

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to approval of salary setting for Senior Benefits Analyst (Class Code 9109) and Benefits Analyst (Class Code 9108) for the Los Angeles Department of Water and Power (LADWP).

Recommendation for Council action:

APPROVE the salaries for the following LADWP classifications, as detailed in the May 22, 2024 LADWP report, attached to the Council File:

- a. Senior Benefits Analyst (SBA), Class Code No. 9109, Duties Description Record (DDR) Nos. 95-91091, 95-91092, and 95-91093.
- b. Benefits Analyst (BA), Class Code No. 9108, DDR No. 95-91081.

Fiscal Impact Statement: The LADWP reports that there is no fiscal impact to the City's General Fund, as all funds are budgeted under LADWP. The LADWP has sufficient budgeted funds to cover the annual salaries for incorporation into the LADWP labor costs for the 2024-25 Fiscal Year budget. If the proposed SBA salaries are approved at the level of Utility Administrator, there is no anticipated additional annual costs. If the proposed BA salaries are approved at the proposed level, the anticipated total annual salary cost increase is \$32,197.

Community Impact Statement: None submitted.

Summary:

On June 18, 2024, your Committee considered a May 22, 2024 LADWP report relative to approval of salary setting for SBA (Class Code 9109) and BA (Class Code 9108) for the LADWP. According to the LADWP, LADWP Retirement Plan Office (RPO) has identified the need for these classifications due to the highly specialized work of retirement benefits administration. RPO has also had difficulty recruiting and retaining employees with benefits experience. The utilization of the BA classification is designed to allow for the development of the skill sets and knowledge and to help retain that knowledge and those skill sets within the benefits administration area at LADWP. The SBA classification was created to address the need for a specialized class at the mid-management level to administer the retirement benefits for the City's retirement systems by interpreting, applying, and implementing provisions of the applicable retirement plan, Internal Revenue Service rules, City Charter, executive directives, and other documents governing the applicable retirement plan benefits. 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
SOTO-MARTINEZ:	YES
PRICE:	YES

ARL

6/18/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-