



ANTONIO R. VILLARAIGOSA
Mayor

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RONALD O. NICHOLS
General Manager

February 22, 2013

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

Honorable Members:

Subject: **REVISED**—Establish the Salaries for Wind Plant Technician,
Class Code No. 3826 (CF No. 12-1740)

As requested, this letter amends the October 30, 2012, letter (attached) from the Los Angeles Department of Water and Power (LADWP) to the City Council and recommends the City Council approve the proposed salaries for Wind Plant Technician (WPT), Class Code No. 3826. This request is consistent with LADWP's original request (attached) and the bargaining instructions received from the Executive Employee Relations Committee (EERC) at its meeting on September 11, 2012. While WPT is currently not represented by any labor union, we believe that the International Brotherhood of Electrical Workers (IBEW), Local 18, will seek to accrete the class. In anticipation that the Employee Relations Board will approve accretion to IBEW, Local 18, LADWP has discussed the proposed salaries with IBEW, Local 18, and the union has raised no objections.

Background

LADWP is committed to a renewable energy policy that seeks to boost the amount of renewable energy that the utility provides its customers. The long-term goal is to achieve 35 percent renewables by 2020, as presented by Mayor Antonio R. Villaraigosa in the Climate Action Plan. These goals, which are part of the LADWP's Renewable Portfolio Standard (RPS), are aimed at expanding Los Angeles' supply of renewable resources, such as wind, solar, geothermal, biomass, and small hydroelectric power.

In support of LADWP's goals for new energy programs, LADWP operates the Pine Tree Wind Generation Plant in Tehachapi, California, which has been in operation for approximately three (3) years. The Pine Tree Wind Generation Plant generates up to 120 megawatts (MW) of power through eighty (80) 1.5 MW wind turbines of clean renewable energy. In addition to the Pine Tree Wind Generation Plant, the Milford I and II Wind Generation Plants are transmitting approximately 285 MW to LADWP. Currently,

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to perform this specialized work at the Pine Tree Wind Generation Plant, LADWP is utilizing a combination of Electrical Mechanics, Machinists, and Senior Electrical Testers to maintain the wind plants. However, the utilization of the aforementioned classifications was only meant as a temporary measure to provide immediate staffing of the wind plants.

Since the Pine Tree Wind Generation Project's operational launch, LADWP has assessed the work, skill set, and specialized training required, and determined that the best staffing structure to meet the needs of Milford I and II and other wind generation projects is to establish a classification with the combined specialized skill set of WPT. Through a collaborative effort, the parties consulted with the Personnel Department to identify the job-related criteria necessary to perform the work required to maintain and repair wind turbines at the wind generation plants. LADWP anticipates staffing Pine Tree, Milford I and II, and other wind generation operation sites with the WPT classification.

The WPT position will be responsible for maintaining, repairing, and troubleshooting mechanical, electrical, and hydraulic equipment and control systems in wind generation plants. Additional duties include preventative maintenance and repair activities on wind turbine generators, attending regular safety meetings, and ensuring plant activities are performed under applicable rules and regulations. WPTs work in adverse conditions, including inclement weather, confined spaces and must climb ladders to reach heights greater than 100 feet. They must also be able to pull up to 35 pounds and occasionally up to 75 pounds.

On January 12, 2012, the Board of Civil Service Commissioners approved LADWP's request to establish the new classification of WPT, Class Code No. 3826. In accordance with the class specification, a WPT may act as lead-worker and trainer to other Wind Plant Technicians and Trainees. As such, LADWP is proposing four pay levels for Wind Plant Technician. There will be a trainee-level "D" pay-level; assistant-level "C" pay-level; journey-level "B" pay-level; and journey-lead "A" pay-level. In the future, LADWP intends to create a Wind Plant Technician Supervisor as well.

The trainee-level position of the WPT classification will be designated as a temporary training position with a maximum training period of four (4) years. The proposed trainee-level Duties Description Record in the new WPT classification will be designated as a temporary training position as defined in Civil Service Rule 5.30, and the trainees must successfully complete a four-year training program to advance to the assistant-level. The WPT training program consists of approximately 2,640 hours of intensive classroom instruction and 1,200 hours of on-the-job training. The first year of instruction consists of providing incumbents with a good understanding of electrical and mechanic classroom basics as well as on-the-job training in construction and maintenance with journey-level mechanics and/or technicians. Incumbents would be required to

successfully complete all training modules, and must achieve a minimum score of 70 percent on the course exam in order to advance to the next training module. The trainee-level program allows LADWP to thoroughly evaluate the candidates' skills and abilities over the four-year training period, and if candidates do not keep up with the required training or work standards, they may be terminated from the program. To advance from the assistant-level to the journey-level, the WPTs will be required to have completed probation in the assistant-level, and completed an internal advisory test/selection process.

