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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: Approval of the addition of the Electric Meter Setter, Class Code 3822, to Appendix G of the Operating, Maintenance & Service Unit Memorandum of Understanding (MOU) and authorize the Los Angeles Department of Water and Power to amend the appropriate MOU to reflect the approved change

This letter recommends that the City Council approve the amendment of Appendix G of the Operating, Maintenance & Service Unit Memorandum of Understanding (MOU) in order to allow longevity premium to the Electrical Meter Setter (EMS), Class Code No. 3822. This approval is consistent with the recommendation received by the Executive Employee Relations Committee at its meeting on August 23, 2016.

BACKGROUND

The Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18, request to amend Appendix G of the Operating, Maintenance & Service (OM&S) Unit Memorandum of Understanding (MOU). Appendix G identifies journey craft classifications with bona-fide training programs for which longevity premiums are authorized.

The Electric Meter Setter (EMS) classification was not previously included in this appendix because a bona-fide training program was not yet established at the time. However, a bona-fide EMS training program has since been established and the LADWP is requesting that the EMS classification be included in Appendix G of the OM&S Unit MOU (see attached).

On January 10, 2013, the Civil Service Commission adopted a revised EMS class specification to include a temporary training program designated under Civil Service Rule 5.30. The training program requires that EMS trainees successfully complete

classroom and on-the-job instruction focusing on meter installations and working with energized equipment. Upon completion of the 18-month training courses, EMS trainees promote to the journey-level and must successfully complete a six-month probationary period.

The purpose of the longevity premium is to retain experienced workers employed in craft job classifications. Two types of longevity premiums are available:

1. 2.5% premium for more than five years but less than ten years of continuous employment in the EMS classification; or,
2. Additional 2.5% premium for more than ten years of continuous employment in the EMS classification.

Upon inclusion of the EMS classification into Appendix G, LADWP anticipates that four EMS incumbents would be immediately eligible to receive the 2.5% longevity premium for possessing between five and nine years of experience working in the EMS class, and two EMS incumbents would be immediately eligible to receive the additional 2.5% premium for possessing at least ten years of experience working in the EMS class.

RECOMMENDATION

That the City Council:

1. Approve the addition of the Electric Meter Setter, Class Code 3822, to Appendix G of the Operating, Maintenance & Service Unit Memorandum of Understanding; and,
2. Authorize the LADWP to amend the appropriate Memorandum of Understanding to reflect the approved change.

FISCAL IMPACT

The LADWP estimates the immediate annual fiscal impact of allowing the Electric Meter Setter classification to qualify for the longevity premium to be approximately \$25,642, including related costs. The annual cost will increase as EMS incumbents accrue additional years of service and qualify for the premium.

The cost of this premium is an obligation of the LADWP and will have no impact on the City's General Fund.

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

Sincerely,

A handwritten signature in black ink, appearing to read "David H. Wright". The signature is fluid and cursive, with the first name "David" being the most prominent.

David H. Wright
General Manager

DOF:la
Enclosure

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

APPENDIX G

LONGEVITY PREMIUM FOR CERTAIN

JOURNEY CRAFT CLASSIFICATIONS

<u>Class Code</u>	<u>Class Title</u>
3774	Air Conditioning Mechanic
3704	Auto Body Builder and Repairer
3707	Auto Electrician
3725	Battery Technician
3733	Blacksmith
3343	Cabinet Maker
3344	Carpenter
3353	Cement Finisher
3351	Cement Finisher Worker
3802	Communications Cable Worker
3686	Communications Electrician
3878	Electric Distribution Mechanic
5224	Electric Station Operator
3841	Electrical Mechanic
3853	Electrical Repairer
3863	Electrician
3866	Elevator Mechanic
3711	Equipment Mechanic
3743	Heavy Duty Equipment Mechanic
3842	Instrument Repairer
3393	Locksmith
3763	Machinist
3451	Masonry Worker
3760	Millwright
3404	Miner
3423	Painter
3433	Pipefitter
3443	Plumber
3463	Protective Coating Worker
3483	Reinforcing Steel Worker
3476	Roofer
3834	Senior Electrical Mechanic
3712	Senior Equipment Mechanic
3424	Senior Painter
3444	Senior Plumber
3477	Senior Roofer
3775	Sheet Metal Worker
3428	Sign Painter
3801	Sr. Communications Cable Worker
3638	Sr. Communications Electrician
3745	Sr. Heavy Duty Equipment Mechanic
3793	Structural Steel Fabricator
3727	Tire Repairer
3114	Tree Surgeon
3931	Water Service Worker
3912	Water Utility Worker
3984	Waterworks Mechanic
3796	Welder

APPENDIX H

COMMERCIAL LICENSE FOR

HEAVY DUTY EQUIPMENT MECHANICS (CLASS CODE 3743)

AND EQUIPMENT MECHANICS (CLASS CODE 3711)