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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 a Salary Adjustment for Machinist-A at the Los Angeles
Department of Water and Power

This letter recommends that the City Council approve the recommended salary adjustment for the Machinist-A, Class Code No. 3763 to the equivalent salary of an Electrical Repairer-A, Class Code No. 3853. This request is consistent with the recommendation received by the Executive Employee Relations Committee at its meeting on August 23, 2016.

BACKGROUND

The Executive Equity Committee (EEC) is a joint labor/management group that reviews position and salary-related issues at the Los Angeles Department of Water and Power (LADWP). The EEC compared the job duties of Machinist-A to that of Electrical Repairer-A and determined that the level of skill, knowledge, and ability of the two positions are comparable. As a result, the LADWP is requesting approval to increase the salary of the Machinist-A position to the same salary range as the Electrical Repairer-A position (see attached).

The LADWP currently has two budgeted Machinist-A positions that are occupied. These positions possess knowledge of numerous auxiliary machinery that support steam turbines and hydroelectric generators. The positions also support Quality Assurance by ensuring that both the repairs and fabrication of precision parts are held to Original Manufacture specifications. The Machinist-A positions are specialized in the ability to take damaged equipment and determine the best method for repair and return to service in a timely manner. Additionally, they possess the technical

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skills to troubleshoot, identify problems, repair, and restore irreplaceable steam turbine and hydroelectric components critical to the generation of power.

The current annual salary for Machinist-A is \$82,977 to \$103,105 (Range 3974). The proposed annual salary is \$88,009 to \$109,348 (Range 4215).

RECOMMENDATION

That the City Council:

Approve the proposed increase in salary for Machinist-A, DDR Number 93-37141, to Range 4215 with an annual salary of \$88,009 to \$109,348.

FISCAL IMPACT

The fiscal impact of an increase in salary range for the Machinist-A position is \$12,486 annually for the two incumbents. The salary for this increase will be an obligation of the LADWP and will have no impact on the City's General Fund.

If you have any 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

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

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
B												
93-37106		NEW HOURLY	26.42	27.89	29.45	31.09	32.82					
		BIWEEKLY	2,113.60	2,231.20	2,356.00	2,487.20	2,625.60					
		MONTHLY	4,597.08	4,852.86	5,124.30	5,409.66	5,710.68					
94-37125		SAME AS ABOVE										
ELECTRICAL MECHANIC 9/17/			--	3841	*	*	*	*	*	*	*	*
82-38132		NEW HOURLY	38.36				47.66					
		BIWEEKLY					3,812.80					
		MONTHLY					8,292.84					
		NEW HOURLY	39.319				48.851			Plus 2.5% of base pay for DDR		
		BIWEEKLY					3,908.08					
		MONTHLY					8,500.16					
		NEW HOURLY	40.302				50.073			Additional 2.5% of above rate		
		BIWEEKLY					4,005.84					
		MONTHLY					8,712.66					
82-38302		SAME AS ABOVE										
93-38107		SAME AS ABOVE										
**												
1/												
94-38006		NEW HOURLY	33.36	35.75	38.13	40.51	42.89			Peterson Formula		
		BIWEEKLY	2,668.80	2,860.00	3,050.40	3,240.80	3,431.20					
		MONTHLY	5,804.64	6,220.50	6,634.62	7,048.74	7,462.86					
ELECTRICAL REPAIRER 17/			--	3853	*	*	*	*	*	*	*	*
A												
93-38020		NEW HOURLY	42.15				52.37					
		BIWEEKLY					4,189.60					
		MONTHLY					9,112.38					
		NEW HOURLY	43.204				53.679			Plus 2.5% of base pay for DDR		
		BIWEEKLY					4,294.32					
		MONTHLY					9,340.19					
		NEW HOURLY	44.284				55.021			Additional 2.5% of above rate		
		BIWEEKLY					4,401.68					
		MONTHLY					9,573.69					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
MACHINIST	17/ A		-- 3763	* *	* *	* *	* *	* *	* *	* *	* *	* *
	93-37141	NEW HOURLY	39.74				49.38					
		BIWEEKLY					3,950.40					
		MONTHLY					8,592.12					
		NEW HOURLY	40.734				50.614		Plus 2.5% of base pay for DDR			
		BIWEEKLY					4,049.12					
		MONTHLY					8,806.92					
		NEW HOURLY	41.752				51.880		Additional 2.5% of above rate			
		BIWEEKLY					4,150.40					
		MONTHLY					9,027.09					
**												
	B											
	93-37146	NEW HOURLY	38.36				47.66					
		BIWEEKLY					3,812.80					
		MONTHLY					8,292.84					
		NEW HOURLY	39.319				48.851		Plus 2.5% of base pay for DDR			
		BIWEEKLY					3,908.08					
		MONTHLY					8,500.16					
		NEW HOURLY	40.302				50.073		Additional 2.5% of above rate			
		BIWEEKLY					4,005.84					
		MONTHLY					8,712.66					
	94-37009	SAME AS ABOVE										
MAINTENANCE LABORER			-- 3112	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
	42-31902	NEW HOURLY	23.26	24.56	25.93	27.38	28.91					
		BIWEEKLY	1,860.80	1,964.80	2,074.40	2,190.40	2,312.80					
		MONTHLY	4,047.24	4,273.44	4,511.82	4,764.12	5,030.34					
	72-31111	SAME AS ABOVE										
	82-31035	SAME AS ABOVE										
	82-31036	SAME AS ABOVE										
	82-31039	SAME AS ABOVE										
	82-31107	SAME AS ABOVE										
	82-31117	SAME AS ABOVE										
	82-31124	SAME AS ABOVE										
	91-31012	SAME AS ABOVE										
	93-31128	SAME AS ABOVE										
	94-31120	SAME AS ABOVE										