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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 Electrical Mechanic Supervisor "A"

This letter recommends the City Council approve the proposed salary adjustments for the Senior Electrical Mechanic Supervisor (SEMS) "A", Class Code 3836, Duties Description Record (DDR) No. 94-38177. 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

Through an internal joint labor management committee, the Executive Equity Committee (EEC), the Parties jointly reviewed the duties and responsibilities and determined that the SEMS "A", DDR No. 94-38177, performs equivalent work and has equivalent level of responsibilities as the Senior Electrical Repair Supervisor (SERS) "A", Class Code 3856, DDR No. 93-38004. In addition, the required skills, knowledge, and abilities are also comparable and therefore the salary of the SEMS "A" should be commensurate with the level of responsibilities and requirements of the position.

Salary Proposal

The Los Angeles Department of Water and Power (LADWP) is requesting a salary adjustment for the SEMS "A", DDR No. 94-38177, to be in parity with the current salary of the SERS "A", DDR No. 93-38004, which is the salary range of 6135, with Step 5 at \$76.22 based on the October 1, 2020, salary rate. This results in an increase of 2.35%. The proposal also includes a request for retroactive salary adjustment to April 17, 2019, which is the date of the EEC recommendation.

Listed below is a summary of the current and proposed SEMS "A" salary at the top salary step:

Classification/ DDR	Current		Proposed		Proposed Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Senior Electrical Mechanic Supervisor "A" 94-38177	\$12,957.78	\$155,493.36	\$13,262.28	\$159,147.36	6135

* Salaries are depicted at the top salary step (Step 5) of the Supervisory Blue Collar Unit Memorandum of Understanding for the Cost-of-Living Adjustment effective October 1, 2020.

Recommendation

It is recommended that the City Council:

Approve the 2.35% salary adjustment for the SEMS "A" to be in parity with the SERS.

Fiscal Impact

There are currently 25 SEMS "A" positions assigned to DDR No. 94-38177. The fiscal impact of salary adjustment to the SEMS "A" to be in parity with the SERS "A", DDR No. 93-38004 is \$91,350 annually. There is no fiscal impact to 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