

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 5.30 Temporary Training Program for Line
Maintenance Assistant

The Los Angeles Department of Water and Power (LADWP) requests salary setting relative to the transition of the classification of the Line Maintenance Assistant (LMA), Class Code 3882 to a 5.30 temporary training program.

Background

The work performed by the LMA classification is related to servicing single phase low voltage overhead and underground secondaries, connections and devices. The LMA classification performs duties such as assisting with the repair and removal of multiple streetlight circuits related to the Outdoor Area Lighting Program, providing system restoration support to primary crews when assigned to the Electric Trouble Board and assisting Overhead Transmission with the construction, maintenance, and repair of overhead transmission lines. The LMA classification also installs and removes Electric Vehicle charging devices and equipment related to new technology. Currently, there is only one (1) existing Duties Description Record (DDR) level in the LMA classification.

The LMA is a promotional examination and will remain a promotional examination in consideration of the LADWP having a significant candidate pool of helper classes that are at the level of Electrical Craft Helper, which can promote into the LMA classification.

The establishment of the LMA 5.30 temporary training program will create an opportunity to train employees who want to work with low voltage systems, rather than high voltage systems. The LMA 5.30 temporary training program will also create an opportunity to train employees who want to work high voltage systems by providing the

skills, knowledge, and abilities necessary to qualify for the Electric Distribution Mechanic (EDM) 5.30 temporary training program. Consequently, this will help address LADWP's succession planning efforts by creating an additional feeder class for the EDM classification.

Line Maintenance Assistant - Trainee and Journey-Level

The LMA classification will utilize both Trainee and Journey-level personnel. Trainees will go through a 12-month training program, and after successful completion, will transition to the Journey-level and start a six-month probation. Trainees who complete the 12-month training program will also be awarded a valid pole climbing proficiency certificate issued by LADWP's Power System Safety and Training Section.

LMA trainees will learn to perform streetlight maintenance, pole climb, troubleshoot overhead and underground street light circuits and work on energized overhead low voltage circuits. LMA trainees will also receive extensive classroom instruction and on-the-job training in order to learn the trade well enough to advance to the Journey-level, as well as attaining the experience necessary to qualify for the EDM temporary training program.

The establishment of the LMA 5.30 temporary training program is essential in order to provide employees with the specific experiences and knowledge necessary to continue to support LADWP's low voltage devices and equipment, in addition to addressing LADWP's succession planning efforts by creating an additional feeder class for the EDM classification.

A new DDR will be created specifically for the LMAs under the new 5.30 temporary trainee program. The existing/current DDR for LMA will be considered the Journey-level position.

Salary Proposal

LADWP is proposing to revise the salary of the existing LMA DDR (Journey-level) from the current 5 salary step to a flat rate of \$49.52 and a new proposed salary, based on the Peterson Formula (or 70 percent of the Journey-level salary), for the new trainee DDR as follows:

Classification	Current		Proposed	
	Monthly Salary	Annual Salary	Monthly Salary	Annual Salary
Line Maintenance Assistant (Trainee Level)	N/A	N/A	\$7,539.42*	\$90,473.04
Line Maintenance Assistant (Journey-level)	\$6,732.06	\$80,784.72	\$8,616.48**	\$103,397.76

*The LMA Trainee salary reflected is the proposed 1st salary step (NOT flat rated).

** The proposed salary for the LMA Journey-level is flat-rated.

Recommendation

It is recommended that the City Council approve the above proposed salaries for the LMA 5.30 training program. 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. LADWP already has budgeted funds to cover the current LMAs in LADWP's labor costs for the 2021-2022 fiscal year budget.

LADWP currently has 29 incumbents in the class of LMA. The annual fiscal impact would be \$655,778.16.

If you have any questions or require further 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

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