

November 15, 2024

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

Honorable Members:

Subject: Request for Approval of Salary Adjustment for General Services Manager “A”;  
and Salary Setting for Proposed New Duties Description Records for General  
Services Manager and Fleet Services Manager

The Los Angeles Department of Water and Power (LADWP) requests approval of salary setting for four (4) proposed new Duties Description Records (DDR) for General Services Manager (GSM), Class Code 9601, and salary setting for three (3) proposed new DDRs for Fleet Services Manager (FSM), Class Code 9103. Additionally, LADWP requests approval of a salary adjustment for the existing GSM “A” level, DDR No. 95-96012. This approval is consistent with the recommendation received by the Executive Employee Relations Committee at its meeting on October 22, 2024.

The LADWP is experiencing ongoing challenges recruiting and retaining senior management-level employees in the GSM and FSM classifications. A request was submitted to consolidate Construction and Maintenance Superintendent, Class Code 3129, and Shops Superintendent, Class Code 3780, into the GSM classification, however, the request was not supported by the City of Los Angeles Personnel Department (Personnel Department). This is now a critical matter as LADWP, like many organizations, has a 40 to 50 percent retirement eligibility rate across its organization, and that vulnerability is particularly concerning in management level ranks with fewer employees and senior supervisors expressing a reluctance to replace them.

The GSM and FSM job classifications are currently represented by the LADWP Management Employees Association (MEA). LADWP has discussed the proposed salaries for the new and existing GSM and FSM levels with MEA. MEA has no objections and supports the proposed salaries.

## **Background**

Due to an increased number of retirements, the current promotional structure, and other contributing factors, LADWP has seen a reduction of candidates for management-level positions within the Construction and Maintenance Superintendent, Shops Superintendent, GSM, and FSM classifications.

The GSM exam administered in July 2017 resulted in only 14 eligible applicants, while the GSM exam administered in April 2021 drew only nine (9) eligible applicants, so few that the Personnel Department did not administer an exam, but rather opted for an application review process as permitted by Civil Service Rules when there is an unusually small candidate pool. All candidates were awarded the same score of 85, plus seniority points if applicable.

Likewise, the Shops Superintendent 2018 eligible list only contained four (4) candidates, while the 2020 list yielded seven (7), from which two (2) have been hired, two (2) have retired, and another passed away. Of the two (2) remaining candidates, some are unsuitable for hire while others are non-responsive to job offers. As a result, LADWP has had to rely on temporary reassignments that pull from existing staffing and create vacancies in other parts of the Power System.

Feeder classifications into Construction and Maintenance Superintendent and Shops Superintendent, FSM and GSM are occupied by International Brotherhood of Electrical Workers (IBEW), Local 18, represented employees who earn high pay, with considerable overtime, and receive what is generally viewed as a more attractive medical benefits package than their management counterparts. By establishing lower paygrades in the GSM classification, higher paygrades in the FSM classification, and providing modest pay increases through the transition, LADWP will address longstanding attraction and retention issues by drawing more employees into management-level positions.

Without substantive measures to entice supervisors to cross into management, LADWP will see managers in field classes such as GSM and FSM retire and take years of knowledge and expertise with them, leaving operational shops and field crews in a very tenuous position as the utility works to safely meet expanding service level demands from our customers across the City's service area.

## **General Services Manager (GSM)**

The GSM job classification currently has two (2) DDR levels. The existing DDRs are responsible for overseeing the activities of construction, engineering, technical, clerical, and administrative employees engaged in the design, construction, maintenance, repair, and operation of Power or Joint System infrastructure. GSMs must apply sound supervisory principles and techniques in building and maintaining an effective workforce. LADWP is requesting four (4) lower GSM DDR levels be added to mirror the

structures of other MEA represented job classes. LADWP's intent is to fill the newly created GSM DDRs with the incumbents of the feeder classes. The feeder classes for the proposed GSM levels will be the same as the current ones for GSM. Below is the listing of the feeder classifications and the current monthly salaries as of October 1, 2024:

- Construction and Maintenance Superintendent (C&MS), Monthly Salary: \$21,871.80
- Shops Superintendent (SS), Monthly Salary: \$21,532.50
- Fleet Services Manager, Monthly Salary: \$21,871.80

The existing GSM levels are salaried positions and are therefore not entitled to overtime pay. The average annual amount of overtime pay received by C&MS incumbents over the last three (3) years is approximately \$1,217.36.

