



CITY OF LODI
COUNCIL COMMUNICATION

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AGENDA TITLE: Adopt Resolution Revising Salary Range for the Position of Electrical Technician.
MEETING DATE: July 7, 2010
SUBMITTED BY: Human Resources Manager

RECOMMENDED ACTION: Adopt resolution revising the salary range for the position of Electrical Technician.

BACKGROUND INFORMATION: The Electrical Technician classification is a highly specialized position that performs low, medium and high-voltage substation work in switching, equipment maintenance and calibration. This position also performs skilled work in electrical construction, and maintenance and troubleshooting of electric utility facilities such as electric generation, transmission, distribution telemetering, communications, and data systems.

This position has been vacant since April 5, 2010. The City has actively recruited to fill this vacancy through a variety of industry websites, comparable agencies, etc. We received 32 applications during our initial recruitment, and 4 of those 32 were interviewed. Unfortunately, none of those applicants were qualified to proceed through the hiring process. The City has received additional applications since the initial interview (to date, we have received 46 applications); however, applicant qualifications are not consistent with the expectations of the position.

This is an essential position for the Electric Utility Department as penalties can be imposed if the City does not ensure the utility's compliance with nationwide reliability standards. Complicating our ability to recruit for this position is its current salary. Research indicates the City's compensation for the Electric Technician is not competitive in the market. Among comparable positions within the EU industry, the salary is approximately 4% below. Staff, therefore, recommends the Electrical Technician monthly salary range be raised 5%, with top step rising from \$7,205.99 to \$7,566.28. It is expected the revised 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 \$3,233 per year 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

APPROVED:

Konradt Bartlam, Interim City Manager

RESOLUTION NO. 2010-117

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING
SALARY RANGE AND RECLASSIFICATION FOR THE
POSITION OF ELECTRICAL TECHNICIAN

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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 Electrical Technician; and

	Step A	Step B	Step C	Step D	Step E
Electrical Technician	6343.37	6660.54	6993.57	7343.25	7710.41

Date: July 7, 2010

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I hereby certify that Resolution No. 2010-117 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 7, 2010, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Johnson, and Mayor Katzakian

NOES: COUNCIL MEMBERS – Mounce

ABSENT: COUNCIL MEMBERS – Hitchcock

ABSTAIN: COUNCIL MEMBERS – None


NANDI JOHL
City Clerk