



RESOLUTION NO. \_\_\_\_\_

**BOARD LETTER APPROVAL**

  
Tracey K. Pierce (Nov 25, 2024 17:27 PST)

**TRACEY K. PIERCE**  
Chief People Officer  
Human Resources

  
David Hanson (Nov 26, 2024 08:14 PST)

**DAVID W. HANSON**  
Senior Assistant General Manager  
Power System

  
**JANISSE QUIÑONES**  
Chief Executive Officer and Chief Engineer

**DATE:** November 22, 2024

**SUBJECT:** Adopt the Salary Adjustments for the Classifications of Electric Distribution Mechanic and Electric Distribution Mechanic Supervisor

**SUMMARY**

The accompanying Resolution is in accordance with the Memorandum of Understanding (MOU) between the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18, representing the Operating, Maintenance and Service and the Supervisory Blue Collar Units, for the period of October 1, 2022, through September 30, 2026, Articles 30.5 and 30.6 – Salary Adjustment, respectively.

LADWP has calculated the average percent increase in salaries for the classifications of Electric Distribution Mechanic (EDM), Class Code 3879, and Electric Distribution Mechanic Supervisor (EDMS), Class Code 3873. In compliance with the MOU provisions, the calculations were transmitted for evaluation and presentation to the Executive Employee Relations Committee for informational purposes on December 6, 2024.

In addition, the salary increase will trigger the Management Employees Association (MEA) MOU Article 13.1 historical salary differential for the Transmission and Distribution District Supervisor (TDDS), Class Code 3875, as the TDDS supervises the EDM/EDMS class series.

No further City Council action is required.

## **RECOMMENDATION**

It is recommended that the Board of Water and Power Commissioners (Board) adopt the attached Resolution, which has been approved as to form and legality by the City Attorney.

## **FINANCIAL INFORMATION**

The estimated average year over year financial impact associated with a 4% salary adjustment for EDM/EDMS is approximately \$8,178,430, and approximately \$782,149 for TDDS.

## **BACKGROUND**

Prior to the adoption of the current MOU, LADWP was experiencing a retention challenge with the EDM/EDMS series as employees left the organization to work for other utilities for higher wages. For example, LADWP became a training ground for other utilities, as it spends approximately \$1 million per EDM Trainee over a four-year period, and many left to join other utilities after completion of their training period at LADWP. As such, to address these matters and to stabilize the organization to prevent further loss of skilled workers, the current MOU provided for strategic special salary adjustments for the EDM/EDMS classes in Year 1 and Year 2 of the MOU, 15% and 5%, respectively. This strategy appears to be working, as the loss of EDM/EDMS workers has significantly slowed down in the short term. Year 3 and Year 4 of the MOU were designed and intended to allow LADWP the ability to provide additional salary adjustments based on market demands so that the organization can remain competitive and ultimately reach its goals of increasing its EDM/EDMS net staffing levels. In addition to improving retention, the new MOU has shown some progress on attracting new staffing. The Year 3 and Year 4 salary adjustments are memorialized in MOU Articles 30.5 and 30.6.

Per MOU Article 30.5 and 30.6, LADWP calculated the average percent increase (Calculation) in salaries (including base wage, longevity pay, per diem, meal allowances, and overtime) of the EDM/EDMS or comparable classifications employed by Pacific Gas & Electric Company (PG&E), Sacramento Municipal Utility District (SMUD), Southern California Edison (SCE), outside line contractors, and San Diego Gas & Electric (SDG&E) as of August 5, 2024.

Attachment A is a spreadsheet of the Calculation results indicating a market average of 3.6%. A slightly higher salary adjustment of 4% would be in line with market pricing and current working conditions with contractors, which will provide additional incentive to

attract and retain workers from other utilities. A 4% salary adjustment will also help build on the limited progress resulting from the Year 1 and Year 2 salary adjustments to better position LADWP to attract new talent. LADWP and IBEW, Local 18, have reviewed and discussed this approach and IBEW has indicated its support.

The EDM/EDMS class series is supervised . The MEA MOU contains a provision in Article 13.1 that establishes a historical salary differential between the supervisor and subordinate classifications. Therefore, adjusting the EDM/EDMS salaries by 4% will trigger the MEA MOU Article 13.1 provision resulting in a 4% salary increase for the TDDS class. This MOU provision was intended to avoid any salary compression issues and maintain the historical salary differential.

### **ENVIRONMENTAL DETERMINATION**

Determine item is exempt pursuant to CEQA Guidelines Section 15060(c)(3). In accordance with this section, an activity is not subject to CEQA if it does not meet the definition of a project. Section 15378(b)(5) states that organizational or administrative activities that will not result in direct or indirect physical changes in the environment do not meet that definition. Therefore, the adoption of salaries pursuant to the MOU between LADWP and IBEW Local 18 for the classifications of EDM and EDMS is not an action subject to CEQA.

### **CITY ATTORNEY**

The Office of the City Attorney reviewed and approved the Resolution as to form and legality.

### **ATTACHMENT**

- Resolution
- Attachment A