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DAVID H. WRIGHT
General Manager

September 16, 2016

The Honorable City Council
Office of the City Clerk
200 North Spring Street, Room 395
Los Angeles, California 90012

Honorable Members:

Subject: Salary adjustment for the classification of Wind Plant Technician

This letter recommends the City Council approve the adjusted salary range for the Wind Plant Technician (WPT), Class Code No. 3826, which is in accordance with recommended approval received by the Executive Employee Relations Committee (EERC) at its meeting on August 23, 2016.

BACKGROUND

On January 12, 2012, the Civil Service Commission approved the Los Angeles Department of Water and Power's (LADWP) request to establish a new classification of Wind Plant Technician (WPT), Class Code 3826. The Personnel Department had requested that the City Administrative Officer take the necessary steps to establish a salary for this classification and on April 2, 2013, the City Council approved the salary for four pay levels: trainee, assistant, journey, and journey-lead. The LADWP is now requesting to increase the salary for the top two pay levels.

The WPT classification is responsible for maintaining, repairing, and troubleshooting mechanical, electrical and hydraulic equipment and control systems in wind generating plants. The LADWP requests an increase of five percent above the previously approved journey and journey-lead pay levels to address atypical staffing conditions. These employees work in adverse weather conditions, confined spaces, must climb ladders to reach heights greater than 100 feet, and must also be able to pull up to 35 pounds and occasionally up to 75 pounds. Additionally, all WPT positions are staffed at LADWP's wind generation plants, typically in remote locations, which presents the Department with recruitment and retention issues.

The increase also incorporates a two percent Cost of Living Adjustment granted to comparable trainee and journey-level positions in October 2012. LADWP proposes the following adjusted salaries for the WPT classification:

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WPT Level	Salary Range	Approved Rate (Top Step)	Proposed Rate (Top Step)	Difference in Annual Rate (Top Step)
Trainee	4206	\$87,821.28	\$87,821.28	\$0.00
Assistant	4351	\$90,848.88	\$90,848.88	\$0.00
Journey	4909	\$102,499.92	\$107,615.52	\$5,115.60
Journey-Lead	5391	\$112,564.08	\$118,201.68	\$5,637.60

The requested salaries are consistent with pay levels established for other comparable craft classifications at LADWP. It is therefore recommended that the EERC approve the requested salaries.

RECOMMENDATION

That the City Council:

1. Approve the proposed salary ranges for Wind Plant Technician, Class Code 3826, as detailed in this report; and,
2. Authorize the LADWP to amend the appropriate Memorandum of Understanding to reflect the approved salaries.

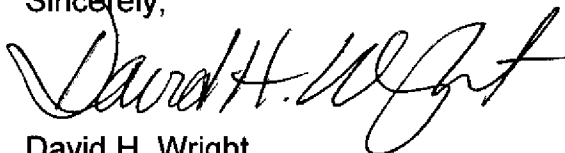
FISCAL IMPACT

The maximum additional impact of a five percent increase at the journey-lead pay level for 25 WPTs is \$248,054, which includes \$140,940 for direct costs and \$107,114 for related costs.

The salary for this classification will be an obligation of the LADWP and will have no impact on the City's General Fund.

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

Sincerely,



David H. Wright
General Manager

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September 16, 2016
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DOF:la

c: Mr. Miguel A. Santana, City Administrative Officer
Ms. Maritta H. Aspen, Chief Administrative Analyst
Ms. Deitra O. Fernandes, Director of Labor Relations