

PERSONNEL, AUDITS AND ANIMAL WELFARE COMMITTEE REPORT and ORDINANCE FIRST CONSIDERATION relative to amending the Los Angeles Administrative Code (LAAC) in regard to employees at the Los Angeles Department of Water and Power (LADWP).

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. PRESENT and ADOPT the accompanying ORDINANCES dated December 21, 2020, approved as for form and legality by the City Attorney:
 - a. Ordinance amending Schedule B of LAAC Section 4.900.1 to update the list of classifications, and salaries of non-represented classifications, employed in the LADWP.
 - b. Ordinance amending Schedule B of LAAC Section 4.900.1 to update the salary of a non-represented classification to conform to the City's minimum wage ordinance (Ordinance No. 184320).
 - c. Ordinance amending LAAC Section 4.900.1 to replace obsolete language.
2. AUTHORIZE the LADWP to provide a retention bonus of 10 percent to three positions of Assistant General Manager Water and Power III (Class Code 0151-3), applied to the base salary rate of the class including any premium level compensation currently received by an incumbent, effective January 20, 2020, and until such time that said premium level compensation is incorporated into the base salary rate for the classification of Assistant General Manager Water and Power III (Class Code 0151-3), whereupon the 10 percent retention bonus shall cease for all incumbents receiving the bonus.
3. AUTHORIZE the Controller and the City Administrative Officer (CAO) to correct any clerical errors, or, if approved by the City Attorney, any technical errors in the above Ordinance.

Fiscal Impact Statement: The CAO reports that any increase in salary costs for non-represented classifications will be absorbed within budgeted funds by the LADWP. For Fiscal Year 2020-21, the LADWP estimates the additional direct cost of the 10 percent premium level retention bonus for three Assistant General Manager Water and Power III positions to be \$94,029, and \$9,262 for related (indirect) costs. There is no cost impact on the General Fund.

Community Impact Statement: None submitted.

Summary:

On March 3, 2021, your Committee considered February 9, 2021 CAO report and three December 21, 2020 City Attorney reports and accompanying Ordinances relative to amending the LAAC in regard to employees at the LADWP. According to the CAO, the Executive Employee Relations Committee has directed that non-represented employees at the LADWP be awarded the same compensation adjustments as non-represented employees in Council-

controlled Departments. The City's non-represented employees- like other civilian employee bargaining units- received retroactive pay adjustments when the last civilian contracts were adopted. This report presents the necessary technical ordinances to effectuate these previously approved salary adjustments (some of which are retroactive) and adjust salary classifications and Memorandum of Understanding listings in Schedule "B" of Section 4.900.1 of the LAAC. These technical changes include various corrections and updates, such as class title changes adopted by the Civil Service Commission and bargaining unit accretions adopted by the Employee Relations Board.

A separate ordinance is required to bring the salary of a minimum wage LADWP class into conformance with the City's minimum wage ordinance, Ordinance No. 184320, which will allow for its utilization. This will result in increasing retroactively the first step for the class of Occupational Trainee I from \$14.25 to \$15.00 per hour effective July 1, 2020. An Ordinance is also included to address replacing obsolete language in LAAC Section 4.900.1, pertaining to the LADWP's compensation plan, which references Section 4.60, a section that was repealed by Ordinance No. 173791 in 2001. In an upcoming report, the CAO will present the appropriate ordinances to amend the LADWP non-represented salaries going forward. This report addresses the prior salary adjustments. Finally, the LADWP is requesting that a 10 percent retention bonus be provided to three positions of Assistant General Manager Water and Power III (Class Code 0151-3) effective January 20, 2020. Two positions are assigned to the Power System, and one is assigned to the Water System. The bonus would be applied to the base salary rate for the class including any premium level compensation currently received by an incumbent. The 10 percent retention bonus would cease upon its incorporation into the base salary rate for the classification of Assistant General Manager Water and Power III (Class Code 0151-3). After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Ordinances. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
HARRIS-DAWSON:	ABSENT
BONIN:	YES

ARL
3/3/21

-NOT OFFICIAL UNTIL COUNCIL ACTS-