

October 26, 2023

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

Honorable Members:

Subject: Approval of Salary Adjustments Related to Hazardous Materials for Water Treatment Operator and Water Treatment Supervisor

This letter recommends the City Council approve the proposed salary adjustments for the following Los Angeles Department of Water and Power (LADWP) classifications represented by the International Brotherhood of Electrical Workers (IBEW), Local 18: Water Treatment Operator (WTO), Class Code 5885, Duties Description Record (DDR) Nos. 93-58101, 93-58108, 93-58137, and 93-58138; and WTO Supervisor, Class Code 5887, DDR Nos. 93-58107 and 93-58115, who are regularly assigned to perform hazardous materials 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.

The WTO and WTO Supervisor classifications are currently represented by IBEW, Local 18, under the Steam Plant and Water Supply Unit, and the Supervisory Blue Collar Unit, respectively. LADWP and IBEW, Local 18, (the Parties) have discussed the proposed salaries for WTO and WTO Supervisor, and no objections are anticipated from labor.

Background

A Request for Inequity Review was filed to the Executive Equity Committee (EEC) on February 22, 2019, by WTO Brian Serazio. The EEC agreed that there was an inequity, but consensus was not able to be reached regarding compensation. The EEC forwarded the inequity to the Joint Resolution Board (JRB) to decide the issue. A Joint Labor/Management Committee (JLMC) was established to address this issue.

The Parties jointly reviewed the duties and responsibilities through the JLMC, and determined that the referenced WTO and WTO Supervisor DDRs perform hazardous materials work that warrants a five (5) percent salary adjustment. The proposed salary adjustment would apply to all WTOs and WTO Supervisors except WTOs under DDR No. 93-58109, which was established for WTO Trainees.

WTOs are required to respond to hazardous chemical spills and other Water Treatment emergencies. All WTOs must be trained and certified as First Responders for Hazmat Emergency Responses. This is required per the LADWP Process Safety Management (PSM) Manual, Section 5.1. Additionally, PSM Manual Section 6.1 states, "The LADWP is a first responder, its trained employees respond to chlorine and aqueous ammonia releases." Staff must also wear personal protective equipment, such as protective suits, respirators, rubber gloves, and rubber boots, when performing clean-up duties. Annual refresher training on Hazardous Emergency Response is also required of all non-trainee WTOs and WTO Supervisors.

WTOs and WTO Supervisors possess the skills, knowledge, and abilities to perform hazardous materials work and have been performing duties involving the handling and disposal of hazardous materials work for several years. As the inequity was filed with the EEC on February 22, 2019, it is requested that the five (5) percent salary adjustment is retroactive to February 22, 2019. The following chart illustrates the current and proposed salaries:

Classification / DDR	Current		Proposed Salary Increase 5 Percent Adjustment		New Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Treatment Operator 93-58101	\$10,575.72	\$126,908.64	\$11,104.68	\$133,256.16	5138
93-58108	\$9,723.12	\$116,677.44	\$10,210.32	\$122,523.84	4723
93-58137	\$9,928.44	\$119,141.28	\$10,424.34	\$125,092.08	4822
93-58138	\$10,695.78	\$128,349.36	\$11,229.96	\$134,759.52	5194
Water Treatment Operator Supervisor 93-58115	\$11,691.06	\$140,292.72	\$12,275.70	\$147,308.40	5678
93-58107	\$12,971.70	\$155,660.40	\$13,620.72	\$163,448.64	6301

* Salaries are depicted at the top salary step (Step 5) of the Water Treatment Operator and Water Treatment Operator Supervisor classifications, effective October 1, 2023.

Salary Proposal

LADWP is requesting a five (5) percent salary adjustment for WTO, DDR Nos. 93-58101, 93-58108, 93-58137, and 93-58138) and WTO Supervisor (DDR Nos. 93-58107 and 93-58115), retroactive to February 22, 2019.

