

COST-OF-LIVING ADJUSTMENTS

PROFESSIONAL UNIT

EFFECTIVE OCTOBER 1, 2011 (1.0400%)

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	B											
	93-72026	NEW HOURLY	47.90	50.57	53.39	56.37	59.51					
		BIWEEKLY	3,832.00	4,045.60	4,271.20	4,509.60	4,760.80					
		MONTHLY	8,334.60	8,799.18	9,289.86	9,808.38	10,354.74					
	93-72187	SAME AS ABOVE										
**	C											
	94-72068	NEW HOURLY	46.82	49.43	52.19	55.10	58.17					
		BIWEEKLY	3,745.60	3,954.40	4,175.20	4,408.00	4,653.60					
		MONTHLY	8,146.68	8,600.82	9,081.06	9,587.40	10,121.58					
**	D											
	94-72004	NEW HOURLY	45.49	48.03	50.71	53.54	56.53					
		BIWEEKLY	3,639.20	3,842.40	4,056.80	4,283.20	4,522.40					
		MONTHLY	7,915.26	8,357.22	8,823.54	9,315.96	9,836.22					
ENGRG	GEOLOGIST ASSOCIATE		-- 7253	*	*	*	*	*	*	*	*	*
	A											
	95-72534	NEW HOURLY	50.31	53.12	56.08	59.21	62.51					
		BIWEEKLY	4,024.80	4,249.60	4,486.40	4,736.80	5,000.80					
		MONTHLY	8,753.94	9,242.88	9,757.92	10,302.54	10,876.74					
**	B											
	95-72533	NEW HOURLY	46.82	49.43	52.19	55.10	58.17					
		BIWEEKLY	3,745.60	3,954.40	4,175.20	4,408.00	4,653.60					
		MONTHLY	8,146.68	8,600.82	9,081.06	9,587.40	10,121.58					
**	C											
	95-72532	NEW HOURLY	43.17	45.58	48.12	50.80	53.63					
		BIWEEKLY	3,453.60	3,646.40	3,849.60	4,064.00	4,290.40					
		MONTHLY	7,511.58	7,930.92	8,372.88	8,839.20	9,331.62					
**	D											
	95-72531	NEW HOURLY	36.32	38.35	40.49	42.75	45.13					
		BIWEEKLY	2,905.60	3,068.00	3,239.20	3,420.00	3,610.40					
		MONTHLY	6,319.68	6,672.90	7,045.26	7,438.50	7,852.62					
ENVIRONMENTAL	ENGNRG ASSOC		-- 7871	*	*	*	*	*	*	*	*	*
	A											
	95-78714	NEW HOURLY	50.31	53.12	56.08	59.21	62.51					
		BIWEEKLY	4,024.80	4,249.60	4,486.40	4,736.80	5,000.80					
		MONTHLY	8,753.94	9,242.88	9,757.92	10,302.54	10,876.74					
**	B											
	95-78713	NEW HOURLY	46.82	49.43	52.19	55.10	58.17					
		BIWEEKLY	3,745.60	3,954.40	4,175.20	4,408.00	4,653.60					
		MONTHLY	8,146.68	8,600.82	9,081.06	9,587.40	10,121.58					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
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**												
	C											
	95-78712	NEW HOURLY	43.17	45.58	48.12	50.80	53.63					
		BIWEEKLY	3,453.60	3,646.40	3,849.60	4,064.00	4,290.40					
		MONTHLY	7,511.58	7,930.92	8,372.88	8,839.20	9,331.62					
**												
	D											
	95-78711	NEW HOURLY	36.32	38.35	40.49	42.75	45.13					
		BIWEEKLY	2,905.60	3,068.00	3,239.20	3,420.00	3,610.40					
		MONTHLY	6,319.68	6,672.90	7,045.26	7,438.50	7,852.62					
	ENVIRONMENTAL SPECIALIST		-- 7310	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *
	A											
	95-73103	NEW HOURLY	43.89	46.34	48.92	51.65	54.53					
		BIWEEKLY	3,511.20	3,707.20	3,913.60	4,132.00	4,362.40					
		MONTHLY	7,636.86	8,063.16	8,512.08	8,987.10	9,488.22					
**												
	B											
	93-73003	NEW HOURLY	40.62	42.88	45.27	47.79	50.45					
		BIWEEKLY	3,249.60	3,430.40	3,621.60	3,823.20	4,036.00					
		MONTHLY	7,067.88	7,461.12	7,876.98	8,315.46	8,778.30					
