

M E M O R A N D U M
O F
U N D E R S T A N D I N G

Between

THE CITY OF LOS ANGELES,
THE LOS ANGELES DEPARTMENT OF
WATER AND POWER

and

LOCAL 18 OF
THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Supervisory Blue Collar Unit

October 1, 2005

through

September 30, 2010

TABLE OF CONTENTS

TABLE OF CONTENTS	I
ARTICLE 1	1
DEPARTMENT - UNION RELATIONSHIP.....	1
ARTICLE 2	2
RECOGNITION.....	2
ARTICLE 3	2
LANGUAGE.....	2
ARTICLE 4	3
NON-DISCRIMINATION.....	3
ARTICLE 5	3
GRIEVANCE PROCEDURE.....	3
ARTICLE 6	9
MANAGEMENT RIGHTS.....	9
ARTICLE 7	9
UNION RIGHTS.....	9
ARTICLE 8	10
UNION ACTIVITY.....	10
ARTICLE 9	14
OVERTIME.....	14
ARTICLE 10	22
ABSENCE FROM DUTY.....	22
ARTICLE 11	26
REST PERIODS.....	26
ARTICLE 12	26
LUNCH PERIODS.....	26
ARTICLE 13	27
HOURS OF WORK AND WORK SCHEDULES.....	27
ARTICLE 14	32
REPORTING LOCATIONS AND TRAVEL TIME.....	32
ARTICLE 15	36
HOLIDAYS AND VACATIONS.....	36
ARTICLE 16	40
INCLEMENT WEATHER.....	40

ARTICLE 17	40
PAY DIFFERENTIALS	40
ARTICLE 18	41
EXPENSES	41
ARTICLE 19	50
WORK CLOTHING AND TOOLS	50
ARTICLE 20	51
SPECIAL WORKING CONDITION RULES FOR CAMPS	51
ARTICLE 21	51
PERSONNEL FILE	51
ARTICLE 22	52
EMPLOYEE LIST	52
ARTICLE 23	53
MAINTENANCE OF EXISTING CONDITIONS	53
ARTICLE 24	53
JOINT SAFETY COMMITTEE	53
ARTICLE 25	54
SAVINGS CLAUSE	54
ARTICLE 26	55
TERM	55
ARTICLE 27	55
OBLIGATION TO SUPPORT	55
ARTICLE 28	56
HEALTH AND DENTAL PLANS	56
ARTICLE 29	58
SUPPLEMENTAL BENEFITS	58
ARTICLE 30	60
SALARIES	60
ARTICLE 31	61
SCOPE OF IMPLEMENTATION	61
ARTICLE 32	61
ARTICLE 33	62
TEMPORARY REASSIGNMENT	62
ARTICLE 34	64
LICENSE FEES	64

ARTICLE 35	64
JOB SECURITY.....	64
ARTICLE 36	64
JOINT LABOR/MANAGEMENT RESOLUTION BOARD.....	64
ARTICLE 37	66
EMPLOYEE'S RETIREMENT PLAN.....	66
ARTICLE 38	68
EMPLOYEE RELEASE TIME.....	68
ARTICLE 39	70
JOINT SAFETY INSTITUTE.....	70
ARTICLE 40	70
JOINT TRAINING INSTITUTE.....	70
APPENDIX A-1	72
SALARY RANGES EFFECTIVE OCTOBER 1, 2005	72
APPENDIX A-2	104
SALARY RANGES EFFECTIVE OCTOBER 1, 2006	104
APPENDIX A-3	136
SALARY RANGES EFFECTIVE OCTOBER 1, 2007	136
APPENDIX A-4	168
SALARY RANGES EFFECTIVE OCTOBER 1, 2008	168
APPENDIX A-5	169
SALARY RANGES EFFECTIVE OCTOBER 1, 2009	169
FOOTNOTES	170
SUPERVISORY BLUE COLLAR.....	170
APPENDIX B	173
CONTRACTING OUT.....	173
APPENDIX C	175
PARKING FEES AND SUBSIDIES	175
APPENDIX D	177
FOCUSED SEPARATION PROGRAM (FSP) OF 1995	177
FOR IBEW LOCAL 18 REPRESENTED EMPLOYEES	177
APPENDIX E	179
ZONE PAY ADDENDUM	179
APPENDIX F	180
CREW 1 SCHEDULE CHANGE	180

APPENDIX G	181
LONGEVITY PREMIUM FOR CERTAIN	181
JOURNEY CRAFT AND SUPERVISORY CRAFT CLASSIFICATIONS	181
APPENDIX H	182
ELECTRICAL DISTRIBUTION MECHANIC SUPERVISOR	182
TRAINING INSTRUCTOR/SUPERVISOR POSITION	182
APPENDIX I	183
SENIOR ELECTRICAL MECHANIC SUPERVISOR	183
COMPENSATION FOR TRAINING INSTRUCTOR OR TRAINING SUPERVISOR	183
INDEX	184

ARTICLE 1

DEPARTMENT - UNION RELATIONSHIP

A. Continuity of Service to the Public and Mutual Pledge of Accord

The Department of Water and Power is engaged in public services requiring continuous operations that are necessary to maintain the health and safety of the Department's customers. The obligation to maintain these public services is imposed upon both the Department and the Union during the term of this Memorandum of Understanding (MOU) and the certification of the Union as the exclusive representative of the employees in this representation unit.

To continue the viability of the Department as the provider of choice for energy, water, and related services, the parties mutually agree to work through a joint Labor/Management process. The goal of this process is to ensure Department competitiveness and maintain employment security.

Inherent in the relationship between the Department and its employees is the obligation of the Department to deal justly and fairly with its employees and of the employees to cooperate with their fellow employees and the Department in the performance of their public service obligation.

It is the purpose of this Memorandum to promote and ensure harmonious relations, cooperation and understanding between the Department and the employees represented by the Union and to establish and maintain proper standards of wages, hours and other terms and conditions of employment.

B. No Strike - No Lockout

In consideration of the mutual desire of the parties to promote and ensure harmonious relations and in consideration of the Mutual Pledge of Accord, the Department agrees that there shall be no lockout or the equivalent of members of the Union, and the Union and its members agree that there shall be no strike or other concerted action resulting in the withholding of service by the members during the term of this MOU. Should such a strike or action by Union members occur, the Union shall immediately instruct its members to return to work. If they do not report to work immediately upon instructions of the Union, they shall be deemed to have forfeited their jobs without recourse of any kind against the Department or the Union. The curtailing of operations by the Department in whole or part for operational or economic reasons shall not be construed as a lockout.

The provisions of this Paragraph B shall not detract in any way from the restrictions imposed by law on strikes and other types

of work stoppages by public employees. The Union agrees that should the aforementioned legal restrictions on strikes and work stoppages be removed, the provisions of this article shall remain in effect. The Department agrees that the enactment of more stringent laws regarding Union activities shall likewise not affect the terms of this Paragraph B.

ARTICLE 2

RECOGNITION

Pursuant to the provisions of the Employee Relations Ordinance of the City of Los Angeles and applicable State law, Local 18 of the International Brotherhood of Electrical Workers, was certified on October 1, 1975, by the Employee Relations Board of the City of Los Angeles as the majority representative of employees in the Department of Water and Power Supervisory Blue Collar Unit (hereinafter referred to as "Unit") as found to be appropriate by said Employee Relations Board. Department Management hereby recognizes Local 18, as the exclusive representative in said Unit.

ARTICLE 3

LANGUAGE

Throughout this Memorandum of Understanding, hereinafter referred to as "MOU," the terms management or employer shall be understood to refer to the General Manager of the Department of Water and Power hereinafter referred to as "Department or DWP." The term "Board" shall be understood to refer to the Board of Water and Power Commissioners, and the terms "Union or Local 18" shall be understood to refer to Local 18 of the International Brotherhood of Electrical Workers, AFL-CIO.

The term "parties" shall be understood to refer jointly to the City of Los Angeles and the Union.

The term "employee" shall be understood to refer to an employee in this Unit as established and/or modified by the Los Angeles City Employee Relations Board.

The term "annual rate" shall apply to all positions in this Unit except those, which are subject to an hourly or daily rate of pay and are so identified on the respective Duties Description Records.

The use of plural nouns shall be understood to include the singular and vice versa, where appropriate.

ARTICLE 4

NON-DISCRIMINATION

The parties mutually recognize and agree to protect those employee rights granted in the Employee Relations Ordinance of the City of Los Angeles and applicable State and Federal laws, including the rights of all employees covered herein to join and participate in the activities of the Union.

The parties mutually recognize and agree that the provisions of this MOU shall be applied equally to all employees in the Unit without discrimination because of disability, race, color, sex, age, religious creed, union activity, national origin, ancestry, political belief or sexual orientation.

ARTICLE 5

GRIEVANCE PROCEDURE

Definition

A grievance is defined as any dispute concerning the interpretation or application of this written Memorandum of Understanding (MOU) and/or Departmental rules and regulations governing personnel practices or working conditions applicable to employees covered by this MOU. An impasse in meeting and conferring upon the terms of a proposed MOU is not a grievance.

General Provisions

- a. Nothing in this grievance procedure shall be construed to apply to matters for which an administrative remedy is provided before the Civil Service Commission. Where a matter within the scope of this grievance procedure is alleged to be both a grievance and an unfair labor practice under the jurisdiction of the Employee Relations Board, an employee may elect to pursue the matter either under the grievance procedure herein provided, or by action before the Employee Relations Board. The employee's election of either procedure shall constitute a binding election of the remedy chosen and a waiver of the alternative remedy.
- b. No grievant shall lose the right to process a grievance because of Department-imposed limitations in scheduling meetings.
- c. Grievants have the responsibility to discuss their grievances informally with their immediate/appropriate supervisor. The supervisor is obligated, upon request of a grievant, to discuss the grievance at a mutually satisfactory time. Grievants may be represented by a

representative of their choice in the informal discussion with their immediate supervisor, and in all formal review levels.

- d. The time limits hereinafter provided between steps of the grievance procedure may be extended only by mutual agreement. In addition, by mutual agreement, any level of review may be waived from this grievance procedure. Agreements under this section shall be made between the Labor Relations Office and the employee's representative or the employee if unrepresented.

All written grievances and appeals must be either received in the Labor Relations Office or postmarked by the U. S. Postal Service within time limits set forth in this Grievance Procedure.

- e. Management shall notify the Union of any formal grievance filed that involves the interpretation and/or application of the provisions of this MOU, and a full-time Union Staff Representative shall have the right to be present and participate in the discussion at any formal grievance meeting concerning such a grievance. If a full-time Union Staff Representative elects to attend said grievance meeting, the representative shall inform the Labor Relations Office of that fact. The Union is to be notified of the resolution of all formal grievances.
- f. It is understood and agreed that Section 3502 of the California Government Code grants to public employees the right to represent themselves individually in their employment activities, which includes grievances. Nothing in this MOU shall be construed as to abridge, limit or restrict that right.
- g. Employees who file a grievance and elect representation by the Union shall be permitted to be present and testify at any step of the grievance procedure if their attendance is requested by either the Union or Management.
- h. Expedited arbitration and/or a bench decision may be used by mutual agreement.

Union Procedure

Preamble

The purpose of this Procedure is to solve problems fairly and as expeditiously as possible at the lowest possible level. This Procedure is a problem solving process. At each step, a good faith effort will be made to resolve the issue.

I. Informal Step (Step I)

- The grievant and/or the Union will meet informally with the appropriate supervisor/manager to resolve all issues within their level of authority.
- The grievant and/or the Union will notify the appropriate supervisor/manager within fourteen (14) calendar days of the date of the grievable incident or within fourteen (14) calendar days of the date the grievant and/or the Union should have reasonably been aware of the incident.
- The grievance shall be considered waived if not presented within the fourteen (14) day time limit.
- It is the intent of the parties that responses be given to the grievant and/or the Union as soon as possible, but, due to special circumstances or length of investigations, supervisors/managers will have up to fourteen (14) calendar days to respond.
- If the grievance is not resolved at the informal step, a formal intent to file a grievance may be filed within fourteen (14) calendar days of the response.

II. Formal Step (Written Grievance filed by the Union Step II)

- The Union and Management will designate representatives to be members of a local Joint Labor/Management Investigatory Committee (JLMIC) to establish the facts and participate in discovery of relevant information.
- The Committee should consist of the Labor Relations Representative, the appropriate Manager, the Union Representative, and the Shop Steward.
- The JLMIC has the authority to resolve the issue(s).
- A joint statement of facts and/or decision will be rendered within twenty-one (21) calendar days from the receipt of the written grievance.

- If the grievance is not resolved at this step, the grievance may be appealed to the next step within fourteen (14) calendar days of the response.

III. Review (Division Level Step III)

- Union representatives and the appropriate Division Managers/Line Managers will meet on a regular basis to review unresolved cases forwarded to them by the JLMIC.
- Minutes of these meetings will be kept and written reports will be prepared for each issue dealt with.
- A decision and report will be issued within thirty (30) calendar days from the date of the appeal.
- The parties have the authority to resolve all issues forwarded to them.
- If the grievance is not resolved at this step, the grievance may be appealed to the next step within fourteen (14) calendar days of the response.

IV. Review (Department Level Step IV)

- The IBEW Local 18 Business Manager and the DWP General Manager will meet on a monthly basis to review and resolve cases referred to them from the Division level.
- There will be a written record of their decision.

V. Arbitration (Step V)

- If the issue is not resolved at the Department level, the Union may file to arbitration within twenty-one (21) calendar days from the date of the written decision at the Department level.
- The grievance shall be considered waived if the Union does not file within the twenty-one (21) day time limit.

If such written notice is filed, the parties shall meet for the purpose of selecting an arbitrator from a list of seven (7) arbitrators furnished by the Employee Relations Board, within seven (7) calendar days following receipt of said list.

Arbitration of a grievance hereunder shall be limited to the issues raised in the formal grievance as originally filed by the Union to the extent that said grievance has not been satisfactorily resolved. The proceedings shall be conducted in accordance with applicable rules and procedures adopted or specified by the Employee Relations Board, unless the parties hereto agree to other rules or procedures for the

conduct of such arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being understood that all other expenses including, but not limited to, fees for witnesses, copies of transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual incurring same. The determination of an arbitrator resulting from any arbitration of a grievance hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this MOU and shall be binding on the parties.

Individual Procedure

The Grievance Procedure for employees covered by this MOU who are not represented by the Union in the filing of their grievance shall be as follows:

Initial Step - Informal Discussion

The grievant shall discuss the grievance with the employee's immediate supervisor on an informal basis in an effort to resolve the grievance. It is the responsibility of the grievant to indicate that the subject of the discussion is a grievance. Said grievance shall be considered waived if not so presented to the immediate supervisor within fourteen (14) calendar days from the date of the occurrence upon which the grievance is based or fourteen (14) calendar days following the date when the grievant should have reasonably been aware of the occurrence of the grievance.

The immediate supervisor shall respond within fourteen (14) calendar days following the meeting with the grievant. Failure of the immediate supervisor to respond within such time limit shall entitle the grievant to process the grievance to the first level of review within the time limits prescribed in Step 1.

Step 1 - First Level of Review

If the grievance is not settled at the initial step, the grievant may serve written notice of the grievance on a form to be provided by the Department upon the Labor Relations Office within fourteen (14) calendar days of receipt of the grievance response or the expiration of time limits if no response is received at the initial step. Failure of the grievant to serve such written notice shall constitute a waiver of the grievance.

If such written notice is served, the person designated by Management to review the grievance at Step 1 shall meet with the grievant, and a written decision shall be rendered to the grievant within twenty-one (21) calendar days from the date of service. Failure of Management to respond within such time limit

shall entitle the grievant to process the grievance to the second level of review, within the time limits prescribed in Step 2.

Step 2 - Second Level of Review

If the grievance is not settled at Step 1, the grievant may file an appeal with the Labor Relations Office on the form provided by the Department within fourteen (14) calendar days of receipt of the Step 1 grievance response or the expiration of time limits if no response is received. Failure of the grievant to serve such written notice shall constitute a waiver of the grievance.

If such written notice is served, the person designated by Management to review the grievance at Step 2 shall meet with the grievant within twenty-one (21) calendar days of the date of service. A written decision shall be rendered to the grievant within twenty-eight (28) calendar days of the date of service. Failure of Management to respond within such time limit shall entitle the grievant to process the grievance to the third level of review, within the time limits prescribed in Step 3.

Step 3 - General Manager's Review (Third Level of Review)

If the grievance is not settled at Step 2, then the grievant may file an appeal with the Labor Relations Office on the form provided by the Department within fourteen (14) calendar days following receipt of the grievance response or expiration of time limits if no response is received at Step 2. Upon request, the time limits will be automatically extended to twenty-one (21) calendar days. Failure of the grievant to serve such written notice or make such request shall constitute a waiver of the grievance.

If such notice is served, the grievance shall be heard by the General Manager or a designated representative within twenty-one (21) calendar days from the date of such notice. Upon request, the time limits will automatically be extended to thirty-five (35) calendar days. The General Manager or the designated representative will afford the party(s) an opportunity to present oral and/or written arguments on the merits of the grievance. The General Manager or the designated representative shall render to the grievant, a written decision within twenty-one (21) calendar days from the date said arguments were submitted. Upon request, the time limits will automatically be extended to thirty-five (35) calendar days.

Step 4 - Board of Water and Power Commissioners' Review

In the event a grievant is not satisfied with the written decision of the General Manager or the designated representative, then said grievant may seek review by the Board of Water and Power Commissioners (Board). The grievant must serve upon the Labor Relations Office a written notice of appeal on the form provided by the Department within seven (7) calendar days

following receipt of the grievance decision in Step 3. Failure of the grievant to file such appeal shall constitute a waiver of the grievance.

If such notice is served, the Board shall afford both parties an opportunity to present oral and/or written arguments on the issues of the grievance that have not been satisfactorily resolved. It is the intent of the Board to render a decision within thirty-five (35) calendar days from the day said arguments were concluded.

The foregoing Article is intended to replace Section 8.2 of the Working Rules for all employees covered by this MOU.

ARTICLE 6

MANAGEMENT RIGHTS

Responsibility for Management of the Department and direction of its work force is vested in the Board of Water and Power Commissioners (Board) and the General Manager, whose powers and duties are specified by law. In order to fulfill this responsibility, it is the exclusive right of Department Management to determine its mission, to set standards of service to be offered to the public and to exercise control and discretion over the Department's organization, staffing, assignment of work and workload, scheduling requirements and operations. It is also the exclusive right of Department Management to take disciplinary action for proper cause, to relieve Department employees from duty because of lack of work or other legitimate reasons, to determine the methods, means and personnel by which the Department's operations are to be conducted and to take all necessary action to maintain uninterrupted service to its customers and carry out its mission in emergencies; provided, however, that the exercise of these rights does not preclude employees or their representatives from consulting or raising grievances about the practical consequences these decisions have had on wages, hours and other terms and conditions of employment.

ARTICLE 7

UNION RIGHTS

The Union is the exclusive representative of all employees as set forth in Article 2 in matters concerning wages, hours, or other working conditions.

The Union shall be notified and shall be permitted to participate in meetings between the Department and any employee or group of employees when changes in the terms and conditions of this MOU are being considered.

In the event an employee elects self-representation in a grievance, the Union shall be notified of the grievance and shall be privy to written material submitted as a part of the grievance. The Union shall be permitted to be present at all meetings between the Department and the grievant(s) to be sure that the terms and conditions of this MOU are complied with.

ARTICLE 8

UNION ACTIVITY

8.1 - Access of Union Staff Representatives

Full-time Union Staff representatives shall have access to work locations during working hours for the purpose of assisting employees covered under this MOU.

Such access shall be authorized for the purpose of consulting with Union shop stewards, investigating grievances or complaints, observing working conditions, and posting bulletins. Said representatives shall receive access authorization from the designated Management representative at the location involved. If working conditions make it impractical to permit access, the designated Management representative shall inform the Union representative(s) when that access can be authorized.

The Union shall provide the Labor Relations Office of the Department with a list of authorized staff representatives, which list shall be kept current by the Union.

The Labor Relations Office shall provide the Union with a list of designated Management representatives' telephone numbers.

The Union may use Department facilities on prior approval, subject to the provisions of this Article, for the purpose of holding meetings to the extent that such facilities are available, and to the extent that such use of the facility will not interfere with normal Departmental operations. Participating employees will attend said meetings on their own time.

Approval for use of the facility may be granted by mutual agreement between a staff representative of the Union and the individual who has control of the facility. If an agreement is not reached, the Union representative may appeal to the appropriate Assistant General Manager. Article 5 (Grievance Procedure) shall not be applicable to this paragraph of the MOU.

It is understood that if the use of a facility normally requires a fee for rental or special setup, security, and/or cleanup service, the Union will provide or assume the cost of such service(s) or facility.

8.2 - Shop Stewards

The Union shall have the right to appoint shop steward(s) at each work location. If the Union desires to appoint additional shop stewards, it shall notify the Department of the name(s) of the shop steward(s) and the location(s) where the shop steward(s) will serve. The locations of such additional shop stewards shall require mutual agreement between the parties.

8.2(1)

Shop stewards shall request of their supervisor and be given reasonable time during work hours to investigate and process specified grievances and to attend grievance meetings.

8.2(2)

Shop stewards shall request of their supervisor and be given reasonable time during work hours to investigate other specified complaints arising out of the interpretation or application of this MOU in order to more effectively resolve problems that could become grievances.

8.2(3)

The shop steward shall be permitted to be present at all counseling sessions, which could result in disciplinary action when requested by an employee. If a shop steward's presence is requested by the employee, the meeting will not be conducted until the shop steward is present.

8.2(4)

The shop steward shall be permitted to be present at any meeting in which any disciplinary action is to be taken, unless the employee requests that the shop steward not be present. If a shop steward's presence is requested by the employee, the meeting will not be conducted until the shop steward is present.

8.2(5)

In speaking to employees on the job, the shop steward, on entering a work location, shall inform the supervisor of the steward's desire to talk to an employee or group of employees concerning a specified complaint or grievance. Permission to leave the job will be granted promptly to the employee(s) involved unless such absence would cause an undue interruption of work. When permission is requested in order to process a grievance, denial of permission to speak to employees, or perform any of the other duties of the shop steward shall automatically constitute an extension of the limits of the Grievance Procedure, equal to the amount of the delay. If the employee(s) cannot be made available, the

shop steward shall be immediately informed when the employee(s) will be made available.

8.3 - Leaves of Absence

It is recognized that the granting of leaves of absence are subject to Civil Service Rules and policies. It is therefore agreed that to the extent possible, the Department shall grant and recommend for Civil Service approval, leaves of absence for no more than five (5) employees in this Unit. It is understood that these employees should be hired by the recognized employee organization certified to represent the employees in this Unit on a full-time basis. Such leaves of absence may be for periods of up to one year, but in no event shall the Department recommend for any one employee an accumulation of more than three (3) years continuous leaves of absence. In order to be eligible, an employee must have completed three (3) years of continuous service with the Department.

Employees, upon returning from such a leave of absence, shall be entitled to return to their former classification and salary range in accordance with Civil Service Rules and policies.

Employees on such a leave of absence shall be permitted to maintain membership in an existing health care plan, and/or a dental plan, if any, on condition that said employees pay the full cost of said plan(s).

8.4 - Paid Time Off for Negotiating Committee Members

The negotiations of successor MOUs are recognized as a part of the employee's rights under prevailing statutes and ordinances. For this reason, the Department shall provide necessary time off during regular working hours without loss of pay or other benefits to employees who are designated by the Union to be part of a negotiating committee. The number of employees granted such time off shall be based on a ratio of one for each one hundred (100) employees in the representation unit, provided that the number shall not be less than two (2) nor more than seven (7). Subject to the operating needs of the section, an employee on the negotiating committee may be assigned to a five-and-two-day shift during negotiations or may receive a work-hour change to attend individual bargaining sessions provided agreement is made to such change without notice or penalty.

8.5 - Dues Deduction

The Department hereby agrees to deduct the dues and/or other fees set forth below only on behalf of the exclusive representative designated in Article 2.

Upon receipt of a dues deduction authorization agreement from an employee, the Department agrees to deduct from the wages of an employee within the Unit, the dues in the amount set forth in the

schedule on file with the Department. Such dues deductions shall be subject to the provisions of the authorization agreement, which has been agreed to by the parties. The Department agrees to continue its policy of submitting to the Union a monthly listing of dues-paying employees. The Department further agrees to remit the amounts so deducted directly to the Union.