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Fiscal Impact

Currently, there are eight (8) WTO Supervisor positions and forty-three (43) WTOs. The fiscal impact is approximately \$308,000 annually. The retroactive cost is approximately \$1,360,000. There is no fiscal impact to the City's General Fund.

Recommendation

LADWP respectfully requests approval from the City Council relative to the proposed salaries summarized above.

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'M. L. Adams', is written over a light blue horizontal line.

Martin L. Adams
General Manager and Chief Engineer

MLA:tts/js
Attachment

c: Mr. Matthew W. Szabo, City Administrative Officer
Mr. Paul A. Girard, Employee Relations Chief
Ms. Deitra O. Barnett
Mr. Thomas T. Simonovski

LETTER OF INTENT

Water Treatment Operator and Water Treatment Operator Supervisor

The Parties to this Letter of Intent (LOI) are the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18 (Parties).

A Request for Inequity Review was filed to the Executive Equity Committee (EEC) on February 22, 2019. The matter was sent to the Joint Resolution Board for resolution and the parties are presenting the LOI to resolve this matter. This LOI affirms the Parties' desire, subject to the approval of the Los Angeles City Council (Council), to increase the salary for the class of Water Treatment Operator (WTO), Class Code No. 5885, Duties Description Records (DDR) No. 93-58101, 93-58108, 93-58137, and 93-58138, and WTO Supervisor, Class Code No. 5887, DDR No. 93-58107 and 93-58115, by five percent (5%), as a result of the WTO and WTO Supervisors acting as first responders and dealing with hazardous materials, and to amend the IBEW, Local 18, Professional Unit Memorandum of Understanding (MOU) accordingly.

The Parties hereby agree to the following:

1. To amend the Steam Plant and Water Supply MOU between LADWP and IBEW, Local 18, to increase the WTO classification salaries and DDR Nos. 93-58101, 93-58108, 93-58137, and 93-58138. The WTO DDR salaries shall change as follows:

Classification/ DDR	Current		Proposed Salary Increase 5% Increase	
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*
Water Treatment Operator 93-58101	\$10,227.72	\$122,732.64	\$10,739.11	\$128,869.27
Water Treatment Operator 93-58108	\$9,402.96	\$112,835.52	\$9,873.11	\$118,477.30
Water Treatment Operator 93-58137	\$9,601.32	\$115,215.84	\$10,081.39	\$120,976.63
Water Treatment Operator 93-58138	\$10,344.30	\$124,131.60	\$10,861.52	\$130,338.18

* Salaries are depicted at the top salary step (Step 5) of the Water Treatment Operator salaries, effective October 1, 2022.

Letter of Intent

Water Treatment Operator and Water Treatment Operator Supervisor

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2. To amend the Supervisory Blue Collar Unit MOU between LADWP and IBEW, Local 18, to increase the WTO Supervisor classification salaries and DDR No. 93-58107 and 93-58115. The WTO Supervisor DDR salaries shall change as follows:

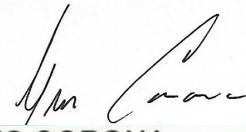
Classification/ DDR	Current		Proposed Salary Increase 5% Increase	
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*
Water Treatment Operator Supervisor 93-58115	\$11,306.52	\$135,678.24	\$11,871.85	\$142,462.15
Water Treatment Operator Supervisor 93-58107	\$12,543.66	\$150,523.92	\$13,170.84	\$158,050.12

* Salaries are depicted at the top salary step (Step 5) of the Water Treatment Operator Supervisor salaries, effective October 1, 2022.

3. This LOI becomes effective on the date of Council approval, and is retroactive to the date of the original filing of the Inequity Review on February 22, 2019.

For the Parties:


MARTIN L. ADAMS
General Manager and Chief Engineer
Los Angeles Department of Water and Power


GUS CORONA
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 7/11/23

Date: 8/10/23