5.0%

NOW, THEREFORE, BE IT RESOLVED the Public Utilities Board recommends to the City Council of the City of Alameda that the IBEW Salary Schedule be amended, effective the first full pay period in January of 2022, to reflect the 5 percent increases for the classifications listed above.

Approved as to Form

/s/

Alan M. Cohen

Assistant City Attorney

**CITY OF ALAMEDA - ALAMEDA MUNICIPAL POWER
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 Salary Schedule Effective - 1/2/2022 - 5% Equity**

CODE	CLASSIFICATION	Standard Work Week*	HOURLY						Effective Date
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
<u>Non-Exempt</u>									
7790	Apprentice Electrical Mtce Technician	40		49.10	51.54	54.13	56.84		1/2/2022
7780	Apprentice Electrician	40		39.96	41.96	44.06	46.26		1/2/2022
7785	Apprentice Lineworker	40	46.92	49.27	51.74	54.32			1/2/2022
7718	Chief System Operator	40					75.56	79.34	1/2/2022
7270	Electrical Engineering Aide	40	36.60	38.42	40.34	42.36	44.46		1/2/2022
7797	Electrical Helper	40	33.61	35.29	37.07	38.92	40.86		1/2/2022
7770	Electrical Maintenance Technician	40			60.49	63.53	66.70	70.04	1/2/2022
7133	Facilities Maintenance Worker	40	33.09	34.74	36.48	38.30	40.21		1/2/2022
7135	Inventory Control Clerk	40	34.38	36.10	37.91	39.81	41.80		1/2/2022
7775	Journey Lineworker	40					67.43	70.82	1/2/2022
7794	Lead Electrical Helper	40	35.28	37.05	38.91	40.85	42.89		1/2/2022
7745	Line Working Supervisor	40					74.14	77.85	1/2/2022
7795	Meter Service Technician	40	36.33	38.15	40.06	42.06	44.16		1/2/2022
7765	Service Lineworker	40					69.11	72.57	1/2/2022
7130	Stock Clerk	40	32.43	34.05	35.75	37.54	39.42		1/2/2022
7140	Storekeeper	40			42.33	44.45	46.67		1/2/2022
7750	Substation and Meter Supervisor	40					73.32	77.00	1/2/2022
7760	System Operator	40			62.33	65.46	68.73	72.16	1/2/2022
7761	System Operator Trainee	40	47.55	49.93	52.42				1/2/2022
7791	Utility Construction Compliance Specialist	40	43.30	45.47	47.73	50.13	52.64		1/2/2022
7799	Utility Construction Foreperson	40	38.77	40.73	42.77	44.91	47.16		1/2/2022

Rubber Glove Educational Incentive (6%) (MOU Sec 12.9)									
7785	Apprentice Lineworker			2.96	3.10	3.26			
7775	Journey Lineworker*								
7745	Line Working Supervisor*								
7765	Service Lineworker*								
*Included in base wage listed above									

Shift Pay - 2nd Shift (2.5%) (MOU Sec 12.8)									
7718	Chief System Operator						1.89	1.98	
7765	Service Lineworker						1.73	1.81	
7760	System Operator			1.56	1.64	1.72	1.80		

Shift Pay - 3rd Shift (5%) (MOU Sec 12.8)									
7718	Chief System Operator						3.78	3.97	
7760	System Operator			3.12	3.27	3.44	3.61		

Shift Pay - 12-Hour Shift (5%)
(MOU Appendix E, #12)

7718	Chief System Operator				3.78	3.97
7760	System Operator	3.12	3.27	3.44	3.61	

**Electrical Maintenance Technician Educational
Incentive - (2%)**
(MOU Sec. 12.6.3)

7750	Substation and Meter Supervisor				1.47	1.54
7770	Electrical Maintenance Technician	1.21	1.27	1.33	1.40	

Holiday in Lieu Pay
(MOU Sec. 11.7)

7761	System Operator Trainee	2.74	2.88	3.02		
7760	System Operator			3.60	3.78	3.97
7718	Chief System Operator				4.36	4.58