



Los Angeles
Department of
Water & Power

RESOLUTION NO. _____

BOARD LETTER APPROVAL

A handwritten signature in black ink, appearing to read 'David H. Wright', written over a horizontal line.

DAVID H. WRIGHT
General Manager

DATE: November 28, 2016

SUBJECT: Approval of the Memorandum of Understanding for the Load Dispatchers Unit, represented by the Los Angeles Water and Power Dispatchers Association for the Term January 1, 2017, Through December 31, 2020

SUMMARY

The proposed Memorandum of Understanding (MOU) and accompanying resolution approved to form and legality by the City Attorney and in accordance with bargaining instructions as authorized by the Executive Employee Relations Committee, codifies the collective bargaining agreement reached with the Los Angeles Water and Power Dispatchers Association (LAWPDA) for the term January 1, 2017, through December 31, 2020 for the Load Dispatchers Unit.

City Council approval is required in accordance with Charter Section 219 and 373.

RECOMMENDATION

It is recommended that the Board of Water and Power Commissioners (Board) adopt the attached Resolution approving the benefits and recommending City Council approval of the salaries for the Load Dispatchers Unit for the period of January 1, 2017, through December 31, 2020.

The MOU will not take effect unless and until the City Council has approved it.

FINANCIAL INFORMATION

The fiscal impact of this four-year contract is approximately \$1.1 million.

BACKGROUND

The following is a summary of MOU amendments and revisions recommended for approval:

1. Four-year term from January 1, 2017, through December 31, 2020.
2. Effective January 1, 2017, Cost-of-Living-Adjustment (COLA) of three percent (3%).
3. Continuation of five percent (5%) employee contribution to health insurance plan premium up to one hundred dollars (\$100) per employee, per month to share the burden of the rapidly escalating health care costs.
4. Continuation of an annual lump sum supplemental payment (non-pensionable) of one percent (1%) of the employee's annual base wage salary rate, paid to the employee by the Department in the month of January of each year for the term of the contract, to offset health-related expenses not covered by the Department-sponsored health care insurance plans.
5. Effective January 1, 2018, 2 percent (2%) COLA.
6. Effective January 1, 2019, 2 percent (2%) COLA.
7. Effective January 1, 2020, 2 percent (2%) COLA.
8. "Me-too" provision regarding salary increases for the term of the MOU as follows:

During the term of this MOU, should any Load Dispatcher feeder classification (i.e. those classifications eligible to take the Load Dispatcher examination) receive increases in compensation such as, but not limited to, salaries, bonuses, lump sum payments, City-provided benefit improvements, or additional steps (except individual scheduled step increase under existing step structures) which are greater than the compensation increase received or scheduled for members in the Load Dispatchers bargaining unit, the same or equivalent increase shall be provided to Load Dispatchers bargaining unit members effective the date of the increase for the Load Dispatcher feeder classifications.

Revised MOU Provisions to Assist with Improving Operational Efficiencies

1. Revision of Article 13.2 (A) – Overtime Accumulation/Compensation: Reduction in the maximum amount of overtime accrual hours from 240 to 160 hours.
2. Revision of Article 13.5 Paragraph Eight (8) – Distribution of Overtime: Reduction of the threshold number of days used for the purpose of averaging for employees returning from various types of leaves from 49 to 31 days.
3. Revision to Footnote 3 – Increasing the number of "specialist designation positions" by four (4) for deployment at management's discretion.

ENVIRONMENTAL DETERMINATION

In accordance with the California Environmental Quality Act (CEQA), it has been determined that labor agreements are exempt pursuant to the General Exemption described in the CEQA Guidelines Section 16061 (b) (3). General Exemptions apply in situations where it can be seen with reasonable certainty that there is no possibility that the activity in question may have a significant effect on the environment.

CITY ATTORNEY

The Office of the City Attorney reviewed and approved the Resolution as to form and legality.

ATTACHMENTS

- A. MOU
- B. Resolution