Salary Proposed¹

The first level is a temporary training position. The training period for the first level will not exceed four (4) years, in accordance with Civil Service Rule 5.30, at which time the trainees shall be expected to advance to the assistant level. Therefore, the trainee-level salary shall be structured by a Salary Range similar to LADWP craft classifications (i.e. Steam Plant Assistant) having both a trainee-level and an assistant-level.

Furthermore, LADWP recommends setting the WPT journey-level salary commensurate with LADWP classifications having trainee through journey-levels requiring an intensive apprenticeship-like training program to become a similarly highly skilled journey-level craft. Therefore, the journey-level salary proposed is between the journey-level Electric Distribution Mechanic (Salary Range 4229) and Electrical Mechanic (Salary Range 3836), which are craft classifications requiring similar skills sets, while taking into consideration the unique combination of skills sets, specialized training, physical demands, and safety implications of this classification including:

- Climbing and performing maintenance, repair, or other work in precarious positions and conditions including extreme heights (approximately 270 feet) and/or within confined spaces.
- Maintaining certification(s) and skills required to perform high-rescue and emergency evacuation techniques including rappelling from a structure.

Class Level	Salary Range	Hourly Rate	Monthly Salary (rounded)
Wind Plant Technician (trainee)	3336	\$33.36--\$42.89	\$5,805--\$7,463
Wind Plant Technician (assistant-level)	3573	\$35.73--\$44.38	\$6,217--\$7,722
Wind Plant Technician (journey)	4031	\$40.31--\$50.07	\$7,014--\$8,716
Wind Plant Technician (journey-lead)	4426	\$44.26--\$54.99	\$7,701--\$9,568

¹ Proposed salaries adjusted from EERC approval for 10/1/12 IBEW, Local 18, two percent (2%) cost of living adjustment only.

Fiscal Impact:

The addition of the WPT classification will assist LADWP's renewable energy strategy, while facilitating LADWP's compliance with the Mayor's Climate Action Plan and the State's Renewable Energy Portfolio Standard. Thus, LADWP anticipates staffing its wind generation plants with 15 – 20 WPTs and foresees requesting an allocation for thirty-five (35) WPT trainee positions through 2014. There is no fiscal impact to the City's General Fund.

If you have questions or require further information, please contact Ms. Rose M. Garcia, Director of Labor Relations, at (213) 367-1373.

Sincerely,



Ronald O. Nichols
General Manager

RMG/VEB:jja

Attachments

c/att: Mr. Miguel A. Santana, City Administrative Officer
Ms. Maritta Aspen, Chief Administrative Analyst

Department of Water and Power



the City of Los Angeles

ANTONIO R. VILLARAIGOSA
Mayor

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RONALD O. NICHOLS
General Manager

October 30, 2012

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

Honorable Members:

Subject: Establish the Salary for Wind Plant Technician, Class Code No. 3826

This letter recommends the City Council approve the proposed salary ranges for Wind Plant Technician (WPT), Class Code No. 3826, which are consistent with the bargaining instructions received from the Executive Employee Relations Committee at its meeting on September 11, 2012. In addition, when the salaries are established by City Council, LADWP requests approval to amend the 2010-2014 Operating, Maintenance and Service (OM&S) Unit Memorandum of Understanding (MOU) between LADWP and IBEW, Local 18, to reflect the established salaries for the new WPT classification and corresponding Duties Description Records (DDR) for this classification and various pay-levels for use at LADWP.

Background

LADWP is committed to a renewable energy policy that seeks to boost the amount of renewable energy that the utility provides its customers. The long-term goal is to achieve 35% renewables by 2020, as presented by Mayor Antonio R. Villaraigosa in the Climate Action Plan. These goals, which are part of the LADWP's Renewable Portfolio Standard (RPS), are aimed at expanding Los Angeles' supply of renewable resources, such as wind, solar, geothermal, biomass, and small hydroelectric power.

In support of LADWP's goals for new energy programs, LADWP operates the Pine Tree Wind Generation Plant in Tehachapi, California, which has been in operation for approximately three (3) years. The Pine Tree Wind Generation Plant generates up to 120 megawatts (MW) of power through eighty (80) 1.5 MW wind turbines of clean renewable energy. In addition to the Pine Tree Wind Generation Plant, the Milford I and II Wind Generation Plants are transmitting approximately 285 MW to LADWP. Currently, to perform this specialized work at the Pine Tree Wind Generation Plant, LADWP is utilizing a combination of Electrical Mechanics, Machinists, and Senior Electrical Testers to maintain the wind plants. However, the utilization of the

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aforementioned classifications was only meant as a temporary measure to provide immediate staffing of the wind plants.