Below is a summary of the GSM occupancy history and projected attrition:

Class /DDR	Budgeted Positions	Positions Filled 2021-24	No. of Retirees 2021-24	Current Vacancies	Currently Occupied	Incumbents Eligible to Retire	Promotions to DDR 2021-24
GSM "A" 95-96012	1	3	1	1	1	0	0
GSM "B" 95-96011	2	2	0	1	1	1	1

### **Fleet Services Manager (FSM)**

The FSM job classification currently has three (3) DDR levels. The existing DDRs are responsible for planning, managing, and directing through subordinate supervisors the staffing, training, safety, dispatching, operating, repair, service, inspection, preventive maintenance, regulatory compliance, procurement of fleet vehicles equipment, parts, materials and supplies, fuel management, and related functions that result in the delivery of high products and services for a large fleet of transportation and construction equipment; applying sound management principles and techniques in building and maintaining an effective workforce; and fulfilling equal employment opportunity responsibilities. LADWP is requesting three (3) higher FSM DDR levels be added to mirror the structures of other MEA represented job classes.

The existing FSM "A" level is a salaried position and is therefore not entitled to overtime pay. The average annual amount of overtime pay received by Automotive Supervisor incumbents over the last three (3) years is approximately \$24,214.70. The average annual amount of overtime pay received by Equipment Repair Supervisor incumbents over the last three (3) years is approximately \$33,122.50. The average annual amount of overtime pay received by Truck and Equipment Dispatcher incumbents over the last three (3) years is approximately \$13,250.08. The average annual amount of overtime pay received by Construction Equipment Service Supervisor incumbents over the last three (3) years is approximately \$95,297.86. The average annual amount of overtime

pay received by Auto Body Repair Supervisor incumbents over the last three (3) years is approximately \$8,586.54.

Below is a summary of the FSM occupancy history and projected attrition:

Class /DDR	Budgeted Positions	Positions Filled 2021-24	No. of Retirees 2021-24	Current Vacancies	Currently Occupied	Incumbents Eligible to Retire	Promotions to DDR 2021-24
FSM "A" 95-91033	3	4	0	2	2	1	2
FSM "B" 95-91032	4	4	0	0	4	0	4
FSM "C" 95-91031	1	2	0	0	2	0	2

Below is the listing of the FSM feeder classifications and the current monthly salaries as of October 1, 2024:

- Automotive Supervisor, Monthly Salary: \$12,235.68
- Equipment Repair Supervisor, Monthly Salary: \$12,235.68
- Truck and Equipment Dispatcher, Monthly Salary: \$ 11,894.64
- Construction Equipment Service Supervisor, Monthly Salary: \$10,299.06
- Auto Body Repair Supervisor, Monthly Salary: \$11,184.72

### **Salary Proposal**

LADWP and MEA (Parties) initially held discussions pertaining to the GSM and FSM classifications during negotiations for the successor MOU between the Parties, effective January 1, 2022. The negotiations resulted in a Tentative Agreement between the Parties to establish the three (3) proposed FSM new DDR levels and four (4) proposed GSM new DDR levels and increase the salary of the GSM "A" level, however, the proposal was deferred for additional consideration of the classifications. The Parties have now agreed to proceed with the original intent of the DDR creation and salary adjustment, especially in light of the consolidation denial.

Listed below is a summary of the current and proposed salaries at the top salary steps:

Effective January 1, 2022:

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary	Annual Salary	Monthly Salary*	Annual Salary*	
GSM "A" 95-96012	\$26,583.72	\$319,004.64	\$26,856.90	\$322,282.80	12424

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Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary	Annual Salary	Monthly Salary*	Annual Salary*	
GSM "B" 95-96011	\$25,438.80	\$305,265.60	No Change	No Change	11768

\*Salaries are depicted at the top salary step (Step 5) of the MEA MOU to match the ESM "A" salary, effective October 1, 2021.

Effective October 1, 2022:

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
GSM "A" 95-96012	\$28,045.32	\$336,543.84	\$28,335.90	\$340,030.80	13107
GSM "B" 95-96011	\$26,839.50	\$322,074.00	No Change	No Change	12415

\* This table reflects a Cost of Living Adjustment of 5.5 percent, but is exclusive of the 15 percent salary adjustment (pursuant to maintaining historical salary differentials under MEA MOU Article 13.1) to the ESM and TDDS classifications. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective October 1, 2022.

Effective October 1, 2023:

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
GSM "A" 95-96012	\$28,998.84	\$347,986.08	\$29,299.86	\$351,598.32	13554
GSM "B" 95-96011	\$27,751.26	\$333,015.12	No Change	No Change	12837
GSM "C" 95-96013	N/A	N/A	\$26,287.92	\$315,455.04	12160
GSM "D" 95-96014**	N/A	N/A	\$24,918.54	\$299,022.48	11527
GSM "E" 95-96015	N/A	N/A	\$23,615.28	\$283,383.36	10924

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Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
GSM "F" 95-96016	N/A	N/A	\$22,385.10	\$268,621.20	10355

\* This table reflects a Cost of Living Adjustment of 3.4 percent, but is exclusive of the 15 percent and 5 percent salary adjustments (pursuant to maintaining historical salary differentials under MEA MOU Article 13.1) to the ESM and TDDS classifications. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective October 1, 2023.

