



**CITY OF LODI
COUNCIL COMMUNICATION**

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AGENDA TITLE: Adopt Resolution Approving Salary Range and Reclassification for the Position of Substation/Meter Superintendent.

MEETING DATE: April 7, 2010

SUBMITTED BY: Human Resources Manager

RECOMMENDED ACTION: Adopt resolution approving salary range and reclassification for the position of Substation/Meter Superintendent.

BACKGROUND INFORMATION: The Substation/Meter Superintendent job description represents a reclassification of the Electric Systems Superintendent with a new salary range. This position's responsibilities include testing, repair, maintenance, power quality analysis, regulatory compliance, and documentation of the City's 60,000-volt substations, through which all power delivered to customers must pass.

This position remains vacant as the City has been unable to attract a qualified candidate for the past several months. It is an essential position for the Electric Utility Department and must be filled imminently as severe penalties (as much as \$1,000,000 per day) can be imposed if the City does not ensure the utility's compliance with nationwide reliability standards, which is a key responsibility of this position.

Complicating our ability to recruit for this position is its current salary. Research indicates the City's compensation for the Electric Systems Superintendent is not competitive in the market and among comparable positions within the Electric Utility. Staff, therefore, recommends the new Substation/Meter Superintendent monthly salary range be \$7,356.09 to \$8,940.86, which is approximately 13 percent above the current range for the Electric Systems Superintendent, which it replaces.

It is expected the revised classification and salary range would allow the City to attract a qualified candidate. Absent these modifications, the City would be forced to reallocate a higher-salaried employee to perform the above functions, which would be more costly and affect the operations of other Electric Utility functions.

FISCAL IMPACT: At **top** step, the difference in base pay is \$12,615 and will be included in the 2010/11 budget, if approved.

FUNDING AVAILABLE: All additional costs will be absorbed within existing appropriations.

Respectfully submitted,

Jordan Ayers, Deputy City Manager/Internal Services Director

Dean Gualco, Human Resources Manager

APPROVED: Blair King, City Manager

RESOLUTION NO. 2010-44

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING SALARY RANGE AND
RECLASSIFICATION FOR THE POSITION OF
SUBSTATION/METER SUPERINTENDENT

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby approve the salary range and reclassification for the position of Electric Systems Superintendent to Substation/Meter Superintendent;

BE IT FURTHER RESOLVED that the City Council hereby approves the following salary range for Substation/Meter Superintendent:

	Step A	Step B	Step C	Step D	Step E
Substation/Meter Superintendent	7356.09	7723.79	8109.36	8515.05	8940.86

Date: April 7, 2010

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I hereby certify that Resolution No. 2010-44 was passed and adopted by the Lodi City Council in a regular meeting held April 7, 2010, by the following vote:

- AYES: COUNCIL MEMBERS – Hansen, Hitchcock, Johnson, and Mayor Katzakian
- NOES: COUNCIL MEMBERS – None
- ABSENT: COUNCIL MEMBERS – Mounce
- ABSTAIN: COUNCIL MEMBERS – None


