

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to approval of salary Setting and salary adjustment for Helicopter Pilot (Class Code 3560) and Chief Helicopter Pilot (Class Code 3562) assigned to Human External Cargo (HEC) crews.

Recommendation for Council action:

APPROVE the salary setting and salary adjustment for Helicopter Pilot (Class Code 3560) and Chief Helicopter Pilot (Class Code 3562) assigned to HEC crews, 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 there is no fiscal impact to the City's General Fund. There are currently five Helicopter Pilots and two Chief Helicopter Pilots within the LADWP. The annual financial impact for Helicopter Pilot would be \$117,345.6 (5 x \$23,469.12), and the annual financial impact for the Chief Helicopter Pilot would be \$56,877.12 (1 x \$29,190.24 and 1 x \$27,686.88) assuming all current Helicopter Pilots opt to join the LADWP HEC crews. Although there will be a direct increase in the compensation of HEC Helicopter Pilots, the LADWP anticipates to offset such increases, and in fact experience significant overall savings, due to the reduced number of labor hours spent on certain transmission projects, up to 30 percent for any given HEC job. Covering LADWP's vast area would take hundreds of trucks and ground crews, but a fleet of four helicopters would allow the LADWP to be far more efficient with its resources.

Community Impact Statement: None submitted.

Summary:

On November 7, 2023, your Committee considered an October 26, 2023 LADWP report relative to approval of salary Setting and salary adjustment for Helicopter Pilot (Class Code 3560) and Chief Helicopter Pilot (Class Code 3562) assigned to Human External Cargo (HEC) crews. According to the LADWP, it is recommending the approval of salary setting for a proposed new LADWP Duties Description Record (DDR) for the classification of Helicopter Pilot (HP), Class Code 3560, represented by the International Brotherhood of Electrical Workers (IBEW), Local 18, under the Operating, Maintenance and Service Unit. Additionally, LADWP requests approval of proposed salary adjustments for the Chief Helicopter Pilot (CHP) DDRs, Class Code 3562, represented by the Management Employees Association, who are assigned duties that apply the Human External Cargo (HEC) methods and techniques associated with transmission line construction, maintenance, and repair 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. Background HEC involves the use of a helicopter to

aerially transport line workers to perform transmission construction, maintenance, and repair work. Specialized harnessing equipment and cables secure the line worker to the helicopter, and the line worker is lifted and flown to the transmission tower for access and work. This method minimizes or eliminates the need to climb transmission towers and places the line worker at the exact location of the electrical work to be performed with greater safety and less fatigue.

In 2017, the EERC approved the implementation of a daily rate premium of 15 percent to employees in the classifications of Electric Distribution Mechanic, Line Maintenance Assistant, Electric Distribution Mechanic Supervisor, HP, and CHP, to be received only on the days that the employees of the aforementioned classifications perform HEC work.

Subsequently, LADWP certified 37 participants of the LADWP Overhead Transmission HEC Program on January 24, 2019, and initiated a pilot program utilizing HEC in its projects, starting off with small jobs, gradually increasing in scope and complexity. LADWP has now passed its infancy stage in the utilization of HEC workers and has successfully implemented a rapidly growing standardized HEC program. The number of jobs requiring HEC methods and new opportunities in the utilization of HEC HPs is growing at a rate higher than initially anticipated in 2017, as the application of HEC procedures becomes an increasingly essential part of the job duties of a HP within LADWP. The HEC method is especially beneficial when tower locations become inaccessible due to weather, hard terrain, or environmental issues. The increasing number of locations with accessibility obstacles due to natural disasters or regulatory restrictions necessitates the utilization of HEC methods more than ever before. 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-