Since the Pine Tree Wind Generation Project's operational launch, LADWP has assessed the work, skill set, and specialized training required, and determined that the best staffing structure to meet the needs of Milford I and II and other wind generation projects is to establish a classification with the combined specialized skill set of WPT. Through a collaborative effort, the parties consulted with the Personnel Department to identify the job-related criteria necessary to perform the work required to maintain and repair wind turbines at the wind generation plants. LADWP anticipates staffing Pine Tree, Milford I and II, and other wind generation operation sites with the WPT classification.

The WPT position will be responsible for maintaining, repairing, and troubleshooting mechanical, electrical, and hydraulic equipment and control systems in wind generation plants. Additional duties include preventative maintenance and repair activities on wind turbine generators, attending regular safety meetings, and ensuring plant activities are performed under applicable rules and regulations. WPTs work in adverse conditions, including inclement weather, confined spaces and must climb ladders to reach heights greater than 100 feet. They must also be able to pull up to 35 pounds and occasionally up to 75 pounds.

On January 12, 2012, the Board of Civil Service Commissioners approved LADWP's request to establish the new classification of WPT, Class Code No. 3826. In accordance with the class specification, a WPT may act as lead-worker and trainer to other Wind Plant Technicians and Trainees. As such, LADWP is proposing four pay levels for Wind Plant Technician. There will be a trainee-level "D" pay-level; entry-level "C" pay-level; journey-level "B" pay-level; and journey-lead "A" pay-level. In the future, LADWP intends to create a Wind Plant Technician Supervisor as well.

The trainee-level position of the WPT classification will be designated as a temporary training position with a maximum training period of four (4) years. The proposed trainee-level Duties Description Record in the new WPT classification will be designated as a temporary training position as defined in Civil Service Rule 5.30, and the trainees must successfully complete a four-year training program to advance to the entry-level. The WPT training program consists of approximately 2,640 hours of intensive classroom instruction and 1,200 hours of on-the-job training. The first year of instruction consists of providing incumbents with a good understanding of electrical and mechanic classroom basics as well as on-the-job training in construction and maintenance with journey-level mechanics and/or technicians. Incumbents would be required to successfully complete all training modules, and must achieve a minimum score of 70 percent on the course exam in order to advance to the next training module. The trainee-level program allows LADWP to thoroughly evaluate the candidates' skills and abilities over the four-year

training period, and if candidates do not keep up with the required training or work standards, they may be terminated from the program. To advance from the entry-level to the journey-level, the WPTs will be required to have completed probation in the entry-level, and completed an internal advisory test/selection process.

Salary Proposed¹

Utilizing the Joint Labor Management process, LADWP and the International Brotherhood of Electrical Workers (IBEW), Local 18, met and agreed to propose four (4) pay levels in the WPT classification series. The first level is a temporary training position. The training period for the first level will not exceed four (4) years, in accordance with Civil Service Rule 5.30, at which time the trainees shall be expected to advance to the next level. Therefore, the parties recommend setting the WPT journey-level salary commensurate with LADWP classifications having trainee through journey-levels requiring an intensive apprenticeship-like training program to become a similarly highly skilled journey-level craft.

The salary proposed is between the journey-level Electric Distribution Mechanic (Salary Range 4229) and Electrical Mechanic (Salary Range 3836), which are craft classifications requiring similar skills sets, while taking into consideration the unique combination of skills sets, specialized training, physical demands, and safety implications of this classification including:

- Climbing and performing maintenance, repair, or other work in precarious positions and conditions including extreme heights (approximately 270 feet) and/or within confined spaces.
- Maintaining certification(s) and skills required to perform high-rescue and emergency evacuation techniques including rappelling from a structure.

	Salary Range	Hourly Rate	Monthly Salary (rounded)
Wind Plant Technician (trainee)	Peterson Formula ²	\$35.70-\$45.90	\$6,211--\$7,987
Wind Plant Technician (assistant-level)	3880	\$38.80-\$48.20	\$6,751--\$8,387
Wind Plant Technician (journey)	4105	\$41.05-\$51.00	\$7,142--\$8,874
Wind Plant Technician (journey-lead)	4392	\$43.92-\$54.57	\$7,642--\$9,495

¹ Proposed salaries adjusted for 10/1/12 IBEW, Local 18, cost of living adjustment.