RANDI JOHL
City Clerk

Substation & Meter Superintendent

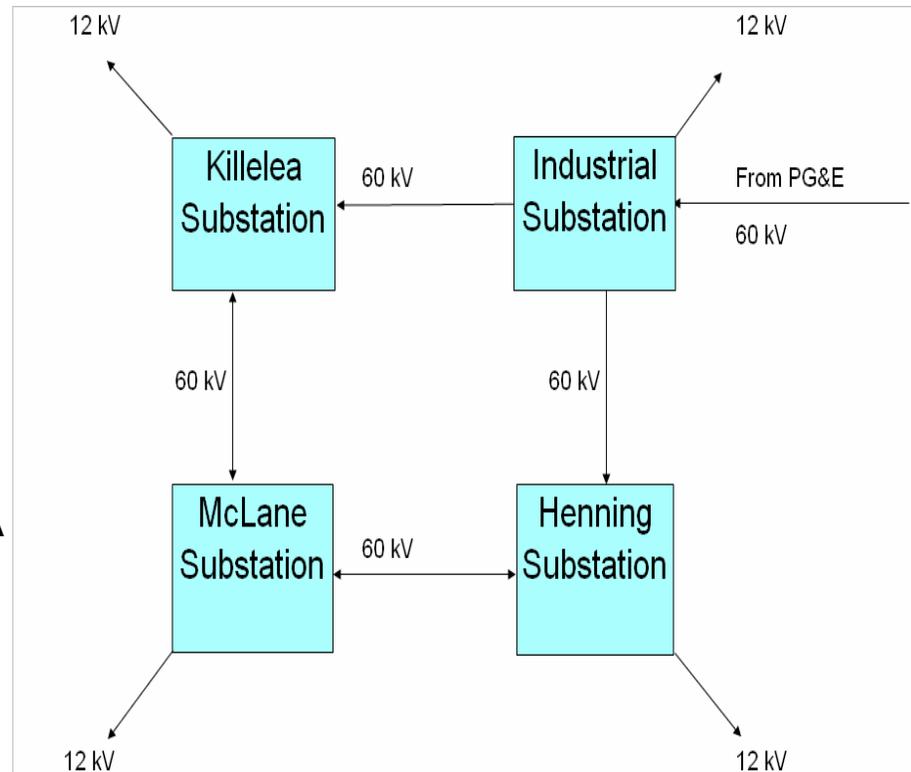
City Council Meeting
April 7, 2010

Overview

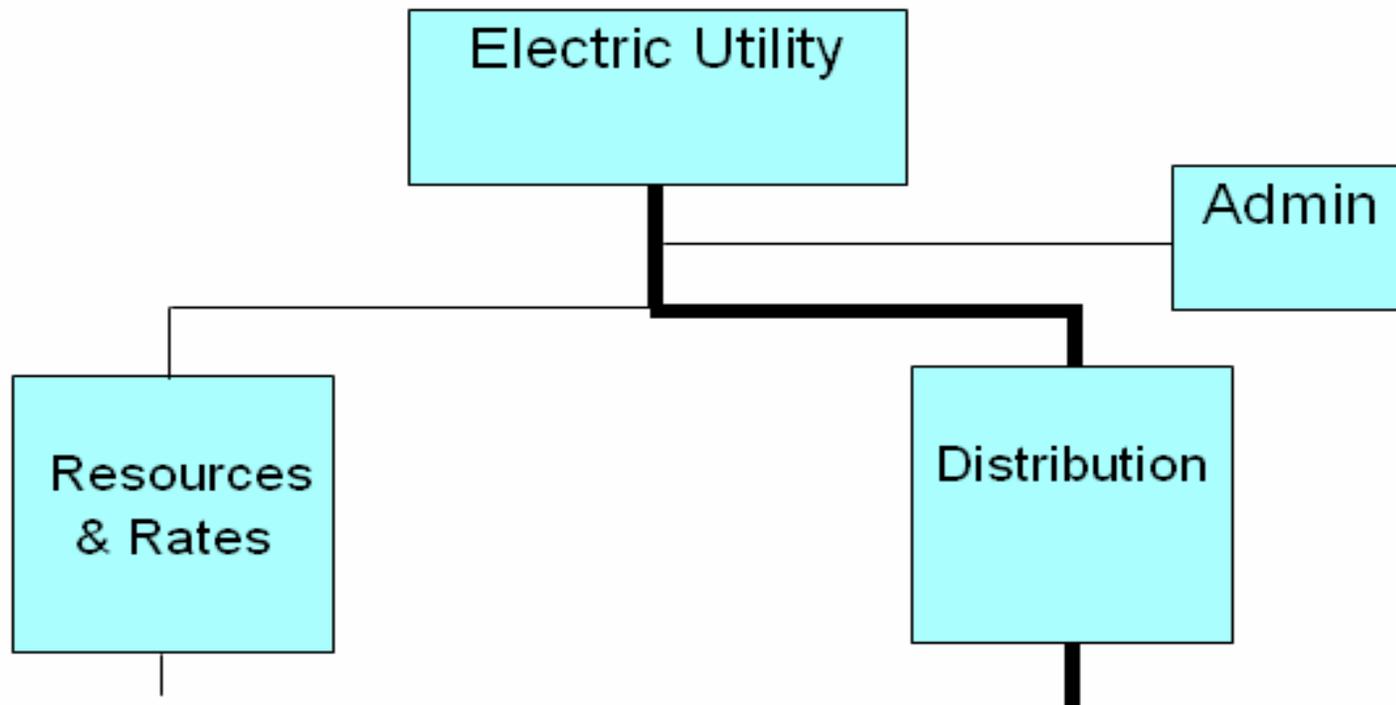
- Substations
- Place in organization
- Concerns
- Recruitment
- Skills
- Internal pay comparison
- Recommendation

