



# Agenda Report

July 14, 2025

**TO:** Honorable Mayor and City Council

**FROM:** Human Resources Department

**SUBJECT: ADOPT A RESOLUTION ESTABLISHING ONE NEW CLASSIFICATION AND UPDATING THE SALARIES OF FOUR EXISTING CLASSIFICATIONS REPRESENTED BY IBEW AND IUOE**

**RECOMMENDATION:**

It is recommended that the City Council:

1. Find that the proposed action in the agenda report is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) "Common Sense" exemption; and
2. Adopt a Resolution establishing one new classification and updating the salaries of four existing classifications represented by IBEW and IUOE.

**BACKGROUND:**

The Human Resources Department's Labor Relations and Classification & Compensation Division is responsible for managing classification and compensation work for the City. Periodically there is a need to update or add job classifications and salary rates as duties and the operational needs of the City change over time and the marketplace adjusts. The City's Manual of Personnel & Administrative Rules establishes a comprehensive process for classification submission in which the Human Resources Department reviews, approves, and provides recommendations on classification requests.

The Department of Water & Power requested the development of one new classification:

Power Plant Mechanic Helper

The Power Plant Mechanic Helper is an entry level position involved in performing skilled mechanical work while under direct supervision from a journey level maintenance mechanic. The incumbent assists on the testing, removal, disassembly, inspection,

repair, reassembly, and installation of various power plant equipment including turbines, pumps, compressors and valves. Helpers are expected to gain hands-on experience by working alongside journey-level mechanics while also learning and applying the knowledge/skills necessary to gain proficiency and to safely perform tasks in the maintenance of the City's power plant equipment. Human Resources recommends tying the salaries of Power Plant Mechanic Helper and Electrical Craft Helper as both classifications are entry level positions that assist journey-level mechanics.

The Department of Water and Power requested compensation reviews of the Electrical Tester series to ensure continued competitiveness in the marketplace and creating standardized differentials. The following classifications were reviewed:

Apprentice Electrical Tester  
Electrical Tester  
Senior Electrical Tester

As a result of the reviews above, Human Resources recommends establishing one new classification and updating the salary control rate of four existing classifications. The recommended salary control rates for all classifications were determined following an analysis of comparable classifications in the labor market and/or an analysis of internal alignment with comparable classifications within the City. All recommended changes are intended to support the City's ability to recruit and retain skilled personnel in a highly competitive labor market. These recommendations also provide standard differentials and alignments between the levels in the series. This action does not require any additional FTEs. Staff has conferred with the IUOE bargaining unit, and they are supportive of the creation of Power Plant Mechanic Helper and the IBEW are supportive of the proposed salary adjustments.

#### Power Plant Mechanic Helper

**Power Plant Mechanic Helper:** Establish a new classification of Power Plant Mechanic Helper with a control rate of \$43.7332 per hour. This classification will be added to the International Union of Operating Engineers.

#### Electrical Tester series

**Apprentice Electrical Tester:** Establish a new control rate of \$67.2972 per hour for the existing classification of Apprentice Electrical Tester. The existing control rate is \$57.9449 per hour.

**Electrical Tester:** Establish a new control rate of \$68.6706 per hour for the existing classification of Electrical Tester. The existing control rate is \$59.1274 per hour.

**Senior Electrical Tester:** Establish a new control rate of \$75.5375 per hour for the existing classification of Senior Electrical Tester. The existing control rate is \$65.5537 per hour.

The Apprentice Electrical Tester, Electrical Tester, and Senior Electrical Tester are represented by the International Brotherhood of Electrical Workers.

#### Electrical Craft Helper

**Electrical Craft Helper:** Establish a new control rate of \$43.7332 for the existing classification of Electrical Craft Helper. The existing control rate is \$42.7413 per hour.

The Electrical Craft Helper is represented by the International Brotherhood of Electrical Workers.

#### **COUNCIL POLICY CONSIDERATION:**

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability by periodically reviewing and updating the classifications and salaries of City employees.

#### **ENVIRONMENTAL ANALYSIS:**

The proposed action is exempt from the CEQA pursuant to State CEQA Guidelines Section 15061 (b) (3), the "common sense" provision of CEQA (formerly the general rule), which applies to projects which may have the potential for causing a significant effect on the environment. The proposed action will not result in any new development or physical changes.

**FISCAL IMPACT:**

Approval and implementation of the updated salaries will have a fiscal impact of up to \$461,507 in FY 2026 (pro-rated) and up to \$479,968 in FY 2027. 100% of the costs will impact the Light and Power Fund. The costs will be absorbed within the annual operating budget of the Water & Power Department. However, staff will monitor personnel expenses and request additional appropriations during the fiscal year if necessary.

Respectfully Submitted,



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Approved by:



MIGUEL MARQUEZ  
City Manager

Attachments:

Attachment A – Resolution establishing one new classification and updating the salaries of four existing classifications