

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to implementation of training premiums for the Los Angeles Department of Water and Power (LADWP).

Recommendation for Council action:

APPROVE the implementation of the training premium Letter of Intent (LOI) which allows for additional compensation of up to 5.5 percent to LADWP employees who are assigned to develop and/or present training on a full-time basis for an approved structured training program, as detailed in the September 23, 2016 LADWP report, attached to the Council file.

Fiscal Impact Statement: The LADWP reports that 37 employees performing special training assignments were previously compensated for an annual amount of \$220,535. However, the fiscal impact cannot be determined until the proposed training programs have been established. The salary for the implementation of the training premium LOI will be an obligation of the LADWP and will have no impact on the City's General Fund.

Community Impact Statement: None submitted.

Summary:

On October 19, 2016, your Committee considered a September 23, 2016 LADWP report relative to implementation of training premiums. According to the LADWP, in March 2009, it has entered into an LOI with International Brotherhood of Electrical Workers, Local 18 entered into an LOI to jointly seek approval for a training premium. While the LOI initially sought approval of a training premium in the amount of seven percent, further discussions have resulted in the current recommendation in the amount of 5.5. The proposed training premium is intended for employees who are assigned to develop and/or present training on a full-time basis for an approved structured training program. The provisions of the LOI replace previously agreed to language and apply to LADWP employees assigned as training instructors in the Power System Safety and Training Business Section who are assigned pursuant to the provisions of Footnotes 11-13, and Appendix I of the Operating, Maintenance and Service Unit Memorandum of Understanding (MOU), and Footnotes 1,2, 7, and 8 and Appendices H-I of the Supervisory Blue Collar Unit MOU.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the LOI as detailed in the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER

VOTE

KORETZ: YES
RYU: ABSENT
HARRIS - DAWSON: YES

ARL
10/19/16

-NOT OFFICIAL UNTIL COUNCIL ACTS-