



Office of the City Manager

CONSENT CALENDAR
July 25, 2023

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 Range Adjustments: Senior Building Maintenance Supervisor, Senior Equipment Supervisor, Senior Public Works Supervisor, and Senior Solid Waste Supervisor

RECOMMENDATION

Adopt a Resolution amending Resolution No. 69,997-N.S., Salary Resolution for Public Employees Union (PEU) – Local 1, to increase the salary range of the Senior Building Maintenance Supervisor by 9.30%; Senior Equipment Supervisor by 13.00%; Senior Public Works Supervisor by 8.53%; and Senior Solid Waste Supervisor by 8.53%, effective January 1, 2023.

This Resolution follows Council consideration of this item in Closed Session on May 1, 2023.

FISCAL IMPACTS OF RECOMMENDATION

Total cost of approximately \$88,035.46 in salary only. For FY 2022-23, the variance can be absorbed through salary savings due to vacancies within the classifications.

CURRENT SITUATION AND ITS EFFECTS

Within the current Memorandum of Understanding with PEU – Local One, which was approved on July 29, 2021, section 13.11.1 states:

Beginning no later than six (6) months after ratification of this Agreement, the City agrees to work with two representatives designated by the Union with the intent of completing a classification and compensation review of the Economic Development Project Coordinator, Mental Health Program Supervisor, Mental Health Clinical Supervisor, Senior Public Works Supervisor, Senior Building Maintenance Supervisor, and Senior Equipment Supervisor. As part of this, the City will also conduct a study related to the creation of a Senior Economic Development Project Coordinator classification.

A market salary survey of comparable classifications to the senior supervisor classifications represented by Public Employees Union (PEU) – Local 1 – in particular, the salaries of Senior Building Maintenance Supervisor, Senior Equipment Supervisor, Senior Public Works Supervisor, and Senior Solid Waste Supervisor – revealed that these classifications were behind in the market median as shown in Table A below:

Salary Range Adjustments: Senior Building Maintenance Supervisor, Senior Equipment Supervisor, Senior Public Works Supervisor, and Senior Solid Waste Supervisor

Table A: City of Berkeley Senior Supervisory Job Classifications		
Job Title	Current top step	Current % behind market median
Senior Building Maintenance Supervisor	\$111,178.50	9.30%
Senior Equipment Supervisor	\$121,282.51	13.00%
Senior Public Works Supervisor	\$129,121.82	8.53%
Senior Solid Waste Supervisor	\$129,121.82	8.53%

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

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

RATIONALE FOR RECOMMENDATION

To comply with the provisions of the City’s MOU with PEU – Local One (specifically, section 13.11.1), City staff conducted a compensation market survey and determined that the salaries of Senior Building Maintenance Supervisor, Senior Equipment Supervisor, Senior Public Works Supervisor, and Senior Solid Waste Supervisor classifications are out of market by at least eight percent (8%). As such, increases in salary for these classifications are needed to bring the salaries within the median levels of the market.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

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

Attachments:

- 1: Resolution
Exhibit A: Salary Adjustments

RESOLUTION NO. ##,###-N.S.

SALARY ADJUSTMENT: SENIOR BUILDING MAINTENANCE SUPERVISOR,
SENIOR EQUIPMENT SUPERVISOR, SENIOR PUBLIC WORKS SUPERVISOR, AND
SENIOR SOLID WASTE SUPERVISOR

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

WHEREAS, the City's current Memorandum of Understanding with Public Employees Union (PEU) – Local One required a compensation review of certain supervisor classifications represented by Local One;

WHEREAS, the Human Resources Department completed a compensation market survey and ascertained that the salaries of Senior Building Maintenance Supervisor, Senior Equipment Supervisor, Senior Public Works Supervisor, and Senior Solid Waste Supervisor classifications were behind the median surveyed market by at least eight percent (8%); and

WHEREAS, it is necessary for the City Council to adopt an amendment to PEU – Local 1 salary resolution, No. 69,997-N.S., to provide the salary adjustments reflected in Exhibit A to bring these classifications within the market median.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that Resolution No. 69,997-N.S., Salary Resolution for PEU – Local 1, is amended to include the salary adjustments in Exhibit A, attached hereto and made part hereof, effective January 1, 2023.

Attachment: Exhibit A

EXHIBIT A

The following classifications' salary shall be increased according to the following table:

Classification	1	2	3	4	5
Senior Building Maintenance Supervisor	51.4582	53.8963	56.5474	59.1780	61.9706
Senior Equipment Supervisor	55.5537	58.2001	61.0872	64.0576	67.1646
Senior Public Works Supervisor	51.0957	53.5166	56.1491	58.7611	61.5340
Senior Solid Waste Supervisor	51.5781	54.0193	56.6813	59.3139	62.1061