

**TO THE COUNCIL OF THE
CITY OF LOS ANGELES**

Your **PERSONNEL AND ANIMAL WELFARE COMMITTEE**

reports as follows:

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to salary-setting for Chief of Drafting Operations (Class Code No. 7271), Duties Descriptive Record (DDR) No. 95-72713.

Recommendation for Council action:

APPROVE the salary range for the proposed salary for Chief of Drafting Operations (CDO), Class Code No. 7271, which is consistent with the bargaining instructions received from the Executive Employee Relations Committee at its meeting on February 12, 2013, to amend the 2007-2012 Memorandum of Understanding (MOU) for Management Employees Association, Management Employees Unit, by establishing DDR No. 95-72713, and the proposed salary for the reinstated civil service classification of CDO, Class Code No. 7271, and described in the February 28, 2013 Los Angeles Department of Water and Power (LADWP) report and attached to the Council file.

Fiscal Impact Statement: The Los Angeles Department of Water and Power (LADWP) reports that the cost for the proposed salary for one CDO is approximately \$154,532 annually at the fifth step. There is no impact on the City of Los Angeles General Fund.

Community Impact Statement: None submitted.

Summary:

On April 16, 2013, you Committee considered a February 28, 2013 LADWP report relative to salary-setting for the position of CDO (Class Code No. 7271), DDR No. 95-72713. According to the LADWP, on November 8, 1996, the CSC abolished the CDO classification in anticipation of the electrical industry deregulation of the 1990s and the Power System's decentralization of its drafting functions. Subsequently, Footnote 16 in the MEA MOU was amended to state that the COO classification was abolished and was no longer shown in the October 1, 1997, Cost-of-Living Adjustments. Although the CDO civil service classification was abolished by the CSC, and the CDO classification and salary has not been shown in the MEA MOU since October 1, 1997, no petition was ever filed with the Employee Relations Board to delete the CDO classification from MEA representation. Therefore, the CDO classification remains in the MEA MOU and the COO positions at LADWP are represented by MEA.

Subsequently, in 2008, the Power System consolidated their drafting staff to support the Power Reliability Program, which provides a blueprint to ensure reliable energy service for the City. The new drafting staff consists of seven groups with approximately 115 employees, and is currently temporarily headed part-time by a Power Engineering Manager (PEM) C-pay level. Including having supervisory oversight over these 115 employees from the seven drafting groups, this PEM C-pay level has a total span of control of approximately 331 employees. Due to the consolidation of the drafting function at LADWP, the classification of CDO, Class Code No. 7271, was reinstated by the CSC at its meeting of July 28, 2011, to provide the appropriate managerial oversight to ensure continuity of new and retrofitted Power System facilities.

The Board of Water and Power Commissioners adopted CDO DDR No. 95-72713 at its meeting of January 3, 2012. Before its abolishment, the COO consisted of two pay-levels (A & B); however, after a thorough review by LADWP's Human Resources Division, it was recommended that the drafting function be consolidated and the CDO class be reinstated with one pay level. The CDO will report directly to the Division Director of Power System, Engineering Division, which is a PEM B-pay level, and be responsible for effectively and efficiently planning, directing and coordinating, through subordinate unit heads and supervisors, all activities of the Power System drafting disciplines and functions, including, but not limited to, the Mechanical, Structural, Civil, Electrical, and Architectural Drafting Units; distribution maps and records; and computer-aided drafting/design technical support. The CDO will also be responsible for implementing best practice technologies and systems to ensure integration with all other engineering process design activities; and, overseeing drafting assignments from design engineers pertaining to a wide variety of structures, mechanical equipment, electrical installations, and appurtenance facilities in connection with the preparation of preliminary and finished drawings.

After consideration and having provided an opportunity for public comment, the Committee recommended approval of the recommendation as contained in the February 28, 2013 LADWP report and detailed in the above 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
ALARCÓN:	YES
ZINE:	YES

ARL
13-0298_rpt_paw_4-16-13.doc

- Not Official Until Council Acts -