

PERSONNEL AND HIRING COMMITTEE REPORT relative to salary adjustment for the existing job class of Underground Distribution Construction Mechanic (UDCM) A (Class Code 3812), Duties Description Record (DDR) No. 94-38310.

Recommendation for Council action:

APPROVE the salary adjustment for the existing job class of UDCM A (Class Code 3812), DDR 94-38310, as detailed in the July 8, 2025 Los Angeles Department of Water and Power (LADWP) report, attached to the Council File.

Fiscal Impact Statement: The LADWP reports that there is no fiscal impact to the City's General Fund. The LADWP has sufficient budgeted funds to cover the annual salaries for incorporation into LADWP's labor costs for the 2025-26 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 floor of 2.5% and ceiling of 5.5%.

Community Impact Statement: None submitted.

Summary:

On August 8, 2025, your Committee considered a July 8, 2025 LADWP report relative to salary adjustment for the existing job class of UDCM A (Class Code 3812), DDR No. 94-38310. According to the LADWP, 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 25% less than the supervisory salary. In other classifications, the pay differential between the senior and supervisor is on average 5.5% to 8%. Therefore, it is requested that the 7.34% be retroactive to November 15, 2023. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the

position exemptions as detailed in the LAHD report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

**COUNCILMEMBER VOTE**

McOSKER: YES

RODRIGUEZ: YES

HUTT: YES

ARL

8/8/25

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**