Notwithstanding any provisions of this MOU that may conflict:

Employees' requests to cancel their dues withholding authorization agreement shall be processed by the Department to be effective on the ending of the first complete pay period following April 1 of each calendar year.

The Union agrees to indemnify and hold harmless the Department and the City against all claims, including costs of suits and reasonable attorneys' fees and/or other forms of liability arising from the implementation of the provisions of this Section (8.5).

8.6 - Bulletin Boards

8.6(1)

The Department agrees to provide bulletin boards, or to assign adequate space on existing bulletin boards, to be used by the Union for the purpose of posting:

- a. Notices of Union meetings.
- b. Notices of Union elections and their results.
- c. Notices of official Union business.
- d. Notices of Union recreational and social events.
- e. Any other written material, which has received the prior oral or written approval of the Department by the Director of Labor Relations or a designated representative.

8.6(2)

In the John Ferraro Building (JFB), bulletin board space shall be on the "A" level and at designated rest areas.

In all other permanent locations where members of the Unit are employed, a minimum of 20 inches by 24 inches of bulletin board space shall be provided for Union use.

8.6(3)

In the event that the Union raises an objection as to the adequacy of bulletin board space, the Department agrees to meet and confer with the Union to attempt to rectify the situation. If a dispute arises over the issue of bulletin board space or material, which the Union wishes to place on the boards, such a dispute may be resolved through the normal Grievance Procedure.

8.6(4)

A copy of all material to be posted shall be delivered to the Director of Labor Relations. A specified date for removal shall be affixed to any material posted in accordance with this Article.

ARTICLE 9

OVERTIME

9.1(a) - Definition of Overtime

Overtime is hereby defined as:

9.1(a)(1)

the time worked outside of the normal work schedule of the employee;

9.1(a)(2)

the time worked on holidays or holiday equivalents outside of the normal work schedule of the employee;

9.1(a)(3)

the time worked continuously within the employee's normal workday when eight (8) hours of overtime have been worked continuously immediately preceding the commencement of the normal workday, provided that one (1) hour or less off duty immediately preceding the commencement of the normal workday and time off duty for meal periods as provided in Article 12 and Article 18.2 shall not be considered as interruptions of continuous work; however, such off duty time shall not be reported or considered as time worked unless authorized elsewhere in this MOU; and

9.1(a)(4)

the time worked within that portion of the employee's normal workday when a change of normal shift allows less than eight (8) consecutive hours off duty between normal shifts as provided in Article 13(d). This overtime shall terminate when eight (8) hours have elapsed since the end of the preceding normal workday.

9.1(a)(5)

Scheduled overtime is any overtime other than a holdover or a call out.

9.1(b) - Authorization, Recording and Reporting of Overtime

9.1(b)(1)

Any overtime work shall be approved in accordance with such procedures as shall be prescribed by the General Manager; but in no event shall employees be deprived of pay for overtime work actually performed under direction of their supervisor. The authorization of any overtime shall be predicated entirely upon the operating needs of the Department, and the procedure prescribed by the General Manager shall be designed to eliminate excessive or unnecessary use of overtime.

9.1(b)(2)

Overtime worked shall be reported and recorded to the closest one-tenth (1/10) hour.

9.1(c) - Definition of Day

With respect to this Article 9.1, a day shall be deemed to be from 12:01 A.M. to 12:00 midnight.

A normal shift shall be considered, for timekeeping and pay purposes, to fall within the day in which it commences. Except that shifts that begin at 10:00 P.M. or later shall be deemed to fall within the day in which the shift terminates for timekeeping and pay purposes. (Also in Article 13.)

9.1(d) - Overtime for Hourly and Daily-Rate Temporary Construction Positions

When the Board so provides on the Duties Description Record, employees to whom an hourly or daily rate is applicable shall be compensated for authorized overtime in accordance with provisions as set forth on such Duties Description Record.

The parties expressly intend that nothing in this MOU be interpreted or construed as authorizing hourly or daily-rate employees to accumulate overtime.

9.1(e) - Overtime, Overtime Accumulation, and Overtime Use for Annual-Rate Employees

Except as otherwise expressly provided for, employees to whom an annual rate is applicable shall be compensated for authorized overtime in accordance with the following provisions:

9.1(e)(1)

Employees in this bargaining unit shall be paid for each hour of overtime worked on Sundays (or Sunday equivalents) and holidays (or holiday equivalents), for each hour worked continuously after eight (8) hours of overtime have been worked continuously, and for each hour worked continuously after sixteen (16) hours have been worked continuously, at the double-time rate which shall be computed by dividing the appropriate annual rate by 1044; and shall be paid for each hour of all other overtime worked at the time and one-half rate which shall be computed by dividing the appropriate annual rate by 1392.

9.1(e)(2)

Double time shall be the maximum rate applied to any hour of overtime worked.

9.1(e)(3)

Article deleted (10/1/02)

9.1(e)(4)

Except as provided in the first paragraph of Article 9.1(e) (6) below, continuous-operation, shift and cumulative-hour employees in this Unit who are required to work within the hours of their normal workdays on holidays or holiday equivalents as part of their normal work schedule shall, in addition to the pay provided in Article 15 (c)(2)(bb), be paid for each such hour so worked at the time and one-half rate to a maximum of eight (8) hours, and for each hour worked on such days outside of the hours of their normal workday shall be paid at the double-time rate.

9.1(e)(5)

Continuous-operation and shift employees in this Unit who are required to work three eight-hour scheduled shifts within a forty-hour period for the convenience of the Department shall, in addition to the applicable rate of pay, be credited for an additional one-half hour of pay for each hour so worked during the third scheduled shift, based on the straight-time rate.

9.1(e)(6)

When an employee receives insufficient notice of a schedule change and is paid a penalty payment in addition to straight-time pay for the first 8 hours worked of such change, and when such employee is then held over at the end of that first 8-hour shift, the employee shall be paid for such holdover in accordance with Paragraph 9.1(e)(1).

9.1(e)(7)

Employees in this Unit may elect at the time overtime work is performed, to be compensated in accumulated overtime credits for such work. An employee so electing shall be compensated for each hour of authorized overtime worked at the time and one-half rate. An employee who does not so elect shall automatically be compensated in money for authorized overtime.

Any employee working authorized overtime hours to which the double-time rate applies shall be paid at the double-time rate unless that employee elects, at the time the work is performed, to accumulate overtime credits, in which case overtime credits shall be accrued at the rate of one and one-half hours for each hour worked.

Employees in this Unit who accrue accumulated overtime shall be entitled to accrue no more than 240 hours of overtime. All overtime approved and worked in excess of 240 accrued hours shall be paid in cash. It is the understanding of the parties that such accrued hours include both hours accrued under the provisions of the MOU and under the provisions of the Fair Labor Standards Act.

Employees in this Unit who, at the time of this Amendment, have accrued in excess of 240 hours shall promptly be paid for all such excess hours following approval of this Amendment.

Unused accumulated overtime credits, whether earned pursuant hereto or previously earned under the Working

Rules may, with supervisor approval, be compensated as provided in sub-parts (a) through (d) below:

- (a) For personal reasons, in any amount, with the approval of supervision.
- (b)
 - (1) During the time that employees are absent on account of illness or injury, the employee may be paid the difference between their net salary and the disability benefit to which the employee may be entitled under the Water and Power Employees' Retirement Disability and Death Benefit Plan, or under Workers' Compensation Laws: and there shall be charged against their overtime credit the number of hours calculated to the nearest one-tenth (1/10) of an hour, required to account for the payment of such difference;
 - (2) For recuperation or rest;
 - (3) For any purpose which the Board may approve upon recommendation of the General Manager in each individual case;
- (c) Immediately prior to retirement, employees may elect to be compensated in paid time off or cash or any combination thereof for all unused accrued overtime hours.
- (d) At the time of their separation from the Department for any reason, e.g., death, transfer, resignation, retirement, or termination, employees in this Unit shall be paid promptly for all unused accumulated overtime hours at the hourly rate of their then-current salary.

In cases of separation due to death, the payment shall be paid to the heirs.

- (e) Management shall not unreasonably withhold permission in granting requests for the use of accumulated overtime, and should deny or modify such requests only, when undue hardship to the Department can be shown.

9.1(f)

When employees have worked sixteen (16) hours or more, exclusive of travel time, during the period of twenty-four (24) consecutive hours immediately prior to the regular

shift, the supervisor shall determine, subject to the provisions of paragraph 9.1(b)(1), whether or not the employees shall work during the regularly scheduled hours of their next succeeding normal workday, unless eight (8) consecutive hours off duty shall have elapsed during the prior twenty-four (24) consecutive hours; however, where eight (8) consecutive hours off duty shall not have so elapsed, such employees shall not be required to work during such normal workday unless their services are required in connection with emergency work of the Department.

9.1(g)

When employees, subject to paragraph 9.1(f) above, are not required to work during all or part of the hours of their next succeeding normal workday, the employees shall be paid for such regularly scheduled hours at the straight-time rate.

When eight (8) consecutive hours off duty shall not have elapsed as provided in 9.1(f), and the operating needs of the Department require such employees to return to duty or continue on duty at the start of their regular shift, such regular shift hours not otherwise defined as overtime as found in 9.1(a), such employees shall be paid at a premium rate, equal to the straight-time hourly rate plus an amount equal to one-half the straight-time hourly rate, for such hours of their regular shift which when added together with time off duty immediately prior to the start of their regular shift will equal eight (8) hours. At the conclusion of such 8.0 hour period, the employees will be paid at the straight-time hourly rate for the remainder of their regular shift. Should there be no time off duty immediately prior to the start of their regular shift, the premium rate will continue throughout the 8.0 hour regular shift.

9.2 - Scheduled Overtime Cancellation

When scheduled overtime, other than a continuation of the regular workday, is cancelled less than eight (8) hours prior to the time the scheduled overtime is to start, the employee shall receive a penalty payment equivalent to two (2) hours at the applicable overtime rate.

9.3 - Call Out

9.3(a)

A call out is a communication to an employee who is off duty directing the employee to report for overtime work.

Employees in this bargaining unit who are called out shall receive a minimum of two (2) hours, paid at the double-time

rate or accumulated at the time-and-one-half (1-1/2) rate in accordance with Paragraph 9.1(e)(6).

For those employees who are called out and directed to immediately report for overtime work, paid time is to start from the time the call is received. Additional calls received within the two-hour minimum period shall not establish an additional minimum period of double time. Hours worked after the two-hour minimum shall continue to be paid at the double-time rate until the start of the employee's regularly scheduled hours. Should the two-hour minimum overlap into an employee's regularly scheduled work hours, the straight-time pay for the regularly scheduled hours shall commence after the close of the two-hour minimum period.

A communication received by an employee who is off duty, to report for overtime work twenty-four (24) hours or more from the time the communication is received, shall not be considered a "Call Out."

9.3(b)

The provisions of Article 9.3(a) shall not apply to cumulative-hour employees.

9.4 - Disturbance Calls

Supervisors required to dispatch, schedule or line up crews, work, or material, or conduct Department business initiated or authorized by higher supervision, at any time outside their normal working hours and who are not required to report to a work location shall be compensated one (1) hour at the appropriate overtime rate for each instance for such work performed. More than one instance in the same period for which compensation is provided shall not be considered as separate instances. Compensation provided under this provision shall not be in addition to compensation provided under any call out provision. Disturbance calls received between 12 midnight and 6 A.M. shall be paid at the double-time rate.

Employees who receive disturbance calls and elect to be compensated in accumulated time off, shall do so in accordance with Article 9.1(e)(6).

9.5 - Restrictions on Overtime

9.5(a)

Overtime shall be divided as equally as possible among those persons available for work in the same position at the same location or reporting to the same immediate supervisor.

(The election of location or immediate supervisor will be solely at the discretion of management and unless the parties agree otherwise shall be for periods of at least one calendar year.)

9.5(b)

Overtime assignments shall be made to the employees in the classification that normally performs the work.

9.5(c)

The Department shall have a policy of offering overtime to those persons with the least amount of accumulated overtime first, except in emergencies or call outs. Persons with the least amount of accumulated overtime are those within 40 hours of the lowest accumulated total on the Accumulative Overtime Log (A.O.T.L.).

9.5(d)

An overtime log, called "Accumulative Overtime Log" (A.O.T.L.), shall be kept and adhered to as follows:

9.5(d)(1)

The amount of overtime, excluding call outs, worked by the employee each calendar year, shall be entered in the A.O.T.L. by the local supervisor at each station. (For this purpose, "calendar year" coincides with the calendar year as used for reporting employees' withholding to the Internal Revenue Service.)

9.5(d)(2)

This A.O.T.L. shall not show holiday hours. It shall show overtime hours worked, excluding call out, outside of the normal working shift.

9.5(d)(3)

All overtime hours worked except call outs shall be entered in the A.O.T.L. as the number of hours paid.

9.5(d)(4)

The current A.O.T.L. shall be easily available for inspection at all times. Audited copies will be posted monthly on bulletin boards.

9.5(d)(5)

All overtime declined except call outs shall be entered in the A.O.T.L. toward the accumulated overtime total.

9.5(d)(6)

Employees returning from leave of absence, temporary or emergency appointment, disability, or vacation of more than thirty (30) days and any qualified new employee shall receive an overtime total equivalent to the average of all employees on their A.O.T.L.

ARTICLE 10

ABSENCE FROM DUTY

Except as otherwise expressly provided by the Board, all employees shall be allowed to be absent from duty with pay under the circumstances and to the extent indicated in the following:

10(a)(1)

While on vacation as provided in Article 15.1 hereof.

10(a)(2)

For the purpose of voting at the polls or casting an absentee ballot in any election referred to in this paragraph, to the extent that there is not sufficient time outside of Department working hours for such purposes, provided that such allowance when necessary, shall not be for more than:

10(a)(2)(aa)

Two (2) hours for any election held in the State of California.

10(a)(2)(bb)

The time allowed by the statutes of the State of Nevada for elections held in that state; provided that this section shall not be construed as prohibiting the allowing of additional time off without pay when necessary for such purposes; and provided further that no absence from duty, with or without pay, shall be allowed therefor when voting time outside of Department working hours is sufficient for such purposes.

10(a)(3)

For the amount of time required to file for or take examinations given by the Personnel Department of the City of Los Angeles for classes to which positions in the Department are allocated and examinations for certificates or licenses required as prerequisites to take such Civil

Service examinations and for the time required incidental to the filing and hearing of protests in connection with all such examinations, provided proper arrangements are made with the immediate supervisor, and provided further that any continuous absence from work for this purpose of more than eight (8) hours, or cumulatively more than eighteen (18) hours in any calendar year, may be allowed only with the approval of the General Manager.

10(a)(4)

For the amount of time required to make application for, or take examinations for certificates or licenses, which the Department requires of employees subsequent to appointment, and to renew all required certificates or licenses, provided proper arrangements are made with the immediate supervisor.

10(a)(5)

For the amount of time required for interviews and examinations in connection with prospective service in the armed forces of the United States; provided proper arrangements are made with the immediate supervisor.

10(b)(1) - Additional Absence with Pay

In addition to the holidays provided for in Article 15 and the absences with pay hereinabove in this Article 10 provided for, each employee to whom an annual rate is applicable, who shall have completed the period of continuous service which is required for membership in the Water and Power Employees' Retirement, Disability and Death Benefit Plan, may, with the approval of the appropriate supervisor, be allowed to be absent from duty with pay to a cumulative maximum of forty (40) hours, reported through prescribed procedure, in any calendar year under the following circumstances:

10(b)(1)(aa)

For personal reasons, provided that adequate arrangements can be made to take care of the employee's duties without undue interference with the normal routine of work, an employee shall be allowed to be absent if the appropriate supervisor is notified three (3) calendar days prior to the absence.

Where an unforeseeable event occurs, the three-day notice provision may be waived.

Time off under the terms of this Article shall be with the approval of the immediate supervisor and shall not be denied for any reason other than operating needs.

An employee may take time off under this Article in any increment they request. However, when such a request would result in the employee working less than two (2) hours of their shift, the employee must request the entire day off.

10(b)(1)(bb)

Employees shall be paid for up to forty (40) hours of unused time off under the provisions of Article 10(b)(2).

Employees shall be paid at their current rate for any unused personal time remaining at the end of the last payroll period prior to the end of each calendar year. Payment for such unused time shall be made in an expeditious manner.

10(b)(2) - Jury Duty

10(b)(2)(aa)

Employees to whom an annual rate is applicable, who are required to attend, or to attend and serve, as juror in any state where they are assigned by the Department shall be allowed to be absent from duty for the period of time necessary for such attendance or for such attendance and service. Each such absence shall be with pay less an amount equal to the per diem to which the employee is entitled by law for such attendance or for such attendance and service. The General Manager shall prescribe the procedures for reporting and verifying such attendance, service and per diem.

10(b)(2)(bb)

Employees to whom an annual rate is applicable, who are required to appear for examination to determine their qualifications for jury duty, shall be allowed to be absent from duty with pay for the period of time necessary for such examination provided such examination cannot be taken during non-working hours or on a normal day off.

10(c) - Absences With Pay Applicable to Employees Paid by the Day or Hour

Employees paid on the basis of daily or hourly rates shall be allowed no absences with pay other than the Christmas holiday provided in Article 15 and the absences with pay provided in subsection (a) of this section.

10(d) - Absences Without Pay

Any employee shall be allowed to be absent from duty without pay:

10(d)(1)

During the course of any disability.

10(d)(2)

During the course of any military leave, as provided in Section 17 of the Charter of the City of Los Angeles and the Military and Veterans Code of the State of California.

10(d)(3)

To take advantage of any educational benefits of the State or Federal Government offered as a veteran of the Armed Forces.

10(d)(4)

For special assignment to other governmental agencies and for other urgent or substantial personal reasons, provided that in the judgment of the General Manager, adequate arrangements can be made to take care of the employee's duties without undue interference with the normal routine of work.

10(d)(5)

For a period of up to four consecutive months following either the birth of a child or the placement in the employee's home of an adopted child. This leave shall supplement pregnancy-related disability leave, if any. However, a family leave shall terminate no later than six months after the birth of a child or the placement in the home of an adopted child. Upon return from such leave, the employee shall be returned to the same classification and pay step occupied prior to taking the leave. This subsection shall be limited to natural parents, adoptive parents or legal guardians and shall apply only to annual-rated full-time employees.

10(e) - Disability Benefits

The work conditions with respect to absence necessitated by disability are predicated upon the benefits for temporary disability to which employees are entitled under the Department of Water and Power Employees' Retirement, Disability and Death Benefit Insurance Plan and the State Workers' Compensation laws.

10(f) - Authorized Absences

No employees shall be absent from duty during their regular working hours except when properly authorized to do so, in accordance with this MOU, the Rules and Regulations of this Department and of the Board of Civil Service Commissioners.

10(g) - Unauthorized Absences

Absence from duty in violation of this MOU, the Rules and Regulations of this Department or of the Board of Civil Service Commissioners shall be sufficient cause for disciplinary action, up to and including discharge.

ARTICLE 11

REST PERIODS

Each employee, other than those employees whose lunch period is credited as time worked, shall be granted a minimum of fifteen (15) minutes rest period in each four-hour period, provided, however, that no such rest period shall be taken during the first or last hour of any employee's working day nor in excess of fifteen (15) minutes without the express consent of the designated supervisor. The restriction on the first or last hour shall not apply to field crews when waived by the immediate supervisor. Management reserves the right to suspend the rest period or any portion thereof during an emergency. Any rest period so suspended or not taken at the time permitted shall not be accumulated or carried over from one day to any subsequent day, or compensated for in any form.

The taking of rest periods by continuous-operation or shift employees is declared to be a privilege and not a right.

ARTICLE 12

LUNCH PERIODS

12(a)

A minimum of thirty (30) minutes and a maximum of one hour shall be scheduled each normal workday as a lunch period, which shall commence not earlier than three (3) hours nor later than five (5) hours after the scheduled time for reporting. The lunch period shall not be credited as time worked, provided that continuous-operation and shift employees who are scheduled to perform eight (8) consecutive hours shall be permitted to eat one meal for which a maximum of thirty (30) minutes shall be allowed during working hours without any deduction being made therefor.

12(b)

It is recognized that for those employees whose lunch period is not credited as time worked pursuant to paragraph 12(a) above but who remain on the job site, certain restrictions on the free time activities of such employees may be necessary. Such restrictions would relate to, but not be limited by, considerations for public safety, job safety and the maintenance of a favorable public image for the Department.

ARTICLE 13

HOURS OF WORK AND WORK SCHEDULES

13(a) - Working Hours

Except as otherwise expressly provided by the Board, forty (40) hours shall constitute a week's work for every full-time employee. Any employee who is regularly scheduled to work fewer than these required hours shall be paid on a part-time basis. The regular working hours shall be so scheduled that the greatest number of employees possible shall work from Monday to Friday, inclusive, with Saturdays, Sundays and holidays off, with the time of reporting for work not earlier than 6:00 A.M., and the time of ending work not later than 6:00 P.M.; provided that the General Manager shall establish such other work schedules as may be necessitated by the Department.

13(b) - Regular Working Day

Except as otherwise expressly provided herein, or as set forth in resolutions creating specific positions, a minimum of eight (8) hours of actual attendance on duty shall constitute a day's work and a minimum of forty (40) hours shall constitute a week's work for every full-time employee. Any employee who works fewer than these required hours per week shall be paid on a part-time basis, account being taken, however, of duly authorized absences with pay.

13(c) - Normal Workday for Non-shift Employees

13(c)(1)

Except as provided herein, a normal workday for full-time employees, other than continuous-operation, shift or cumulative-hour employees, shall consist of eight (8) hours of work, scheduled to be performed within a period of not more than nine (9) consecutive hours, commencing with the scheduled time of reporting for duty.

13(c)(2)

A workday other than that provided above shall be applicable to employees in daily-rate positions, when said employees are performing work on more than one (1) shift, and the Board expressly fixes a different workday for any specified shift, by a provision incorporated on the Duties Description Record for such positions.

Employees in positions to which a daily rate is applicable shall not be deemed to be shift employees for the purposes of any other provisions of the Position Evaluation and Compensation Plan.

13(d) - Normal Workday for Continuous-Operation and Shift Employees

When the Department must provide for an operation, service or other activity on Saturdays, Sundays or holidays, or for sixteen (16) consecutive hours or more in a period of twenty-four (24) consecutive hours, employees assigned to perform such operation, service or other activity during their schedule of normal workdays shall be known as:

- (1) continuous-operation employees, and as
- (2) shift employees if they are scheduled to start their normal shift at or after 2:00 P.M. but before 4:00 A.M.

A normal workday for continuous-operation and shift employees shall consist of eight (8) hours of work, scheduled to be performed within a period of not less than eight (8) consecutive hours nor more than nine (9) consecutive hours, provided that, whenever possible, a minimum of eight (8) consecutive hours shall elapse between the end of one normal workday and the commencement of the next normal workday.

13(e)(1) - Normal Workday for Cumulative-Hour Employees

When the duties assigned to any employee are of such an intermittent nature that they cannot ordinarily be performed during consecutive working hours, such employee for the purposes of these rules, shall be known as a cumulative-hour employee.

A normal workday for cumulative-hour employees shall consist of the performance of all necessary work within the scope of their assigned duties, provided that the cumulative working time required of any such employee shall not normally be more than eight (8) hours per day.

13(e)(2) - Work Periods

A work period shall consist of either: 1) five (5) consecutive normal workdays with the following two days off; or 2) any

combination of scheduled normal workdays and days off which during a maximum period of eight (8) weeks, averages the number of normal workdays and days off per week upon which wages are based, provided that in any work period provided for herein, a day off shall mean at least twenty-four (24) consecutive hours off duty.

13(f) - Issuance of Work Schedules

13(f)(1)

Employees shall be furnished a written notice of their normal work schedule and such schedule shall indicate the distribution of each employee's working time by the days of the week and the hours of the day. In addition, such schedule shall be posted at the normal working locations.

13(f)(2)

The normal work schedule of each employee assigned to work other than Monday through Friday shall indicate which days off are equivalent to Saturday and which days off are equivalent to Sunday. Each employee's Saturday equivalents shall continuously alternate with their Sunday equivalents, regardless of the assigned schedule.

