

March 18, 2021

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 for Senior Underground Distribution
Construction Supervisor Classification

This letter recommends the City Council approve the proposed salary adjustments for the Senior Underground Distribution Construction Supervisor (SUDCS) classification, Class Code 3815. This approval is consistent with the recommended bargaining instructions received by the Executive Employee Relations Committee (EERC) at its meeting on March 5, 2021.

Background

In January 2019, the Los Angeles Department of Water and Power's (LADWP) General Manager (GM) approved the addition of a longevity premium to the Supervisory Blue Collar Unit Memorandum of Understanding (MOU) for the classification of Underground Distribution Construction Supervisor (UDCS), Class Code 3814, retroactive to October 1, 2018. This was done in accordance with the Los Angeles City Council's authorization for the LADWP's GM to approve longevity premiums for newly created and/or revised journey-level classifications (Council File No. 13-1627), as the LADWP GM had previously approved the addition of a longevity premium to the Operating, Maintenance and Service Unit MOU for the classification of Underground Distribution Construction Mechanic (UDCM), Class Code 3812, on November 6, 2018.

The longevity premium for UDCS, which is a 2.5 percent (2.5%) premium for more than five (5) years but less than ten (10) years of continuous employment in the UDCM class series, and an additional 2.5 percent (2.5%) premium for more than ten (10) years of continuous employment in the class series, stemmed from the creation of a Civil Service Commission (CSC) Rule 5.30 training position within the series, adopted by the CSC on January 12, 2017 (File No. 54583).

The implementation of this longevity premium has resulted in salary compression between the SUDCS and UDCS classifications, the former of which is a management-level classification to which UDCSs report. As SUDCS, which is exclusive to LADWP, is a management-level classification, there is no mechanism in the MOU for the Management Employees Unit by which to implement a longevity premium for the classification.

Now that UDCSs receive a longevity premium, the pay disparity between a UDCS 'A' and a SUDCS 'B' has narrowed to the point of compression, at only five and two-tenths percent (5.2%). As such, there is little incentive for a UDCS 'A' to take on the significant increase in responsibility that is inherent when promoting to a management-level classification. Other management-level classifications in the craft series, such as Chief Electric Plant Operator and Transmission and Distribution District Supervisor, received salary adjustments on October 1, 2012, to account for longevity premiums received by employees in the craft classes they manage. Therefore, the LADWP is requesting to implement a similar salary adjustment for SUDCS, in order to reduce structural compaction between SUDCS and the regularly assigned subordinate classifications.

Incumbent SUDCSs are responsible for managing, through subordinate supervisors, employees engaged in performing a variety of underground journey-level duties, including the construction, maintenance and repair of underground ducts, maintenance holes, vaults, curbs, gutters, sidewalks and transformer lines. SUDCSs also manage, through subordinate supervisors, employees that perform concrete work in and around hazardous working conditions, such as energized duct lines and vaults.

Salary Proposal

To resolve the salary compression between the SUDCS and UDCS classifications, the LADWP is proposing a ten percent (10%) salary increase for both SUDCS pay levels (SUDCS 'A' and 'B'). Listed below is a summary of the current and proposed SUDCS salaries at the top salary step:

Classification/DDR	Current	Proposed	Proposed Salary Range
	Annual Salary*	Annual Salary*	
Senior Underground Distribution Construction Supervisor – 'A' 95-38152	\$163,991.52	\$180,382.32	6954

Classification/DDR	Current	Proposed	Proposed Salary Range
	Annual Salary*	Annual Salary*	
Senior Underground Distribution Construction Supervisor – 'B' 95-38151	\$141,169.68	\$155,284.56	5986

*Annual Salary is depicted at the top salary step (Step 5).

The proposed salary adjustment, if approved, will be retroactive to November 9, 2020, which reflects the first day of the pay period that the request was received by the EERC.

Recommendation

It is recommended that the City Council:

Approve the ten percent (10%) salary adjustments for the SUDCS classification.

Fiscal Impact

Assuming eight (8) SUDCSs receiving 'A' pay level and zero (0) SUDCSs at the 'B' pay level, the annual fiscal impact would be approximately \$131,126 from the previously approved rates, while having no fiscal impact on the City's General Fund.

If you have any questions or require additional information, please contact Ms. Deitra O. Fernandes, Director of Labor Relations, at (213) 367-1373.

Sincerely,

Martin L. Adams
 General Manager and Chief Engineer

DOF/HY:lln

c: Mr. Richard H. Llewellyn, Jr., City Administrative Officer
 Ms. Dana H. Brown, Employee Relations Chief
 Ms. Deitra O. Fernandes