	94-73003	SAME AS ABOVE										
**												
	C											
	93-73004	NEW HOURLY	33.66	35.54	37.52	39.61	41.82					
		BIWEEKLY	2,692.80	2,843.20	3,001.60	3,168.80	3,345.60					
		MONTHLY	5,856.84	6,183.96	6,528.48	6,892.14	7,276.68					
	94-73004	SAME AS ABOVE										
	MATERIALS TESTING ENGRG ASSOC		-- 7967	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *	* * * * *
	95-79674	NEW HOURLY	50.31	53.12	56.08	59.21	62.51					
		BIWEEKLY	4,024.80	4,249.60	4,486.40	4,736.80	5,000.80					
		MONTHLY	8,753.94	9,242.88	9,757.92	10,302.54	10,876.74					
**												
	95-79673	NEW HOURLY	46.82	49.43	52.19	55.10	58.17					
		BIWEEKLY	3,745.60	3,954.40	4,175.20	4,408.00	4,653.60					
		MONTHLY	8,146.68	8,600.82	9,081.06	9,587.40	10,121.58					
**												
	95-79672	NEW HOURLY	43.17	45.58	48.12	50.80	53.63					
		BIWEEKLY	3,453.60	3,646.40	3,849.60	4,064.00	4,290.40					
		MONTHLY	7,511.58	7,930.92	8,372.88	8,839.20	9,331.62					
**												
	95-79671	NEW HOURLY	36.32	38.35	40.49	42.75	45.13					
		BIWEEKLY	2,905.60	3,068.00	3,239.20	3,420.00	3,610.40					
		MONTHLY	6,319.68	6,672.90	7,045.26	7,438.50	7,852.62					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
C												
10-15104	NEW HOURLY		49.11	51.85	54.74	57.79	61.01					
	BIWEEKLY	3,928.80	4,148.00	4,379.20	4,623.20	4,880.80						
	MONTHLY	8,545.14	9,021.90	9,524.76	10,055.46	10,615.74						
91-17011	SAME AS ABOVE											
**												
D												
93-17130	NEW HOURLY		46.82	49.43	52.19	55.10	58.17					
	BIWEEKLY	3,745.60	3,954.40	4,175.20	4,408.00	4,653.60						
	MONTHLY	8,146.68	8,600.82	9,081.06	9,587.40	10,121.58						
94-17005	SAME AS ABOVE											
PROGRAMMER ANALYST			-- 1431	*	*	*	*	*	*	*	*	*
A												
91-11019	NEW HOURLY		49.78	52.56	55.49	58.58	61.85					
	BIWEEKLY	3,982.40	4,204.80	4,439.20	4,686.40	4,948.00						
	MONTHLY	8,661.72	9,145.44	9,655.26	10,192.92	10,761.90						
91-15105	SAME AS ABOVE											
**												
B												
94-11020	NEW HOURLY		46.30	48.88	51.61	54.49	57.53					
	BIWEEKLY	3,704.00	3,910.40	4,128.80	4,359.20	4,602.40						
	MONTHLY	8,056.20	8,505.12	8,980.14	9,481.26	10,010.22						
**												
C												
93-14105	NEW HOURLY		42.77	45.15	47.67	50.33	53.14					
	BIWEEKLY	3,421.60	3,612.00	3,813.60	4,026.40	4,251.20						
	MONTHLY	7,441.98	7,856.10	8,294.58	8,757.42	9,246.36						
93-14310	SAME AS ABOVE											
94-11025	SAME AS ABOVE											
**												
D												
94-11032	NEW HOURLY		39.10	41.28	43.58	46.01	48.58					
	BIWEEKLY	3,128.00	3,302.40	3,486.40	3,680.80	3,886.40						
	MONTHLY	6,803.40	7,182.72	7,582.92	8,005.74	8,452.92						
**												
E												
94-11023	NEW HOURLY		36.53	38.57	40.72	42.99	45.39					
	BIWEEKLY	2,922.40	3,085.60	3,257.60	3,439.20	3,631.20						
	MONTHLY	6,356.22	6,711.18	7,085.28	7,480.26	7,897.86						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
PWR UTL ENGG ASSOC			-- 7545	* *	* *	* *	* *	* *	* *	* *	* *	* *
94-75111	NEW HOURLY		43.17	45.58	48.12	50.80	53.63					
	BIWEEKLY		3,453.60	3,646.40	3,849.60	4,064.00	4,290.40					