13(f)(3)

A work schedule shall not be changed with respect to working hours unless employees affected are notified thereof at least four (4) hours before the end of their last normal workday preceding such change or the employee agrees to the change without such notice, provided, however, that employees assigned to emergency and relief shifts shall not be entitled to such notice. Violation of this provision shall invoke a penalty payment equivalent to 4 hours at the straight-time rate in addition to any pay received for the first 8 hours worked of such change.

13(f)(4)

A work schedule shall not be changed with respect to scheduled days of work unless employees affected are notified at least forty (40) consecutive hours before the time for their reporting for work under the changed schedule or the employee agrees to the change without such notice. Violation of this provision shall invoke a penalty payment equivalent to 4 hours at the straight-time rate in addition to any pay received for the first 8 hours worked of such change.

13(f)(5)

A relief shift employee whose shift is changed and who reports to work and is not required by the Department to work that shift, shall receive a minimum of eight (8) hours pay at the straight-time rate.

13(f)(6)

No work schedule shall be changed unless it is predicated entirely upon the operating needs of the Department, and shall not be for the purpose of avoiding the payment for overtime work.

13(g) - Reporting for Duty

13(g)(1)

Except in case of disability or unforeseen emergency, employees to whom an annual rate is applicable shall report for duty on each of their scheduled working days unless permission not to report has been previously approved by their immediate supervisor. In case of disability or unforeseen emergency, employees to whom an annual rate is applicable shall make every reasonable effort to notify their immediate supervisor as early as possible of their inability to report for duty.

13(g)(2)

Except in case of disability or unforeseen emergency, employees to whom a daily or an hourly rate is applicable shall report for duty on each of their scheduled working days unless permission not to report has been previously approved by their immediate supervisor or unless previously instructed by their immediate supervisor not to so report, provided, however, that the absence occasioned by such instruction, together with normal days off, shall not extend for more than six (6) calendar days. In case of disability or unforeseen emergency, employees to whom a daily or an hourly rate is applicable shall make every reasonable effort to notify their immediate supervisor as early as possible of their inability to report for duty.

13(h) - Attendance Before Court or Public Agency

Time spent by employees in 1) attending a proceeding before a court or public agency at the direction of the Department, or 2) attending such a proceeding as a witness under subpoena ordering such attendance when such attendance arises out of and is related to their employment by the Department, shall be counted as time worked.

13(i) - Daylight Saving Time

Each year Daylight Saving Time shall begin at 1:00 A.M. on the first Sunday of April and shall end at 2:00 A.M. on the last Sunday of October; except as modified by legislative action or presidential proclamation.

13(i)(1)

With the beginning of Daylight Saving Time, all clocks, at 1:00 A.M. shall be set ahead one hour to 2:00 A.M. Employees at work on a regularly scheduled basis when the clock is changed, shall have their time reported as a normal eight-hour shift. Shift differentials, if applicable, shall be paid as provided for in Article 17.

13(i)(2)

With the ending of Daylight Saving Time, all clocks, at 2:00 A.M. shall be set back one hour to 1:00 A.M. Employees at work on a regularly scheduled basis when the clock is changed, shall work an actual nine-hour shift. Their time shall be reported as a normal eight-hour shift plus one hour of overtime and the overtime premium shall be as provided for in Article 9. Shift differentials, if applicable, shall be as provided for in Article 17.

13(i)(3)

Beginning and ending clock times of regularly assigned work schedules shall not be affected by clock change.

13(i)(4)

Time for employees working prior to or beyond their regularly assigned work schedule shall be reported as overtime as provided for in Article 9.

13(i)(5)

Actual hours of overtime worked shall be reported for employees who are working overtime when the clock is changed or immediately thereafter and the overtime premium shall be as provided for in Article 9.

13(j) - Shift Swaps

Management shall give favorable consideration to temporary shift swaps mutually agreed on by employees where such swap will not result in overtime and does not affect the operating efficiency of the facility or quality of service to the public.

13(k) - Normal Shift and Calendar Day

A normal shift shall be considered, for timekeeping and pay purposes, to fall within the day in which it commences. Except that shifts that begin at 10:00 P.M. or later shall be deemed to fall within the day in which the shift terminates for timekeeping and pay purposes.

13(l) - Alternate Work Schedules

Nothing in this Article shall preclude Management and the Union from entering into written agreements establishing alternate work schedules.

ARTICLE 14

REPORTING LOCATIONS AND TRAVEL TIME

14(a) - Permanent Reporting Locations

14(a)(1)

A permanent reporting location shall mean an office, shop, station, or other facility established by the Department for continuing use and which is designated as the place at which an employee reports regularly for work. The Department shall assign employees to permanent reporting locations to the extent that such assignments can be made without impairing efficient Department administration and operation. The Department may require employees, as a part of their regular work schedule, to report for work at different permanent locations. The availability of economical and convenient transportation for employees shall be considered in the selection of reporting locations.

14(a)(2)

Employees may be assigned to report for work at a different reporting location only if they are notified of such change at least forty (40) hours prior to reporting for work at the different location, or if the employee agrees to the change without such notice, provided that employees may be assigned to emergency maintenance or repair work without such notice or agreement on their part.

14(a)(3)

Seniority shall be given due consideration in assigning and changing reporting locations.

14(b) - Temporary Headquarters

14(b)(1)

Temporary headquarters is defined as a building established by the Department for temporary use of not less than two (2) weeks and which is designated as the place at which employees report for work.

14(b)(2)

Temporary headquarters shall afford shelter, be equipped with lavatory facilities, and be available to convenient and economical public transportation, provided that such transportation need not be available where the Department furnishes free transportation between such temporary headquarters and a designated public transportation point.

14(b)(3)

An employee having a permanent reporting location, shall not be assigned to report for work at a temporary headquarters if such headquarters is more than twelve (12) airline miles from such permanent location or if such assignment is for less than two (2) weeks.

14(c) - Travel Time

The following provisions shall be applied to employees to whom an annual rate is applicable.

14(c)(1)

Where the work of employees who have been assigned a permanent reporting location require travel to and between other work locations and/or return to their permanent reporting location, the time consumed by the employees in such travel shall be counted as time worked.

14(c)(2)

Where the work of employees preclude their assignment to one or more permanent reporting locations and require that they commence their day's work at different places, the time consumed in travel between their regular residence and such places shall not be counted as time worked except to the extent that such travel time is determined by the appropriate Assistant General Manager or by the Chief Financial Officer (as to employees under their respective jurisdictions), with the approval of the General Manager, to be in excess of the comparable time normally consumed by employees having permanent reporting locations. The travel time consumed by such employees in connection with the

actual performance of their duties shall be counted as time worked.

14(c)(3)

When employees are notified while off duty to report for work at a time, which is outside of their normal work schedule, the amount of travel time required in traveling from where such notice is received to a work location shall be counted as time worked. If employees are released from such work before the commencement of their next normal work day, the amount of travel time required in traveling from the work location to their regular residence shall be counted as time worked.

14(c)(4)

Where the work of employees who have been assigned to a temporary headquarters require that the time be consumed in traveling between such headquarters and the work location, the time so consumed shall be counted as time worked.

14(c)(5)

In the case of maintenance and repair jobs or construction jobs not at permanent locations, for which camps are not established, the Department may elect to furnish transportation to and from permanent locations and the job sites, in which event any time consumed in necessary travel between such locations and the job sites shall be counted as time worked. The Department may also elect to furnish housing facilities in permanent structures or in mobile units, in which event any time consumed in necessary travel between the location of such housing facilities and the job sites shall be counted as time worked. The provisions with respect to temporary headquarters as set out in paragraph 14(c)(4) shall not be applicable to arrangements established by the Department pursuant to this paragraph.

14(c)(6)

When employees are assigned to work temporarily, or from time to time at such a distance from their permanent reporting location that it prevents their daily return thereto, the time required for the employees to travel by the most economical and appropriate method of transportation from their permanent reporting location to the temporary work location or locations and return therefrom shall be counted as time worked.

If the temporary work location or locations are not on the Department's system, compensation for travel time when required outside the employee's normal work schedule shall be at straight time, or where Article 9 does not provide for

compensation in money for overtime worked, by allowing time off as provided for in that Article.

14(c)(7)

Notwithstanding any other provisions of this Article, when employees in the Central Services Organization, Central Repair and Fabrication Services Division, or employees occupying positions identified in Appendix E are assigned to report directly to a Department facility and work temporarily at more than a 12-mile distance from their permanent reporting location, the employees will be compensated as follows:

Free Zone	(0 to 12 miles from permanent reporting location)	\$0/work day
Zone 1	(12.1 to 35.0 miles from permanent reporting location)	\$30/work day
Zone 2	(35.1 to 55.0 miles from permanent reporting location)	\$41/work day

Distances for making this determination shall be airline or straight-line miles between the permanent reporting location and the temporary reporting location. When compensation is provided under this provision, the prohibition of Paragraph 14(b)(3) shall be nullified.

Transportation to designated temporary reporting locations shall be provided. However, travel shall be on the employee's own time and no reimbursement shall be made for driving or servicing of the vehicle.

Employees assigned to work under this Article shall be allowed, at their option, to travel to the temporary job location in their personal vehicles without loss of zone pay.

14(d) - Travel for Hourly and Daily-Rate Temporary Construction Positions

When the Board so provides on the Duties Description Record, employees to whom an hourly or daily rate is applicable shall be compensated for travel in accordance with provisions as set forth on such Duties Description Records.

14(e) - Construction Job Locations

Notwithstanding any provision of this Article in conflict herewith, any employee paid at a daily or hourly rate, shall report at the job location as the Department may direct.

14(f) - Crew/Truck Assignments

Employees assigned to a crew on a truck operating from a permanent reporting location shall, upon completion of the day's work, remain with the truck until it returns to such location.

14(g) - Special Authorization of Travel Time, Mileage, and/or Subsistence

Notwithstanding any other provisions in conflict herewith, employees permanently assigned to permanent reporting locations may be authorized travel time, mileage, and/or subsistence for temporary periods of time under unusual or special circumstances pursuant to procedures established by the General Manager.

14(h) - Area Operators

Area Operators at their request will be assigned to a permanent reporting location and will be provided Department transportation as necessary during working hours. In conjunction with this change in past practice, Management may, with proper notice, cancel personal automobile authorities.

ARTICLE 15

HOLIDAYS AND VACATIONS

15 - Holidays

15(a)

All days herein declared to be holidays shall be observed by closing, except in cases of emergency, all functions of Department business, which are not essential to provide continuous-operation service to customers. Only shift, cumulative-hour, and continuous-operation employees may be required to work on such holidays as part of their schedule of normal workdays.

15(b)

The following days, together with such additional days as are designated by special action of the Board are hereby declared to be holidays:

1	New Year's Day	January 1 st
2	Martin Luther King's Birthday	3 rd Monday in January
3	Presidents' Day	3 rd Monday in February
4	Memorial Day	Last Monday in May
5	Independence Day	July 4 th
6	Labor Day	1 st Monday in September
7	Columbus Day	2 nd Monday in October

8	Veterans Day	November 11 th
9	Thanksgiving Day	4 th Thursday in November
10	Day after Thanksgiving Day	4 th Friday in November
11	Christmas Day	December 25 th
12	Two unspecified holidays may be observed on any scheduled workday within the calendar year, provided that requests for said holidays are approved by the employee's supervisor, subject to the operating needs of the Department. Management Bulletin No. 620 dated August 12, 1974, as amended, is automatically incorporated herein and made a part of this MOU.	

All full-time employees whose salaries or wages are based upon an annual rate and who are neither on vacation nor absent from duty without pay on their last normal workday preceding the Christmas holiday shall be allowed four (4) hours off with pay on said last normal workday, provided that all days, if any, intervening between said last normal workday and the Christmas holiday are normal days off, determined as of said last normal workday. If such employees are required to work more than four (4) hours on said last normal workday, the employees shall be compensated for the time so worked in excess of four (4) hours in the manner and in accordance with the provisions of Article 9 relating to compensation for overtime worked other than on a Sunday or holiday.

15(c) - Holiday Allowance - Annual-Rate Employees

15(c)(1)

All annual-rate employees, other than continuous-operation, shift or cumulative-hour employees scheduled to work holidays as normal workdays, shall be entitled to all holidays off with pay and to be scheduled a normal workday off with pay for each holiday which is observed on one of their normal days off, subject to the following provisions:

15(c)(1)(aa)

When a holiday falls on a Sunday, such an employee shall be scheduled the following normal workday off instead, as such holiday.

15(c)(1)(bb)

When a holiday falls on a Saturday, such an employee shall be scheduled either the last normal workday preceding or the first normal workday following such holiday instead, as such holiday, in accordance with procedures to be prescribed by

the General Manager; provided, however, that if such a day off is not scheduled for the last normal workday preceding, then the first normal workday following such a holiday is hereby fixed as such day off.

15(c)(2)

All annual-rate continuous-operation, shift and cumulative-hour employees scheduled to work holidays as normal workdays shall be compensated for each holiday as provided below:

15(c)(2)(aa)

When a holiday falls on a normal workday of such employees, the calendar holiday is, for timekeeping and pay purposes, the holiday for said employees. When a holiday falls on one of their normal days off, their next normal workday following the calendar holiday is, for timekeeping and pay purposes, the holiday equivalent for said employees. If both a holiday and holiday equivalent fall on the same day, then, for timekeeping and pay purposes, the holiday equivalent for said employees shall be their next normal workday.

15(c)(2)(bb)

When such employees are required to work on a holiday or holiday equivalent as a part of their schedule of normal workdays, the employees shall not be entitled to a normal workday off for such holiday but instead shall be paid at their scheduled salary for such day and, in addition, shall be paid for time worked as provided in Article 9.1(e)(3).

15(c)(2)(cc)

When such employees are not required to work on a holiday or holiday equivalent, the employees shall be scheduled the day off with pay.

15(d) - Holiday Allowance - Daily-Rate Employees

15(d)(1)

Employees paid a daily rate shall be entitled to the Christmas Holiday off with pay whether or not it falls on a calendar Saturday, if they have worked within the seven-day period before and the six-day period following Christmas.

15(d)(2)

Notwithstanding any other provision of the Position Evaluation and Compensation Plan in conflict herewith, when the Board so provides on the Duties Description Record, an employee to whom an hourly or daily rate is applicable shall be compensated for authorized work performed on a holiday or holiday equivalent in accordance with the provisions as set forth on such Duties Description Record.

15(e) - Holiday Overtime Pay

All employees who work on a calendar holiday which occurs during their schedule of normal workdays and all employees who work on a holiday equivalent which has been assigned, as provided herein, in lieu of a calendar holiday which occurs during their schedule of normal days off shall be compensated therefor in accordance with the provisions relating to overtime for holidays. If an employee works on a calendar holiday for which a holiday equivalent has been assigned, such employee shall not be compensated therefor in accordance with holiday overtime provisions, though other overtime provisions may apply to such work.

15.1 - Vacations

15.1(a)

The vacation rights of Department employees are governed by ordinance adopted by the Los Angeles City Council and are described in Division 4, Chapter 6, Article 1, of the Los Angeles Administrative Code.

15.1(b)

Language deleted (2007)

15.1(c)

Additionally, Management and the Union agree that, after the addition of vacation days as provided in 15.1(b), the following chart accurately reflects the vacation entitlement and accrual rates to be effective October 1, 1996:

Years of Service Completed	Total Number of Vacation Days Effective 10/1/96	Monthly Accrual Rate In Hours/Minutes Effective 10/1/96
1 to 4	11	7.20
5 to 12	17	11.20
13	18	11.20
14	19	11.20
15	20	11.20
16	21	11.20
17	22	14.40
18	23	14.40
19 to 24	24	16.00
25+	25	16.40

ARTICLE 16

INCLEMENT WEATHER

Annual-rated employees reporting for work on normal scheduled working days shall not suffer any loss of regular pay because of weather conditions when Management directs that no field work be undertaken. Inclement weather may include any weather condition, which adversely affects an employee's health or safety. During such day, they may be held pending emergency calls, and may be given first aid, safety or other instructions or may be required to perform miscellaneous work in the yard, warehouse or in any sheltered location.

ARTICLE 17

PAY DIFFERENTIALS

Employees to whom an annual rate is applicable, except cumulative-hour employees, who are regularly scheduled to start their normal shift at or after 2:00 P.M. but before 9:00 P.M., shall receive, in addition to other compensation, a pay differential of 4% of the applicable rate for each hour worked during any such normal shift.

Employees to whom an annual rate is applicable, except cumulative-hour employees, who are regularly scheduled to start their normal shift at or after 9:00 P.M. but before 4:00 A.M. shall receive, in addition to other compensation, a pay differential of 7% of the applicable rate for each hour worked during any such normal shift.

Employees to whom an annual rate is applicable, except cumulative-hour employees, who are regularly scheduled to start their normal shift at or after 2:00 P.M. but before 4:00 A.M. shall not be entitled to receive a pay differential during any absences from work.

Employees to whom an annual rate is applicable, except cumulative-hour employees, who work all or part of the normal shift of another employee, shall receive the pay differential (either 4% or 7%) which would have been applicable to the other employee's shift. The dollar value of any such pay differential shall be calculated on the applicable rate of the employee who actually performs the work.

Employees to whom an annual rate is applicable, except cumulative-hour employees, who are regularly scheduled to start their normal shift at or after 2:00 P.M. but before 9:00 P.M. and who perform overtime work in continuation of their normal shift but who are not working all or part of the normal shift of another employee shall continue to receive a pay differential of 4% of the applicable rate for each hour of such overtime worked.

Employees to whom an annual rate is applicable, except cumulative-hour employees, who are regularly scheduled to start their normal shift at or after 9:00 P.M. but before 4:00 A.M. and who perform overtime work in continuation of their normal shift but who are not working all or part of the normal shift of another employee shall continue to receive a pay differential of 7% of the applicable rate for each hour of such overtime worked.

ARTICLE 18

EXPENSES

18.1 - Mileage Allowances

18.1(a)

When employees use their personal automobile to conduct Department business as authorized by the General Manager, such employees shall be paid compensation for such use during each calendar month in accordance with the following schedule:

1. All miles driven - \$.405 per mile;
2. Necessary parking fees or charges, exclusive of the DWP facilities.

18.1(b)

When employees are required to have their personal automobile available for use to conduct Department business, such employees shall be paid compensation for such availability or use during each calendar month as authorized by the General Manager in accordance with the following schedule:

1. For each day during which the automobile is required to be available and is available but not actually driven on Department business - \$9.24;
2. For each day driven on Department business - \$9.24;
3. All miles driven - \$.405 per mile; and
4. Necessary parking fees or charges exclusive of DWP facilities.
5. The automotive per diem referenced above in Article 18.1(b) 1. and 2. shall be based on 80 percent of average ownership costs, as calculated by the Automobile Club of Southern California (AAA), as specified in the February 11, 2002 Letter of Intent.

18.1(c)

The parties agree that when the standard mileage rate (as issued by the Internal Revenue Service for computing the deductible cost of operating a vehicle for business purposes) changes, the \$.405 per mile rate provided above shall be changed to the same amount.

Appropriate changes, if required, will become effective in the payroll period following January 1, April 1, July 1, and October 1, of each contract year.

The parties agree that automotive per diem shall be calculated and adjusted on an annual basis. To effect implementation in the first pay period of the calendar year the current year's per diem will be based on the previous year's AAA ownership cost factors.

The Department retains the right to review the mileage allowance program and may assign transportation in lieu of compensation under such circumstances as it deems necessary.

18.1(d) - Department Self Insurance

All employees in this Unit are covered by the provisions of Working Rule 8.5 - Department Self Insurance, contained in the Administrative Manual-Policy. (Copies of Working Rule 8.5 are available upon request from the Labor Relations Office.)

18.2 - Overtime Meals

18.2(a)

When the Department requires an employee, to whom an annual salary rate is applicable, to work overtime, it shall pay the employee an overtime meal allowance of \$10.00 for each designated meal period, as provided in Paragraph 18.2(c).

18.2(b)

Department may, in lieu of any overtime meal allowance, provide meals for employees.

18.2(c)

Meal periods shall be fixed at two (2) hours after the beginning of any overtime period, which commences outside the hours of the employee's normal workday and at the end of each 5-hour interval thereafter. Except that while working scheduled overtime on an employee's Saturday, Sunday or holiday or other normal day off, overtime meal periods shall be fixed at 4 hours after the beginning of any overtime period and at the end of each 5-hour interval thereafter. However, during periods of emergencies, adjustments to this schedule may be made by the immediate supervisor.

18.2(d)

The time allowed to eat an overtime meal shall be thirty (30) minutes or less.

18.2(e)

Time allowed to eat an overtime meal shall be reported as time worked.

18.2(f)

Employees who are not provided an opportunity to eat an overtime meal shall receive a penalty payment equal to thirty (30) minutes at the applicable overtime rate for each meal period missed. Except that this provision shall not apply to continuous-operation employees who eat overtime meals while continuing to perform their normal duties.

18.2(g)

Employees who are called out and work for a minimum 2-hour call out only shall be paid one overtime meal allowance but not for the time to eat such meal.

18.2(h)

Employees who work overtime, which commences two (2) hours or less prior to the start of their normal workday, shall be paid one overtime meal allowance but not for the time to eat such meal.

18.2(i)

Employees who work overtime while assigned to a 9/80 alternate work schedule, shall receive one overtime meal allowance that will be paid when 1.0 hour of overtime is worked in continuation of the regularly scheduled normal 9.0 hour day. One overtime meal allowance will be paid when 2.0 hours of overtime is worked in continuation of the regularly scheduled normal 8.0 hour day. Should the overtime continue, one additional overtime meal allowance will be paid for each five hours worked continuously thereafter.

Employees who work overtime while assigned to a 4/10 alternate work schedule, shall receive one overtime meal allowance that will be paid when 1.0 hour of overtime is worked in continuation of the regularly scheduled normal day. Should the overtime continue, one additional overtime meal allowance will be paid for each five hours worked continuously thereafter.

Employees who work overtime while assigned to either a 9/80 or 4/10 alternate work schedule on regularly scheduled days off or holidays shall receive one paid overtime meal allowance after 4.0 hours of overtime have been worked continuously and for each five hours worked continuously thereafter.

18.3 - Meals and Lodging Away from Home

The Department shall bear the expense of meals and lodging away from home for annual-rate employees under the following circumstances:

18.3(a)

When employees are given an assignment or accept a limited or emergency appointment and are required to work temporarily, or from time to time, at such a distance from their home or regular work location that it prevents their daily return thereto, such expense shall be borne by the Department commencing with the time the employees leave home or their regular work location and ending when the employees return to their home or regular work location, as the case may be.

18.3(b)

It is the intent of the Department that whenever possible, employees on temporary assignments out of town reside in Department-provided lodging or in lodging designated by the Department.

Should an employee be unable through no fault of the Department to stay in Department-provided lodging, or designated lodging, the Department may reimburse the employee for lodging in an amount not to exceed the cost of Department-provided or designated lodging only when the employee provides a proper paid receipt.

18.3(c)

Notwithstanding any other provisions of this MOU in conflict herewith, time spent in travel between Department-provided or designated lodging and a temporary reporting location shall be counted as time worked.

18.3(d)

When employees are transferred permanently to work at such a distance from their home that it prevents their daily return thereto, (unless such transfer is between points located south of an east-west line drawn through the southernmost boundary of the town of Newhall and west of the north-south line drawn through the easternmost boundary of the city of Ontario); the Department shall bear such expense en route and for the first fifteen (15) calendar days of such assignment commencing with and including the day of arrival at the location to which the employee is permanently transferred, or, until a suitable dwelling is available, whichever is the shorter period of time; provided that under special circumstances the General Manager may authorize the extension of the above period of time beyond fifteen (15) calendar days.

18.3(e)

The Department may, in lieu of any meal allowances, provide meals for employees.

18.3(f)

Supplemental to this section, the following rates of compensation for meals away from home shall apply:

Breakfast (including tax and tip)	\$12.16
Lunch (including tax and tip)	\$15.67
Dinner (including tax and tip)	<u>\$22.60</u>
TOTAL	\$50.43

Effective July 1, of each contract year:

Each rate above shall be modified by a percent equal to the April to April movement in the food-away-from-home component of the Consumer Price Index (CPI) Urban Consumers Los Angeles-Anaheim-Riverside Area (1982-84=100).

