

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the addition of Electric Meter Setter (EMS) to the Operating, Maintenance and Service Unit Memorandum of Understanding (MOU).

Recommendations for Council action:

1. APPROVE the addition of EMS (Class Code 3822) to Appendix G of the Operating, Maintenance and Service Unit MOU 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 MOU to reflect the approved change.

Fiscal Impact Statement: The LADWP reports that 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.

Community Impact Statement: None submitted.

Summary:

On October 19, 2016, your Committee considered a September 16, 2016 LADWP report relative to the addition of EMS (Class Code 3822) to the Operating, Maintenance and Service Unit MOU. According to the LADWP, both it and the International Brotherhood of Electrical Workers Local 18, are requesting to amend Appendix G of the Operating, Maintenance and Service (OM&S) Unit MOU. Appendix G identifies journey craft classifications with bona-fide training programs for which longevity premiums are authorized. The EMS classification was not previously included in this appendix because a bona-fide training program was not yet established at the time. However, subsequently, a bona-fide EMS training program has since been established and now the LADWP is requesting that the EMS classification be included in Appendix G.

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:

- a. 2.5 percent premium for more than five years but less than ten years of continuous employment in the EMS classification.
- b. Additional 2.5 percent premium for more than ten years of continuous employment in

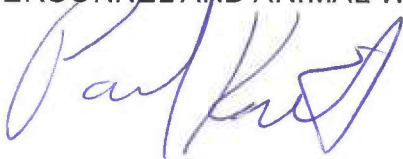
the EMS classification.

Upon inclusion of the EMS classification into Appendix G, the LADWP anticipates that four EMS incumbents would be immediately eligible to receive the 2.5 percent 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 percent premium for possessing at least ten years of experience working in the EMS class.

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



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

ARL
10/19/16

-NOT OFFICIAL UNTIL COUNCIL ACTS-