

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to establishing the salary for Underground Distribution Construction Mechanic (UDCM) C, (Class Code 3812; Duties Description Record 95-38120) and amend the International Brotherhood of Electrical Workers (IBEW), Local 18, Operating, Maintenance and Service Unit Memorandum of Understanding (MOU).

Recommendation for Council action:

APPROVE the following:

- a. The salary range for the Class of UDCM C (Class Code 3812; Duties Descriptive Record 95-38120) as detailed in the July 26, 2018 Los Angeles Department of Water and Power (LADWP) report, attached to the Council file.
- b. Amend the IBEW Local 18, Operating, Maintenance and Service Unit MOU as detailed in the July 26, 2018 Los Angeles Department of Water and Power (LADWP) report, attached to the Council file.

Fiscal Impact Statement: None submitted by the LADWP. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On August 15, 2018, your Committee considered a July 26, 2018 LADWP report relative to establishing the salary for UDCM C, (Class Code 3812; Duties Description Record [DDR] 95-38120) and amend the IBEW, Local 18, Operating, Maintenance and Service Unit MOU. According to the LADWP, it is recommending that Council approve the proposed salary range for the new Underground Distribution Construction Mechanic (UDCM) C Trainee-level DDR, Class Code No. 3812, which is consistent with bargaining instructions received from the Executive Employee Relations Committee (EERC) at its meeting on March 9, 2018.

Subsequent to the EERC meeting, the LADWP and the IBEW, Local 18, signed a Letter of Intent (LOI) for the proposed salary. The LOI for the UDCM amends the Operating, Maintenance and Service (OM&S) Unit MOU to establish a salary for the new UDCM C Trainee-level, DDR No. 95-38120. The LADWP employs the UDCM classification to perform a variety of underground journey-level duties including the construction, maintenance and repair of underground ducts, maintenance holes, vaults, curbs, gutters, sidewalks and transformer lines. UDCMs also perform concrete work in and around hazardous working conditions, such as energized duct lines and vaults.

The UDCM classification currently consists of two pay levels; the UDCM A, which is the supervisory level position, and the UDCM B, which is the journey-level position. On January 12, 2017, the Board of Civil Service Commissioners approved the LADWP's request to establish the new UDCM C Trainee-level DDR. In accordance with the class specification, a UDCM C Trainee-level will work under the close supervision of journey-level UDCMs, assisting journey-

level UDCMs in a variety of underground duties including the construction of duct lines, maintenance holes, and transformer lines. Moreover, the UDCM C Trainee-level position has been designated a Civil Service Commission Rule 5.30 training position consisting of 24 months of training, 18 of which will be classroom training including:

- Occupational Safety and Health Administration compliance classes
- Practical training in the trade disciplines including concrete finishing, vault entry, asphalt finishing, blueprint reading and layout, conduit pipe installation, vault and shield rigging
- Underground Service Alert laws that govern underground excavations
- Operating Order 18, which details procedures for entering LADWP Electric Stations, concrete saw cutting, core drilling, conduit specifications, carpentry skills trade tools and materials.

Employment as a UDCM C Trainee-level is limited to 30 months. The establishment of the new UDCM C Trainee-level DDR was necessary to address LADWP's safety and training of incumbents in response to their exposure to hazardous conditions when working in and around energized facilities and equipment. Also, the creation of the UDCM C Trainee-level DDR will address LADWP's program for succession planning. The LADWP anticipates that approximately 10 UDCM A' and 12 UDCM B level employees will become eligible for retirement within the next few years; therefore, establishing the UDCM C Trainee-level DDR will allow the LADWP to hire qualified UDCM Trainees who can matriculate through the UDCM Trainee program and ultimately assume the journey-level UDCM B positions. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the salary proposals as detailed in the July 26, 2018 LADWP report and described in the above in Recommendation. 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
PRICE:	YES
ENGLANDER:	YES

ARL
8/15/18

-NOT OFFICIAL UNTIL COUNCIL ACTS-