

November 7, 2023

The Honorable City Council
c/o Office of the City Clerk
Room 395, City Hall
Mail Stop 160

Honorable Members:

Subject: Approval of Hazardous Materials Salary Note Premium for Labor Supervisor and Heavy Duty Truck Operator

Utilizing the Joint Labor/Management process under the authority provided through the Joint Labor/Management Resolution Board, the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18, are seeking approval to establish a premium for Labor Supervisor (LS), Class Code 3126, Duties Description Record (DDR) No. 38-31006, and Heavy Duty Truck Operator (HDTO), Class Code 3584, Duties Description Record (DDR) No. 93-35144, when regularly assigned to perform hazardous materials work. This approval is consistent with the bargaining instructions approved by the Executive Employee Relations Committee (EERC) at its meeting on November 3, 2023. LADWP hereby seeks approval from the City Council of the proposed salary note premium.

Background

The Parties jointly reviewed the duties and responsibilities, through an internal Joint Labor/Management Committee and the Executive Equity Committee (EEC), and determined that LS (DDR No. 38-31006) and HDTO (DDR No. 93-35144) performs hazardous materials work that warrants a three-level premium (8.25 percent) salary note. This would be consistent with the existing salary footnote 15 of the Operating, Maintenance and Service Unit (OMS) Memorandum of Understanding (MOU), which provides a three-level premium salary add-on for Maintenance and Construction Helpers (MCH) that perform duties related to the handling and disposal of hazardous materials. LS is accreted under the IBEW Local 18 Supervisory Blue Collar Unit MOU and HDTO is accreted under the IBEW Local 18 OMS MOU.

The proposed salary note premium would apply to LS and HDTO staff assigned to work at the Power Construction and Maintenance Hazardous Materials (Hazmat) Group.

There is currently one LS and three HDTO's assigned to the Hazmat Group. LS is responsible for supervising the Hazmat Group, including HDTO, Painters, Building Repairers, Plumbers and MCHs. The work performed by the Hazmat Group includes responding to emergency type situations involving the clean-up of oil spills, chemical spills, biohazards, and other unknown substances. LS is referred to as the Incident Commander and is responsible for communications with outside agencies, such as the United States Coast Guard, California Department of Fish and Wildlife, and other government agencies. HDTO's are trained under the Occupational Safety and Health Administration Hazardous Waste Operations and Emergency Response standards and work on various hazardous materials spills that may occur on or off LADWP property. They must wear personal protection equipment, such as protective suits, respirators, rubber gloves, and rubber boots when performing clean up duties.

LS and HDTO have the skills, knowledge, and abilities to perform hazardous materials work and have been performing duties involving the handling and disposal of hazardous materials work for several years. An inequity was filed with the EEC back on January 1, 2015. Therefore, it is requested that the three-level premium salary note is retroactive back to January 1, 2015.

Salary Proposal

LADWP is requesting a three-level premium salary note (8.25 percent) for LS, DDR No. 38-31006, and HDTO DDR No. 93-35144, retroactive to January 1, 2015. Listed below is a summary of the current salaries and proposed salary note premium at the top salary steps:

Classification/ DDR	Current		Proposed Salary Note (Three Premium Levels)	
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*
Labor Supervisor 38-31006	\$10,568.76	\$126,825.12	\$11,464.86	\$137,578.32
Heavy Duty Truck Operator 93-35144	\$8,181.48	\$98,177.76	\$8,875.74	\$106,508.88

* Salaries are depicted at the top salary step (Step 5) of the Labor Supervisor and Heavy Duty Truck Operator salaries, effective October 1, 2023.

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Fiscal Impact

Currently, there is one Labor Supervisor position that supervises the Hazardous Materials Group and three Heavy Duty Truck Operators assigned to work in the Hazardous Materials Group. The fiscal impact of the three-level premium salary note is approximately \$36,000 annually. The retroactive cost is approximately \$324,000. There is no fiscal impact to the City's General Fund.

Recommendation

LADWP respectfully requests approval from the City Council relative to the proposed salaries summarized above.

If you have any questions or require additional information, please contact Mr. Thomas Simonovski, Director of Labor Relations, at (213) 367-1951.

Sincerely,



Martin L. Adams
General Manager and Chief Engineer

MLA:tts:mm

c: Mr. Matthew W. Szabo, City Administrative Officer
Mr. Paul A. Girard, Employee Relations Chief
Ms. Deitra O. Barnett
Mr. Thomas Simonovski