



CITY OF LODI COUNCIL COMMUNICATION

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AGENDA TITLE: Adopt Resolutions Authorizing Converting Existing Contract Staff by: 1) Approving Job Specification, Salary Range and Addition of One Electric Groundworker and 2) Authorizing Addition of One Electric Lineworker

MEETING DATE: November 6, 2013

PREPARED BY: Electric Utility Director

RECOMMENDED ACTION: Adopt resolutions authorizing converting existing contract staff by: 1) approving job specification, salary range and addition of one Electric Groundworker and 2) authorizing addition of one Electric Lineworker.

BACKGROUND INFORMATION: The Electric Utility (EU) currently has approved position allocations for three Electric Foreworker and six Electric Lineworker positions, all of which are filled at this time.

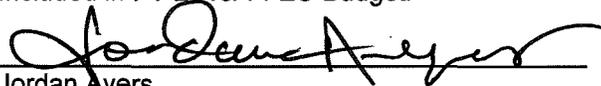
Minimum electric system maintenance goals and new service requirements require the full attention of existing staff. In addition to this ongoing work, EU has undertaken a multi-year capital Streetlight Grounding and Fusing Project to bring our street-lighting system into compliance with current codes and standards, anticipated for completion in 2020. Staffing for this project has been performed with the addition of two contract labor positions from the International Brotherhood of Electrical Workers hiring hall. EU has experienced high turnover for these positions which continues to interrupt the progress of this project.

A cost comparison, as shown on the attached Exhibit A, demonstrates converting the contract staff to permanent employees results in a maximum annual expense increase of \$15,226 for E Step compensation, or approximately 0.02 percent of the total EU budget. In addition, the City will realize time savings for administrative staff by having permanent positions for this project. Therefore, staff recommends Council approve the staffing conversion as outlined in this communication.

International Brotherhood of Electrical Workers has reviewed and approved the salary range and job specification for the Electric Groundworker.

FISCAL IMPACT: Maximum annual expense increase of approximately \$15,226.

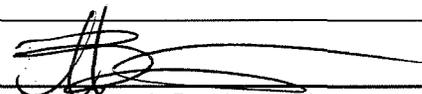
FUNDING AVAILABLE: Included in FY 2013/14 EU Budget.


Jordan Ayers
Deputy City Manager/Internal Services Director


Elizabeth A. Kirkley
Electric Utility Director

PREPARED BY: Charles Berry, Electric Utility Superintendent

EAK/CJB/lst

APPROVED: 
Konradt Bartlam, City Manager

IBEW

Classification	Hourly Wage	Benefits, etc.	Subsistence Pay/Day	Total Hourly Rate
Lineman	\$50.30	\$15.32	\$50.00	\$71.87
Line Equipment Man	\$40.17	\$14.05	\$50.00	\$60.47
			Sub-Total/Hr	\$132.34

City of Lodi - EU

Classification	Hourly Wage	Benefits, etc.	Subsistence Pay/Day	Total Hourly Rate
Lineworker	\$43.69	\$34.31	\$0.00	\$78.00
Groundworker	\$34.54	\$27.12	\$0.00	\$61.66
			Sub-Total/Hr	\$139.66

Total Net Cost/Hr of Labor	\$7.32
Total Net Cost/Labor Year	\$15,225.60

1. IBEW labor rates provided from Local 47 & 1245 California Outside Line Construction Agreement, effective 6/1/13 - 5/31/14.
2. EU labor rates for Groundworker classification are based upon the proposed salary schedule and EU overhead of 78.53%.
3. Groundworker position would replace the contract IBEW position of Line Equipment Man.

JOB SPECIFICATION
WILL BE PROVIDED AS A
BLUE SHEET ITEM
AT THE MEETING

CITY OF LODI

NOVEMBER 6, 2013

Groundworker

DEFINITION

Under close supervision, performs a variety of unskilled and semi-skilled tasks in the construction, maintenance, and repair of the Electric Utility Department's transmission and distribution systems; performs general electrical warehousing and yard maintenance duties; and performs related duties as assigned. This position cannot accept a clearance, climb poles, or work out of a bucket.

SUPERVISION EXERCISED AND RECEIVED

Receives supervision from higher level personnel.

EXAMPLES OF DUTIES

Duties may include, but are not limited to the following:

Operate various types of equipment including: backhoes, tractors, front-loaders, rock saws, hole diggers, boom trucks, digger derricks, forklifts, water trucks, bobcats, cable pullers, cable-tensioners, trenchers, pole-stubbers, portable generators, portable/hydraulic pole setters, jackhammers, and other related equipment.