² Article 37 is applicable to all apprentice and certain craft trainee positions wherein a percentage (known as Peterson Formula) is applied to the "trainee" position. The percentage is benchmarked to the fifth step hourly rate of the applicable journey-level classification. The journey-level WPT hourly salary at 5th step is \$51.00. Beginning at 70 percent of the journey-level rate for first step (\$35.70), 75 percent for step two (\$38.25), 80 percent for step three (\$40.80), 85 percent for step four (\$43.35), and 90 percent for step five (\$45.90).

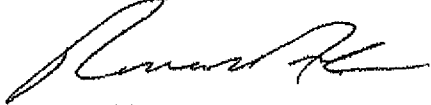
The Honorable City Council
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Fiscal Impact:

The addition of the WPT classification will assist LADWP's renewable energy strategy, while facilitating LADWP's compliance with the Mayor's Climate Action Plan and the State's Renewable Energy Portfolio Standard. Thus, LADWP anticipates staffing its wind generation plants with 15 – 20 WPTs and foresees requesting an allocation for thirty-five (35) WPT trainee positions through 2013. Assuming 25 WPTs, ranging from trainee to journey-level, are selected to staff the Milford wind generation plant, the projected fiscal impact to LADWP for 2012-2013 is approximately \$2.5 million annually (utilizing the maximum proposed salary at the fifth step of each pay level). There is no fiscal impact to the City's General Fund.

If you have questions or require further information, please contact Ms. Rose M. Garcia, Director of Labor Relations, at (213) 367-1373.

Sincerely,



Ronald O. Nichols
General Manager

RMG/VEB:jja
Enclosures

c/enc: Mr. Miguel A. Santana, City Administrative Officer
Ms. Maritta Aspen, Acting Chief Administrative Analyst

Department of Water and Power



the City of Los Angeles

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RONALD O. NICHOLS
General Manager

July 23, 2012

To: Executive Employee Relations Committee
Attention: Miguel A. Santana, City Administrative Officer

From: Ronald O. Nichols, General Manager
Los Angeles Department of Water and Power

Subject: Request for Bargaining Instructions -- Wind Plant Technician

Background

On December 8, 2011, the Board of Civil Service Commissioners approved the Los Angeles Department of Water and Power's (LADWP's) request to establish the new classification of Wind Plant Technician¹ (WPT), Class Code No. 3826. In accordance with the class specification, a WPT may act as lead-worker and trainer to other Wind Plant Technicians and Trainees.

LADWP is proposing four pay levels for Wind Plant Technician. There will be a trainee-level "D" pay-level, entry-level "C" pay-level, journey-level "B" pay-level, and journey-lead "A" pay-level. In the future, LADWP intends to create a Wind Plant Technician Supervisor as well.

The trainee-level position of the WPT classification will be designated as a temporary training position with a maximum training period of four (4) years. The proposed trainee-level Duties Description Record in the new WPT classification will be designated as a temporary training position as defined in Civil Service Rule 5.30, and the trainees must successfully complete a four-year training program to advance to the entry-level. The WPT training program consists of approximately 2,640 hours of intensive classroom instruction and 1,200 hours of on-the-job training. The first year of instruction consists of providing incumbents with a good understanding of electrical and mechanic classroom basics as well as on-the-job training in construction and maintenance with journey-level mechanics and/or technicians. Incumbents would be required to successfully complete all training modules, and must achieve a minimum score of 70 percent on the course exam in order to advance to the next training module. The trainee-level program allows LADWP to thoroughly evaluate the candidates' skills and abilities over the four-year training period, and if candidates do not keep up with the required training or work standards, they may be terminated from the program.

¹ Originally approved under the classification title of Wind Farm Technician and then amended by the CSC.

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To advance from the entry-level to the journey-level, the WPTs will be required to have completed probation in the entry-level, and completed an internal advisory test/selection process. Advancing to the journey-level will be determined using the Department's internal selection process as authorized vacancies become available. Since the trainees will receive training and work experience in all the specialized skill sets, this will provide management with the flexibility needed to assign a journey-level WPT to perform work on any part of the wind turbine. All WPTs will be assigned to work at LADWP's wind generation plants.

At this time, LADWP operates the Pine Tree Wind Generation Plant in Tehachapi, California, which has been in operation for approximately two (2) years. The Pine Tree Wind Generation Plant generates up to 120 megawatts (MW) of power through eighty (80) 1.5 MW wind turbines of clean renewable energy. It is owned and operated by the City of Los Angeles and is an effort to fulfill LADWP's renewable energy goals. In addition to the Pine Tree Wind Generation Plant, the Milford I and II Wind Generation Plants are transmitting approximately 285 MW to LADWP. Currently, to perform this specialized work at the Pine Tree Wind Generation Plant, LADWP is utilizing a combination of Electrical Mechanics, Machinists, and Senior Electrical Testers to maintain the wind plants. However, the utilization of the aforementioned classifications was only meant as a temporary measure to provide immediate staffing of the wind plants.

