



CUSTOMERS FIRST

Eric Garcetti, Mayor

Board of Commissioners

Mel Levine, President

Cynthia McClain-Hill, Vice President

Jill Banks Barad

Nicole Neeman Brady

Susana Reyes

Susan A. Rodriguez, Secretary

Martin L. Adams, General Manager and Chief Engineer

March 2, 2020

The Honorable City Council
c/o Office of the City Clerk
Room 395, City Hall
Mail Stop 160

Honorable Members:

Subject: Approval of Salary Adjustments for Electric Trouble Dispatcher Class Series

This letter recommends the City Council approve the proposed salary adjustments for the Electric Trouble Dispatcher (ETD) class series. This approval is consistent with the recommended bargaining instructions received by the Executive Employee Relations Committee (EERC) at its meeting on February 14, 2020.

Background

The Los Angeles Department of Water and Power (LADWP) believes in utilizing succession planning to ensure proactive and continual development of its workforce. A key component of LADWP's succession planning is retention of the institutional knowledge held by experienced employees, many of whom are retirement-eligible, to help shape and foster the growth and development of recently-hired and future LADWP employees.

LADWP is facing a significant retention challenge with the sheer number of employees that are eligible to retire in the ETD class series. The vast majority of incumbents in the ETD class series within LADWP's Power System are already retirement eligible.

Historically, it is very difficult to recruit from other utilities because there is not a large enough candidate pool. Therefore, to strengthen LADWP's succession planning and development of current staff, and to enable to recruit qualified candidates for our ETD class series positions, LADWP is seeking approval of a salary increase in the amount of ten percent (10%) for the ETD class series, which includes the classes of ETD, Senior Electric Trouble Dispatcher (SETD) and Principal Electric Trouble Dispatcher (PETD). The proposed salary increase will afford LADWP with the ability to retain current journey-level employees in the ETD class series that are retirement eligible for a period of time sufficient to retain and develop their replacements and increase the trainee population.

The ETD class series is a critical component of the Power System. Incumbents in the ETD class series monitor, analyze, disseminate and update critical information, to maintain service continuity on LADWP’s 4.8 kV distribution system. ETDs are also responsible for verifying the accuracy of LADWP 4800 volt electrical circuit maps. They endeavor to obtain sufficient information on outages and emergency situations to facilitate the dispatching of crews needed to resolve the issues. ETDs also work with a variety of different crews and field employees to upgrade the LADWP’s electrical infrastructure.

In recent years, technological advances have increased the working knowledge required of incumbents in the ETD class series. For example, employees in the ETD class series must have a working knowledge of fourteen (14) different computer programs to function effectively in the position, and to obtain and process the information that crews rely upon to restore power, progress work, and provide information to customers. The workload and complexity of the job requirements can be especially intense during periods of elevated response, such as in inclement weather or during heat storm events causing widespread power outages.

The ETD class series is exclusive to LADWP. Of the thirty-seven (37) positions at LADWP, seven (7) are vacant, and approximately fifty percent (50%) of the seventeen (17) journey-level ETDs that remain are retirement eligible. Therefore, LADWP respectfully requests approval for retention purposes, so that the ETD institutional knowledge can be retained and there will be sufficient staff to train the incoming trainees that will ultimately replace them.

Salary Proposal

LADWP is proposing a ten percent (10%) salary increase for all three (3) ETD pay levels (ETD “A”, “B” and “C”). Listed below is a summary of the current and proposed ETD salaries at the top salary step:

Classification/DDR	Current		Proposed		New Salary Range
	Annual Salary*	Annual Salary* with 5% Longevity	Annual Salary*	Annual Salary* with 5% Longevity	
Electric Trouble Dispatcher – “A” 94-38181	\$107,260.56	\$112,690.68	\$117,992.88	\$123,966.24	4548
Electric Trouble Dispatcher – “B” 94-38185	\$102,144.96	\$107,316.00	\$112,376.16	\$118,065.24	4332

Classification/DDR	Current		Proposed		New Salary Range
	Annual Salary*	Annual Salary* with 5% Longevity	Annual Salary*	Annual Salary* with 5% Longevity	
Electric Trouble Dispatcher – “C” 94-38192	\$87,716.88	N/A	\$96,486.48	N/A	3720

*Annual Salary is depicted at the top salary step (Step 5) with longevity for 10 years, calculated at 2.5% + 2.5% compounded.

If the ETD salary proposal is approved, it would also be necessary to raise the salary scale for SETD and PETD, to avoid salary compression. LADWP is therefore proposing a ten percent (10%) salary increase for these classifications, as listed below:

Classification/DDR	Current		Proposed		Salary Range
	Annual Salary*	Annual Salary* with 5% Longevity	Annual Salary*	Annual Salary* with 5% Longevity	
Sr. Electric Trouble Dispatcher – “A” 94-38182	\$121,438.08	\$127,585.92	\$133,590.24	\$140,353.20	5150
Sr. Electric Trouble Dispatcher – “B” 94-38186	\$118,974.24	\$124,997.28	\$130,875.84	\$137,501.40	5045
Pr. Electric Trouble Dispatcher – “A” 95-38302	\$138,100.32	N/A	\$151,922.88	N/A	5856
Pr. Electric Trouble Dispatcher – “B” 95-38301	\$130,792.32	N/A	\$143,863.20	N/A	5546

*Annual Salary is depicted at the top salary step (Step 5) with longevity for 10 years, calculated at 2.5% + 2.5% compounded.

Recommendation

It is recommended that the City Council:

Approve the ten percent (10%) salary adjustments for the ETD class series.

Fiscal Impact

Assuming twenty-seven (27) ETDs receiving “A” level pay and two (2) longevity premiums, and six (6) ETDs at the “C” (trainee) level that do not receive a longevity premium, which is the number of trainees that can currently be accommodated, the

The Honorable City Council
Page 4
March 2, 2020

annual fiscal impact would be approximately \$357,058 from the previously approved rates, while having no fiscal impact on the City's General Fund.


Assuming eight (8) SETDs receiving "A" level pay and two longevity premiums, the annual fiscal impact would be \$102,138 from the previously approved rates, while having no fiscal impact on the City's General Fund.

Assuming one (1) PETD receiving "A" level pay and one (1) PETD receiving "B" level pay, the annual fiscal impact would be \$26,893 from the previously approved rates, while having no fiscal impact on the City's General Fund.

In sum total, the annual fiscal impact would be \$486,089 from the previously approved rates, while having no fiscal impact on the City's General Fund.

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

Sincerely,



Martin L. Adams
General Manager and Chief Engineer

DOF/MJ/FS

c: Mr. Richard H. Llewellyn, Jr., City Administrative Officer
Ms. Dana H. Brown, Employee Relations Chief
Ms. Deitra O. Fernandes