18.4 - Moving Allowances

18.4(a)

When the reporting or work location of employees are changed to a permanent reporting or work location at such a distance from their regular place of residence that it prevents their daily return thereto, the Department shall bear all expenses of moving the household and personal effects of the employees to such new location, except that it shall not bear any of such expense when either of the following conditions is present:

18.4(a)(1)

When such change is between points located south of an east-west line drawn through the southernmost boundary of the town of Newhall, and west of a north-south line drawn through the easternmost boundary of the city of Ontario.

18.4(a)(2)

When such change is made at the request and for the convenience of employees; provided that when such change is the immediate result of employees' appointment to a position from a Civil Service register of eligibles or their transfer to a vacant position as a consequence of their bidding therefor under an established bidding procedure, it shall be deemed not to be at their request or for their convenience.

18.4(b)

When the services of employees are terminated, or the employees retire from an involuntary assignment and at the time of termination or retirement the employees are reporting at a permanent location to which the employees were transferred from another permanent reporting or working location which transfer necessitated their change of residence, the Department shall bear all expenses of moving their household and personal effects from the location at which their services were terminated to any location on its system, except that it shall not bear any of such expense when any one of the following conditions is present:

18.4(b)(1)

When such change is between points located south of an east-west line drawn through the southernmost boundary of the town of Newhall, and west of a north-south line drawn through the easternmost boundary of the city of Ontario.

18.4(b)(2)

When employees are discharged for cause after at least six months of continuous service at their location immediately preceding the time of such discharge.

18.4(b)(3)

When an employee resigns from the Department.

18.5 - Establishment of Maximum Allowances

All allowances provided for by this Article shall be subject to maximums fixed by the General Manager, except that the provisions of this subsection shall not apply where the amount of such allowances is specified in this Article 18.

18.6 - Housing and Mess Facilities

18.6(a)

Whenever the Department, for its convenience in connection with its operating needs, requires that an employee working at a specified location shall occupy housing or dormitory facilities furnished by the Department at or near such location, no charge shall be made for such housing or dormitory facilities. Such requirements may be exercised at locations where such housing and dormitory facilities are provided at or near transmission lines, switching stations, pumping plants, aqueducts, reservoirs, and power plants, including Boulder City and Hoover Dam.

18.6(b)

Whenever housing or dormitory facilities are otherwise provided by the Department, an employee occupying the same shall pay therefor in accordance with such schedule of charges as the General Manager may from time to time prescribe.

18.6(c)

Whenever the Department furnishes mess facilities, employees using the same shall pay therefor in accordance with such schedule of charges as the General Manager may from time to time prescribe.

18.7 - Transportation and Travel Expense Allowances

18.7(a) - Local Transportation

Employees shall be paid for taxi, streetcar, bus, and other necessary local transportation expenses incurred by them in the performance of Department work.

18.7(b) - Transportation on Ordered Trips

Employees who are directed or ordered to travel in connection with Department business shall be provided transportation as follows:

18.7(b)(1)

Transportation on a public carrier, including sleeping accommodations, where available, for overnight travel.

18.7(b)(2)

Transportation in a Department-owned passenger vehicle when the use of such transportation is authorized by the General Manager.

18.7(b)(3)

Transportation by taxi, streetcar, bus, and other local facilities.

18.7(b)(4)

At the request of employees and when authorized in advance by the General Manager, such employees may use their personal car for part or all of an official trip in lieu of the transportation provided in paragraphs (1) and (2) of this subsection, and the Department shall pay such employee therefor the amount it would be required to pay if transportation were provided under paragraph (1) of this subsection using the fastest and most direct travel accommodations available, except that where such trip is to a point within a radius of 300 miles of the Department's John Ferraro Building at 111 North Hope Street, Los Angeles, it shall pay such employees therefor at the rate of .405 cents per mile.

18.7(b)(5)

If the nature of the work on an official trip will require the use of a car to best serve the Department's interest, arrangements may be made with such employees to use their personal car upon the same terms and conditions as those from time to time prescribed by

resolution for the use of personal cars on Department business in lieu of the transportation allowances provided in paragraphs (1), (2) and (3) of this subsection.

18.7(c) - Other Allowances on Ordered Trips

Subject to such maximum as may be set in the authorization for such trip, employees who are directed or ordered to travel in connection with Department business shall be entitled to reimbursement for the following expenses in addition to transportation:

18.7(c)(1)

Meals and lodgings, subject to the provisions of Article 18 hereof.

18.7(c)(2)

Tips for services in connection with meals, lodging and travel.

18.7(c)(3)

Valet service.

18.7(c)(4)

Baggage checking and transfer costs.

18.7(c)(5)

Telephone, telegraph, and mailing charges.

18.7(c)(6)

Such other expenses as may be approved by the General Manager.

18.7(c)(7)

Notwithstanding the foregoing provisions of Article 18.7(c), where employees use their personal car pursuant to Article 18.7(b)(4) for part or all of an official trip to a point not on the Department's system and not within a radius of 300 miles of the Department's John Ferraro Building at 111 North Hope Street, Los Angeles, the employees shall be reimbursed for such expenses only to the extent that they would have been incurred had the employees used the fastest and most direct travel accommodations available.

18.7(d) - Allowances on Authorized Trips

Employees who are authorized to travel in connection with Department business but who are not directed or ordered to do so shall not be entitled to transportation or to other allowances on account of such travel, except as may be determined and approved in advance by the General Manager.

18.7(e) - Use of Personal Cars in Department Work

Nothing contained herein shall in any way limit, or conflict with, the practice of compensating employees for the authorized use of their personal cars in the performance of Department work.

ARTICLE 19

WORK CLOTHING AND TOOLS

19(a) - Uniforms

The Department shall furnish uniforms, which the General Manager requires employees to wear and it shall arrange and pay for all normal cleaning, repairing and replacement required by the use of such uniforms while performing work for the benefit of the Department.

19(b) - Clothing and Equipment

The Department shall furnish protective clothing and equipment in all cases where they are required by law or where the Department determines that such protective clothing and equipment are essential to the adequate protection or the safety or the health of employees.

The Department shall provide and pay for prescription safety eyewear for its employees. The benefit shall apply to all IBEW Local 18 represented Department employees who wear corrective prescription glasses and whose job assignment requires the use of safety eyewear.

19(c) - Tools

The Department shall provide all tools required for the performance of its employees' duties, except that if it is common practice in a particular trade or craft for employees to provide their own tools, employees engaged in such trade or craft shall provide such tools required in the performance of their duties.

In the event that, through no negligence or other fault of employees, any tools so provided are damaged, destroyed, or lost through fire or theft, while employees are engaged in the performance of their duties either on or off Department premises

or while such tools, though not in use in the performance of the employees' duties, are on Department premises with the consent of the employees' supervisor, the Department shall reimburse such employees for the loss or damage sustained.

In the event the Department requires modification or conversion of the tools normally furnished by the employee, the Department shall furnish the modified or converted tools.

ARTICLE 20

SPECIAL WORKING CONDITION RULES FOR CAMPS

20(a) - Definition of Camp

A "Camp" is defined to mean a temporary facility established in connection with a maintenance, repair, or construction job and designated as a camp by the General Manager, at which camp the meals and lodging are made available to employees by the Department for such charges as the General Manager may prescribe.

20(b) - Working Conditions Applicable to Camps

Prior to the establishment of a camp, the Department and the Union shall hold a Joint Conference to determine what changes in, and additions to, the working conditions prescribed are necessary to make such requirements suitable for application to such camp. The working conditions as determined by the Joint Conference shall be incorporated into the rules for the operation of the camp.

ARTICLE 21

PERSONNEL FILE

Employees shall be entitled to review the contents of their personnel files at reasonable intervals. Such review shall be permitted, upon request, only during hours when their personnel office is regularly open for business and within three (3) days of their request, except when an employee is assigned to a remote area. No materials, which may be the basis for future disciplinary actions, shall be placed in employees' personnel files until the employees have had an opportunity to discuss with their supervisor such material. Employees shall be supplied with a copy of said material. In the event employees object to the inclusion of such materials in their files, they may file a grievance with regard to the placement of such material in their personnel files. Any such material shall not automatically disqualify an employee's transfer, reassignment or promotion.

Any material which could be the basis for disciplinary action, excluding Notices to Correct Deficiencies (NTCDs) and

suspensions, shall be assigned an expiration date not more than two (2) years subsequent to the effective date of such material. Nothing in this Article shall prevent the removal of such material from an employee's personnel files prior to the expiration date upon approval of Management.

The Department shall evaluate each NTCD before including it as a supporting document in any succeeding disciplinary action.

Prior to entering an NTCD into the employee's personnel files, each offense cited on such NTCD shall be classified as to the seriousness of the infraction and assigned an expiration date. Such expiration date shall be not more than two (2) years subsequent to the date of the infraction. In order to minimize administrative problems, an NTCD may be removed from the employee's files upon request of the employee, provided that such request must be made subsequent to the expiration date, as set forth on the NTCD. NTCDs in an employee's file past the expiration date shall not be referenced in, nor form the basis for any disciplinary action, provided, that the employee has not been given any other NTCDs or disciplinary action prior to the expiration date. Nothing in this Article shall prevent the removal of an NTCD from an employee's personnel files prior to the expiration date upon the approval of Management.

In the event that the NTCD is issued for such things as poor work performance or tardiness, the supervisor will review with the employee, at reasonable intervals, the employee's progress in correcting the deficiency.

ARTICLE 22

EMPLOYEE LIST

22.1

The Department shall provide the Union in writing within thirty (30) days from the effective date of this MOU, an alphabetized list of all employees subject to this MOU. This list shall include the payroll and section number, Civil Service classification and effective date, date of hire, range number and the Union membership status. The Department shall provide a similar list every three (3) months.

22.2

Each thirty (30) days after the effective date of this MOU, the Department shall provide the following:

1. A list of all employees hired in the Unit during the preceding month. This list shall include the payroll and section number, classification, range number and date of hire.

2. A list of all employees in the Unit who have been terminated or retired during the preceding month.

ARTICLE 23

MAINTENANCE OF EXISTING CONDITIONS

1. All present written rules including the Working Rules and all present established practices, and Management and employee rights, privileges and benefits, shall remain in full force and effect unless specifically altered by the provisions of this MOU.
2. The parties hereby agree to be bound by the provisions of the Water and Power Employees' Retirement, Disability and Death Benefit Plan.
3. Working Rule 5 is inapplicable to employees covered by this MOU.
4. Supervisory employees shall be defined as follows:
"Supervisory employee" means any individual, regardless of the job description or title, having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. Employees whose duties are substantially similar to those of their subordinates shall not be considered to be supervisory employees.

Management shall designate supervisory employees. Said designation or claim shall be reviewed jointly by the City and the Union. Any dispute shall be referred to the Employee Relations Board for resolution.

ARTICLE 24

JOINT SAFETY COMMITTEE

The Joint Safety Committee shall be composed of an equal number of representatives of the Department and the Union. This Committee may meet every three months on a regular basis as determined by said Committee. It shall also meet on urgent situations at the request of either the Department or the Union.

It shall be the responsibility of the Joint Safety Committee to review the causes of serious accidents revealed by the

investigation of such accidents and to recommend rules for the safety of the employees in the performance of their work. The present safe working rules and practices shall be considered a part of this MOU and changes in the Safety Rules shall be subject to negotiations between the parties and in conformance with applicable City, State or Federal regulations. The Joint Safety Committee shall utilize consultants from the City, State or Federal agencies in the event an interpretation of City, State or Federal regulations is involved.

It shall be the responsibility of the Department to administer the Safety Program and to make every reasonable effort that Safety Rules are carried out by all employees. It shall be the responsibility of the employees to make every reasonable effort to ensure that they act in a safe manner.

Should a dispute arise over the application or interpretation of a Safety Rule, such dispute shall be resolved by use of the Grievance Procedure.

ARTICLE 25

SAVINGS CLAUSE

If any term or provision of this MOU is found to be in conflict with any City, State or Federal law, the parties agree to meet promptly, and as often as necessary, to expeditiously renegotiate this term or provision.

All other terms and provisions of this MOU shall remain in full force and effect during the period of such negotiations and thereafter until their normal expiration date.

The parties understand that many of the employees covered by this Memorandum of Understanding may also be covered by the Fair Labor Standards Act of 1938, as amended, 29 U.S.C. Section 201 et seq (FLSA). To the extent that any provision herein conflicts with the FLSA, employees covered by the FLSA shall receive benefits required thereunder and any additional benefits set forth herein if compatible with the FLSA.

ARTICLE 26

TERM

This MOU is effective as of the date of execution with the exception of any special provisions setting forth dates for compliance. The term of this MOU shall continue until the 30th day of September 2010, and for additional periods of one year thereafter, with the provision that should either party desire to terminate this MOU, or to modify any portion of the terms hereof, it shall notify the other party not later than ninety (90) days prior to the 30th day of September 2010, or the end of any other subsequent yearly period. If such notice of termination is given, this MOU shall terminate on the 30th day of September 2010, or September 30 of any other subsequent yearly period.

Negotiations upon proposed amendments or changes of the terms of this MOU, as set forth in the notice of desire to amend, shall begin not later than ninety (90) days prior to the expiration date, or expiration date of any subsequent yearly period.

The parties acknowledge that during negotiations which resulted in this Agreement, each had unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by City ordinance or State law from the meet-and-confer process and that the understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement. IBEW-Local 18, therefor, without qualification, waives the right and the Department shall not be obligated to meet and confer as to any request for any improvement or other changes in wages, hours or other conditions of employment for any of the employees covered by this MOU.

The waiver of any term or condition of this MOU by either party shall not constitute a precedent in the enforcement of any of its provisions.

The parties, during the terms of this MOU may mutually agree to consider other specific proposals.

ARTICLE 27

OBLIGATION TO SUPPORT

The parties agree that prior to the implementation of the MOU and during the period of time it is being considered by the Board, neither the employee organization nor the Department, nor any of their authorized representatives, shall appear before said Board, the Mayor, the City Council, or individual members of said Board or Council individually to advocate any addition to or deletion from the terms and conditions of this MOU. However, this Article shall not preclude the parties from appearing before the Board,

the Mayor or any other elected official to advocate or urge the adoption and approval of this MOU.

ARTICLE 28

HEALTH AND DENTAL PLANS

28.1 - Health Plan

The Department will contribute on behalf of eligible employees in this Unit, to whom an annual salary rate is applicable, and who are members of the Water and Power Employees' Retirement, Disability and Death Benefit Plan, and on behalf of their eligible dependents, if any, a sum not to exceed \$823.76 a month, through June 30, 2006, toward the cost of any one of the following health insurance programs:

- a. DWP Kaiser Medical Plan
- b. DWP Health Plan of Nevada
- c. DWP PacifiCare Medical Plan
- d. The plan established by the IBEW-Local 18 Health and Welfare Trust

Said sum will be applied and limited by the employee's election, if any, to coverage under one of the health insurance programs listed in (a), (b), (c), and (d) above. In the event eligible employees elect to cover their eligible dependents as provided for in these programs, the unused portion of said sum will be applied toward such dependent coverage under the same plan.

The parties hereto agree to the following formula for arriving at the Department's maximum contribution, based on the present level of benefits, to these health insurance programs for each eligible employee in this Unit:

Effective July 1, of each contract year:

For each eligible employee in the Unit, the Department will contribute an amount calculated by adding to the \$823.76 monthly subsidy an amount not to exceed the dollar value of the Kaiser Family Plan rate increases or rate decreases during the term of this MOU.

In order to obtain employee input regarding health plan benefits, and to stabilize health insurance costs at or near their present levels, the Department will meet with Local 18 prior to negotiating new agreements with health insurance carriers. In conformance with DWP Board Resolution No. 985 of June 29, 1972, as amended, any increases in cost due to negotiated improvements in benefits shall be borne solely by the employees.

The parties acknowledge that rapidly escalating health care costs are a mutual concern. Containing the escalation of these costs

is essential to both parties. Therefore, the parties agree to develop health care proposals that achieve control over and limit escalating health care costs, which may include financial participation by both parties.

28.2 - Dental Plan

The Department will provide an indemnity-type dental plan, a group-type dental plan and a dental plan offered by the IBEW-Local 18 Health and Welfare Trust open to all eligible employees in this Unit. The Department's maximum contribution for the period from October 1, 2005 to June 30, 2006, will not exceed \$125.25 per month for family coverage.

Effective July 1, 2003, the Department's maximum contribution will be set to match the rate for family coverage by Delta Dental.

Thereafter, if family rates for the current level of benefits is increased or decreased by Delta Dental, the Department's maximum contribution will increase or decrease by the same amount.

An employee must be a member of the Water and Power Employees' Retirement, Disability and Death Benefit Insurance Plan to be eligible to receive the Department's dental plan contribution.

The Union agrees to indemnify and hold harmless the Department for any loss or damages including costs of suits and reasonable attorney fees arising from the operation of this Article.

28.3- Health and Dental Subsidy

The eligibility criteria for the Department's subsidy toward the cost of employees' health/dental plans effective July 1, 1999:

Full time employees are eligible to receive the full Department subsidy beginning the first of the month following membership in the Department's Retirement Plan (exclusive of membership in the Department's Disability and Death Benefit Plans).

Daily-rated employees (Payroll 70 and 72) who change to annual-rated status may enroll in a health and/or dental plan with 31 calendar days of such change. Such employees are eligible for the full Department subsidy beginning the first day of the month following such change. Coverage will begin the first day of the month following receipt of enrollment forms.

Part-time employees who change to full time status may enroll in and/or add dependent(s) to the health and/or dental plan within 31 calendar days of such change. Such employees are eligible for full Department subsidy beginning the first day of the month

following such change. Coverage will begin the first day of the month following receipt of enrollment forms.

The Department will provide material explaining the eligibility requirements for enrolling in Local 18, IBEW-sponsored health and/or dental plans.

ARTICLE 29

SUPPLEMENTAL BENEFITS

29.1 - Sick Benefits

All provisions of the Department's Disability Plan and all practices concerning sick days shall be continued with the following exceptions:

- (a) Disability benefits for a temporary disability of ten (10) work days or less shall be calculated at the gross salary base rate and the appropriate federal and state taxes withheld and paid to the Internal Revenue Service and the State Franchise Tax Board.
- (b) Disability benefits for a temporary disability which exceeds ten (10) work days shall be calculated at the level of benefits to which the member is entitled (i.e., 85%, 60%, etc.) by reason of the length of service and at the gross salary base rate. For disability benefit purposes, the definition of "net salary" shall be deleted.
- (c) In addition to the benefits provided in Section VD (3) of the Plan, pay for unused sick time shall be made under the following circumstances:

At the end of the last payroll period prior to January 1 of each calendar year, employees' unused sick time compensation shall be calculated at the 100% rate for any portion of such entitlement which they cannot carry forward into the current calendar year (i.e., any hours in excess of 80). The Department shall compensate employees for unused sick time in an expeditious manner.

- (d) Additionally, partial days sick shall be deducted from the annual forty-hour entitlement provided in Section VD (3) of the Plan but shall not alter the present practices for determining an employee's eligibility for other sick or disability benefits.

- (e) The payments described in paragraphs (a), (c) and (d) herein shall be administered by the Department rather than by the Board of Administration.

29.2 - Disability and Death Benefit Contributions

The employee's total contribution to the Disability and Death Benefit portions of the Department of Water and Power Employees' Retirement, Disability and Death Benefit Insurance Plan shall be fixed at the following levels:

Temporary Disability Benefits----- \$1.00 per pay period
Permanent and Total Disability Benefits--- \$1.00 per pay period
Death Benefits----- \$1.00 per pay period

29.3 - Family Death Benefits

The present monthly level of family death benefits (\$416.00 per survivor, \$1,170.00 family maximum) shall remain in the Plan as currently provided. A higher amount shall also be available to any member who enrolls for such benefit, provided said member makes a contribution of \$2.25 per pay period for as long as the member desires such coverage. Additionally, the benefit shall not be effective until the member has made contributions for thirty-nine (39) continuous payroll periods after enrollment or re-enrollment for this coverage.

The increased monthly benefit level for those who enroll shall be \$936.00 per survivor and \$2,236.00 family maximum.

29.4 - Family/Domestic Partner Sick Leave

1. Each Department employee shall be permitted to use, in any calendar year up to forty (40) hours of his or her available annually accrued forty (40) hour sick time bank [provided in accordance with Article 29 of the Memorandum of Understanding (MOU) and Section VD (1) (b) (ii) of the Water and Power Employees' Retirement Plan] to attend to the illness of his or her child, parent, spouse, or domestic partner. Such use shall not extend the maximum period of leave to which an employee is entitled under Section 12945.2 of the Government Code or under the Federal Family and Medical Leave Act of 1993 (29 U.S.C. Sec. 2606, et seq.). In addition, such use will not initiate temporary disability benefits provided in accordance with Article 29 of the MOU and Section VD(1) of the Water and Power Employees' Retirement Plan.
2. All conditions and restrictions, such as medical certification, placed upon each Department employee relative to his or her use of sick leave shall also apply to the use of sick leave for the purpose of attending to the illness of his or her child, parent, spouse, or domestic partner in

accordance with Section 100-10 of the DWP Administrative Manual.

3. In order for an employee to apply this benefit to a domestic partner, employee must have on file a confidential affidavit with the DWP Health Plans Administration office.

ARTICLE 30

SALARIES

30.1 - Salaries

The parties agree to jointly recommend that the Board forward to the City Council with a recommendation for approval, the salary ranges as established in Appendices A-1, A-2, A-3, A-4, and A-5.

The salary ranges as established in Appendix A-1 shall become effective October 1, 2005.

The salary ranges as established in Appendix A-2 shall become effective October 1, 2006.

The salary ranges as established in Appendix A-3 shall become effective October 1, 2007.

The salary ranges as established in Appendix A-4 shall become effective October 1, 2008.

The salary ranges as established in Appendix A-5 shall become effective October 1, 2009.

30.2 - Application of Administrative Code

Except as otherwise provided herein, the provisions of Division 4, Chapter 9 of the Los Angeles Administrative Code shall apply to employees in this Unit.

30.3 - Right to Consolidate DDRs

The Department reserves the right to and may at its option consolidate, without changing salary levels, any group of duties descriptions listed in Appendices A-1, A-2, A-3, A-4, and A-5 that are in the same Civil Service class and at the same wage level.

30.4 - Supervisory Differential

Effective October 1, 2002, notwithstanding any other provision of this MOU, a bona fide supervisory employee in a class, which has its compensation fixed by range number, shall be paid at a rate at least two premium levels higher than the rate of the highest paid subordinate under his or her charge.

For the purposes of this Article, "bonafide supervisory employee" means a full-time, regularly assigned supervisor with full administrative and technical authority to assign, review and approve work of his or her subordinates, and to impose discipline. The rates to be compared in determining the supervisory differential shall be the maximum salary rates of the salary ranges prescribed for the authorized and allocated classes of the bonafide supervisor and the subordinate, excluding any premiums, bonuses, working condition differentials.

The City Administrative Officer shall investigate all employment situations described by this Article and shall notify the Controller whenever a supervisory differential shall be paid pursuant to this Article.

ARTICLE 31

SCOPE OF IMPLEMENTATION

This Amendment constitutes a jointly drafted recommendation of the City and Local 18, and shall not become binding in whole or in part, unless and until all of the following have occurred.

- Local 18 has notified the Board that this Amendment was ratified in its entirety by the Union's membership, as evidenced by Local-18's authorized representative affixing his or her signature hereto; and,
- The Board has by adoption of an appropriate Resolution notified Local-18 that this Amendment is approved in its entirety by the Department, as evidenced by the General Manager affixing his signature hereto; and,
- The City Council has taken appropriate action approving and setting the salaries agreed to herein.

The effective date of this MOU is the date on which the last event in time occurs.

ARTICLE 32

MAINTENANCE OF RATE DIFFERENTIALS

The Board has, in certain instances, authorized compensation, known as an "H" rate, which is in excess of the position grade for the position occupied by an employee. Employees benefiting from such "H" rates shall henceforth receive that difference in salary between the amount of the "H" rate and the position grade for the position occupied on July 4, 1977. Said difference shall be maintained only during the time such employee occupies or reoccupies the same position.

