

July 8, 2025

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

Honorable Members:

Subject: Request for Approval of Salary Adjustment for Underground Distribution
Construction Mechanic "A"

The Los Angeles Department of Water and Power (LADWP) requests approval of a salary adjustment for the existing Underground Distribution Construction Mechanic (UDCM) "A" level, Class Code 3812, Duties Description Record (DDR) No. 94-38310. This approval is consistent with the recommendation approved by the Executive Employee Relations Committee at its meeting on June 17, 2025.

The UDCM classification is currently represented by the International Brotherhood of Electrical Workers (IBEW), Local 18. Utilizing the joint labor/management process under the authority provided through the Joint/Management Resolution Board, the LADWP and the IBEW, Local 18, have entered into a Letter of Intent (LOI) agreeing to seek approval to increase the salary of the position of UDCM "A" by seven and thirty-four hundredths' percent (7.34%), to remedy the disparity between UDCM "A" as compared to Underground Distribution Construction Supervisor (UDCS) "B", Class Code 3814, DDR No. 94-38312, and to amend the 2022-2026 Operating, Maintenance and Service Unit Memorandum of Understanding (MOU) accordingly.

Background

The decision to upgrade the salary of the UDCM "A" was based on a recommendation of the Joint/Management Resolution Board and Executive Equity Committee (EEC). The EEC, a joint labor/management body itself, reviews inequities in LADWP concerning positions, position duties and responsibilities, and relative compensation. The EEC determined that the level of skill, knowledge, and abilities of UDCM "A", DDR No. 94-38310, are comparable to those required of UDCS "B", DDR No. 94-38312.

Various factors served as the basis for this recommendation. The UDCM "A" is the senior level and acts as the lead and field supervisor for the crew on a daily basis. The UDCM "A" in a sense is a working supervisor who delegates assignments, progresses the work, and trains employees under his/her supervision. Currently, the UDCM "A" salary is twenty-five percent (25%) less than the supervisory salary. In other classifications, the pay differential between the senior and supervisor is on average five and a half percent (5.5%) to eight percent (8%). Therefore, it is requested that the seven and thirty-four hundredths' percent (7.34%) be retroactive to November 15, 2023.

Salary Proposal

The following tables list a summary of the proposed salary for UDCM "A" at the top salary step as of the effective date listed on the LOI.

Effective November 15, 2023

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
UDCM "A" 94-38310	\$9,629.16	\$115,549.92	\$10,335.60	\$124,027.20	4781

*Salaries are depicted at the top salary step (Step 5) of the UDCM "A" salary effective, October 1, 2023.

Effective October 1, 2024

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
UDCM "A" 94-38310	\$9,871.02	\$118,452.24	\$10,594.86	\$127,138.32	4901

*Salaries are depicted at the top salary step (Step 5) of the UDCM "A" salary effective, October 1, 2024.

Fiscal Impact

There is no fiscal impact to the City's General Fund. LADWP has sufficient budgeted funds to cover the annual salaries for incorporation into LADWP's labor costs for the 2025-2026 fiscal year budget. There are currently 35 incumbents in UDCM "A", DDR 94-38310. The fiscal impact of the proposed retroactive payments for this existing UDCM "A", DDR 94-38310, for the period of November 15, 2023, through July 31, 2025 (20.5 months), is a one-time amount of approximately \$513,328.

The estimated average year over year financial impact associated with the 35 UDCM "A" positions ranges approximately \$311,911 to \$321,041. Assumptions are based on the Cost-of-Living Adjustment (COLA) floor of two and one half percent (2.5%) and ceiling of five and one half percent (5.5%).

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Recommendation

LADWP respectfully requests approval from the City Council relative to the salary adjustment proposal summarized above for the existing UDCM "A" DDR. Should you have any questions or require further information, please contact Mr. Thomas Simonovski, Director of Labor Relations, at (213) 367-1951.

Sincerely,

A handwritten signature in cursive script, appearing to read "Quiñones".

Janisse Quiñones
Chief Executive Officer and Chief Engineer

JQ:mm

Attachment

- c. Mr. Matthew Szabo, City Administrative Officer
- Mr. Paul A. Girard, Employee Relations Chief
- Ms. Tracey K. Pierce
- Mr. Thomas Simonovski

LETTER OF INTENT Underground Distribution Construction Mechanic 'A'

The Parties to this Letter of Intent (LOI) are the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18.

A Request for Inequity Review was filed to the Executive Equity Committee (EEC) on January 4, 2023. The matter was sent to the Joint Resolution Board for resolution and the Parties are presenting this LOI to resolve the matter. This LOI affirms the Parties' desire, subject to the approval of the Los Angeles City Council (Council), to increase the salary for the class of Underground Distribution Construction Mechanic (UDCM) 'A', Class Code No. 3812, Duties Description Record (DDR) No. 94-38310, by 7.34 percent, to remedy the disparity between the UDCM 'A' as compared to the Underground Distribution Construction Supervisor 'B', Class Code No. 3814, DDR No. 94-38312, and to amend the IBEW, Local 18, Operating, Maintenance and Service (OM&S) Unit Memorandum of Understanding (MOU) accordingly.

The UDCM 'A' is a Senior level lead position, directing activities of the employees and often taking on delegated supervisory duties. This adjustment will bring the salary in line with other Senior and Supervisor reporting levels.

The Parties hereby agree to the following:

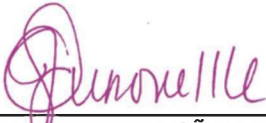
1. To amend the OM&S Unit MOU between LADWP and IBEW, Local 18, to increase the UDCM 'A' classification salary, DDR No. 94-38310. The UDCM 'A' salary shall change as follows:

Classification/ DDR	Current		Proposed Salary Increase 7.34% Increase		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Underground Distribution Construction Mechanic 94-38310	\$9,629.16	\$115,549.92	\$10,335.60	\$124,027.20	4781

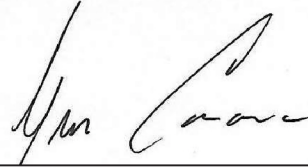
* Salaries are depicted at the top salary step (Step 5) of the Underground Distribution Construction Mechanic 'A' salary, effective October 1, 2023.

2. This LOI becomes effective on the date of Council approval and is retroactive to the date of Joint Resolution Board approval on November 15, 2023.

For the Parties:



JANISSE QUIÑONES
Chief Executive Officer and Chief Engineer
Los Angeles Department of Water and Power



GUS CORONA
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 7/1/2024

Date: 9/19/24