	MONTHLY		7,511.58	7,930.92	8,372.88	8,839.20	9,331.62					
STRUCTURAL ENGRG ASSOCIATE			-- 7957	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-79574	NEW HOURLY		50.31	53.12	56.08	59.21	62.51					
	BIWEEKLY		4,024.80	4,249.60	4,486.40	4,736.80	5,000.80					
	MONTHLY		8,753.94	9,242.88	9,757.92	10,302.54	10,876.74					
**												
B												
95-79573	NEW HOURLY		46.82	49.43	52.19	55.10	58.17					
	BIWEEKLY		3,745.60	3,954.40	4,175.20	4,408.00	4,653.60					
	MONTHLY		8,146.68	8,600.82	9,081.06	9,587.40	10,121.58					
**												
C												
95-79572	NEW HOURLY		43.17	45.58	48.12	50.80	53.63					
	BIWEEKLY		3,453.60	3,646.40	3,849.60	4,064.00	4,290.40					
	MONTHLY		7,511.58	7,930.92	8,372.88	8,839.20	9,331.62					
**												
D												
95-79571	NEW HOURLY		36.32	38.35	40.49	42.75	45.13					
	BIWEEKLY		2,905.60	3,068.00	3,239.20	3,420.00	3,610.40					
	MONTHLY		6,319.68	6,672.90	7,045.26	7,438.50	7,852.62					
WATER BIOLOGIST			-- 7856	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
52-78146	NEW HOURLY		43.17	45.58	48.12	50.80	53.63					
	BIWEEKLY		3,453.60	3,646.40	3,849.60	4,064.00	4,290.40					
	MONTHLY		7,511.58	7,930.92	8,372.88	8,839.20	9,331.62					
**												
B												
93-78130	NEW HOURLY		35.97	37.98	40.10	42.34	44.70					
	BIWEEKLY		2,877.60	3,038.40	3,208.00	3,387.20	3,576.00					
	MONTHLY		6,258.78	6,608.52	6,977.40	7,367.16	7,777.80					
**												
C												
93-78131	NEW HOURLY		34.91	36.86	38.92	41.09	43.38					
	BIWEEKLY		2,792.80	2,948.80	3,113.60	3,287.20	3,470.40					
	MONTHLY		6,074.34	6,413.64	6,772.08	7,149.66	7,548.12					
**												
D												
93-78132	NEW HOURLY		33.66	35.54	37.52	39.61	41.82					
	BIWEEKLY		2,692.80	2,843.20	3,001.60	3,168.80	3,345.60					
	MONTHLY		5,856.84	6,183.96	6,528.48	6,892.14	7,276.68					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
WATER MICROBIOLOGIST			-- 7857	* *	* *	* *	* *	* *	* *	* *	* *	* *
A 4/												
52-78149	NEW HOURLY		42.68	45.06	47.57	50.22	53.02					
	BIWEEKLY		3,414.40	3,604.80	3,805.60	4,017.60	4,241.60					
	MONTHLY		7,426.32	7,840.44	8,277.18	8,738.28	9,225.48					
**												
B												
93-78152	NEW HOURLY		35.16	37.12	39.19	41.38	43.69					
	BIWEEKLY		2,812.80	2,969.60	3,135.20	3,310.40	3,495.20					
	MONTHLY		6,117.84	6,458.88	6,819.06	7,200.12	7,602.06					
WATERSHED RESOURCES SPECIALIST--			7862	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-78621	NEW HOURLY		46.57	49.17	51.91	54.80	57.86					
	BIWEEKLY		3,725.60	3,933.60	4,152.80	4,384.00	4,628.80					
	MONTHLY		8,103.18	8,555.58	9,032.34	9,535.20	10,067.64					
**												
B												
93-78000	NEW HOURLY		42.30	44.66	47.15	49.78	52.56					
	BIWEEKLY		3,384.00	3,572.80	3,772.00	3,982.40	4,204.80					
	MONTHLY		7,360.20	7,770.84	8,204.10	8,661.72	9,145.44					
**												
C												
93-78101	NEW HOURLY		35.97	37.98	40.10	42.34	44.70					
	BIWEEKLY		2,877.60	3,038.40	3,208.00	3,387.20	3,576.00					
	MONTHLY		6,258.78	6,608.52	6,977.40	7,367.16	7,777.80					