Additionally, during the term of this MOU, said difference shall be increased by the appropriate percent (%) increases granted the employee's Duties Description Record (DDR). The implementation dates of this provision shall coincide with the implementation of general salary increases.

ARTICLE 33

TEMPORARY REASSIGNMENT

33.1 - Temporary Assignment to Another Position Within the Same Civil Service Class

Employees who are directed to temporarily perform the duties of a higher paid position in the same Civil Service class, shall be placed on the lowest step rate of the higher level salary range which will result in a salary increase of at least five percent (5%), not to exceed the top step of the higher range, effective the first day those duties are performed. If such temporary reassignment lasts longer than six (6) months, Department management shall meet with the Union to determine what steps need to be taken to permanently fill the position in a way that meets the interests of both parties. Upon reassignment from a permanent position to a temporary position at a higher pay level, in accordance with the provisions of this Article, there will be no change in the employee's anniversary date. Upon reassignment from a temporary position, made under the provisions of this Article, back to an employee's permanent position or to another temporary position at a higher pay level, there will be no change in the employee's step or anniversary date.

33.2 - Temporary Assignment to Another Position in Another Civil Service Class (Includes 1-5 Day Special Emergency, Emergency, Trainee, Apprenticeship and Limited Appointments)

Employees reassigned on a temporary basis to a higher level position shall be placed on the lowest step rate within the appropriate range which will result in a salary increase of at least five percent (5%) not to exceed the top step of the salary range and shall not have their salary anniversary date changed as a result of such reassignment.

Upon reassignment from one temporary position to another temporary position at a higher pay level, an employee shall be placed on the lowest step rate within the appropriate range, which will result in a salary increase of at least five percent (5%) not to exceed the top step of the salary range, and the employee's salary anniversary date shall not change. Upon return to a permanent position from a temporary position, the employee shall be placed on the step of the salary range that he/she would have occupied had the temporary assignment(s) not been made.

33.3 - Temporary Upgrades

33.3(a)

When a supervisory is temporarily absent from duty and the operating needs of the Department require their replacement, the replacement shall be accomplished under existing procedures and shall be for a duration of five (5) days or less.

When a supervisor is absent for more than five (5) days and operating needs of the Department require their replacement, the replacement shall be accomplished under applicable Department and Civil Service rules.

It is not the intent of this Article to allow crews in the field without proper supervisor.

33.3(b)

When two or more supervisors are assigned to the same job and it is necessary to designate one supervisor, such supervisor shall receive in addition to other compensation, a pay differential of five percent (5%) of 1/2088 of their annual scheduled salary for each hour worked during their normal work schedule and five percent (5%) of the applicable overtime rate for each hour of overtime worked.

33.4 - Temporary Assignment to a Higher Paid Position in Class Series

Employees who are directed by Management to temporarily perform the duties of a higher paid position in the class series shall be placed on the lowest step rate, within the appropriate salary range, which would result in a salary increase of at least five percent (5%), effective the first day those duties were performed. Such assignment shall not exceed six months and there shall be no change in the employee's anniversary date.

Employees assigned under this provision shall neither serve nor complete probation, and seniority will not be accrued in the class so occupied. Notwithstanding Section 4.902(a)(3) of the Los Angeles Administrative Code, the employee shall be returned to the same step in the pay range of the class in which he/she was legally employed prior to the temporary assignment. Step advances consistent with the employee's anniversary date, which shall remain unchanged, shall apply.

This provision does not in any way alter or affect the granting of craft 1-5 Day Special Emergency appointments or craft "lead pay."

ARTICLE 34

LICENSE FEES

Subject to such rules and regulations as the City Controller has established, the Department of Building and Safety shall waive its usual fee or charge for any license or permit employees of this Unit are required to possess to operate equipment in the performance of their duties. Such license or permit shall be limited to cover work performed for the City.

Any employee in this Unit, who is required by the Department to maintain a valid license, excepting a Class C Drivers License or other license required by a Civil Service bulletin for initial appointment to a classification, shall be reimbursed for the initial cost (fee) for such a license. All fees for renewals of Department required licenses, except a Class C driver's license will be reimbursed by the Department.

ARTICLE 35

JOB SECURITY

No regular annual-rated, Civil Service bargaining unit employee within the classification and major division affected by the contracting out of bargaining unit work will be laid off or placed on a lower level DDR.

ARTICLE 36

JOINT LABOR/MANAGEMENT RESOLUTION BOARD

(1) SCOPE

A Joint Labor/Management Resolution Board (JRB) shall be established to deal with items typically brought up in the meet-and-confer process and other issues as mutually agreed to by Union and Management.

The JRB and the Labor/Management Committees are not intended to subordinate or abrogate in any way the collective bargaining rights and obligations of either party.

(2) MEMBERSHIP

- The JRB shall be comprised of equal numbers of Union and Management participants.
- It may be necessary to create more than one JRB.

(3) PROCESS

Mutual Gains Bargaining is the process to be used in resolving issues brought to the JRB. An impartial facilitator will be used as deemed necessary by the parties.

(4) TRAINING

Any person appointed to the JRB, or any other joint labor/management committee, shall be trained in the mutual gains bargaining process prior to participating in the process. In addition to this training, all Union shop stewards and all levels of management beginning with first-level supervisors shall be trained in the mutual gains bargaining process.

(5) COMMUNICATION

- The scope of the JRB and the process it uses will be communicated to all employees and managers. The resolution, results and reasons, and the plan for implementation will be published and provided to all affected employees and managers. The JRB will regularly keep the General Manager of Water and Power and the Business Manager of Local 18 informed of its progress.
- The Union and Management will work in cooperation to jointly inform the political leadership (i.e., Mayor, Executive Employee Relations Committee, members of City Council) of the process being used to jointly resolve disputes. There will be a joint recommendation to the political leadership when their approval is needed for implementation of a resolution.

(6) RULES OF THE JOINT RESOLUTION BOARD

- The JRB shall set its own ground rules.
- Mutual Gains Bargaining shall be utilized to resolve issues.
- All members are to be considered to have the same level of authority and responsibility.
- The JRB may establish subcommittees or utilize existing committees as necessary.
- The JRB may bring in experts on particular subject matters or issues.
- The JRB may recommend remedies for disputes related to issues, which have been submitted.

- The JRB will recommend resolutions that are within its scope.
- The JRB shall set time limits for resolutions and their implementation.
- The JRB has the authority to make recommendations, which will be submitted simultaneously to the General Manager of Water and Power and the Business Manager of Local 18 for their joint consideration and response.

(7) COMMITTEES

Joint Labor/Management committees may be established locally upon mutual agreement for the purpose of resolving local issues not addressed by the MOU. They may also be utilized for informal screening and/or researching of issues prior to submission to the JRB.

(8) PROCESS FOR SUBMISSION OF ISSUES TO THE JOINT RESOLUTION BOARD

- The general criteria for screening and prioritizing issues will be established by the Board.
- The Union and Management will have their own internal processes to determine which issue(s) will be submitted to the JRB.
- Any Union or Management JRB member may bring an issue to the JRB.

ARTICLE 37

EMPLOYEE'S RETIREMENT PLAN

37.1 - Early Retirement Option

37.1(a)

Water and Power Employees' Retirement Plan (PLAN) members who have reached age 50 and who have at least 30 years of service (50/30) shall be eligible for an unreduced formula retirement, calculated at 2.1% of the member's highest year's salary for each year of retirement service credit.

37.1(b)

This option will terminate September 30, 2005. However, subject to the adoption of a Plan Amendment by the Retirement Plan Board of Administration, any employee fully eligible for the 50/30 retirement option as of September 30, 2005, may exercise the option until January 1, 2006, provided that they:

- have filed by November 1, 2005 for retirement on or before January 1, 2006, and

- are separated from employment no later than December 31, 2005 (benefits accrued through the last pay period in 2005).

Employees exercising the 50/30 retirement option between September 30, 2005 and January 1, 2006 may use vacation, accumulated overtime, or floating holidays, during such period.

Meet and confer will continue concerning technical adjustments to the Retirement Plan that may be necessitated by discontinuance of the 50/30.

37.2 - Enhancement of Employees' Retirement Plan Pension Formula Rate

37.2(a)

PLAN members who have reached age 55 and who have at least 30 years of service (55/30) shall be eligible for an unreduced formula retirement calculated at 2.3% of the member's highest year's salary for each year of retirement service credit.

37.2(b)

This enhanced formula pension rate (2.3%) does not apply to those who retire under the terms of any other early retirement option, including the 50/30 early retirement option.

37.3 - Retirement Formula Pension Cap

Eligible PLAN members may retire with a formula pension allowance not to exceed 100% of their highest year's salary.

37.4 - Spouse/Domestic Partner Optional Death Benefit Allowance

Spouses or Domestic Partners of those PLAN members who are eligible to retire with a formula pension but who die while still actively employed, shall be entitled to receive an Optional Death Benefit Allowance commensurate with the Option D Retirement Benefit.

37.5 - Favored Nations Clause for Retirement Benefits in DWP Plan or in Los Angeles City Employees' Retirement Plan

The parties hereby agree that during the term of this MOU, should other bargaining units receive (under the Department of Water and Power Employees' Retirement Plan or the Los Angeles City Employees' Retirement System) benefit(s) that would be more favorable to the individuals covered by this MOU, the more favorable benefits shall, with the Union's concurrence, be incorporated into this MOU, as if set forth fully herein.

37.6 - Deferred Retirement Option Program

The Parties agree to establish a Deferred Retirement Option Program (DROP) generally consistent with the principles and structure of the existing program for Fire and Police personnel. The proposed DROP is anticipated to contain the following minimum features: cost neutrality; eligibility for all members of the Retirement Plan who qualify for an unreduced retirement formula; five-year eligibility window; and re-evaluation after three (3) years.

37.7 - Retirement Plan Contributions

The Department of Water and Power (Department) will make its Retirement Plan Contribution on behalf of the employees in bargaining units represented by Local 18 of the International Brotherhood of Electrical Workers (Local 18) by the end of the first work day following the 9th day of the month. Failure to do so shall obligate the Department to pay the higher of: interest at the rate of 8% per year, or the annual rate of return on the actuarial value of assets reported in the most recent valuation by the Retirement Board Actuary.

Article 37 constitutes a jointly drafted recommendation of the City and Local 18, and shall not become binding in whole or in part, unless and until finally adopted by the Retirement Plan's Board of Administration.

ARTICLE 38

EMPLOYEE RELEASE TIME

- 1) The Department may, in its discretion, grant to elected officers or appointed representatives of the International Brotherhood of Electrical Workers - Local 18 (Local 18) time off for union representation activities. Under this Article, no more than nine (9) employees for all five (5) bargaining units collectively shall be so released at any one time.

- 2) Each employee shall submit a request for release at least 21 calendar days prior to the effective date, notifying supervision of both the starting and ending dates of release. The Department shall make every effort to grant the request as submitted, and shall deny or modify it only in the event of undue hardship.
- 3) During the release period, except as provided in Section (6), the City shall pay the employee's current salary while the employee is on release to Local 18. The employee on release to Local 18 shall receive all increases in salary and benefits approved for other Department employees in the same job classification during the release period.
- 4) During the release period, except as provided in Section (6), employees shall retain all of their existing benefits, including, but not limited to vacation, sick leave, compensated time off, short-term disability, life insurance, medical, dental, workers' compensation, deferred compensation plan, retirement benefits, and seniority accrual in their civil service class.
- 5) Local 18 shall reimburse the City quarterly for all salary paid and benefits given under Sections (3) and (4) above. The cost of benefits shall be based on the rates established by the MOU in effect or the actual costs of new benefits that become effective during the period of the release.
- 6) Payment of any overtime worked during the release period shall be the responsibility of Local 18.
- 7) Local 18 shall reimburse the Paymaster each quarter for all compensable costs identified in Sections (3), (4), and (5) above incurred during the preceding quarter.
- 8) Employees on release time shall submit weekly time sheets (signed by the employee and the Local 18 Business Manager or Assistant Business Manager) to the DWP Paymaster specifying the number of hours worked, and use of any sick leave, vacation time or other compensated time off.
- 9) An employee who incurs a work-related injury while on release time shall remain on release time until the release has ended, and shall continue to be counted as one of the nine employees for the five bargaining units.

- 10) Employees returning from release time shall resume their last prior civil service classification and paygrade.
- 11) A probationary employee is not eligible for release time.
- 12) Local 18 shall indemnify, defend, and hold the City and DWP and their respective officers and employees harmless against any and all claims, suits, demands, or other forms of liability that might arise out of or result from any action taken by an employee in the service of Local 18 while on release from the Department.

The Labor Relations Office shall maintain a list of employees currently approved for release time and their respective terms. Effective January 1, 2002, the length of the period for which employees will be released under this Article shall be one (1) year, renewable upon mutual consent of all parties.

ARTICLE 39

JOINT SAFETY INSTITUTE

The parties agree to establish an IBEW-DWP Joint Safety Institute (JSI). The JSI is an independent body advocating worker safety through information sharing, training, and mentoring to promote overall safety throughout the Department. First Amendment to the Agreement and Declaration of Trust of the Joint Safety Institute (JSI) adopted by the Board December 19, 2000, per Resolution No. 001-132.)

ARTICLE 40

JOINT TRAINING INSTITUTE

The parties agree to establish an IBEW-DWP Joint Training Institute (JTI). The JTI is an independent body committed to creating a work environment where employees are effectively trained in jobs that are critical to the Department's core business. (Letter of Agreement and Declaration of Trust of the Joint Training Institute (JTI) adopted by the Board on May 7, 2002, per Resolution No. 002-268.)

The parties agree that the MOU may be reopened for consideration of wages in the fourth or fifth year upon mutual consent.

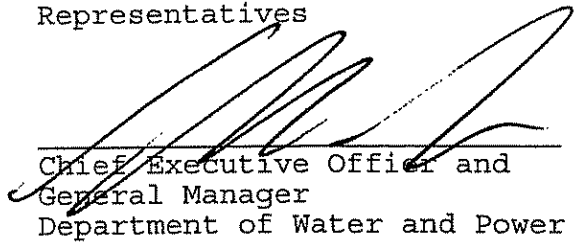
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Supervisory Blue Collar Unit Memorandum of Understanding on this 4th day of February, 2008 to be effective as provided herein.

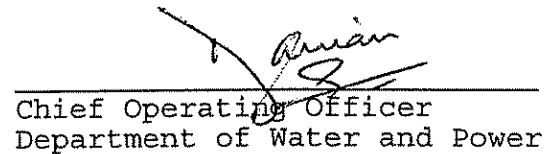
Local 18 of the
International Brotherhood
of Electrical Workers, AFL-CIO
Authorized Representatives


Business Manager


President

City of Los Angeles
Representatives


Chief Executive Officer and
General Manager
Department of Water and Power


Chief Operating Officer
Department of Water and Power

APPENDIX A-1

SALARY RANGES EFFECTIVE OCTOBER 1, 2005

Effective October 1, 2005, salary ranges shall be increased by a percentage equal to the percentage increase in the CPI for Urban Wage Earners and Clerical Workers as measured from August 2004 to August 2005 for U.S. City Average (1982-84=100); provided however, that if the CPI increases less than or equal to 3.25% the salary ranges shall be increased by 3.25%, and if the CPI increased by 6% or more, the salary ranges shall be increased by 6%.

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
AIR CONDTG MCHC SUPV			-- 3781	* *	* *	* *	* *	* *	* *	* *	* *	* *
93-37002	NEW HOURLY	38.43				45.22	47.74					
	BIWEEKLY					3,617.60	3,819.20					
	MONTHLY					7,868.28	8,306.76					
	NEW HOURLY	39.391				46.351	48.934			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,708.08	3,914.72					
	MONTHLY					8,064.99	8,514.43					
	NEW HOURLY	40.376				47.509	50.157			Additional 2.5% of above rate		
	BIWEEKLY					3,800.72	4,012.56					
	MONTHLY					8,266.61	8,727.29					
AQ & RESV SUPV 12/			-- 5816	* *	* *	* *	* *	* *	* *	* *	* *	* *
93-58110	NEW HOURLY	31.27				36.79	38.84					
	BIWEEKLY					2,943.20	3,107.20					
	MONTHLY					6,401.46	6,758.16					
	NEW HOURLY	32.052				37.710	39.811			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,016.80	3,184.88					
	MONTHLY					6,561.50	6,927.11					
	NEW HOURLY	32.853				38.653	40.806			Additional 2.5% of above rate		
	BIWEEKLY					3,092.24	3,264.48					
	MONTHLY					6,725.54	7,100.29					
ASBESTOS SUPERVISOR 12/			-- 3440	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-34401	NEW HOURLY	31.62					39.27					
	BIWEEKLY						3,141.60					
	MONTHLY						6,832.98					
AUTO BODY REPAIR SUPERVISOR 12/			-- 3706	* *	* *	* *	* *	* *	* *	* *	* *	* *
A 93-37176	NEW HOURLY	31.67				37.27	39.35					
	BIWEEKLY					2,981.60	3,148.00					
	MONTHLY					6,484.98	6,846.90					
	NEW HOURLY	32.462				38.202	40.334			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,056.16	3,226.72					
	MONTHLY					6,647.10	7,018.07					

lReport ID: HR6017P1-05
 Run Date: 09/15/2005

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2005 (1.0380) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 53

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	33.273			39.157	41.342			Additional 2.5% of above rate		
		BIWEEKLY				3,132.56	3,307.36					
		MONTHLY				6,813.28	7,193.52					
**												
	B											
	93-37112	NEW HOURLY	30.66			36.08	38.09					
		BIWEEKLY				2,886.40	3,047.20					
		MONTHLY				6,277.92	6,627.66					
		NEW HOURLY	31.426			36.982	39.042			Plus 2.5% of base pay for DDR		
		BIWEEKLY				2,958.56	3,123.36					
		MONTHLY				6,434.87	6,793.35					
		NEW HOURLY	32.212			37.907	40.018			Additional 2.5% of above rate		
		BIWEEKLY				3,032.56	3,201.44					
		MONTHLY				6,595.74	6,963.18					
AUTOMOTIVE DISPATCHER			-- 3595	*	*	*	*	*	*	*	*	*
	A											
	93-35110	NEW HOURLY	33.71			39.66	41.87					
		BIWEEKLY				3,172.80	3,349.60					
		MONTHLY				6,900.84	7,285.38					
**												
	B											
	93-35108	NEW HOURLY	29.48			34.69	36.62					
		BIWEEKLY				2,775.20	2,929.60					
		MONTHLY				6,036.06	6,371.88					
**												
	C											
	93-35105	NEW HOURLY	26.83			31.58	33.34					
		BIWEEKLY				2,526.40	2,667.20					
		MONTHLY				5,494.92	5,801.16					
**												
	D											
	93-35106	NEW HOURLY	26.35			31.01	32.74					
		BIWEEKLY				2,480.80	2,619.20					
		MONTHLY				5,395.74	5,696.76					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	E											
	93-35107	NEW HOURLY	25.89			30.46	32.16					
		BIWEEKLY				2,436.80	2,572.80					
		MONTHLY				5,300.04	5,595.84					
**	F											
	93-35109	NEW HOURLY	24.65			29.00	30.62					
		BIWEEKLY				2,320.00	2,449.60					
		MONTHLY				5,046.00	5,327.88					
	AUTOMOTIVE SUPERVISOR <u>12/</u>		-- 3714	*	*	*	*	*	*	*	*	*
	A											
	93-37013	NEW HOURLY	34.68			40.80	43.07					
		BIWEEKLY				3,264.00	3,445.60					
		MONTHLY				7,099.20	7,494.18					
		NEW HOURLY	35.547			41.820	44.147					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,345.60	3,531.76					
		MONTHLY				7,276.68	7,681.53					
		NEW HOURLY	36.436			42.866	45.250					Additional 2.5% of above rate
		BIWEEKLY				3,429.28	3,620.00					
		MONTHLY				7,458.60	7,873.57					
**	B											
	93-37144	NEW HOURLY	31.67			37.27	39.35					
		BIWEEKLY				2,981.60	3,148.00					
		MONTHLY				6,484.98	6,846.90					
		NEW HOURLY	32.462			38.202	40.334					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,056.16	3,226.72					
		MONTHLY				6,647.10	7,018.07					
		NEW HOURLY	33.273			39.157	41.342					Additional 2.5% of above rate
		BIWEEKLY				3,132.56	3,307.36					
		MONTHLY				6,813.28	7,193.52					
**	C											
	93-37012	NEW HOURLY	29.81			35.07	37.03					
		BIWEEKLY				2,805.60	2,962.40					
		MONTHLY				6,102.18	6,443.22					

Report ID: HR6017P1-05
 Run Date: 09/15/2005

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2005 (1.0380) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 55

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	30.555			35.947	37.956					Plus 2.5% of base pay for DDR
		BIWEEKLY				2,875.76	3,036.48					
		MONTHLY				6,254.73	6,604.30					
		NEW HOURLY	31.319			36.845	38.905					Additional 2.5% of above rate
		BIWEEKLY				2,947.60	3,112.40					
		MONTHLY				6,411.10	6,769.41					
BATTERY TECHNICIAN SUPERVISOR	-- 3726			*	*	*	*	*	*	*	*	*
A												
	93-37004	NEW HOURLY	30.91			36.37	38.40					
		BIWEEKLY				2,909.60	3,072.00					
		MONTHLY				6,328.38	6,681.60					
**												
B												
	93-37194	NEW HOURLY	30.32			35.67	37.66					
		BIWEEKLY				2,853.60	3,012.80					
		MONTHLY				6,206.58	6,552.84					
BOILERMAKER SUPERVISOR	-- 3737			*	*	*	*	*	*	*	*	*
	95-37371	NEW HOURLY	34.29				42.60					
		BIWEEKLY					3,408.00					
		MONTHLY					7,412.40					
BUILDING REPAIR SUPERVISOR <u>12/</u>	-- 3338			*	*	*	*	*	*	*	*	*
A												
	93-33000	NEW HOURLY	35.49			41.77	44.10					
		BIWEEKLY				3,341.60	3,528.00					
		MONTHLY				7,267.98	7,673.40					
		NEW HOURLY	36.377			42.814	45.203					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,425.12	3,616.24					
		MONTHLY				7,449.68	7,865.24					
		NEW HOURLY	37.287			43.885	46.333					Additional 2.5% of above rate
		BIWEEKLY				3,510.80	3,706.64					
		MONTHLY				7,635.92	8,061.87					
	94-33106	SAME AS ABOVE										