Operate aerial lift trucks, boom trucks, and other Lodi Electric vehicles, in the course of work, for which a Class A license will be required..

Assemble cross-arms, dead ends, pole and arm guys, grounds and other materials and hoist up to Lineworker as needed; help raise and lower transformers and pull in new wire; remove old wire, install house knobs, and splice wires.

Pick up and deliver materials.

Dig holes, trenches, splice pits manually or using power equipment; perform minor tree trimming; remove and install asphalt.

Assist in traffic control.

Maintain tools and equipment in clean and workable condition and assure that all tools from the tool room are returned after each use.

Maintain good housekeeping in the job, around the yard and on the vehicles.

DRAFT

Work overtime as required.

MINIMUM QUALIFICATIONS

Knowledge of:

Basic safety rules and procedures.

Safe use of hand and power tools.

Ability to:

Read and interpret written instructions; remember and follow a series of directions; establish and maintain cooperative relationships with those contacted in the course of work.

Operate a variety of equipment safely; learn work site protection and safety precautions.

Tolerate changes in outside temperature from winter to summer and tolerate dust, pollen, wind and rain.

Work in confined areas, such as de-energized underground vaults and manholes, for extended periods of time;

Perform physically strenuous work for extended periods of time;

Operate line construction equipment and tools.

EDUCATION AND EXPERIENCE GUIDELINES

Any combination of experience and education that would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

High school diploma or equivalent.

Experience:

One year of experience working with journeyman line crews or other crafts workers preferred.

LICENSES AND CERTIFICATES:

DRAFT

Possession of a valid Driver's License (Class C) issued by the California Department of Motor Vehicles by time of hire. Incumbent must obtain a valid Class A California Driver's License within 6 months of employment.

WORKING CONDITIONS:

Environmental Conditions- Works outdoors in varied weather conditions including cold, hot, rain and high winds. The work environment will occasionally include high noise levels and/or exposure to hazardous substances (i.e., solvents, PCB's chemicals, etc.) that could, if precautions are not followed, pose a health risk. Approved respiratory and safety equipment shall be worn when hazardous substances are being handled.

Physical Conditions- Essential and marginal functions may require maintaining physical condition necessary for sitting, standing, bending, stooping, and walking for prolonged periods of time. Carrying up to 40lbs and 70lbs occasionally. Climbing will include but not limited to, ladders, and climbing into and down from vehicles. Work in locations inaccessible to mobile equipment and in confined spaces such as de-energized underground vaults. Emergencies, critical system conditions, or outage limitations may require that work be done at night and/or under time constraints. Use various office equipment and handheld devices. System priorities may require extended periods of overtime including work outside of normal work hours.

RESOLUTION NO. 2013-196

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING JOB SPECIFICATION, SALARY RANGE,
AND ADDITION OF ONE ELECTRIC GROUNDWORKER

WHEREAS, the Electric Utility (EU) currently has approved position allocations for three Electric Foreworker and six Electric Lineworker positions, all of which are filled at this time; and

WHEREAS, existing staffing is required to meet the minimum electric system maintenance goals and new service requirements; and

WHEREAS, in addition to this ongoing work, EU has undertaken a multi-year capital Streetlight Grounding and Fusing Project to bring our street-lighting system into compliance with current codes and standards with an anticipated completion year of 2020; and

WHEREAS, staffing for this project has been performed with the addition of two contract labor positions from the International Brotherhood of Electrical Workers hiring hall; and

WHEREAS, EU has experienced high turnover for these positions which continues to interrupt the progress of this project; and

WHEREAS, a cost comparison, as shown on the attached Exhibit A, demonstrates converting the contract staff to permanent employees results in a maximum annual expense increase of \$15,226 for E Step compensation, or approximately 0.02% of the total EU Budget; in addition, the City will realize time savings for administrative staff by having permanent positions for this project; and

WHEREAS, staff recommends the following salary range for Groundworker:

Step A	Step B	Step C	Step D	Step E
4924.94	5171.19	5429.75	5701.24	5986.30

WHEREAS, funding is included in FY 2013/14 EU Budget.

NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby approve job specification, salary range and addition of one Electric Groundworker.

Dated: November 6, 2013

I hereby certify that Resolution No. 2013-196 was passed and adopted by the City Council of the City of Lodi in a regular meeting held November 6, 2013, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Johnson, Katakian, and Mayor Nakanishi

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – Mounce

ABSTAIN: COUNCIL MEMBERS – None


RANDI JOHL-OLSON
City Clerk

IBEW

Classification	Hourly Wage	Benefits, etc.	Subsistence Pay/Day	Total Hourly Rate
Lineman	\$50.30	\$15.32	\$50.00	\$71.87
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City of Lodi - EU

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Total Net Cost/Hr of Labor \$7.32
 Total Net Cost/Labor Year \$15,225.60

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2. EU labor rates for Groundworker classification are based upon the proposed salary schedule and EU overhead of 78.53%.
3. Groundworker position would replace the contract IBEW position of Line Equipment Man.

