

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to a salary adjustment for the classification of Machinist-A.

Recommendation for Council action:

APPROVE the increase in salary for the classification of Machinist-A (Class Code 3763), DDR No. 93-37141, to Range 4215 with an annual salary of \$88,009 to \$109,348, as detailed in the September 16, 2016 Los Angeles Department of Water and Power (LADWP) report, attached to the Council file.

Fiscal Impact Statement: The LADWP reports that 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.

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 Machinist-A (Class Code 3763). According to the LADWP, the Executive Equity Committee (EEC) is a joint labor/management group that reviews position and salary-related issues at the 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 (there are currently two budgeted Machinist-A positions that are occupied). These positions possess knowledge of numerous auxiliary machinery that support steam turbines and hydroelectric generators. Also, the positions support Quality Assurance by ensuring that both the repairs and fabrication of precision parts are held to original manufacturer 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 skills to troubleshoot, identify problems, repair, and restore irreplaceable steam turbine and hydroelectric components critical to the generation of power.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the salary adjustment as detailed in the above recommendation. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER

KORETZ:

RYU:

HARRIS - DAWSON: YES

VOTE

YES

ABSENT

ARL

10/19/16

-NOT OFFICIAL UNTIL COUNCIL ACTS-