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											
	93-33002	NEW HOURLY	34.44			40.53	42.79					
		BIWEEKLY				3,242.40	3,423.20					
		MONTHLY				7,052.22	7,445.46					
		NEW HOURLY	35.301			41.543	43.860			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,323.44	3,508.80					
		MONTHLY				7,228.53	7,631.60					
		NEW HOURLY	36.184			42.582	44.956			Additional 2.5% of above rate		
		BIWEEKLY				3,406.56	3,596.48					
		MONTHLY				7,409.24	7,822.39					
**												
	C											
	93-33001	NEW HOURLY	33.31			39.20	41.39					
		BIWEEKLY				3,136.00	3,311.20					
		MONTHLY				6,820.80	7,201.86					
		NEW HOURLY	34.143			40.180	42.425			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,214.40	3,394.00					
		MONTHLY				6,991.32	7,381.91					
		NEW HOURLY	34.996			41.184	43.485			Additional 2.5% of above rate		
		BIWEEKLY				3,294.72	3,478.80					
		MONTHLY				7,166.10	7,566.46					
**												
	D											
	94-33108	NEW HOURLY	32.34			38.05	40.17					
		BIWEEKLY				3,044.00	3,213.60					
		MONTHLY				6,620.70	6,989.58					
		NEW HOURLY	33.149			39.001	41.174			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,120.08	3,293.92					
		MONTHLY				6,786.22	7,164.32					
		NEW HOURLY	33.977			39.976	42.204			Additional 2.5% of above rate		
		BIWEEKLY				3,198.08	3,376.32					
		MONTHLY				6,955.88	7,343.43					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CARPENTER SHOP SUPERVISOR <u>12/</u>			--	3339	*	*	*	*	*	*	*	*
93-33101	NEW HOURLY	32.27				37.98	40.10					
	BIWEEKLY					3,038.40	3,208.00					
	MONTHLY					6,608.52	6,977.40					
	NEW HOURLY	33.077				38.929	41.103					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,114.32	3,288.24					
	MONTHLY					6,773.73	7,151.84					
	NEW HOURLY	33.904				39.903	42.130					Additional 2.5% of above rate
	BIWEEKLY					3,192.24	3,370.40					
	MONTHLY					6,943.07	7,330.64					
CARPENTER SUPERVISOR <u>3/12/</u>			--	3346	*	*	*	*	*	*	*	*
93-33103	NEW HOURLY	31.90				37.54	39.63					
	BIWEEKLY					3,003.20	3,170.40					
	MONTHLY					6,531.96	6,895.62					
	NEW HOURLY	32.698				38.479	40.621					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,078.32	3,249.68					
	MONTHLY					6,695.26	7,068.01					
	NEW HOURLY	33.515				39.440	41.636					Additional 2.5% of above rate
	BIWEEKLY					3,155.20	3,330.88					
	MONTHLY					6,862.64	7,244.71					
CEMENT FINISHER SUPERVISOR <u>3/12/</u>			--	3354	*	*	*	*	*	*	*	*
93-33104	NEW HOURLY	29.81				35.07	37.03					
	BIWEEKLY					2,805.60	2,962.40					
	MONTHLY					6,102.18	6,443.22					
	NEW HOURLY	30.555				35.947	37.956					Plus 2.5% of base pay for DDR
	BIWEEKLY					2,875.76	3,036.48					
	MONTHLY					6,254.73	6,604.30					
	NEW HOURLY	31.319				36.845	38.905					Additional 2.5% of above rate
	BIWEEKLY					2,947.60	3,112.40					
	MONTHLY					6,411.10	6,769.41					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CHIEF SECURITY OFFICER			-- 3187	*	*	*	*	*	*	*	*	*
93-31004	NEW HOURLY		29.84	31.50	33.26	35.11	37.07					
	BIWEEKLY		2,387.20	2,520.00	2,660.80	2,808.80	2,965.60					
	MONTHLY		5,192.16	5,481.00	5,787.24	6,109.14	6,450.18					
COMMUNIC CBL SUPV <u>12/</u>			-- 3800	*	*	*	*	*	*	*	*	*
94-36110	NEW HOURLY		37.51			44.14	46.60					
	BIWEEKLY					3,531.20	3,728.00					
	MONTHLY					7,680.36	8,108.40					
	NEW HOURLY	38.448				45.244	47.765					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,619.52	3,821.20					
	MONTHLY					7,872.37	8,311.11					
	NEW HOURLY	39.409				46.375	48.959					Additional 2.5% of above rate
	BIWEEKLY					3,710.00	3,916.72					
	MONTHLY					8,069.18	8,518.89					
COMMUNIC ELTN SUPV <u>12/</u>			-- 3689	*	*	*	*	*	*	*	*	*
94-36116	NEW HOURLY		37.51			44.14	46.60					
	BIWEEKLY					3,531.20	3,728.00					
	MONTHLY					7,680.36	8,108.40					
	NEW HOURLY	38.448				45.244	47.765					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,619.52	3,821.20					
	MONTHLY					7,872.37	8,311.11					
	NEW HOURLY	39.409				46.375	48.959					Additional 2.5% of above rate
	BIWEEKLY					3,710.00	3,916.72					
	MONTHLY					8,069.18	8,518.89					
94-36117	SAME AS ABOVE											
CONSTR & MTNC SUPV <u>12/</u> A			-- 3127	*	*	*	*	*	*	*	*	*
94-31110	NEW HOURLY		46.91			55.21	58.29					
	BIWEEKLY					4,416.80	4,663.20					
	MONTHLY					9,606.54	10,142.46					
	NEW HOURLY	48.083				56.590	59.747					Plus 2.5% of base pay for DDR
	BIWEEKLY					4,527.20	4,779.76					
	MONTHLY					9,846.70	10,396.02					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	49.285			58.005	61.241		Additional 2.5% of above rate			
		BIWEEKLY				4,640.40	4,899.28					
		MONTHLY				10,092.87	10,655.92					
**												
	B											
	93-31026	NEW HOURLY	39.88			46.93	49.55					
		BIWEEKLY				3,754.40	3,964.00					
		MONTHLY				8,165.82	8,621.70					
		NEW HOURLY	40.877			48.103	50.789		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,848.24	4,063.12					
		MONTHLY				8,369.97	8,837.24					
		NEW HOURLY	41.899			49.306	52.058		Additional 2.5% of above rate			
		BIWEEKLY				3,944.48	4,164.64					
		MONTHLY				8,579.22	9,058.17					
**												
	C											
	93-31011	NEW HOURLY	38.83			45.70	48.25					
		BIWEEKLY				3,656.00	3,860.00					
		MONTHLY				7,951.80	8,395.50					
		NEW HOURLY	39.801			46.843	49.456		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,747.44	3,956.48					
		MONTHLY				8,150.60	8,605.39					
		NEW HOURLY	40.796			48.014	50.693		Additional 2.5% of above rate			
		BIWEEKLY				3,841.12	4,055.44					
		MONTHLY				8,354.37	8,820.52					
**												
	D											
	93-31010	NEW HOURLY	36.70			43.19	45.60					
		BIWEEKLY				3,455.20	3,648.00					
		MONTHLY				7,515.06	7,934.40					
		NEW HOURLY	37.618			44.270	46.740		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,541.60	3,739.20					
		MONTHLY				7,702.94	8,132.76					
		NEW HOURLY	38.558			45.376	47.909		Additional 2.5% of above rate			
		BIWEEKLY				3,630.08	3,832.72					
		MONTHLY				7,895.51	8,336.08					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	E											
	93-31025	NEW HOURLY	35.69			42.00	44.34					
		BIWEEKLY				3,360.00	3,547.20					
		MONTHLY				7,308.00	7,715.16					
		NEW HOURLY	36.582			43.050	45.449			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,444.00	3,635.92					
		MONTHLY				7,490.70	7,908.04					
		NEW HOURLY	37.497			44.126	46.585			Additional 2.5% of above rate		
		BIWEEKLY				3,530.08	3,726.80					
		MONTHLY				7,677.97	8,105.74					
CONSTR EQPT SRVC SUPV			-- 3543	*	*	*	*	*	*	*	*	*
A												
	93-35005	NEW HOURLY	29.17			34.33	36.24					
		BIWEEKLY				2,746.40	2,899.20					
		MONTHLY				5,973.42	6,305.76					
**	B											
	93-35006	NEW HOURLY	28.01			32.96	34.80					
		BIWEEKLY				2,636.80	2,784.00					
		MONTHLY				5,735.04	6,055.20					
**	C											
	93-35301	NEW HOURLY	26.47			31.16	32.90					
		BIWEEKLY				2,492.80	2,632.00					
		MONTHLY				5,421.84	5,724.60					
CUSTODIAN SUPERVISOR			-- 3176	*	*	*	*	*	*	*	*	*
A												
	93-31000	NEW HOURLY	23.47			27.62	29.16					
		BIWEEKLY				2,209.60	2,332.80					
		MONTHLY				4,805.88	5,073.84					
**	B											
	93-31129	NEW HOURLY	22.40			26.36	27.83					
		BIWEEKLY				2,108.80	2,226.40					
		MONTHLY				4,586.64	4,842.42					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
DISPLAY MANAGER			-- 1668	* *	* *	* *	* *	* *	* *	* *	* *	* *
	91-16184	NEW HOURLY	39.88			46.93	49.55					
		BIWEEKLY				3,754.40	3,964.00					
		MONTHLY				8,165.82	8,621.70					
ELEC DISTR MECH SUPV	<u>2/11/12/</u>		-- 3873	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
	94-38118	NEW HOURLY	42.90			50.49	53.31					
		BIWEEKLY				4,039.20	4,264.80					
		MONTHLY				8,785.26	9,275.94					
		NEW HOURLY	43.973			51.752	54.643					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,140.16	4,371.44					
		MONTHLY				9,004.89	9,507.84					
		NEW HOURLY	45.072			53.046	56.009					Additional 2.5% of above rate
		BIWEEKLY				4,243.68	4,480.72					
		MONTHLY				9,230.01	9,745.54					
	94-38190	SAME AS ABOVE										
**												
	B <u>1/</u>											
	94-38010	NEW HOURLY	41.15			48.42	51.12					
		BIWEEKLY				3,873.60	4,089.60					
		MONTHLY				8,425.08	8,894.88					
		NEW HOURLY	42.179			49.631	52.398					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,970.48	4,191.84					
		MONTHLY				8,635.71	9,117.25					
		NEW HOURLY	43.233			50.871	53.708					Additional 2.5% of above rate
		BIWEEKLY				4,069.68	4,296.64					
		MONTHLY				8,851.60	9,345.18					
	94-38119	SAME AS ABOVE										
	94-38306	SAME AS ABOVE										

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
ELECTRICAL MECHANIC SUPERVISOR <u>7/12/</u> -- 3835					*	*	*	*	*	*	*	*
82-38065	NEW HOURLY	37.51				44.14	46.60					
	BIWEEKLY					3,531.20	3,728.00					
	MONTHLY					7,680.36	8,108.40					
	NEW HOURLY	38.448				45.244	47.765					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,619.52	3,821.20					
	MONTHLY					7,872.37	8,311.11					
	NEW HOURLY	39.409				46.375	48.959					Additional 2.5% of above rate
	BIWEEKLY					3,710.00	3,916.72					
	MONTHLY					8,069.18	8,518.89					
82-38179	SAME AS ABOVE											
93-38104	SAME AS ABOVE											
ELECTRICAL REPAIR SUPERVISOR <u>12/</u> -- 3855					*	*	*	*	*	*	*	*
93-38006	NEW HOURLY	37.51				44.14	46.60					
	BIWEEKLY					3,531.20	3,728.00					
	MONTHLY					7,680.36	8,108.40					
	NEW HOURLY	38.448				45.244	47.765					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,619.52	3,821.20					
	MONTHLY					7,872.37	8,311.11					
	NEW HOURLY	39.409				46.375	48.959					Additional 2.5% of above rate
	BIWEEKLY					3,710.00	3,916.72					
	MONTHLY					8,069.18	8,518.89					
EQUIPMENT REPAIR SUPERVISOR <u>12/</u> -- 3746					*	*	*	*	*	*	*	*
A												
93-37026	NEW HOURLY	34.68				40.80	43.07					
	BIWEEKLY					3,264.00	3,445.60					
	MONTHLY					7,099.20	7,494.18					
	NEW HOURLY	35.547				41.820	44.147					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,345.60	3,531.76					
	MONTHLY					7,276.68	7,681.53					
	NEW HOURLY	36.436				42.866	45.250					Additional 2.5% of above rate
	BIWEEKLY					3,429.28	3,620.00					
	MONTHLY					7,458.60	7,873.57					

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											
	93-37145	NEW HOURLY	32.59			38.36	40.50					
		BIWEEKLY				3,068.80	3,240.00					
		MONTHLY				6,674.64	7,047.00					
		NEW HOURLY	33.405			39.319	41.513			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,145.52	3,321.04					
		MONTHLY				6,841.51	7,223.18					
		NEW HOURLY	34.240			40.302	42.550			Additional 2.5% of above rate		
		BIWEEKLY				3,224.16	3,404.00					
		MONTHLY				7,012.55	7,403.76					
EQUIPMENT SERVICE SUPERVISOR	--		3536	*	*	*	*	*	*	*	*	*
A												
	93-35012	NEW HOURLY	38.83			45.70	48.25					
		BIWEEKLY				3,656.00	3,860.00					
		MONTHLY				7,951.80	8,395.50					
**	B											
	93-35011	NEW HOURLY	33.15			39.01	41.19					
		BIWEEKLY				3,120.80	3,295.20					
		MONTHLY				6,787.74	7,167.06					
HEAD CUSTODIAN SUPERVISOR	--		3178	*	*	*	*	*	*	*	*	*
	93-31005	NEW HOURLY	26.83			31.58	33.34					
		BIWEEKLY				2,526.40	2,667.20					
		MONTHLY				5,494.92	5,801.16					
INSTRUMENT MECHANIC SUPERVISOR	12/ --		3844	*	*	*	*	*	*	*	*	*
	93-38019	NEW HOURLY	37.51			44.14	46.60					
		BIWEEKLY				3,531.20	3,728.00					
		MONTHLY				7,680.36	8,108.40					
		NEW HOURLY	38.448			45.244	47.765			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,619.52	3,821.20					
		MONTHLY				7,872.37	8,311.11					
		NEW HOURLY	39.409			46.375	48.959			Additional 2.5% of above rate		
		BIWEEKLY				3,710.00	3,916.72					
		MONTHLY				8,069.18	8,518.89					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	94-38008	SAME AS ABOVE										
INSTRUMENT REPAIR SUPERVISOR <u>12/</u> -- 3846 * * * * *												
	94-38009	NEW HOURLY	34.86			41.02	43.31					
		BIWEEKLY				3,281.60	3,464.80					
		MONTHLY				7,137.48	7,535.94					
		NEW HOURLY	35.731			42.046	44.393			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,363.68	3,551.44					
		MONTHLY				7,315.92	7,724.34					
		NEW HOURLY	36.625			43.097	45.503			Additional 2.5% of above rate		
		BIWEEKLY				3,447.76	3,640.24					
		MONTHLY				7,498.82	7,917.45					
LABOR SUPERVISOR <u>3/9/</u> -- 3126 * * * * *												
	A											
	38-31006	NEW HOURLY	30.66			36.08	38.09					
		BIWEEKLY				2,886.40	3,047.20					
		MONTHLY				6,277.92	6,627.66					
	38-31007	SAME AS ABOVE										
	93-31102	SAME AS ABOVE										
	94-31119	SAME AS ABOVE										
**												
	B											
	93-31104	NEW HOURLY	28.59			33.64	35.52					
		BIWEEKLY				2,691.20	2,841.60					
		MONTHLY				5,853.36	6,180.48					
**												
	C											
	93-31103	NEW HOURLY	27.52			32.38	34.19					
		BIWEEKLY				2,590.40	2,735.20					
		MONTHLY				5,634.12	5,949.06					
**												
	D											
	93-31101	NEW HOURLY	24.65			29.00	30.62					
		BIWEEKLY				2,320.00	2,449.60					
		MONTHLY				5,046.00	5,327.88					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
MACHINIST SUPERVISOR	12/		-- 3766	*	*	*	*	*	*	*	*	*
	93-37114	NEW HOURLY	37.51			44.14	46.60					
		BIWEEKLY				3,531.20	3,728.00					
		MONTHLY				7,680.36	8,108.40					
		NEW HOURLY	38.448			45.244	47.765					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,619.52	3,821.20					
		MONTHLY				7,872.37	8,311.11					
		NEW HOURLY	39.409			46.375	48.959					Additional 2.5% of above rate
		BIWEEKLY				3,710.00	3,916.72					
		MONTHLY				8,069.18	8,518.89					
MCHL RPR GNL SUPV			-- 3731	*	*	*	*	*	*	*	*	*
	93-37005	NEW HOURLY	38.83			45.70	48.25					
		BIWEEKLY				3,656.00	3,860.00					
		MONTHLY				7,951.80	8,395.50					
MILLWRIGHT SUPERVISOR	12/		-- 3762	*	*	*	*	*	*	*	*	*
	93-37022	NEW HOURLY	36.61				45.47					
		BIWEEKLY					3,637.60					
		MONTHLY					7,911.78					
		NEW HOURLY	37.525				46.607					Plus 2.5% of base pay for DDR
		BIWEEKLY					3,728.56					
		MONTHLY					8,109.57					
		NEW HOURLY	38.463				47.772					Additional 2.5% of above rate
		BIWEEKLY					3,821.76					
		MONTHLY					8,312.31					
PAINTER SUPERVISOR	3/12/		-- 3426	*	*	*	*	*	*	*	*	*
	82-34005	NEW HOURLY	30.91			36.37	38.40					
		BIWEEKLY				2,909.60	3,072.00					
		MONTHLY				6,328.38	6,681.60					
		NEW HOURLY	31.683			37.279	39.360					Plus 2.5% of base pay for DDR
		BIWEEKLY				2,982.32	3,148.80					
		MONTHLY				6,486.59	6,848.64					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	32.475			38.211	40.344			Additional 2.5% of above rate		
		BIWEEKLY				3,056.88	3,227.52					
		MONTHLY				6,648.75	7,019.86					
	82-34106	SAME AS ABOVE										
	93-34109	SAME AS ABOVE										
PARK MAINTENANCE	SUPERVISOR	--	3145	*	*	*	*	*	*	*	*	*
A												
	93-31130	NEW HOURLY	26.35			31.01	32.74					
		BIWEEKLY				2,480.80	2,619.20					
		MONTHLY				5,395.74	5,696.76					
**												
	B											
	94-31003	NEW HOURLY	25.25			29.72	31.38					
		BIWEEKLY				2,377.60	2,510.40					
		MONTHLY				5,171.28	5,460.12					
PIPEFITTER	SUPERVISOR	--	3438	*	*	*	*	*	*	*	*	*
	95-34381	NEW HOURLY	33.81				42.01					
		BIWEEKLY					3,360.80					
		MONTHLY					7,309.74					
PLUMBER	SUPERVISOR	--	3446	*	*	*	*	*	*	*	*	*
	95-34461	NEW HOURLY	33.81				42.01					
		BIWEEKLY					3,360.80					
		MONTHLY					7,309.74					
PRINCIPAL SECURITY OFFICER		--	3200	*	*	*	*	*	*	*	*	*
	93-31003	NEW HOURLY	24.74	26.12	27.58	29.12	30.74					
		BIWEEKLY	1,979.20	2,089.60	2,206.40	2,329.60	2,459.20					
		MONTHLY	4,304.76	4,544.88	4,798.92	5,066.88	5,348.76					
SENIOR AUTOMOTIVE SUPERVISOR		--	3716	*	*	*	*	*	*	*	*	*
A												
	93-37127	NEW HOURLY	40.52			47.69	50.35					
		BIWEEKLY				3,815.20	4,028.00					
		MONTHLY				8,298.06	8,760.90					
**												

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											
	93-37126	NEW HOURLY	35.69			42.00	44.34					
		BIWEEKLY				3,360.00	3,547.20					
		MONTHLY				7,308.00	7,715.16					
	SENIOR ELECTRICIAN 12/		-- 3864	*	*	*	*	*	*	*	*	*
	93-38103	NEW HOURLY	35.69			42.00	44.34					
		BIWEEKLY				3,360.00	3,547.20					
		MONTHLY				7,308.00	7,715.16					
		NEW HOURLY	36.582			43.050	45.449			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,444.00	3,635.92					
		MONTHLY				7,490.70	7,908.04					
		NEW HOURLY	37.497			44.126	46.585			Additional 2.5% of above rate		
		BIWEEKLY				3,530.08	3,726.80					
		MONTHLY				7,677.97	8,105.74					
	SENIOR MACHINIST SUPERVISOR 12/		-- 3768	*	*	*	*	*	*	*	*	*
	A											
	93-37111	NEW HOURLY	43.69			51.42	54.29					
		BIWEEKLY				4,113.60	4,343.20					
		MONTHLY				8,947.08	9,446.46					
		NEW HOURLY	44.782			52.706	55.647			Plus 2.5% of base pay for DDR		
		BIWEEKLY				4,216.48	4,451.76					
		MONTHLY				9,170.76	9,682.62					
		NEW HOURLY	45.902			54.023	57.038			Additional 2.5% of above rate		
		BIWEEKLY				4,321.84	4,563.04					
		MONTHLY				9,400.03	9,924.69					
	**											
	B											
	93-37110	NEW HOURLY	40.62			47.79	50.45					
		BIWEEKLY				3,823.20	4,036.00					
		MONTHLY				8,315.46	8,778.30					
		NEW HOURLY	41.636			48.985	51.711			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,918.80	4,136.88					
		MONTHLY				8,523.35	8,997.76					
		NEW HOURLY	42.676			50.209	53.004			Additional 2.5% of above rate		
		BIWEEKLY				4,016.72	4,240.32					
		MONTHLY				8,736.43	9,222.70					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
SENIOR SECURITY OFFICER			-- 3184	*	*	*	*	*	*	*	*	*
	93-31006	NEW HOURLY	22.40			26.36	27.83					
		BIWEEKLY				2,108.80	2,226.40					
		MONTHLY				4,586.64	4,842.42					
SENIOR STOREKEEPER 4/ A			-- 1837	*	*	*	*	*	*	*	*	*
	91-18117	NEW HOURLY	28.01			32.96	34.80					
		BIWEEKLY				2,636.80	2,784.00					
		MONTHLY				5,735.04	6,055.20					
	93-18013	SAME AS ABOVE										
	93-18161	SAME AS ABOVE										
	93-18169	SAME AS ABOVE										
	94-18106	SAME AS ABOVE										
	94-18107	SAME AS ABOVE										
	94-18169	SAME AS ABOVE										
**												
	B 6/ 94-18102	NEW HOURLY	26.94			31.70	33.47					
		BIWEEKLY				2,536.00	2,677.60					
		MONTHLY				5,515.80	5,823.78					
**												
	C 91-18134	NEW HOURLY	26.83			31.58	33.34					
		BIWEEKLY				2,526.40	2,667.20					
		MONTHLY				5,494.92	5,801.16					
	91-18135	SAME AS ABOVE										
	91-18137	SAME AS ABOVE										
	91-18138	SAME AS ABOVE										
	93-18010	SAME AS ABOVE										

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	93-18158	SAME AS ABOVE										
	93-18168	SAME AS ABOVE										
	93-18170	SAME AS ABOVE										
	94-18170	SAME AS ABOVE										
**												
	D											
	91-18136	NEW HOURLY	25.89			30.46	32.16					
		BIWEEKLY				2,436.80	2,572.80					
		MONTHLY				5,300.04	5,595.84					
	91-18139	SAME AS ABOVE										
	93-18160	SAME AS ABOVE										
	93-18171	SAME AS ABOVE										
	94-18104	SAME AS ABOVE										
	94-18171	SAME AS ABOVE										
SHAFT AND TUNNEL SUPERVISOR -- 3407 * * * * *												
	93-34110	NEW HOURLY	31.27			36.79	38.84					
		BIWEEKLY				2,943.20	3,107.20					
		MONTHLY				6,401.46	6,758.16					
SHEET METAL SUPERVISOR <u>3/12/</u> -- 3777 * * * * *												
	A											
	93-37018	NEW HOURLY	33.71			39.66	41.87					
		BIWEEKLY				3,172.80	3,349.60					
		MONTHLY				6,900.84	7,285.38					
		NEW HOURLY	34.553			40.651	42.917					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,252.08	3,433.36					
		MONTHLY				7,073.36	7,467.51					
		NEW HOURLY	35.417			41.668	43.990					Additional 2.5% of above rate
		BIWEEKLY				3,333.44	3,519.20					
		MONTHLY				7,250.19	7,654.20					

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											
	93-37019	NEW HOURLY	31.21			36.73	38.78					
		BIWEEKLY				2,938.40	3,102.40					
		MONTHLY				6,391.02	6,747.72					
		NEW HOURLY	31.990			37.648	39.749			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,011.84	3,179.92					
		MONTHLY				6,550.80	6,916.41					
		NEW HOURLY	32.790			38.589	40.743			Additional 2.5% of above rate		
		BIWEEKLY				3,087.12	3,259.44					
		MONTHLY				6,714.57	7,089.32					
SR ELTC PGP OPR			-- 5856	*	*	*	*	*	*	*	*	*
A												
	93-58105	NEW HOURLY	28.41			33.43	35.29					
		BIWEEKLY				2,674.40	2,823.20					
		MONTHLY				5,816.82	6,140.46					
**	B											
	93-58103	NEW HOURLY	26.10			30.72	32.43					
		BIWEEKLY				2,457.60	2,594.40					
		MONTHLY				5,345.28	5,642.82					
SR ELTC SRVC REPTV			-- 7521	*	*	*	*	*	*	*	*	*
A												
	94-75705	NEW HOURLY	43.69			51.42	54.29					
		BIWEEKLY				4,113.60	4,343.20					
		MONTHLY				8,947.08	9,446.46					
**	B											
	94-75704	NEW HOURLY	38.54			45.36	47.89					
		BIWEEKLY				3,628.80	3,831.20					
		MONTHLY				7,892.64	8,332.86					
**	C											
	94-16173	NEW HOURLY	37.40			44.01	46.46					
		BIWEEKLY				3,520.80	3,716.80					
		MONTHLY				7,657.74	8,084.04					