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
FSM "A" 95-91036	N/A	N/A	\$29,299.86	\$351,598.32	13554
FSM "B" 95-91035	N/A	N/A	\$27,751.26	\$333,015.12	12837
FSM "C" 95-91034	N/A	N/A	\$23,157.66	\$277,891.92	10712
FSM "D" 95-91033	\$21,335.88	\$256,030.56	N/A	N/A	9870
FSM "E" 95-91032	\$16,663.98	\$199,967.76	N/A	N/A	7708
FSM "F" 95-91031	\$14,894.40	\$178,732.80	N/A	N/A	6890

\* This table reflects a Cost of Living Adjustment of 3.4 percent, but is exclusive of the 15 percent and 5 percent salary adjustments (pursuant to maintaining historical salary differentials under MEA MOU Article 13.1) to the ESM classification. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective October 1, 2023.

#### Effective October 1, 2024:

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
GSM "A" 95-96012	\$29,724.42	\$356,693.04	\$30,032.40	\$360,388.80	13892
GSM "B" 95-96011	\$28,445.52	\$341,346.24	No Change	No Change	13158

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Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
GSM "C" 95-96013	N/A	N/A	\$26,947.38	\$323,368.56	12465
GSM "D" 95-96014**	N/A	N/A	\$25,543.20	\$306,518.40	11816
GSM "E" 95-96015	N/A	N/A	\$24,206.88	\$290,482.56	11198
GSM "F" 95-96016	N/A	N/A	\$22,948.86	\$275,386.32	10615

\* This table reflects a Cost of Living Adjustment of 2.5 percent, but is exclusive of the 15 percent and 5 percent salary adjustments (pursuant to maintaining historical salary differentials under MEA MOU Article 13.1) to the ESM and TDDS classifications. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective October 1, 2024.

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
FSM "A" 95-91036	N/A	N/A	\$30,032.40	\$360,388.80	13892
FSM "B" 95-91035	N/A	N/A	\$28,445.52	\$341,346.24	13158
FSM "C" 95-91034	N/A	N/A	\$23,737.08	\$284,844.96	10982
FSM "D" 95-91033	\$21,871.80	\$262,461.60	N/A	N/A	10117
FSM "E" 95-91032	\$17,079.84	\$204,958.08	N/A	N/A	7901
FSM "F" 95-91031	\$15,266.76	\$183,201.12	N/A	N/A	7062

\* This table reflects a Cost of Living Adjustment of 2.5 percent, but is exclusive of the 15 percent and 5 percent salary adjustments (pursuant to maintaining historical salary differentials under MEA MOU Article 13.1) to the ESM classification. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective October 1, 2024.

### **Fiscal Impact**

There is no fiscal impact to the City's General Fund. LADWP has sufficient budgeted funds to cover the annual salaries for incorporation into LADWP's labor costs for the 2024-2025 fiscal year budget. There are currently two (2) incumbents in GSM "A", DDR No. 95-96012, and one (1) incumbent in GSM "B", DDR No. 95-96011. The fiscal impact of the proposed retroactive payments for the existing GSM "A", DDR No. 95-96012, for the period of January 1, 2022, through September 2024 (33 months), is a one-time amount of approximately \$19,115.64.

There is no salary adjustment proposed for the existing FSM DDR Nos. 95-91033, 95-91032, and 95-91031.

LADWP anticipates the hiring of one (1) GSM "D", DDR No. 95-96014, two (2) GSM "E", DDR No. 95-96015, four (4) GSM "F", DDR No. 95-96016, one (1) FSM "A", DDR No. 95-91036, one (1) FSM "B", DDR No. 95-91035, one (1) FSM "C", DDR No. 95-91034, three (3) FSM "D", DDR No. 95-91033, four (4) FSM "E", DDR No. 95-91032, and two (2) FSM "F", DDR No. 95-91031. The estimated average year over year financial impact associated with the new positions is approximately \$2,957,121.00.

### **Recommendation**

LADWP respectfully requests approval from the City Council relative to the salary setting proposal summarized above.

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

Sincerely,



Janisse Quiñones  
Chief Executive Officer and Chief Engineer

JQ:ld/mm

c: Mr. Matthew Szabo, Chief Administrative Officer  
Mr. Paul A. Girard, Employee Relations Chief  
Ms. Tracey K. Pierce  
Mr. Thomas Simonovski