

September 2, 2022

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

Honorable Members:

Subject: Request Salary Setting for Protective Coating Supervisor, Class Code 3465
and for Proposed New Duties Description Record for Protective Coating
Worker 'A,' Class Code 3463

The Los Angeles Department of Water and Power (LADWP) requests a salary setting for Protective Coating Supervisor (PCS), Class Code 3465. In addition, LADWP requests a salary setting for a proposed new Duties Description Record (DDR) for Protective Coating Worker (PCW) 'A.'

The PCS and PCW classifications are both represented by the International Brotherhood of Electrical Workers (IBEW), Local 18. LADWP has discussed the proposed salary for the PCS and PCW 'A' with IBEW, Local 18, and does not anticipate any objections from labor regarding the proposed salary.

Background

LADWP employs the PCS classification which is responsible for the supervision of PCWs and helpers engaged in cleaning and preparing metal and other surfaces, and applying hot and cold protective coating, lining and wrapping to pipes, fittings, valves, vents, recorder housings, vaults, tanks, fabridams and related water and power System facilities to prevent corrosion. There is only one (1) DDR, No. 93-34117, for the PCS classification.

Over the last several years, the duties and responsibilities of the PCS have increased due to the expansion of capital infrastructure construction and maintenance programs.

In 2008, when the current position was filled, the PCS was responsible for overseeing projects for one (1) Division, Water Distribution, within LADWP. The staff at that time consisted of six (6) PCWs covering five (5) distinct Districts within Water Distribution

Division (WDD). Also, during that time, there were only two (2) coatings (hot tar, polyken primer/tape) and one (1) lining (cement lining) being utilized in the operations.

Presently, the PCS supervises ten (10) PCWs, two (2) Maintenance and Construction Helpers and up to five (5) Utility Pre-Craft Trainees (UPCTs) covering projects from not only WDD; but from Water Engineering Technical Services Division and Power, Construction and Maintenance Division. There is only one (1) PCS supervising up to seventeen (17) employees handling multiple, and increasing quantities, of projects over a vast geographical area. In addition to performing field inspections; conducting safety tailgates; issuing work assignments and providing general safety oversight of the staff, the PCS is also responsible for handling all supply orders, administration of time and work schedules; responding to customer calls and requests; providing updates and status of work to upper management; setting up demonstrations and providing recommendations to Divisions on best practices with regards to protective coating chemicals and applications. As a result, there has been an increase in the types of coatings (from two to four types) and linings (from one to three types) to ensure the safe application and environment for the staff. This increase in chemicals and material application involves additional review and safety measures from the PCS.

Furthermore, with the increase in number of staff and the expansion of facilities, infrastructure, and general increase in maintenance programs, LADWP has identified the need for a new DDR for a Lead PCW 'A'.

The establishment of the new PCW 'A' level DDR to serve as the Lead Person is necessary to address LADWP's safety and training of incumbents including the oversight of employees in various geographical areas and multiple projects. This Lead position is required to assist the PCS with the oversight of staff over a wide span of geographical areas and increase in projects necessary to ensure safe continuity of work.

Salary Proposal for PCS and PCW 'A'

The request for a salary increase for PCS, DDR No. 93-34117, is to reflect the increase in staffing, additional responsibilities and expansion of projects and geographical areas requiring protective coating work. LADWP is proposing that the PCS position be increased by 7.08 percent, set at Salary Range 4513, which not only addresses the increase in staff and responsibilities of the PCS; but will ensure a minimum two premium level (5.5 percent) differential between the PCS and proposed PCW 'A' level. The proposed PCW 'A' salary, set at Salary Range 4166, is to ensure a minimum two premium level (5.5 percent) differential above the existing PCW DDR.

Listed in the table is the proposed PCW 'A' and PCS salary.

Classification / Duties Description Record No.	Current		Proposed		New Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Protective Coating Worker 'A' New DDR	N/A	N/A	\$9,004.50	\$108,054.00	4166
Protective Coating Worker 93-34113	\$8,534.70	\$102,416.40	No Change	No Change	N/A

Classification / Duties Description Record No.	Current		Proposed		New Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Protective Coating Supervisor 93-34117	\$9,112.38	\$109,348.56	\$9,757.92	\$117,095.04	4513

*Salaries are based on the top salary step (Step 5) of the Operating, Maintenance and Service Unit and the Supervisory Blue Collar Unit Memoranda of Understanding for the October 1, 2021 Cost-of-Living Adjustment.

Recommendation

It is recommended that the City Council approve the above proposed salaries for the PCW and PCS classes. This request is consistent with the recommendation received by the Executive Employee Relations Committee at its meeting on August 2, 2022.

Fiscal Impact

There is no fiscal impact to the City's General Fund, as all funds are budgeted under LADWP. There is only one (1) PCS incumbent impacted by the salary increase; and only one (1) PCW 'A' would be needed initially; once the new Lead PCW DDR is established.

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

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Sincerely,



Martin L. Adams
General Manager and Chief Engineer

DOF/HY

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