

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to approval to establish a premium for Labor Supervisor (Class Code 3126) and Heavy Duty Truck Operator (Class Code 3584) when regularly assigned to perform hazardous materials work for the Los Angeles Department of Water and Power (LADWP).

Recommendation for Council action:

APPROVE the establishment of a premium for the following classes in the LADWP when regularly assigned to perform hazardous materials work.:

- a. Labor Supervisor, Class Code 3126, Duties Description Record (DDR) No. 38-31006
- b. Heavy Duty Truck Operator, Class Code 3584, DDR No. 93-35144 when regularly assigned to perform hazardous materials work.

Fiscal Impact Statement: The LADWP reports that 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.

Community Impact Statement: None submitted.

Summary:

On December 5, 2023, your Committee considered a November 7, 2023 LADWP report relative to approval to establish a premium for Labor Supervisor (Class Code 3126) and Heavy Duty Truck Operator (Class Code 3584) when regularly assigned to perform hazardous materials work for the LADWP. According to the LADWP, utilizing the Joint Labor/Management process under the authority provided through the Joint Labor/Management Resolution Board, the 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, DDR No. 38-31006, and Heavy Duty Truck Operator (HDTO), Class Code 3584, 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. The LADWP hereby seeks approval from the City Council of the proposed salary note premium.

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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations 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

12/5/23

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**