

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to approval of Salary Adjustments Related to Hazardous Materials for Water Treatment Operator (Class Code 5885) and Water Treatment Supervisor (Class Code 5887).

Recommendation for Council action:

APPROVE the salary adjustments related to hazardous materials for Water Treatment Operator (Class Code 5885) and Water Treatment Supervisor (Class Code 5887) as detailed in the October 26, 2023 Los Angeles Department of Water and Power (LADWP) report, attached to the Council File.

Fiscal Impact Statement: The LADWP reports that currently, there are eight Water Treatment Supervisor positions and 43 Water Treatment Operators. The fiscal impact is approximately \$308,000 annually. The retroactive cost is approximately \$1,360,000. There is no fiscal impact to the City's General Fund.

Community Impact Statement: None submitted.

Summary:

On November 7, 2023, your Committee considered an October 26, 2023 LADWP report relative to approval of Salary Adjustments Related to Hazardous Materials for Water Treatment Operator (Class Code 5885) and Water Treatment Supervisor (Class Code 5887). According to the LADWP, it is recommending approval the proposed salary adjustments for the following LADWP classifications represented by the International Brotherhood of Electrical Workers (IBEW), Local 18:

- Water Treatment Operator (WTO), Class Code 5885, Duties Description Record (DDR) Nos. 93-58101, 93-58108, 93-58137, and 93-58138.
- WTO Supervisor, Class Code 5887, DDR Nos. 93-58107 and 93-58115, who are regularly assigned to perform hazardous materials work.

This approval is consistent with the bargaining instructions received and salary adjustment request approved by the Executive Employee Relations Committee (EERC) at its meeting on October 13, 2023. The WTO and WTO Supervisor classifications are currently represented by IBEW, Local 18, under the Steam Plant and Water Supply Unit, and the Supervisory Blue Collar Unit, respectively. LADWP and IBEW, Local 18, (the Parties) have discussed the proposed salaries for WTO and WTO Supervisor, and no objections are anticipated from labor.

A Request for Inequity Review was filed to the Executive Equity Committee (EEC) on February 22, 2019, by WTO Brian Serazio. The EEC agreed that there was an inequity, but consensus was not able to be reached regarding compensation. The EEC forwarded

the inequity to the Joint Resolution Board (JRB) to decide the issue. A Joint Labor/Management Committee (JLMC) was established to address this issue. The Parties jointly reviewed the duties and responsibilities through the JLMC, and determined that the referenced WTO and WTO Supervisor DDRs perform hazardous materials work that warrants a five (5) percent salary adjustment. The proposed salary adjustment would apply to all WTOs and WTO Supervisors except WTOs under DDR No. 93-58109, which was established for WTO Trainees.

WTOs are required to respond to hazardous chemical spills and other Water Treatment emergencies. All WTOs must be trained and certified as First Responders for Hazmat Emergency Responses. This is required per the LADWP Process Safety Management (PSM) Manual, Section 5.1. Additionally, PSM Manual Section 6.1 states, "The LADWP is a first responder, its trained employees respond to chlorine and aqueous ammonia releases." Staff must also wear personal protective equipment, such as protective suits, respirators, rubber gloves, and rubber boots, when performing clean-up duties.

Annual refresher training on Hazardous Emergency Response is also required of all non-trainee WTOs and WTO Supervisors. WTOs and WTO Supervisors possess 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. As the inequity was filed with the EEC on February 22, 2019, it is requested that the five percent salary adjustment is retroactive to February 22, 2019. A chart illustrating the current and proposed salaries is included in the LADWP report. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendation contained in the LADWP report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES
PADILLA: YES
SOTO-MARTINEZ: YES

ARL
11/7/23

-NOT OFFICIAL UNTIL COUNCIL ACTS-