

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to request by the Bureau of Street Lighting (BSL) for two substitute positions of one Street Lighting Electrician Supervisor II (3840-2) and one Street Lighting Electrician Supervisor III (3840-3).

Recommendations for Council approval:

1. AUTHORIZE two substitute authorities for the BSL for the term of July 1, 2013 through June 30, 2014 as follows:

- 1 3840-2 Street Lighting Electrician Supervisor II
- 1 3840-3 Street Lighting Electrician Supervisor III

2. INSTRUCT the City Clerk to place the following **ON THE FIRST AVAILABLE COUNCIL AGENDA IN FISCAL YEAR (FY) 2014-15:**

AUTHORIZE two substitute authorities for the BSL for the term of July 1, 2014 through June 30, 2015 as follows:

- 1 3840-2 Street Lighting Electrician Supervisor II
- 1 3840-3 Street Lighting Electrician Supervisor III

3. INSTRUCT the BSL to identify the position(s) to be held vacant to off-set the difference in salary between Street Lighting Electrician Supervisor II (3840-2), Street Lighting Electrician Supervisor III (3840-3) and Street Lighting Construction and Maintenance Superintendent I (3820-1), Street Lighting Construction and Maintenance Superintendent II (3820-2) and notify the City Administrative Officer (CAO).

Fiscal Impact Statement: The CAO reports that in FY 2013-14 there will be no impact to the BSL's budget by authorizing these two substitute authority positions. In FY 2014-15 there will be a \$17,754 fiscal impact on the Street Lighting Maintenance Assessment Fund. There is no General Fund impact.

Community Impact Statement: None submitted.

Summary:

On June 3, 2014, your Committee considered a May 15, 2014 CAO report relative to request by the BSL for two substitute positions of one Street Lighting Electrician Supervisor II (3840-2) and one Street Lighting Electrician Supervisor III (3840-3). According to the CAO, the BSL is requesting two substitute authorities for one Street Lighting Electrician Supervisor II (3840-2) and one Street Lighting Electrician Supervisor III (3840-3) to replace the existing positions of Street Lighting Construction and Maintenance Superintendent I (3820-1) and Street Lighting Construction and Maintenance Superintendent I (3820-2) which are in the Adopted FY 2013-14 Department Personnel Ordinance.

In FY 2013-14 the BSL had two positions, Street Lighting Electrician Supervisor II and III reclassified to Street Lighting Construction & Maintenance Superintendent I and II. During the FY 2013-14 budgeting process the salaries were in the process of being established so these position's salaries

were kept at the Street Lighting Electrician Supervisor II and III rates. After the FY 2013-14 budget was adopted the Street Lighting Construction and Maintenance Superintendent I and II salaries were established and approved by Council. The two Street Lighting Electrician Supervisor II and III positions are filled and upon their reallocation to the new position classifications the BSL realized that the approved salary ranges result in a pay decrease for both employees. The CAO/Office's Employee Relations division has been notified of this and will be working to revise the salaries to an appropriate level through the negotiations that are currently underway with the Los Angeles Professional Manager's Association, the employee's labor organization for these job classifications. Until the pay is revised the CAO recommends two substitute authorities be granted to the BSL.

The BSL's FY 2013-14 Adopted Budget was based on the salaries of Street Lighting Electrician Supervisor II and III positions and therefore the Bureau's current salary funding is able to cover the shortfall that would have resulted if the Bureau's budget was based on the lower salaries of the Street Lighting Construction and Maintenance Superintendent I and II.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the May 15, 2014 CAO report and detailed in the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
LKORETZ:	YES
O'FARRELL:	YES
FUENTES:	ABSENT

ARL  
6/3/14

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**