

## MOTION

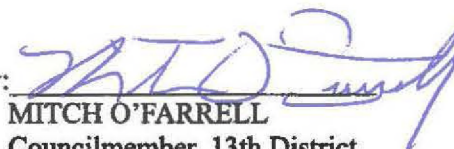
The Department of Water and Power (DWP) is the largest municipally owned utility in the nation, with over 9000 employees. In early 2021, the DWP finished a landmark and first of its kind technical study (CF: 16-0243), done in partnership with the US Department of Energy's National Renewable Energy Lab (NREL), on the feasibility of achieving a 100% clean energy grid. Consistent with the goal of a carbon free energy sector by 2035, the City will need yearly advances in the installation of photovoltaic (PV), wind and other renewables to meet the LA100 goals.

Although there are four identified methodologies towards achieving a 100% clean energy grid, the pathways of energy vary depending on the investment, including wind, geothermal or other sources. A workforce and hiring plan should be created to prioritize the utilization of the LADWP workforce, by incorporating strong workforce standards for all aspects of project construction and maintenance envisioned within the LA100 study. This plan should guarantee the payment of prevailing wage, the inclusion of project-labor agreements, and policies which incorporate targeted hiring requirements from disadvantaged communities across the City. This plan should also incorporate the work of the LA100 Equity study, recently adopted by the Board of DWP Commissioners on June 22nd.


Whichever path the City selects, over 9500 jobs will be created as the City implements the LA 100 study goals on energy generation, storage, transmission and reliable infrastructure. Existing partnerships between DWP and labor partners such as the Utility Pre-Craft Trainee (UPCT) program could be used as models for the DWP to consider, as it reports on the workforce hiring needs required to reach the goals of the LA100 study. A partnership with the International Brotherhood of Electrical Workers Local 18 (IBEW) program has provided on-the-job training and a pathway to permanent employment in the DWP to Los Angeles County residents. In addition to on the job training, the UPCT Program provides trainees with classroom training, civil service test preparation, and mentorship opportunities. Building on this and other programs, the DWP should work with the Personnel Department, CAO and CLA to report on a hiring plan that builds upon the work currently being done to reach a 100% carbon free clean grid.

WE THEREFORE MOVE that the Department of Water and Power, with the assistance of the Personnel Department, City Administrative Officer, Chief Legislative Analyst, and labor partners, create a long term hiring and workforce plan that coincides with a pathway identified in the LA100 study, which focuses on ensuring project labor agreements, prevailing wage and targeted hiring requirements, and increases hiring from city neighborhoods in environmentally and economically disadvantaged communities. The plan should include the Department of Water and Power and contractor workforce that builds and maintains solar, wind, storage, transmission, and all other aspects needed to accomplish the LA100 clean energy grid goals.

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