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Barbara E. Moschos, Secretary

David H. Wright, General Manager

July 26, 2018

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

Honorable Members:

Subject: Establish the Salary for Electric Meter Setter Supervisor, Class Code
No. 3824 and Salary Amendment for Electric Meter Setter, Class Code
No. 3822

This letter recommends the City Council approve the proposed salary range for the new class of Electric Meter Setter Supervisor (EMSS) and the proposed salary amendment for Electric Meter Setter (EMS), which is consistent with bargaining instructions received from the Executive Employee Relations Committee (EERC) at its meeting on March 9, 2018. Subsequent to the EERC meeting, the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18, signed a Letter of Intent (LOI) for each proposed salary. The LOI for EMSS amends the Supervisory Blue Collar Unit Memorandum of Understanding (MOU) to establish a salary for the new EMSS class, Duties Description Record (DDR) No. 95-38241. The LOI for EMS amends the Operating, Maintenance and Service Unit MOU to modify the salary for the EMS "B", DDR No. 94-38081, to resolve a salary compression matter.

Background

Electric Meter Setter Supervisor (EMSS)

On October 24, 2013, the Board of Civil Service Commissioners (CSC) approved LADWP's request to establish the new EMSS class. The class was subsequently accreted by IBEW, Local 18, on November 21, 2016. EMSS is a bona fide supervisor to the EMS class. An EMSS is responsible for supervising the work of EMS employees engaged in installing, changing, and removing a large variety of electric meters and metering equipment on the premises of industrial, commercial, and residential consumers. The EMSS will assign, review, plan, organize, direct, and evaluate the work of EMS subordinates. The establishment of the new EMSS class was necessary to ensure sufficient supervision, training and evaluation to the EMS class.

Electric Meter Setter (EMS)

On January 10, 2013, the CSC approved to designate the entry level positions of the EMS class as temporary training positions. As a result, the EMS class has two pay levels: EMS "B" (DDR No. 94-38081) is the temporary training position and EMS "A" (DDR No. 94-38082) is the journey-level position. An EMS "B" must successfully complete an eighteen (18)-month training program and demonstrate proficiency by passing a final competency examination in order to qualify for promotion to a journey-level EMS "A" position. Upon appointment to the journey-level "A" pay level position, an EMS must successfully complete a six (6)-month probationary period.

One of the main feeder classes to the EMS class is Electrical Craft Helper (ECH), Class Code No. 3799. The ECH class has two pay levels: the ECH "A" and ECH "B". The ECH "A" performs more complex work than the ECH "B" and is considered a promotional step over the ECH "B". There is a salary compression issue when an ECH "A" promotes to EMS, as an ECH "A" currently earns two and eight-tenths percent (2.8%) more than EMS "B". The salary compression provides disincentive for ECH "A" candidates to promote to the EMS class. To correct the salary compression and provide for an incentive to promote, LADWP requests a seven and nine-tenths percent (7.9%) salary increase to EMS "B", which will ensure a five percent (5%) differential with ECH "A".

Salary Proposals

The enclosed LOI for EMSS sets the EMSS "A" salary at Salary Range 3958, which maintains a ten percent (10%) differential with the subordinate EMS class. The 5th step monthly salary for the EMSS class will be \$8,557.32 and the annual 5th step salary will be \$102,687.84.

Class/DDR	Proposed Salary Range	Proposed 5th Step Monthly Wage	Proposed 5th Step Annual Wage
EMSS "A" (95-38241)	3958	\$8,557.32	\$102,687.84

Additionally, the enclosed LOI for EMS modifies the current salary for EMS "B" to Salary Range 3234, which maintains a five percent (5%) differential with ECH "A". The 5th step monthly salary for the EMS "B" level will be \$6,989.58 and the annual 5th step salary will be \$83,874.96.

Class/DDR	Proposed Salary Range	Proposed 5th Step Monthly Wage	Proposed 5th Step Annual Wage
EMS "B" (94-38081)	3234	\$6,989.58	\$83,874.96

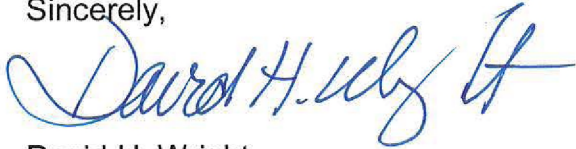
The Honorable City Council

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

Sincerely,

A handwritten signature in blue ink that reads "David H. Wright". The signature is fluid and cursive, with the first name "David" being the most prominent.

David H. Wright
General Manager

DOF/AC/MG:la

Enclosures

c/enc: Mr. Richard L. Llewellyn, Jr., City Administrative Officer
Ms. Dana H. Brown, Employee Relations Chief
Ms. Deitra O. Fernandes, Director of Labor Relations



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LETTER OF INTENT
Electric Meter Setter Supervisor

The Parties to this Letter of Intent (LOI) are the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18.

This LOI affirms the Parties' desire, subject to the approval of the Los Angeles City Council (Council), to set the salary for the new class of Electric Meter Setter Supervisor (EMSS), Class Code No. 3824, and to amend the IBEW, Local 18, Supervisory Blue Collar Unit Memorandum of Understanding (MOU) accordingly.

The Parties hereby agree to the following:

1. To amend the Supervisory Blue Collar Unit MOU between LADWP and IBEW, Local 18, to include the EMSS classification and DDR No. 95-38241. The EMSS salary for DDR No. 95-38241 shall be set at Salary Range 3958, which maintains a ten percent (10%) differential with Electric Meter Setter "A" (DDR 94-38082). Only Steps 4 and 5 of Salary Range 3958 shall be utilized.
2. This LOI becomes effective on the date of Council approval.

For the Parties:

DAVID H. WRIGHT
General Manager
Los Angeles Department of Water and Power

BRIAN D'ARCY
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 6-7-18

Date: 6/22/18



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LETTER OF INTENT
Electric Meter Setter

The Parties to this Letter of Intent (LOI) are the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18.

This LOI affirms the Parties' desire, subject to the approval of the Los Angeles City Council (Council), to modify the salary for the class of Electric Meter Setter (EMS), Class Code No. 3822, Duties Description Record (DDR) No. 94-38081, and to amend the IBEW, Local 18, Operating, Maintenance and Service Unit Memorandum of Understanding (MOU) accordingly.

The Parties hereby agree to the following:

1. To amend the Operating, Maintenance and Service Unit MOU between LADWP and IBEW, Local 18, to modify the EMS salary for DDR No. 94-38081. The EMS salary for DDR No. 94-38081 shall be set at Salary Range 3234, which maintains a five percent (5%) differential with Electrical Craft Helper "A" (DDR No. 93-37009 and 94-37126). Only Steps 4 and 5 of Salary Range 3234 shall be utilized.
2. This LOI becomes effective on the date of Council approval.

For the Parties:

DAVID H. WRIGHT
General Manager
Los Angeles Department of Water and Power

Brian D'Arcy
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 6-7-18

Date: 7/13/18