SALARY FOOTNOTES
(Professional Unit)

Footnote 1: Two persons employed in the class of Electrical Engineering Associate (Class Code 7535), DDR No. 72-75303 (old) or DDR 94-75461 (new), will be compensated at the level of Electrical Engineering Associate "C".

Footnote 2: One person employed as Assistant to the Specifications Engineer shall receive compensation at the second premium level rate (5.575625%) above the appropriate step rate of the salary range prescribed. This provision shall apply to one employee who occupies any one of the following DDRs: 94-75458, Electrical Engineering Associate (Class Code 7535); 94-72185, Civil Engineering Associate (Class Code 7235); 94-75056, Mechanical Engineering Associate (Class Code 7555); 94-79015, Structural Engineering Associate (Class Code 7953); 94-79018, Architectural Associate (Class Code 7924). The provisions of this footnote shall be effective retroactive to October 1, 1987.

Footnote 3: Any Engineering Geologist (Class Code 7255) who is required to maintain a State of California Professional Registration as a condition of employment shall be reimbursed by the Department for the cost of such registration upon presentation by the employee of a paid receipt for such cost.

Footnote 4: One person in the class of Water Microbiologist (Class Code 7857), assigned to DDR No. 52-78149, when regularly assigned to present testimony on water quality issues before Congressional and Legislative Committees and Regulatory Bodies; when serving as Department representative and liaison to National, State and Local groups, task forces and inter-agency water quality committees; and when functioning as Department spokesperson to the news media, environmental groups and the public on water quality issues, shall receive salary at the fourth premium level rate above the appropriate step rate in the salary range prescribed for the class.

Footnote 5: Persons who receive initial appointment to the City in the Department of Water and Power to the classes of Civil Engineering Assistant (Class Code 7240) or Sanitary Engineering Assistant (Class Code 7866) shall be placed on the appropriate salary range as follows: Persons who possess a Bachelor's Degree in engineering shall be placed on Step 2 of the applicable salary range for the class; persons who possess a Master's Degree in engineering or a Bachelor's Degree in Engineering and two years of full-time professional engineering experience shall be placed on Step 3 of the applicable salary range for class. This note supersedes Ordinance No. 155008, Sections 1 and 2.

Footnote 6: Persons who receive an initial appointment to the City in the Department of Water and Power to the classes of Electrical Engineering Assistant (Class Code 7533) or Mechanical Engineering Assistant (Class Code 7553) shall be placed on the appropriate salary range as follows: Persons who possess a Bachelor's Degree in engineering shall be placed on Step 4 of the applicable salary range for the class; persons possessing a Master's Degree in engineering or a Bachelor's Degree in engineering and two years of full-time professional engineering experience shall be placed on Step 5 of the applicable salary range for class. This note supersedes Ordinance No. 155008, Sections 3 and 4.

Footnote 7: Employees in the class of Mechanical Engineering Assistant (Class Code 7553), shall be compensated at the level of DDR 94-72048 in the class of Civil Engineering Assistant (Class Code 7240), when working under either of the following conditions: (1) working at heights of over 40 feet above solid flooring at construction sites, or (2) performing duties on transmissions lines, smokestacks, and communication towers at heights of over 40 feet.