1Report ID: HR6017P1-05
 Run Date: 09/15/2005

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2005 (1.0380) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 71

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
	D											
	82-75704	NEW HOURLY	35.31			41.55	43.87					
		BIWEEKLY				3,324.00	3,509.60					
		MONTHLY				7,229.70	7,633.38					
	94-75703	SAME AS ABOVE										
SR ELTC TRBL DSPR			-- 3829	*	*	*	*	*	*	*	*	*
	A											
	94-38182	NEW HOURLY	34.01			40.02	42.25					
		BIWEEKLY				3,201.60	3,380.00					
		MONTHLY				6,963.48	7,351.50					
**												
	B											
	94-38186	NEW HOURLY	33.31			39.20	41.39					
		BIWEEKLY				3,136.00	3,311.20					
		MONTHLY				6,820.80	7,201.86					
SR ELTL MCHC SUPV 8/12/			-- 3836	*	*	*	*	*	*	*	*	*
	A											
	94-38177	NEW HOURLY	42.69			50.23	53.03					
		BIWEEKLY				4,018.40	4,242.40					
		MONTHLY				8,740.02	9,227.22					
		NEW HOURLY	43.757			51.486	54.356					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,118.88	4,348.48					
		MONTHLY				8,958.52	9,457.90					
		NEW HOURLY	44.851			52.773	55.715					Additional 2.5% of above rate
		BIWEEKLY				4,221.84	4,457.20					
		MONTHLY				9,182.48	9,694.35					
**												
	B											
	93-38105	NEW HOURLY	40.62			47.79	50.45					
		BIWEEKLY				3,823.20	4,036.00					
		MONTHLY				8,315.46	8,778.30					
		NEW HOURLY	41.636			48.985	51.711					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,918.80	4,136.88					
		MONTHLY				8,523.35	8,997.76					
		NEW HOURLY	42.676			50.209	53.004					Additional 2.5% of above rate
		BIWEEKLY				4,016.72	4,240.32					
		MONTHLY				8,736.43	9,222.70					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
94-38180		SAME AS ABOVE										
SR ELTL RPR SUPV	12/ A		-- 3856	*	*	*	*	*	*	*	*	*
93-38004	NEW HOURLY	43.69				51.42	54.29					
	BIWEEKLY					4,113.60	4,343.20					
	MONTHLY					8,947.08	9,446.46					
	NEW HOURLY	44.782				52.706	55.647					Plus 2.5% of base pay for DDR
	BIWEEKLY					4,216.48	4,451.76					
	MONTHLY					9,170.76	9,682.62					
	NEW HOURLY	45.902				54.023	57.038					Additional 2.5% of above rate
	BIWEEKLY					4,321.84	4,563.04					
	MONTHLY					9,400.03	9,924.69					
**	B											
93-38003	NEW HOURLY	40.62				47.79	50.45					
	BIWEEKLY					3,823.20	4,036.00					
	MONTHLY					8,315.46	8,778.30					
	NEW HOURLY	41.636				48.985	51.711					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,918.80	4,136.88					
	MONTHLY					8,523.35	8,997.76					
	NEW HOURLY	42.676				50.209	53.004					Additional 2.5% of above rate
	BIWEEKLY					4,016.72	4,240.32					
	MONTHLY					8,736.43	9,222.70					
SR PK MTNC SUPV			-- 3146	*	*	*	*	*	*	*	*	*
A												
93-31030	NEW HOURLY	29.81				35.07	37.03					
	BIWEEKLY					2,805.60	2,962.40					
	MONTHLY					6,102.18	6,443.22					
**	B											
93-31029	NEW HOURLY	28.59				33.64	35.52					
	BIWEEKLY					2,691.20	2,841.60					
	MONTHLY					5,853.36	6,180.48					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
SR SHFT & TNL SUPV			-- 3408	* *	* *	* *	* *	* *	* *	* *	* *	* *
	93-34111	NEW HOURLY	38.54			45.36	47.89					
		BIWEEKLY				3,628.80	3,831.20					
		MONTHLY				7,892.64	8,332.86					
STM PLT MTNC SUPV <u>12/</u>			-- 3786	* *	* *	* *	* *	* *	* *	* *	* *	* *
		A										
	94-37115	NEW HOURLY	41.74			49.12	51.86					
		BIWEEKLY				3,929.60	4,148.80					
		MONTHLY				8,546.88	9,023.64					
		NEW HOURLY	42.784			50.348	53.156					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,027.84	4,252.48					
		MONTHLY				8,760.55	9,249.23					
		NEW HOURLY	43.853			51.607	54.485					Additional 2.5% of above rate
		BIWEEKLY				4,128.56	4,358.80					
		MONTHLY				8,979.56	9,480.46					
**												
		B										
	94-37116	NEW HOURLY	37.51			44.14	46.60					
		BIWEEKLY				3,531.20	3,728.00					
		MONTHLY				7,680.36	8,108.40					
		NEW HOURLY	38.448			45.244	47.765					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,619.52	3,821.20					
		MONTHLY				7,872.37	8,311.11					
		NEW HOURLY	39.409			46.375	48.959					Additional 2.5% of above rate
		BIWEEKLY				3,710.00	3,916.72					
		MONTHLY				8,069.18	8,518.89					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
STM PLT	OPRG SUPV	<u>12/</u>	-- 5625	*	*	*	*	*	*	*	*	*
	A											
	94-56122	NEW HOURLY	41.71			49.09	51.83					
		BIWEEKLY				3,927.20	4,146.40					
		MONTHLY				8,541.66	9,018.42					
		NEW HOURLY	42.753			50.317	53.126			Plus 2.5% of base pay for DDR		
		BIWEEKLY				4,025.36	4,250.08					
		MONTHLY				8,755.20	9,243.88					
		NEW HOURLY	43.822			51.575	54.454			Additional 2.5% of above rate		
		BIWEEKLY				4,126.00	4,356.32					
		MONTHLY				8,974.08	9,474.98					
	**											
	B											
	94-56129	NEW HOURLY	39.73			46.76	49.37					
		BIWEEKLY				3,740.80	3,949.60					
		MONTHLY				8,136.24	8,590.38					
		NEW HOURLY	40.723			47.929	50.604			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,834.32	4,048.32					
		MONTHLY				8,339.65	8,805.14					
		NEW HOURLY	41.741			49.127	51.869			Additional 2.5% of above rate		
		BIWEEKLY				3,930.16	4,149.52					
		MONTHLY				8,548.14	9,025.27					
STRL	STL FABRICATR	SUPV <u>12/</u>	-- 3794	*	*	*	*	*	*	*	*	*
	93-37109	NEW HOURLY	33.43			39.34	41.53					
		BIWEEKLY				3,147.20	3,322.40					
		MONTHLY				6,845.16	7,226.22					
		NEW HOURLY	34.266			40.324	42.568			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,225.92	3,405.44					
		MONTHLY				7,016.29	7,406.88					
		NEW HOURLY	35.122			41.332	43.632			Additional 2.5% of above rate		
		BIWEEKLY				3,306.56	3,490.56					
		MONTHLY				7,191.70	7,592.05					

1Report ID: HR6017P1-05
 Run Date: 09/15/2005

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2005 (1.0380) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 75

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
TANK FARM SUPERVISOR			-- 5940	*	*	*	*	*	*	*	*	*
	94-56121	NEW HOURLY	35.10			41.31	43.61					
		BIWEEKLY				3,304.80	3,488.80					
		MONTHLY				7,187.94	7,588.14					
TIRE REPAIR SUPERVISOR			-- 3732	*	*	*	*	*	*	*	*	*
	A											
	93-37003	NEW HOURLY	30.21			35.55	37.53					
		BIWEEKLY				2,844.00	3,002.40					
		MONTHLY				6,185.70	6,530.22					
	**											
	B											
	93-37119	NEW HOURLY	27.34			32.17	33.96					
		BIWEEKLY				2,573.60	2,716.80					
		MONTHLY				5,597.58	5,909.04					
TREE SURGEON SUPERVISOR			-- 3117	*	*	*	*	*	*	*	*	*
	A											
	94-31031	NEW HOURLY	33.85			39.83	42.05					
		BIWEEKLY				3,186.40	3,364.00					
		MONTHLY				6,930.42	7,316.70					
		NEW HOURLY	34.696			40.826	43.101					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,266.08	3,448.08					
		MONTHLY				7,103.68	7,499.62					
		NEW HOURLY	35.564			41.846	44.179					Additional 2.5% of above rate
		BIWEEKLY				3,347.68	3,534.32					
		MONTHLY				7,281.27	7,687.11					
	**											
	B											
	94-31114	NEW HOURLY	32.13			37.81	39.92					
		BIWEEKLY				3,024.80	3,193.60					
		MONTHLY				6,578.94	6,946.08					
		NEW HOURLY	32.933			38.755	40.918					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,100.40	3,273.44					
		MONTHLY				6,743.41	7,119.73					
		NEW HOURLY	33.757			39.724	41.941					Additional 2.5% of above rate
		BIWEEKLY				3,177.92	3,355.28					
		MONTHLY				6,912.00	7,297.72					

1Report ID: HR6017P1-05
 Run Date: 09/15/2005

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2005 (1.0380) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 76

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											
	94-31032	NEW HOURLY	30.57			35.97	37.98					
		BIWEEKLY				2,877.60	3,038.40					
		MONTHLY				6,258.78	6,608.52					
		NEW HOURLY	31.334			36.869	38.929			Plus 2.5% of base pay for DDR		
		BIWEEKLY				2,949.52	3,114.32					
		MONTHLY				6,415.25	6,773.73					
		NEW HOURLY	32.118			37.791	39.903			Additional 2.5% of above rate		
		BIWEEKLY				3,023.28	3,192.24					
		MONTHLY				6,575.63	6,943.07					
	94-31113	SAME AS ABOVE										
	TRUCK AND EQUIPMENT DISPATCHER--	3586		*	*	*	*	*	*	*	*	*
	A											
	93-35136	NEW HOURLY	33.71			39.66	41.87					
		BIWEEKLY				3,172.80	3,349.60					
		MONTHLY				6,900.84	7,285.38					
**	B											
	93-35132	NEW HOURLY	31.67			37.27	39.35					
		BIWEEKLY				2,981.60	3,148.00					
		MONTHLY				6,484.98	6,846.90					
**	C											
	93-35010	NEW HOURLY	29.81			35.07	37.03					
		BIWEEKLY				2,805.60	2,962.40					
		MONTHLY				6,102.18	6,443.22					
**	D											
	93-35009	NEW HOURLY	28.59			33.64	35.52					
		BIWEEKLY				2,691.20	2,841.60					
		MONTHLY				5,853.36	6,180.48					
**	E											
	93-35134	NEW HOURLY	27.52			32.38	34.19					
		BIWEEKLY				2,590.40	2,735.20					
		MONTHLY				5,634.12	5,949.06					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
UG DISTR	CONSTR	SUPV	-- 3814	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
	94-38313	NEW HOURLY	35.01			41.20	43.50					
		BIWEEKLY				3,296.00	3,480.00					
		MONTHLY				7,168.80	7,569.00					
	**											
	B											
	94-38312	NEW HOURLY	33.31			39.20	41.39					
		BIWEEKLY				3,136.00	3,311.20					
		MONTHLY				6,820.80	7,201.86					
	94-38314	SAME AS ABOVE										
WATER SERVICE SUPERVISOR	<u>12/</u>		-- 3930	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
	93-39044	NEW HOURLY	37.19			43.76	46.20					
		BIWEEKLY				3,500.80	3,696.00					
		MONTHLY				7,614.24	8,038.80					
		NEW HOURLY	38.120			44.854	47.355			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,588.32	3,788.40					
		MONTHLY				7,804.60	8,239.77					
		NEW HOURLY	39.073			45.975	48.539			Additional 2.5% of above rate		
		BIWEEKLY				3,678.00	3,883.12					
		MONTHLY				7,999.72	8,445.76					
	**											
	B											
	93-39043	NEW HOURLY	35.31			41.55	43.87					
		BIWEEKLY				3,324.00	3,509.60					
		MONTHLY				7,229.70	7,633.38					
		NEW HOURLY	36.193			42.589	44.967			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,407.12	3,597.36					
		MONTHLY				7,410.44	7,824.21					
		NEW HOURLY	37.098			43.653	46.091			Additional 2.5% of above rate		
		BIWEEKLY				3,492.24	3,687.28					
		MONTHLY				7,595.70	8,019.82					

lReport ID: HR6017P1-05
 Run Date: 09/15/2005

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2005 (1.0380) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 78

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											
	93-39124	NEW HOURLY	32.85			38.65	40.80					
		BIWEEKLY				3,092.00	3,264.00					
		MONTHLY				6,725.10	7,099.20					
		NEW HOURLY	33.671			39.616	41.820			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,169.28	3,345.60					
		MONTHLY				6,893.23	7,276.68					
		NEW HOURLY	34.513			40.607	42.866			Additional 2.5% of above rate		
		BIWEEKLY				3,248.56	3,429.28					
		MONTHLY				7,065.56	7,458.60					
**	D											
	93-39122	NEW HOURLY	31.27			36.79	38.84					
		BIWEEKLY				2,943.20	3,107.20					
		MONTHLY				6,401.46	6,758.16					
		NEW HOURLY	32.052			37.710	39.811			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,016.80	3,184.88					
		MONTHLY				6,561.50	6,927.11					
		NEW HOURLY	32.853			38.653	40.806			Additional 2.5% of above rate		
		BIWEEKLY				3,092.24	3,264.48					
		MONTHLY				6,725.54	7,100.29					
**	E											
	93-39123	NEW HOURLY	29.17			34.33	36.24					
		BIWEEKLY				2,746.40	2,899.20					
		MONTHLY				5,973.42	6,305.76					
		NEW HOURLY	29.899			35.188	37.146			Plus 2.5% of base pay for DDR		
		BIWEEKLY				2,815.04	2,971.68					
		MONTHLY				6,122.76	6,463.40					
		NEW HOURLY	30.647			36.068	38.075			Additional 2.5% of above rate		
		BIWEEKLY				2,885.44	3,046.00					
		MONTHLY				6,275.83	6,624.99					

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 TREATMENT SUPERVISOR <u>12/</u>			-- 5887	*	*	*	*	*	*	*	*	*
A												
93-58107	NEW HOURLY	37.67				44.33	46.80					
	BIWEEKLY					3,546.40	3,744.00					
	MONTHLY					7,713.42	8,143.20					
	NEW HOURLY	38.612				45.438	47.970					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,635.04	3,837.60					
	MONTHLY					7,906.26	8,346.78					
	NEW HOURLY	39.577				46.574	49.169					Additional 2.5% of above rate
	BIWEEKLY					3,725.92	3,933.52					
	MONTHLY					8,103.92	8,555.45					
**												
B												
93-58115	NEW HOURLY	33.95				39.95	42.18					
	BIWEEKLY					3,196.00	3,374.40					
	MONTHLY					6,951.30	7,339.32					
	NEW HOURLY	34.799				40.949	43.234					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,275.92	3,458.72					
	MONTHLY					7,125.08	7,522.80					
	NEW HOURLY	35.669				41.972	44.315					Additional 2.5% of above rate
	BIWEEKLY					3,357.76	3,545.20					
	MONTHLY					7,303.21	7,710.87					
WATER UTILITY SUPERVISOR <u>12/</u>			-- 3976	*	*	*	*	*	*	*	*	*
A												
93-39133	NEW HOURLY	35.31				41.55	43.87					
	BIWEEKLY					3,324.00	3,509.60					
	MONTHLY					7,229.70	7,633.38					
	NEW HOURLY	36.193				42.589	44.967					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,407.12	3,597.36					
	MONTHLY					7,410.44	7,824.21					
	NEW HOURLY	37.098				43.653	46.091					Additional 2.5% of above rate
	BIWEEKLY					3,492.24	3,687.28					
	MONTHLY					7,595.70	8,019.82					

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											
93-39129	NEW HOURLY	32.34				38.05	40.17					
	BIWEEKLY					3,044.00	3,213.60					
	MONTHLY					6,620.70	6,989.58					
	NEW HOURLY	33.149				39.001	41.174			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,120.08	3,293.92					
	MONTHLY					6,786.22	7,164.32					
	NEW HOURLY	33.977				39.976	42.204			Additional 2.5% of above rate		
	BIWEEKLY					3,198.08	3,376.32					
	MONTHLY					6,955.88	7,343.43					
93-39131	SAME AS ABOVE											
**												
	C											
93-39132	NEW HOURLY	31.27				36.79	38.84					
	BIWEEKLY					2,943.20	3,107.20					
	MONTHLY					6,401.46	6,758.16					
	NEW HOURLY	32.052				37.710	39.811			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,016.80	3,184.88					
	MONTHLY					6,561.50	6,927.11					
	NEW HOURLY	32.853				38.653	40.806			Additional 2.5% of above rate		
	BIWEEKLY					3,092.24	3,264.48					
	MONTHLY					6,725.54	7,100.29					
**												
	D											
93-39134	NEW HOURLY	30.32				35.67	37.66					
	BIWEEKLY					2,853.60	3,012.80					
	MONTHLY					6,206.58	6,552.84					
	NEW HOURLY	31.078				36.562	38.601			Plus 2.5% of base pay for DDR		
	BIWEEKLY					2,924.96	3,088.08					
	MONTHLY					6,361.74	6,716.66					
	NEW HOURLY	31.855				37.476	39.567			Additional 2.5% of above rate		
	BIWEEKLY					2,998.08	3,165.36					
	MONTHLY					6,520.78	6,884.58					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
WATERWORKS MECHANIC SUPERVISOR <u>12/</u> -- 3987 * * * * *												
A												
93-39104	NEW HOURLY	39.60				46.60	49.20					
	BIWEEKLY					3,728.00	3,936.00					
	MONTHLY					8,108.40	8,560.80					
	NEW HOURLY	40.590				47.765	50.430					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,821.20	4,034.40					
	MONTHLY					8,311.11	8,774.82					
	NEW HOURLY	41.605				48.959	51.691					Additional 2.5% of above rate
	BIWEEKLY					3,916.72	4,135.28					
	MONTHLY					8,518.89	8,994.19					
**												
B												
93-39103	NEW HOURLY	36.61				43.07	45.47					
	BIWEEKLY					3,445.60	3,637.60					
	MONTHLY					7,494.18	7,911.78					
	NEW HOURLY	37.525				44.147	46.607					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,531.76	3,728.56					
	MONTHLY					7,681.53	8,109.57					
	NEW HOURLY	38.463				45.250	47.772					Additional 2.5% of above rate
	BIWEEKLY					3,620.00	3,821.76					
	MONTHLY					7,873.57	8,312.31					
WELDER SUPERVISOR <u>3/12/</u> -- 3798 * * * * *												
93-37115	NEW HOURLY	34.29				40.35	42.60					
	BIWEEKLY					3,228.00	3,408.00					
	MONTHLY					7,020.90	7,412.40					
	NEW HOURLY	35.147				41.359	43.665					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,308.72	3,493.20					
	MONTHLY					7,196.42	7,597.71					
	NEW HOURLY	36.026				42.393	44.757					Additional 2.5% of above rate
	BIWEEKLY					3,391.44	3,580.56					
	MONTHLY					7,376.33	7,787.65					
93-37123	SAME AS ABOVE											

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
WTR UTLTY OPR SUPV	12/		-- 5857	*	*	*	*	*	*	*	*	*
A												
93-58131	NEW HOURLY	37.19				43.76	46.20					
	BIWEEKLY					3,500.80	3,696.00					
	MONTHLY					7,614.24	8,038.80					
	NEW HOURLY	38.120				44.854	47.355			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,588.32	3,788.40					
	MONTHLY					7,804.60	8,239.77					
	NEW HOURLY	39.073				45.975	48.539			Additional 2.5% of above rate		
	BIWEEKLY					3,678.00	3,883.12					
	MONTHLY					7,999.72	8,445.76					
**												
B												
93-58130	NEW HOURLY	32.34				38.05	40.17					
	BIWEEKLY					3,044.00	3,213.60					
	MONTHLY					6,620.70	6,989.58					
	NEW HOURLY	33.149				39.001	41.174			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,120.08	3,293.92					
	MONTHLY					6,786.22	7,164.32					
	NEW HOURLY	33.977				39.976	42.204			Additional 2.5% of above rate		
	BIWEEKLY					3,198.08	3,376.32					
	MONTHLY					6,955.88	7,343.43					
**												
C												
93-58129	NEW HOURLY	28.87				33.97	35.86					
	BIWEEKLY					2,717.60	2,868.80					
	MONTHLY					5,910.78	6,239.64					
	NEW HOURLY	29.592				34.819	36.756			Plus 2.5% of base pay for DDR		
	BIWEEKLY					2,785.52	2,940.48					
	MONTHLY					6,058.55	6,395.63					
	NEW HOURLY	30.331				35.690	37.675			Additional 2.5% of above rate		
	BIWEEKLY					2,855.20	3,014.00					
	MONTHLY					6,210.01	6,555.52					

APPENDIX A-2

SALARY RANGES EFFECTIVE OCTOBER 1, 2006

Effective October 1, 2006, salary ranges shall be increased by a percentage equal to the percentage increase in the CPI for Urban Wage Earners and Clerical Workers as measured from August 2005 to August 2006 for U.S. City Average (1982-84=100); provided however, that if the CPI increases less than or equal to 3.25% the salary ranges shall be increased by 3.25%, and if the CPI increased by 6% or more, the salary ranges shall be increased by 6%.

