

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to salary adjustments for Senior Electrical Mechanic Supervisor A (Class Code 3836).

Recommendation for Council action:

APPROVE the 2.35 percent salary adjustment for the SEMS A (Class Code 3836) to be in parity with the Senior Electrical Repair Supervisor (SERS; Class Code 3856), as detailed in the March 18, 2021 Los Angeles Department of Water and Power (LADWP) report, attached to the Council File.

Fiscal Impact Statement: The LADWP reports that there are currently 25 SEMS A positions assigned to DDR No. 94-38177. The fiscal impact of salary adjustment to the SEMS A , 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.

Community Impact Statement: None submitted.

Summary:

On May 19, 2021, your Committee considered a March 18, 2021 LADWP report relative to salary adjustments for SEMS A (Class Code 3836). According to the LADWP, through the Executive Equity Committee (EEC), an internal joint labor management committee, 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 SERS A, Class Code 3856, DDR No. 93-38004. Also, 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 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 percent. The proposal also includes a request for retroactive salary adjustment to April 17, 2019, which is the date of the EEC recommendation. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the requested salary adjustment as detailed in the LADWP report and in the above recommendation. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER	VOTE
KORETZ:	YES
HARRIS-DAWSON:	ABSENT
BONIN:	YES

ARL
5/19/21

-NOT OFFICIAL UNTIL COUNCIL ACTS-