Footnote 8: While occupying DDR No. 94-75461 in the class of Electrical Engineering Associate (Class Code 7535), Gary D. Johnson shall be paid at the rate established for DDR No. 82-75142, Electrical Engineering Associate (Class Code 7535).

Footnote 9: While occupying DDR No. 94-75114 in the class of Mechanical Engineering Associate (Class Code 7555), Richard J. Gatti and Donald J. Treinen shall be paid at the rate established for DDR No. 45-75113, Mechanical Engineering Associate (Class Code 7555).

Footnote 10: An employee occupying any position identified by the DDR numbers listed below, allocated to the classes shown opposite, when regularly assigned to provide an especially high level of technical expertise in the development and evaluation of advanced theories, concepts, principles and processes for an assigned area of responsibility, shall be paid in accordance with the salary range established for DDR No. 94-75054, Electrical Engineering Associate (Class Code 7535).

Assignment to positions under this provision shall not exceed five percent (5%) of the total positions budgeted for the applicable class.

Footnote 10: (cont'd)

<u>DDR No.</u>	<u>Class Code</u>
34-72166	C. E. Assoc. (7235)
94-72185	" " "
34-75111	E. E. Assoc. (7535)
94-75458	" " "
34-75110	M. E. Assoc. (7555)
94-75056	" " "
93-78002	Sanitary Engrg Assoc. (7870)
94-78101	" " "
93-79001	Structural Engrg Assoc. (7953)
94-79015	" " "
93-79003	Architectural Associate (7924)
91-79011	" " "

All positions at either Specialist I or II levels shall be exempt from the provisions of Appendix E.

Footnote 11: Effective upon the implementation of this MOU, new employees assigned to positions in the classes listed below will only be able to occupy the DDR listed opposite the class title.

Class Code	Class Title	DDR Number
7240	Civil Engineering Assistant	95-72400
7253	Assistant Engineering Geologist	95-72530
7533	Electrical Engineering Assistant	95-75330
7553	Mechanical Engineering Assistant	95-75530
7866	Sanitary Engineering Assistant	95-78660
7923	Architectural Assistant	95-79230

Footnotes 12: Effective October 1, 1996, one Materials Testing Engineering Associate "A" (Class Code 7972) who is assigned to the Water Engineering and Technical Services Division and who acts as supervisor of the Department's pipeline rehabilitation program shall be compensated at the "A" level salary range (DDR No. 94-75054) prescribed for the class of Electrical Engineering Associate (Class Code 7535).

Footnote 13:
Deleted (8/31/04)

Footnote 14: Engineering Associates, who are directed to temporarily perform the full range of duties of an Assistant Squad Leader, at a time when the Assistant Squad Leader is absent, for a period in excess of twenty (20) working days, shall, beginning the twenty-first (21st) day of such assignment, be compensated at the current salary range for the position to which the temporary reassignment is made in accordance with the provisions of Section 4.902 of the Los Angeles Administrative Code. If it is subsequently determined by Management that the vacancy will be permanent, at that time the position will be subject to Appendix E of the MOU.

Engineering Associates referred to above, shall consist of the following:

Electrical Engineering Associate: "D", "E" and "F" levels.

Civil and Mechanical Engineering Associate: "C", "D" and "E" levels.

Sanitary and Structural Engineering Associate: "B", "C" and "D" levels.

Assistant Squad Leaders referred to above, shall consist of the following:

Electrical Engineering Associate: "C" level.

Civil and Mechanical Engineering Associate: "B" level.

Sanitary and Structural Engineering Associate: "A" level.

Footnote 15: Any employee in the class of Occupational Health Nurse (Class Code 2314) who is directed to perform all the significant duties of a higher rated position in the same Civil Service class for a period in excess of five (5) working days shall, thereafter, be assigned to the DDR of that position and compensated at their current step rate of the rate range for the position to which the temporary reassignment was made as of the first day those duties were performed. Such compensation, however, shall not be granted for a temporary assignment of additional duties for a period of five (5) days or less.