Since the Pine Tree Wind Generation Project's operational launch, LADWP has assessed the work, skill set, and specialized training required, and determined that the best staffing structure to meet the needs of Milford I and II and other wind generation projects is to establish a classification with the combined specialized skill set of WPT. Through a collaborative effort, LADWP has consulted with the Personnel Department and the International Brotherhood of Electrical Workers, Local 18, to identify the job-related criteria necessary to perform the work required to maintain and repair wind turbines at the wind generation plants. LADWP anticipates staffing Pine Tree, Milford I and II, and other wind generation operation sites with the WPT classification.

Salary Proposal:

LADWP is proposing four (4) pay levels in the WPT classification series. The first level is a temporary training position. The training period for the first level will not exceed four (4) years, in accordance with Civil Service Rule 5.30, at which time the trainees shall be expected to advance to the next level. Therefore, LADWP recommends setting the WPT salaries commensurate with LADWP classifications having trainee through journey-levels requiring an intensive apprenticeship-like training program to become a similarly skilled journey-level craft.

In addition to the skill set required of journey-level craft classifications, the proposed salary also takes into consideration the specialized training requirements, physical demands, and safety implications of this classification including:

- Climbing and performing maintenance, repair, or other work in precarious positions and conditions including extreme heights (approximately 270 feet) and/or within confined spaces.
- Maintaining certification(s) and skills required to perform high-rescue and emergency evacuation techniques including rappelling from a structure.

Therefore, the Parties find that setting the journey-level salary range between the existing Electrical Mechanic and Electrical Distribution Mechanic journey-levels serves to compensate this classification for its unique combination of requirements.

The following table compares the salaries of the WPT and comparable programs that currently exist at LADWP.

LADWP Classifications with a trainee-level	Salary Range	Hourly Rate at 5th step	Monthly Salary at 5 th step
Electrical Tester (trainee)	N/A	\$37.75	\$6,569
Electrical Tester (journey)	3376	\$41.95	\$7,299
Senior Electrical Tester (journey-lead)	3761	\$46.73	\$8,131
Electrical Mechanic (trainee)	3271	\$42.06	\$7,318
Electrical Mechanic (journey)	3761	\$46.73	\$8,131
Senior Electrical Mechanic (journey-lead)	4133	\$51.34	\$8,933
Electric Distribution Mechanic Trainee	3436	\$44.18	\$7,687
Electrical Distribution Mechanic Trainee (assistant)	3606	\$46.36	\$8,067
Electric Distribution Mechanic (journey)	4146	\$51.51	\$8,963
Electric Distribution Mechanic (journey-lead)	4562	\$56.68	\$9,862
Steam Plant Assistant (trainee)	2660	\$33.05	\$5,751
Steam Plant Assistant (assistant)	3093	\$38.42	\$6,685
Steam Plant Operator (journey)	3502	\$43.51	\$7,571
Steam Plant Operator (journey-lead)	3910	\$48.58	\$8,453
Wind Plant Technician (trainee)	3271	\$42.06	\$7,318
Wind Plant Technician (assistant-level)	3502	\$43.51	\$7,571
Wind Plant Technician (journey)	3951	\$49.09	\$8,542
Wind Plant Technician (journey-lead)	4339	\$53.91	\$9,380

Executive Employee Relations Committee
July 23, 2012
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Fiscal Impact:

The addition of the WPT classification will assist LADWP's renewable energy strategy, while facilitating LADWP's compliance with the State's Renewable Energy Portfolio Standard. Thus, LADWP anticipates staffing its wind generation plants with 15 – 20 WPTs and foresees requesting an allocation for thirty-five (35) WPT trainee positions through 2013. Assuming 25 WPTs, ranging from trainee to journey-level, are selected to staff the Milford wind generation plant, the projected fiscal impact to LADWP for 2012-2013 is approximately \$2.5 million annually (utilizing the maximum proposed salary at the fifth step of each pay level). There is no fiscal impact to the City's General Fund.

If you have questions or require further information, please contact Ms. Rose M. Garcia, Director of Labor Relations, at (213) 367-1373.

RMG:jj

c: Mr. Thomas T. Simonovski, Senior Labor Relations Specialist
Office of the City Administrative Officer

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

Mr. Ronald O. Nichols
Ms. Rose M. Garcia