

PERSONNEL AND HIRING COMMITTEE REPORT relative to proposed salary adjustment for the position of General Services Manager A (GSM; Class Code 9601) and salary setting for proposed new Duties Description Records (DDR) for the positions of GSM and Fleet Services Manager (FSM; Class Code 9103) for the Los Angeles Department of Water and Power (LADWP).

Recommendation for Council action:

APPROVE the salary adjustment for the position of GSM and salary setting for new DDRs for the positions of GSM and FSM, as detailed in the November 15, 2024 LADWP report, attached to the Council File.

Fiscal Impact Statement: The LADWP reports that there is no fiscal impact to the City's General Fund. The 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 incumbents in GSM "A", DDR No. 95-96012, and one 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. The LADWP anticipates the hiring of one GSM "D", DDR No. 95-96014, two GSM "E", DDR No. 95-96015, four GSM "F", DDR No. 95-96016, one FSM "A", DDR No. 95-91036, one FSM "B", DDR No. 95-91035, one FSM "C", DDR No. 95-91034, three FSM "D", DDR No. 95-91033, four FSM "E", DDR No. 95-91032, and two 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.

Community Impact Statement: None submitted.

Summary:

On January 24, 2025, your Committee considered a November 15, 2024 LADWP report relative to proposed salary adjustment for the position of GSM and salary setting for proposed new DDRs for the positions of GSM and FSM for the LADWP. According to the LADWP, it 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 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). The LADWP

has discussed the proposed salaries for the new and existing GSM and FSM levels with MEA and the MEA has no objections and supports the proposed salaries. 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 and Hiring Committee

**COUNCILMEMBER VOTE**

McOSKER: YES

RODRIGUEZ: ABSENT

HUTT: YES

ARL

1/24/25

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**