Substations

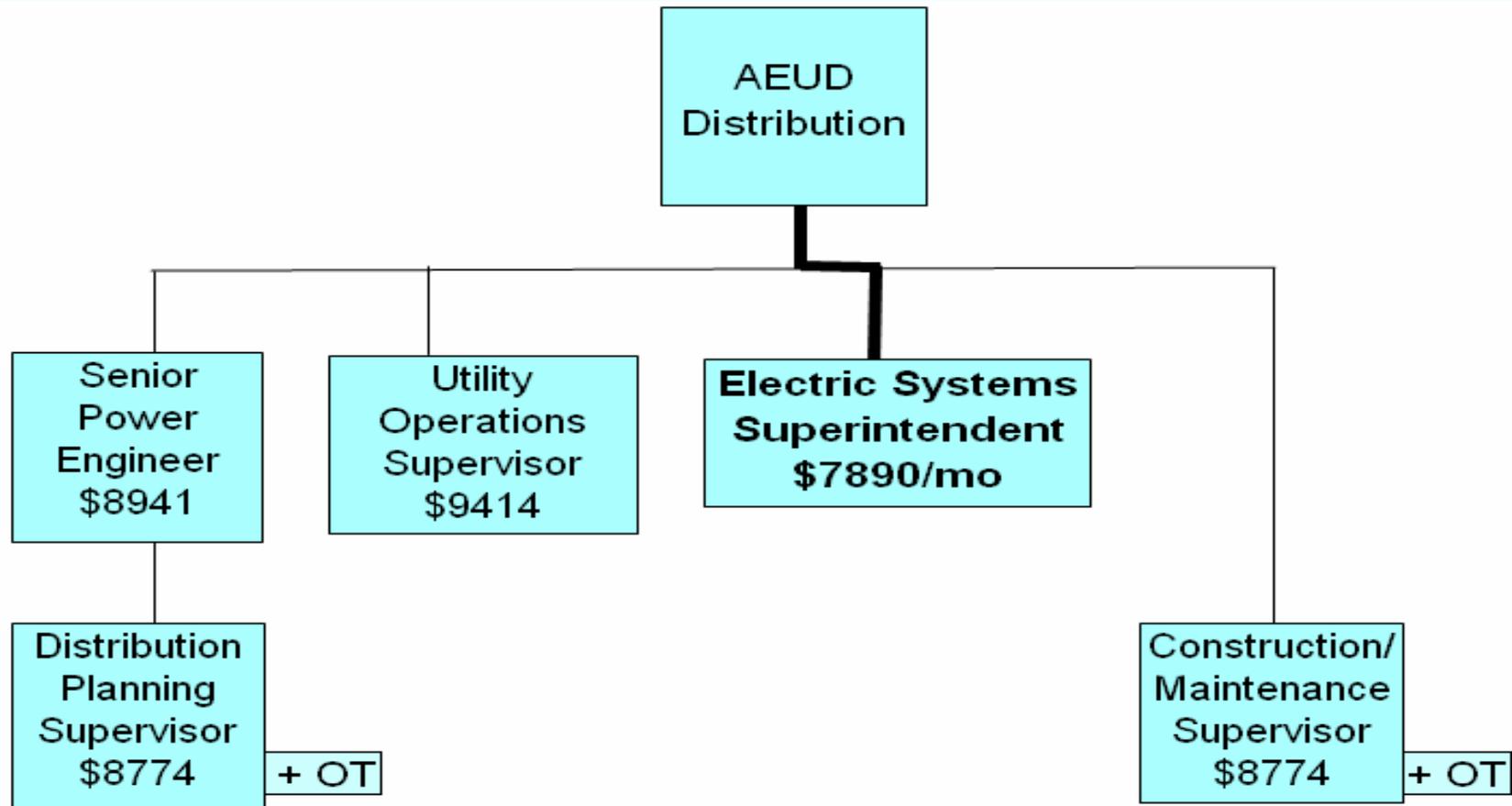
- **Transformers**
- **Switches**
- **Protection sys & relays**
- **Meters**
- **Communications/SCADA**
- **Other instrumentation**



Electric Utility



Distribution



Concerns

- Substations are of critical importance
- Safety, reliability, cost
- Compliance is critical:
 - Safety (high voltage)
 - Environment (wastes)
 - Reliability (relays)
- NERC standards: penalties up to \$1 million per day per violation

Recruitment Unsuccessful

- Began in October 2009
- Result of February interviews:
no qualified applicants
- Subsequent applicants
lack qualifications

Knowledge & Ability

- Electrical theory
- High-voltage safety
- Mechanical repair
- Skilled use of tools
- Compliance with regulations/standards
 - Safety, environment, reliability
- Physical strength
- Emergency call-outs

Superintendent Additional Knowledge & Abilities

- Training
- Evaluating
- Discipline

Urgency

- Experienced Electrical Technician retired April 5, 2010
- Less experienced Electrical Technician is not authorized to work in substation alone
- Emergency response 7 x 24

Internal Pay Comparisons

LCMMA

- Utility Operations Supervisor: +19%
- Senior Power Engineer: +13%

IBEW (with OT)

- Construction & Maint Supervisor: +11%
- Distribution Planning Supervisor +11%

Recommendation

- Increase pay 13%,
matching Senior Power Engineer
- Change title from
Electric Systems Superintendent to
Substation & Meter Superintendent
- Scope adjustment