

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to a salary adjustment for the classification of Wind Plant Technician (WPT).

Recommendations for Council action:

1. APPROVE the salary ranges for WPT, Class Code 3826, as detailed in the September 16, 2016 Los Angeles Department of Water and Power (LADWP) report, attached to the Council file.
2. AUTHORIZE the LADWP to amend the appropriate Memorandum of Understanding to reflect the approved salaries.

Fiscal Impact Statement: The LADWP reports that 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.

Community Impact Statement: None submitted.

Summary:

On October 19, 2016, your Committee considered a September 16, 2016 LADWP report relative to a salary adjustment for the classification of WPT (Class Code 3826). According to the LADWP, it is recommending that Council approve the adjusted salary range for WPT which is in accordance with recommended approval received by the Executive Employee Relations Committee at its meeting on August 23, 2016.

On January 12, 2012, the Civil Service Commission approved the LADWP's request to establish a new classification of WPT. Subsequently, the Personnel Department requested that the City Administrative Officer take the necessary steps to establish a salary for this classification and on April 2, 2013, 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. Specifically, the LADWP is requesting 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 recruitment and retention issues.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the LADWP's request, as detailed in the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

A handwritten signature in blue ink, appearing to read "Paul Kretz".

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	ABSENT
HARRIS - DAWSON:	YES

ARL
10/19/16

-NOT OFFICIAL UNTIL COUNCIL ACTS-