Groundworker

DEFINITION

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SUPERVISION EXERCISED AND RECEIVED

Receives supervision from higher level personnel.

EXAMPLES OF DUTIES

Duties may include, but are not limited to the following:

Operate various types of equipment including: backhoes, tractors, front-loaders, rock saws, hole diggers, boom trucks, digger derricks, forklifts, water trucks, bobcats, cable pullers, cable-tensioners, trenchers, pole-stubbers, portable generators, portable/hydraulic pole setters, jackhammers, and other related equipment.

Operate aerial lift trucks, boom trucks, and other Lodi Electric vehicles, in the course of work, for which a Class A license will be required..

Assemble cross-arms, dead ends, pole and arm guys, grounds and other materials and hoist up to Lineworker as needed; help raise and lower transformers and pull in new wire; remove old wire, install house knobs, and splice wires.

Pick up and deliver materials.

Dig holes, trenches, splice pits manually or using power equipment; perform minor tree trimming; remove and install asphalt.

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Maintain tools and equipment in clean and workable condition and assure that all tools from the tool room are returned after each use.

Maintain good housekeeping in the job, around the yard and on the vehicles.

Work overtime as required.

MINIMUM QUALIFICATIONS

Knowledge of:

Basic safety rules and procedures.

Safe use of hand and power tools.

Ability to:

Read and interpret written instructions; remember and follow a series of directions; establish and maintain cooperative relationships with those contacted in the course of work.

Operate a variety of equipment safely; learn work site protection and safety precautions.

Tolerate changes in outside temperature from winter to summer and tolerate dust, pollen, wind and rain.

Work in confined areas, such as de-energized underground vaults and manholes, for extended periods of time;

Perform physically strenuous work for extended periods of time;

Operate line construction equipment and tools.

EDUCATION AND EXPERIENCE GUIDELINES

Any combination of experience and education that would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

High school diploma or equivalent.

Experience:

One year of experience working with journeyman line crews or other crafts workers preferred.

LICENSES AND CERTIFICATES:

Possession of a valid Driver's License (Class C) issued by the California Department of Motor Vehicles by time of hire. Incumbent must obtain a valid Class A California Driver's License within 6 months of employment.

WORKING CONDITIONS:

Environmental Conditions- Works outdoors in varied weather conditions including cold, hot, rain and high winds. The work environment will occasionally include high noise levels and/or exposure to hazardous substances (i.e., solvents, PCB's chemicals, etc.) that could, if precautions are not followed, pose a health risk. Approved respiratory and safety equipment shall be worn when hazardous substances are being handled.

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RESOLUTION NO. 2013-197

A RESOLUTION OF THE LODI CITY
COUNCIL AUTHORIZING THE ADDITION
OF ONE ELECTRIC LINeworkER

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WHEREAS, the Electric Utility (EU) currently has approved position allocations for three Electric Foreworker and six Electric Lineworker positions, all of which are filled at this time; and

WHEREAS, existing staffing is required to meet the minimum electric system maintenance goals and new service requirements; and

WHEREAS, in addition to this ongoing work, EU has undertaken a multi-year capital Streetlight Grounding and Fusing Project to bring our street-lighting system into compliance with current codes and standards with an anticipated completion year of 2020; and

WHEREAS, staffing for this project has been performed with the addition of two contract labor positions from the International Brotherhood of Electrical Workers hiring hall; and

WHEREAS, EU has experienced high turnover for these positions which continues to interrupt the progress of this project; and

WHEREAS, a cost comparison, as shown on the attached Exhibit A, demonstrates converting the contract staff to permanent employees results in a maximum annual expense increase of \$15,226 for Step E compensation, or approximately 0.02% of the total EU Budget; in addition, the City will realize time savings for administrative staff by having permanent positions for this project; and

WHEREAS, funding is included in FY 2013/14 EU Budget.

NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby authorize the addition of one Electric Lineworker.

Dated: November 6, 2013

I hereby certify that Resolution No. 2013-197 was passed and adopted by the City Council of the City of Lodi in a regular meeting held November 6, 2013, by the following vote:

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


RANDI JOHIL-OLSON
City Clerk

EXHIBIT A

IBEW

Classification	Hourly Wage	Benefits, etc.	Subsistence Pay/Day	Total Hourly Rate
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