



City of Huntington Beach

File #: 20-1567

MEETING DATE: 9/21/2020

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Oliver Chi, City Manager

PREPARED BY: Travis K. Hopkins, Assistant City Manager

Subject:

Adopt Resolution No. 2020-60 amending the City's Classification Plan, and approve the modified Classification Titles of Marine Safety Officer, Marine Safety Captain, and Marine Safety Battalion Chief

Statement of Issue:

Council authorization is requested to amend the City's Classification Plan to incorporate changes considered and approved by the Personnel Commission on March 4, 2020. These revisions align and integrate Marine Safety into the Fire Department.

Financial Impact:

Funding is included for these positions in the Fiscal Year 2020-21 budget, and there is no change in compensation.

Recommended Action:

Adopt Resolution No. 2020-60, "A Resolution of the City Council of the City of Huntington Beach Amending the City's Classification Plan and Approve the Modified Classification Titles of Marine Safety Officer, Marine Safety Captain and Marine Safety Battalion Chief."

Alternative Action(s):

Reject amendments to the classification plan. In accordance with Personnel Rule 12-4, if an amendment to the City's Classification Plan is rejected by the City Council, the City Council is to refer such amendments or revisions back to the Personnel Commission with reasons for rejection and its recommendation thereon.

Analysis:

The proposed job classification amendments would help align the Marine Safety Division's positions with the existing reporting structure within the City's Fire Department. Research collected from comparator agencies and State professional organizations support the decision for the recommended title changes, as follows:

Marine Safety Officer I (current) to Marine Safety Officer (new)
Marine Safety Officer II (current) to Marine Safety Captain (new)
Marine Safety Lieutenant (current) to Marine Safety Battalion Chief (new)

The classifications were modified to include the modern job titles, duties, and hiring standards in response to market and legislative changes, but do not materially change the nature of the work being performed.

The revised titles communicate uniform structure and clarity, both internally and externally, to enhance recruitment efforts in the Marine Safety Division going forward, thereby strengthening the Fire Department as a whole.

Environmental Status:

Not applicable.

Strategic Plan Goal:

Enhance and maintain high quality City services

Attachment(s):

1. Resolution No. 2020-60
2. Exhibit A - Marine Safety Officer Job Classification
3. Exhibit B - Marine Safety Captain Job Classification
4. Exhibit C - Marine Safety Battalion Chief Job Classification
5. Exhibit D - Marine Safety Management Association Salary Table