



City Council Agenda Item

City Council Meeting Date: October 06, 2020

TO: Jim Throop, City Manager

FROM: Gabriel Garcia, Human Resources Manager
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SUBJECT: Adoption of Resolution No. 6364(20) Related to the Retention and Recruitment Incentive for Classifications within the Electric Division

Recommendation:

Staff recommends the City Council adopt Resolution No. 6364(20) and approve the Retention and Recruitment Incentive for specified classifications within the City's Electric Division.

Background:

The City is experiencing difficulty recruiting and retaining the following classifications: Apprentice Electrical Line Workers, 12-Kv Electrical Line Workers, 12-Kv Lead Electric Line Workers, 12-Kv Electric Trouble Shooters, Electric Utility Technicians, and Lead Electric Utility Technicians. There is a shortage of individuals to fill such positions and the City faces competition from other public agencies and private companies in hiring and retaining qualified individuals.

Discussion:

In order to increase retention, assist with recruitment in the above-specified classifications, and to ensure the delivery of essential services to City residents, the International Brotherhood of Electrical Workers, Local 1245, and City representatives have met and conferred regarding providing Retention and Recruitment Incentives. The Retention and Recruitment Incentive would provide a total incentive of \$10,000 to each employee in specified classifications.

The Retention Incentive would be paid to Apprentice Electrical Line Workers, 12-Kv Electrical Line Workers, 12-Kv Lead Electric Line Workers, 12-Kv Electric Trouble Shooters, Electric Utility Technicians, and Lead Electric Utility Technicians as follows:

- \$5,000 payable to employees in the specified classifications in the first pay period following adoption by the City Council;

- \$1,250 payable to employees in the specified classifications 6 months after the date of the first incentive payment;
- \$1,250 payable to employees in the specified classifications 12 months after the date of the first incentive payment;
- \$1,250 payable to employees in the specified classifications 18 months after the date of the first incentive payment; and
- \$1,250 payable to employees in the specified classifications 24 months after the date of the first incentive payment.

The employee must be employed when the Retention Incentive is adopted, and remain employed continuously during the time between each payment, to receive the Retention Incentive payment.

Additionally, a Recruitment Incentive for newly hired 12-Kv Electrical Line Workers, 12-Kv Lead Electric Line Workers, 12-Kv Electric Trouble Shooters, and Electric Utility Technicians would be provided as follows:

- \$5,000 payable to employees in the specified classifications in the first pay period following appointment;
- \$1,250 payable to employees in the specified classifications 6 months after the date of the first incentive payment;
- \$1,250 payable to employees in the specified classifications 12 months after the date of the first incentive payment;
- \$1,250 payable to employees in the specified classifications 18 months after the date of the first incentive payment; and
- \$1,250 payable to employees in the specified classifications 24 months after the date of the first incentive payment.

The employee must remain employed continuously during the time between each Recruitment Incentive payment.

Fiscal Impact:

There is no fiscal impact to the General Fund. The total fiscal impact to the Electric Division would be \$195,875, as follows;

<u>Accounting Code</u>	<u>Description</u>	<u>FY 2020-21</u> <u>Amount</u>	<u>FY 2021-22</u> <u>Amount</u>
752ERS-511100	Salaries	\$75,000	\$45,000
752ERS-512400	Benefits	22,938	13,763
752EDS-511100	Salaries	18,750	11,250
752EDS-512400	Benefits	<u>5,734</u>	<u>3,440</u>
		\$122,422	\$ 73,453

Conclusion:

Based on the above, Staff recommends the City Council adopt Resolution No. 6364(20), to adopt and approve the Retention and Recruitment Incentive for Classifications within the City of Lompoc's Electric Division.

Respectfully submitted,

Gabriel Garcia, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Jim Throop, City Manager

Attachment: Resolution No. 6364(20)