

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to establishing the salary for Utility Microbiologist (Class Code 7858 and amend the International Brotherhood of Electrical Workers (IBEW), Local 18, Professional Unit Memorandum of Understanding (MOU).

Recommendation for Council action:

APPROVE the following:

- a. The salary range for the Class of Utility Microbiologist (Class Code 7858 as detailed in the July 26, 2018 Los Angeles Department of Water and Power (LADWP) report, attached to the Council file.
- b. Amend the IBEW Local 18, Professional Unit MOU as detailed in the July 26, 2018 Los Angeles Department of Water and Power (LADWP) report, attached to the Council file.

Fiscal Impact Statement: None submitted by the LADWP. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On August 15, 2018, your Committee considered a July 26, 2018 LADWP report relative to establishing the salary for Utility Microbiologist (UM; Class Code 7858 and amending the IBEW, Local 18, Professional Unit MOU. According to the LADWP, on May 11, 2017, the Board of Civil Service Commissioners approved the LADWP's request to establish the new UM classification. The UM classification was created to address LADWP's need for a Microbiologist classification that focused on federal, state, and local regulatory requirements for drinking water. The LADWP identified a need for four distinct pay levels: UM I (Trainee), UM II (Journey- level), UM III (Assistant Supervisor), and UM IV (Supervisor). The UM I has been designated as a Civil Service 5.30 trainee position to allow for development of the skill-set and knowledge to qualify for, and obtain, a Principal Analyst (PA) certification, which is required by the State of California Environmental Laboratory Accreditation Program (ELAP).

The UM classification restructures LADWP's existing Water Microbiologist (WM) series. The current WM classification does not reflect the distinct levels of responsibility and skill-sets utilized by the WMs within the LADWP; LADWP microbiologists must acquire skills for regulatory drinking water test methods and certification from ELAP. The specific aspects are as follows:

- Acute public health implications associated with drinking water quality reliability.
- Federal Safe Drinking Water Act regulatory compliance accountability enforced by the State Water Resources Control Board's Division of Drinking Water (formerly the California Department of Public Health).
- Skill-sets necessary to successfully maintain individual and laboratory certification with ELAP (dependent on experience at the specific lab, i.e., cannot obtain prior to

assignment).

- Significance on Department of Homeland Security's water security issues (testing for microtoxins within the drinking water distribution system). Upcoming skill-sets/certifications necessary for regulatory testing of recycled water as a direct or indirect potable water source.

To fulfill the requirements necessary to maintain the City of Los Angeles' Drinking Water Supply Permit, Microbiologists at LADWP must go through training to be certified as PAs by the State of California ELAP. The training needed to become a PA is beyond the standard six month probationary period for new hires and involves time to acquire skill- sets and knowledge of specific United States Environmental Protection Agency laboratory test protocols. It is important to note that State certification of PAs is specific to the particular laboratory facility, i.e., it cannot be obtained prior to employment. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the salary proposals as detailed in the July 26, 2018 LADWP report and described in the above in Recommendation. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
PRICE:	YES
ENGLANDER:	YES

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8/15/18

-NOT OFFICIAL UNTIL COUNCIL ACTS-