



## CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL

### AGENDA ITEM

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Report: Addition of Eight (8) Permanent Full-Time Employees to Glendale Water & Power's Underground Distribution Construction Mechanic Crew.

1. Motion authorizing the addition of eight (8) permanent full-time employees to Glendale Water and Power's Underground Distribution Construction Mechanic crew.

### COUNCIL ACTION

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**Item Type:** Action Item

**Approved for** May 3, 2022 **calendar**

### EXECUTIVE SUMMARY

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In accordance with a ruling of the California Public Employment Relations Board, and after an assessment of current workload and projects, GWP is requesting the addition of eight (8) permanent full-time employees to Glendale Water & Power's Underground Distribution Construction Mechanic crew.

GWP staff has evaluated the current Underground Distribution Construction Mechanic full-time positions and the current timeframe for completing customer paid projects, maintenance, upgrades, system expansion projects and supporting the growing trend of transportation and building electrification. To improve customer service by reducing the timeframe for project completion and to ensure the continued reliability of the electric distribution system, GWP staff recommends that the City Council authorize the addition of eight (8) permanent full-time employees to GWP's Underground Distribution Construction Mechanic crew. Authorizing this request also complies with the Public Employment Relations Board (PERB) order.

## **COUNCIL PRIORITIES**

Infrastructure & Mobility: Underground Distribution Construction Mechanic positions are critical to Glendale Water and Power's (GWP) ability to execute the underground electric distribution infrastructure upgrades, new construction, system expansion, and maintenance to drive system reliability and to support the continued trend towards transportation and building electrification.

## **RECOMMENDATION**

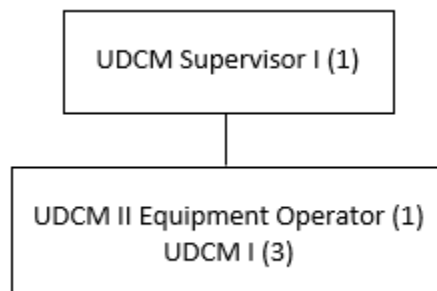
Authorize the addition of eight (8) permanent full-time employees to GWP's Underground Distribution Construction Mechanic crew.

## **BACKGROUND**

Per the PERB ruling and consistent with current business operational needs, GWP is requesting the addition of eight (8) permanent full-time employees to Glendale Water & Power's Underground Distribution Construction Mechanic crew.

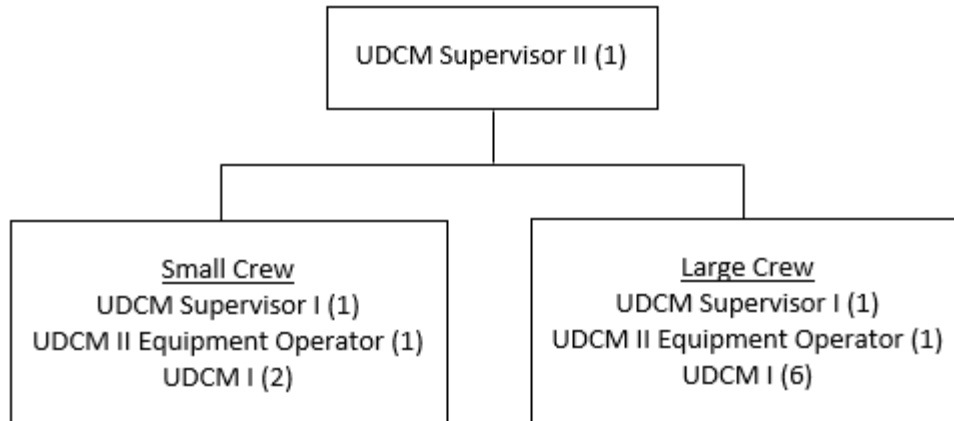
## **ANALYSIS**

The current GWP Underground Distribution Construction Mechanic crew consists of the following five (5) positions:



An analysis of the current workload and projects related to the continued electrification of transportation and new building construction revealed that the timeframe for completing customer paid projects is taking six to nine months with the current staffing. This does not include the regular maintenance (O&M), upgrades, and system expansion projects that are pertinent for the continued reliability of the distribution system.

Staff assessed the workload and determined the following UDCM organizational configuration would provide the staffing resources necessary to provide improved customer service by shortening the timeframe for customer paid projects, provide the resources necessary to effectively conduct ongoing maintenance and support the growing trend towards 100% transportation and building electrification.



This organizational configuration includes 13 full-time positions and represents a net increase of eight (8) full-time positions compared to the current staffing level of five (5) full-time positions. The Small crew will support small Capital and O&M Work; the Large Crew will support Major Capital Work/Projects.

The Underground Distribution Construction Mechanic classification includes four levels: Supervisor II, Supervisor I, Mechanic II, and Mechanic I. The annual budget appropriation of \$1,158,809 is reflective of the fully burdened rate at the top step for each of the eight (8) positions for FY 22-23. The fully burdened rate of each position is broken down as follows:

- UDCM Supervisor II: \$165,309
- UDCM Supervisor I: \$159,504
- UDCM Mechanic II: \$145,621
- UDCM Mechanic I: \$137,670 (5x = \$688,375)

## STAKEHOLDERS/OUTREACH

Not Applicable.

## FISCAL IMPACT

The eight (8) permanent full-time Underground Distribution Construction Mechanic positions will be budgeted annually at the top pay step for a total of \$1,158,809. Funding for FY21-22 will be absorbed by unfilled vacancy savings. Future funding is being included as a part of the FY 22-23 and future years' budget process.

Existing Appropriation	
Account String	Funding Source
GL: 41100-5820-GWP-4660-P0000-	Electric Revenue Fund

**ENVIRONMENTAL REVIEW**

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Not Applicable.

**CAMPAIGN DISCLOSURE**

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Not Applicable.

**ALTERNATIVES**

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Alternative 1: Authorize the addition of eight (8) permanent full-time employees to GWP's Underground Distribution Construction Mechanic crew.

Alternative 2: Consider any other alternative not proposed by staff.

**ADMINISTRATIVE ACTION**

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**Prepared by:**

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**Approved by:**

Roubik R. Golanian, P.E., City Manager

**EXHIBITS / ATTACHMENTS**

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None.