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
AIR CONDTG MCHC SUPV			-- 3781	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
93-37002	NEW HOURLY	39.92				46.98	49.60					
	BIWEEKLY					3,758.40	3,968.00					
	MONTHLY					8,174.52	8,630.40					
	NEW HOURLY	40.918				48.154	50.840					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,852.32	4,067.20					
	MONTHLY					8,378.88	8,846.16					
	NEW HOURLY	41.941				49.358	52.111					Additional 2.5% of above rate
	BIWEEKLY					3,948.64	4,168.88					
	MONTHLY					8,588.35	9,067.31					
AQ & RESV SUPV 12/			-- 5816	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
93-58110	NEW HOURLY	32.48				38.22	40.35					
	BIWEEKLY					3,057.60	3,228.00					
	MONTHLY					6,650.28	7,020.90					
	NEW HOURLY	33.292				39.176	41.359					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,134.08	3,308.72					
	MONTHLY					6,816.54	7,196.42					
	NEW HOURLY	34.124				40.155	42.393					Additional 2.5% of above rate
	BIWEEKLY					3,212.40	3,391.44					
	MONTHLY					6,986.95	7,376.33					
ASBESTOS SUPERVISOR			-- 3440	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
95-34401	NEW HOURLY	32.85					40.80					
	BIWEEKLY						3,264.00					
	MONTHLY						7,099.20					
AUTO BODY REPAIR SUPERVISOR 12/			-- 3706	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
A												
93-37176	NEW HOURLY	32.91				38.73	40.89					
	BIWEEKLY					3,098.40	3,271.20					
	MONTHLY					6,739.02	7,114.86					
	NEW HOURLY	33.733				39.698	41.912					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,175.84	3,352.96					
	MONTHLY					6,907.50	7,292.73					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	34.576			40.691	42.960		Additional 2.5% of above rate			
		BIWEEKLY				3,255.28	3,436.80					
		MONTHLY				7,080.19	7,475.05					
**												
	B											
	93-37112	NEW HOURLY	31.85			37.49	39.58					
		BIWEEKLY				2,999.20	3,166.40					
		MONTHLY				6,523.26	6,886.92					
		NEW HOURLY	32.646			38.427	40.569		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,074.16	3,245.52					
		MONTHLY				6,686.34	7,059.09					
		NEW HOURLY	33.462			39.388	41.584		Additional 2.5% of above rate			
		BIWEEKLY				3,151.04	3,326.72					
		MONTHLY				6,853.50	7,235.57					
AUTOMOTIVE DISPATCHER			-- 3595	*	*	*	*	*	*	*	*	*
A												
	93-35110	NEW HOURLY	35.01			41.20	43.50					
		BIWEEKLY				3,296.00	3,480.00					
		MONTHLY				7,168.80	7,569.00					
**												
	B											
	93-35108	NEW HOURLY	30.63			36.04	38.05					
		BIWEEKLY				2,883.20	3,044.00					
		MONTHLY				6,270.96	6,620.70					
**												
	C											
	93-35105	NEW HOURLY	27.89			32.82	34.65					
		BIWEEKLY				2,625.60	2,772.00					
		MONTHLY				5,710.68	6,029.10					
**												
	D											
	93-35106	NEW HOURLY	27.38			32.22	34.02					
		BIWEEKLY				2,577.60	2,721.60					
		MONTHLY				5,606.28	5,919.48					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	E											
	93-35107	NEW HOURLY	26.90			31.65	33.41					
		BIWEEKLY				2,532.00	2,672.80					
		MONTHLY				5,507.10	5,813.34					
**	F											
	93-35109	NEW HOURLY	25.60			30.13	31.81					
		BIWEEKLY				2,410.40	2,544.80					
		MONTHLY				5,242.62	5,534.94					
	AUTOMOTIVE SUPERVISOR <u>12/</u>		-- 3714	*	*	*	*	*	*	*	*	*
	A											
	93-37013	NEW HOURLY	36.02			42.39	44.75					
		BIWEEKLY				3,391.20	3,580.00					
		MONTHLY				7,375.86	7,786.50					
		NEW HOURLY	36.921			43.450	45.869					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,476.00	3,669.52					
		MONTHLY				7,560.26	7,981.16					
		NEW HOURLY	37.844			44.536	47.015					Additional 2.5% of above rate
		BIWEEKLY				3,562.88	3,761.20					
		MONTHLY				7,749.27	8,180.69					
**	B											
	93-37144	NEW HOURLY	32.91			38.73	40.89					
		BIWEEKLY				3,098.40	3,271.20					
		MONTHLY				6,739.02	7,114.86					
		NEW HOURLY	33.733			39.698	41.912					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,175.84	3,352.96					
		MONTHLY				6,907.50	7,292.73					
		NEW HOURLY	34.576			40.691	42.960					Additional 2.5% of above rate
		BIWEEKLY				3,255.28	3,436.80					
		MONTHLY				7,080.19	7,475.05					

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												
	93-37012	NEW HOURLY	30.97			36.44	38.47					
		BIWEEKLY				2,915.20	3,077.60					
		MONTHLY				6,340.56	6,693.78					
		NEW HOURLY	31.744			37.351	39.432					Plus 2.5% of base pay for DDR
		BIWEEKLY				2,988.08	3,154.56					
		MONTHLY				6,499.07	6,861.12					
		NEW HOURLY	32.538			38.285	40.418					Additional 2.5% of above rate
		BIWEEKLY				3,062.80	3,233.44					
		MONTHLY				6,661.55	7,032.65					
BATTERY TECHNICIAN SUPERVISOR	--	3726		*	*	*	*	*	*	*	*	*
A												
	93-37004	NEW HOURLY	32.11			37.79	39.90					
		BIWEEKLY				3,023.20	3,192.00					
		MONTHLY				6,575.46	6,942.60					
**												
B												
	93-37194	NEW HOURLY	31.49			37.06	39.13					
		BIWEEKLY				2,964.80	3,130.40					
		MONTHLY				6,448.44	6,808.62					
BOILERMAKER SUPERVISOR	--	3737		*	*	*	*	*	*	*	*	*
A												
	95-37371	NEW HOURLY	35.62				44.26					
		BIWEEKLY					3,540.80					
		MONTHLY					7,701.24					
BUILDING REPAIR SUPERVISOR	<u>12/</u>	--	3338		*	*	*	*	*	*	*	*
A												
	93-33000	NEW HOURLY	36.88			43.40	45.82					
		BIWEEKLY				3,472.00	3,665.60					
		MONTHLY				7,551.60	7,972.68					
		NEW HOURLY	37.802			44.485	46.966					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,558.80	3,757.28					
		MONTHLY				7,740.39	8,172.00					
		NEW HOURLY	38.747			45.597	48.140					Additional 2.5% of above rate
		BIWEEKLY				3,647.76	3,851.20					
		MONTHLY				7,933.90	8,376.30					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	94-33106	SAME AS ABOVE										
**												
	B											
	93-33002	NEW HOURLY	35.79			42.12	44.47					
		BIWEEKLY				3,369.60	3,557.60					
		MONTHLY				7,328.88	7,737.78					
		NEW HOURLY	36.685			43.173	45.582			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,453.84	3,646.56					
		MONTHLY				7,512.10	7,931.22					
		NEW HOURLY	37.602			44.252	46.721			Additional 2.5% of above rate		
		BIWEEKLY				3,540.16	3,737.68					
		MONTHLY				7,699.90	8,129.50					
**												
	C											
	93-33001	NEW HOURLY	34.61			40.73	43.00					
		BIWEEKLY				3,258.40	3,440.00					
		MONTHLY				7,087.02	7,482.00					
		NEW HOURLY	35.475			41.748	44.075			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,339.84	3,526.00					
		MONTHLY				7,264.20	7,669.05					
		NEW HOURLY	36.362			42.792	45.177			Additional 2.5% of above rate		
		BIWEEKLY				3,423.36	3,614.16					
		MONTHLY				7,445.81	7,860.78					
**												
	D											
	94-33108	NEW HOURLY	33.60			39.54	41.74					
		BIWEEKLY				3,163.20	3,339.20					
		MONTHLY				6,879.96	7,262.76					
		NEW HOURLY	34.440			40.529	42.784			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,242.32	3,422.72					
		MONTHLY				7,051.96	7,444.33					
		NEW HOURLY	35.301			41.542	43.853			Additional 2.5% of above rate		
		BIWEEKLY				3,323.36	3,508.24					
		MONTHLY				7,228.26	7,630.44					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CARPENTER SHOP SUPERVISOR	<u>12/</u>	--	3339	*	*	*	*	*	*	*	*	*
93-33101	NEW HOURLY	33.54				39.46	41.66					
	BIWEEKLY					3,156.80	3,332.80					
	MONTHLY					6,866.04	7,248.84					
	NEW HOURLY	34.379				40.446	42.701					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,235.68	3,416.08					
	MONTHLY					7,037.69	7,430.06					
	NEW HOURLY	35.238				41.458	43.769					Additional 2.5% of above rate
	BIWEEKLY					3,316.64	3,501.52					
	MONTHLY					7,213.63	7,615.81					
CARPENTER SUPERVISOR	<u>3/12/</u>	--	3346	*	*	*	*	*	*	*	*	*
93-33103	NEW HOURLY	33.15				39.01	41.19					
	BIWEEKLY					3,120.80	3,295.20					
	MONTHLY					6,787.74	7,167.06					
	NEW HOURLY	33.979				39.985	42.220					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,198.80	3,377.60					
	MONTHLY					6,957.43	7,346.24					
	NEW HOURLY	34.828				40.985	43.275					Additional 2.5% of above rate
	BIWEEKLY					3,278.80	3,462.00					
	MONTHLY					7,131.37	7,529.90					
CEMENT FINISHER SUPERVISOR	<u>3/12/</u>	--	3354	*	*	*	*	*	*	*	*	*
93-33104	NEW HOURLY	30.97				36.44	38.47					
	BIWEEKLY					2,915.20	3,077.60					
	MONTHLY					6,340.56	6,693.78					
	NEW HOURLY	31.744				37.351	39.432					Plus 2.5% of base pay for DDR
	BIWEEKLY					2,988.08	3,154.56					
	MONTHLY					6,499.07	6,861.12					
	NEW HOURLY	32.538				38.285	40.418					Additional 2.5% of above rate
	BIWEEKLY					3,062.80	3,233.44					
	MONTHLY					6,661.55	7,032.65					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CHIEF SECURITY OFFICER			-- 3187	* *	* *	* *	* *	* *	* *	* *	* *	* *
93-31004	NEW HOURLY		31.01	32.74	34.57	36.50	38.54					
	BIWEEKLY		2,480.80	2,619.20	2,765.60	2,920.00	3,083.20					
	MONTHLY		5,395.74	5,696.76	6,015.18	6,351.00	6,705.96					
COMMUNIC CBL SUPV <u>12/</u>			-- 3800	* *	* *	* *	* *	* *	* *	* *	* *	* *
94-36110	NEW HOURLY		38.98			45.86	48.42					
	BIWEEKLY					3,668.80	3,873.60					
	MONTHLY					7,979.64	8,425.08					
	NEW HOURLY		39.954			47.006	49.631					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,760.48	3,970.48					
	MONTHLY					8,179.13	8,635.71					
	NEW HOURLY		40.953			48.182	50.871					Additional 2.5% of above rate
	BIWEEKLY					3,854.56	4,069.68					
	MONTHLY					8,383.61	8,851.60					
COMMUNIC ELTN SUPV <u>12/</u>			-- 3689	* *	* *	* *	* *	* *	* *	* *	* *	* *
94-36116	NEW HOURLY		38.98			45.86	48.42					
	BIWEEKLY					3,668.80	3,873.60					
	MONTHLY					7,979.64	8,425.08					
	NEW HOURLY		39.954			47.006	49.631					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,760.48	3,970.48					
	MONTHLY					8,179.13	8,635.71					
	NEW HOURLY		40.953			48.182	50.871					Additional 2.5% of above rate
	BIWEEKLY					3,854.56	4,069.68					
	MONTHLY					8,383.61	8,851.60					
94-36117	SAME AS ABOVE											
CONSTR & MTNC SUPV <u>12/</u> A			-- 3127	* *	* *	* *	* *	* *	* *	* *	* *	* *
94-31110	NEW HOURLY		48.74			57.36	60.56					
	BIWEEKLY					4,588.80	4,844.80					
	MONTHLY					9,980.64	10,537.44					
	NEW HOURLY		49.959			58.794	62.074					Plus 2.5% of base pay for DDR
	BIWEEKLY					4,703.52	4,965.92					
	MONTHLY					10,230.16	10,800.88					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	51.207			60.264	63.626		Additional 2.5% of above rate			
		BIWEEKLY				4,821.12	5,090.08					
		MONTHLY				10,485.91	11,070.90					
**												
	B											
	93-31026	NEW HOURLY	41.44			48.77	51.49					
		BIWEEKLY				3,901.60	4,119.20					
		MONTHLY				8,485.98	8,959.26					
		NEW HOURLY	42.476			49.989	52.777		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,999.12	4,222.16					
		MONTHLY				8,698.13	9,183.24					
		NEW HOURLY	43.538			51.239	54.097		Additional 2.5% of above rate			
		BIWEEKLY				4,099.12	4,327.76					
		MONTHLY				8,915.58	9,412.82					
**												
	C											
	93-31011	NEW HOURLY	40.35			47.49	50.14					
		BIWEEKLY				3,799.20	4,011.20					
		MONTHLY				8,263.26	8,724.36					
		NEW HOURLY	41.359			48.677	51.394		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,894.16	4,111.52					
		MONTHLY				8,469.84	8,942.47					
		NEW HOURLY	42.393			49.894	52.678		Additional 2.5% of above rate			
		BIWEEKLY				3,991.52	4,214.24					
		MONTHLY				8,681.59	9,166.03					
**												
	D											
	93-31010	NEW HOURLY	38.14			44.89	47.39					
		BIWEEKLY				3,591.20	3,791.20					
		MONTHLY				7,810.86	8,245.86					
		NEW HOURLY	39.094			46.012	48.575		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,680.96	3,886.00					
		MONTHLY				8,006.13	8,452.01					
		NEW HOURLY	40.071			47.163	49.789		Additional 2.5% of above rate			
		BIWEEKLY				3,773.04	3,983.12					
		MONTHLY				8,206.28	8,663.31					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	E											
	93-31025	NEW HOURLY	37.09			43.64	46.07					
		BIWEEKLY				3,491.20	3,685.60					
		MONTHLY				7,593.36	8,016.18					
		NEW HOURLY	38.017			44.731	47.222					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,578.48	3,777.76					
		MONTHLY				7,783.19	8,216.58					
		NEW HOURLY	38.968			45.849	48.402					Additional 2.5% of above rate
		BIWEEKLY				3,667.92	3,872.16					
		MONTHLY				7,977.77	8,421.99					
CONSTR EQPT SRVC SUPV			-- 3543	*	*	*	*	*	*	*	*	*
A												
	93-35005	NEW HOURLY	30.31			35.66	37.65					
		BIWEEKLY				2,852.80	3,012.00					
		MONTHLY				6,204.84	6,551.10					
**	B											
	93-35006	NEW HOURLY	29.11			34.25	36.16					
		BIWEEKLY				2,740.00	2,892.80					
		MONTHLY				5,959.50	6,291.84					
**	C											
	93-35301	NEW HOURLY	27.52			32.38	34.19					
		BIWEEKLY				2,590.40	2,735.20					
		MONTHLY				5,634.12	5,949.06					
CUSTODIAN SUPERVISOR			-- 3176	*	*	*	*	*	*	*	*	*
A												
	93-31000	NEW HOURLY	24.38			28.70	30.30					
		BIWEEKLY				2,296.00	2,424.00					
		MONTHLY				4,993.80	5,272.20					
**	B											
	93-31129	NEW HOURLY	23.27			27.39	28.92					
		BIWEEKLY				2,191.20	2,313.60					
		MONTHLY				4,765.86	5,032.08					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
DISPLAY MANAGER			-- 1668	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	91-16184	NEW HOURLY	41.44			48.77	51.49					
		BIWEEKLY				3,901.60	4,119.20					
		MONTHLY				8,485.98	8,959.26					
ELEC DISTR MECH SUPV	<u>2/11/12/</u>		-- 3873	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
A												
	94-38118	NEW HOURLY	44.59			52.48	55.41					
		BIWEEKLY				4,198.40	4,432.80					
		MONTHLY				9,131.52	9,641.34					
		NEW HOURLY	45.705			53.792	56.795					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,303.36	4,543.60					
		MONTHLY				9,359.81	9,882.37					
		NEW HOURLY	46.847			55.137	58.215					Additional 2.5% of above rate
		BIWEEKLY				4,410.96	4,657.20					
		MONTHLY				9,593.81	10,129.43					
	94-38190	SAME AS ABOVE										
**												
	B <u>1/</u>											
	94-38010	NEW HOURLY	42.75			50.31	53.12					
		BIWEEKLY				4,024.80	4,249.60					
		MONTHLY				8,753.94	9,242.88					
		NEW HOURLY	43.819			51.568	54.448					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,125.44	4,355.84					
		MONTHLY				8,972.79	9,473.95					
		NEW HOURLY	44.914			52.857	55.809					Additional 2.5% of above rate
		BIWEEKLY				4,228.56	4,464.72					
		MONTHLY				9,197.11	9,710.80					
	94-38119	SAME AS ABOVE										
	94-38306	SAME AS ABOVE										

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
ELECTRICAL MECHANIC SUPERVISOR <u>7/12</u> -- 3835 * * * * *												
82-38065		NEW HOURLY	38.98			45.86	48.42					
		BIWEEKLY				3,668.80	3,873.60					
		MONTHLY				7,979.64	8,425.08					
		NEW HOURLY	39.954			47.006	49.631					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,760.48	3,970.48					
		MONTHLY				8,179.13	8,635.71					
		NEW HOURLY	40.953			48.182	50.871					Additional 2.5% of above rate
		BIWEEKLY				3,854.56	4,069.68					
		MONTHLY				8,383.61	8,851.60					
82-38179		SAME AS ABOVE										
93-38104		SAME AS ABOVE										
ELECTRICAL REPAIR SUPERVISOR <u>12</u> / -- 3855 * * * * *												
93-38006		NEW HOURLY	38.98			45.86	48.42					
		BIWEEKLY				3,668.80	3,873.60					
		MONTHLY				7,979.64	8,425.08					
		NEW HOURLY	39.954			47.006	49.631					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,760.48	3,970.48					
		MONTHLY				8,179.13	8,635.71					
		NEW HOURLY	40.953			48.182	50.871					Additional 2.5% of above rate
		BIWEEKLY				3,854.56	4,069.68					
		MONTHLY				8,383.61	8,851.60					
EQUIPMENT REPAIR SUPERVISOR <u>12</u> / -- 3746 * * * * *												
A												
93-37026		NEW HOURLY	36.02			42.39	44.75					
		BIWEEKLY				3,391.20	3,580.00					
		MONTHLY				7,375.86	7,786.50					
		NEW HOURLY	36.921			43.450	45.869					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,476.00	3,669.52					
		MONTHLY				7,560.26	7,981.16					
		NEW HOURLY	37.844			44.536	47.015					Additional 2.5% of above rate
		BIWEEKLY				3,562.88	3,761.20					
		MONTHLY				7,749.27	8,180.69					

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												
	93-37145	NEW HOURLY	33.88			39.87	42.09					
		BIWEEKLY				3,189.60	3,367.20					
		MONTHLY				6,937.38	7,323.66					
		NEW HOURLY	34.727			40.867	43.142					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,269.36	3,451.36					
		MONTHLY				7,110.81	7,506.75					
		NEW HOURLY	35.595			41.888	44.221					Additional 2.5% of above rate
		BIWEEKLY				3,351.04	3,537.68					
		MONTHLY				7,288.58	7,694.42					
EQUIPMENT SERVICE SUPERVISOR			-- 3536	*	*	*	*	*	*	*	*	*
A												
	93-35012	NEW HOURLY	40.35			47.49	50.14					
		BIWEEKLY				3,799.20	4,011.20					
		MONTHLY				8,263.26	8,724.36					
**												
B												
	93-35011	NEW HOURLY	34.45			40.54	42.80					
		BIWEEKLY				3,243.20	3,424.00					
		MONTHLY				7,053.96	7,447.20					
HEAD CUSTODIAN SUPERVISOR			-- 3178	*	*	*	*	*	*	*	*	*
	93-31005	NEW HOURLY	27.89			32.82	34.65					
		BIWEEKLY				2,625.60	2,772.00					
		MONTHLY				5,710.68	6,029.10					
INSTRUMENT MECHANIC SUPERVISOR			-- 3844	*	*	*	*	*	*	*	*	*
	93-38019	NEW HOURLY	38.98			45.86	48.42					
		BIWEEKLY				3,668.80	3,873.60					
		MONTHLY				7,979.64	8,425.08					
		NEW HOURLY	39.954			47.006	49.631					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,760.48	3,970.48					
		MONTHLY				8,179.13	8,635.71					
		NEW HOURLY	40.953			48.182	50.871					Additional 2.5% of above rate
		BIWEEKLY				3,854.56	4,069.68					
		MONTHLY				8,383.61	8,851.60					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
94-38008		SAME AS ABOVE										
INSTRUMENT REPAIR SUPERVISOR	<u>12</u>	--	3846	*	*	*	*	*	*	*	*	*
94-38009	NEW HOURLY	36.22				42.62	45.00					
	BIWEEKLY					3,409.60	3,600.00					
	MONTHLY					7,415.88	7,830.00					
	NEW HOURLY	37.126				43.686	46.125			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,494.88	3,690.00					
	MONTHLY					7,601.28	8,025.75					
	NEW HOURLY	38.054				44.778	47.278			Additional 2.5% of above rate		
	BIWEEKLY					3,582.24	3,782.24					
	MONTHLY					7,791.31	8,226.39					
LABOR SUPERVISOR	<u>3/9/</u>	--	3126	*	*	*	*	*	*	*	*	*
A												
38-31006	NEW HOURLY	31.85				37.49	39.58					
	BIWEEKLY					2,999.20	3,166.40					
	MONTHLY					6,523.26	6,886.92					
38-31007	SAME AS ABOVE											
93-31102	SAME AS ABOVE											
94-31119	SAME AS ABOVE											
**												
B												
93-31104	NEW HOURLY	29.70				34.96	36.91					
	BIWEEKLY					2,796.80	2,952.80					
	MONTHLY					6,083.04	6,422.34					
**												
C												
93-31103	NEW HOURLY	28.59				33.64	35.52					
	BIWEEKLY					2,691.20	2,841.60					
	MONTHLY					5,853.36	6,180.48					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
D												
	93-31101	NEW HOURLY	25.60			30.13	31.81					
		BIWEEKLY				2,410.40	2,544.80					
		MONTHLY				5,242.62	5,534.94					
MACHINIST SUPERVISOR	<u>12/</u>		-- 3766	*	*	*	*	*	*	*	*	*
	93-37114	NEW HOURLY	38.98			45.86	48.42					
		BIWEEKLY				3,668.80	3,873.60					
		MONTHLY				7,979.64	8,425.08					
		NEW HOURLY	39.954			47.006	49.631					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,760.48	3,970.48					
		MONTHLY				8,179.13	8,635.71					
		NEW HOURLY	40.953			48.182	50.871					Additional 2.5% of above rate
		BIWEEKLY				3,854.56	4,069.68					
		MONTHLY				8,383.61	8,851.60					
MCHL RPR GNL SUPV			-- 3731	*	*	*	*	*	*	*	*	*
	93-37005	NEW HOURLY	40.35			47.49	50.14					
		BIWEEKLY				3,799.20	4,011.20					
		MONTHLY				8,263.26	8,724.36					
MILLWRIGHT SUPERVISOR	<u>12/</u>		-- 3762	*	*	*	*	*	*	*	*	*
	93-37022	NEW HOURLY	38.03				47.25					
		BIWEEKLY					3,780.00					
		MONTHLY					8,221.50					
		NEW HOURLY	38.981				48.431					Plus 2.5% of base pay for DDR
		BIWEEKLY					3,874.48					
		MONTHLY					8,427.04					
		NEW HOURLY	39.955				49.642					Additional 2.5% of above rate
		BIWEEKLY					3,971.36					
		MONTHLY					8,637.72					
PAINTER SUPERVISOR	<u>3/12/</u>		-- 3426	*	*	*	*	*	*	*	*	*
	82-34005	NEW HOURLY	32.11			37.79	39.90					
		BIWEEKLY				3,023.20	3,192.00					
		MONTHLY				6,575.46	6,942.60					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	32.913			38.735	40.898					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,098.80	3,271.84					
		MONTHLY				6,739.85	7,116.17					
		NEW HOURLY	33.736			39.703	41.920					Additional 2.5% of above rate
		BIWEEKLY				3,176.24	3,353.60					
		MONTHLY				6,908.35	7,294.07					
	82-34106	SAME AS ABOVE										
	93-34109	SAME AS ABOVE										
PARK MAINTENANCE SUPERVISOR			-- 3145	*	*	*	*	*	*	*	*	*
A												
	93-31130	NEW HOURLY	27.38			32.22	34.02					
		BIWEEKLY				2,577.60	2,721.60					
		MONTHLY				5,606.28	5,919.48					
**												
B												
	94-31003	NEW HOURLY	26.25			30.89	32.61					
		BIWEEKLY				2,471.20	2,608.80					
		MONTHLY				5,374.86	5,674.14					
PIPEFITTER SUPERVISOR			-- 3438	*	*	*	*	*	*	*	*	*
	95-34381	NEW HOURLY	35.14				43.66					
		BIWEEKLY					3,492.80					
		MONTHLY					7,596.84					
PLUMBER SUPERVISOR			-- 3446	*	*	*	*	*	*	*	*	*
	95-34461	NEW HOURLY	35.14				43.66					
		BIWEEKLY					3,492.80					
		MONTHLY					7,596.84					
PRINCIPAL SECURITY OFFICER			-- 3200	*	*	*	*	*	*	*	*	*
	93-31003	NEW HOURLY	25.71	27.14	28.65	30.25	31.94					
		BIWEEKLY	2,056.80	2,171.20	2,292.00	2,420.00	2,555.20					
		MONTHLY	4,473.54	4,722.36	4,985.10	5,263.50	5,557.56					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
SENIOR AUTOMOTIVE SUPERVISOR	--	3716	*	*	*	*	*	*	*	*	*	*
A												
93-37127	NEW HOURLY	42.10				49.55	52.31					
	BIWEEKLY					3,964.00	4,184.80					
	MONTHLY					8,621.70	9,101.94					
**												
B												
93-37126	NEW HOURLY	37.09				43.64	46.07					
	BIWEEKLY					3,491.20	3,685.60					
	MONTHLY					7,593.36	8,016.18					
SENIOR ELECTRICIAN	<u>12/</u>	--	3864	*	*	*	*	*	*	*	*	*
93-38103	NEW HOURLY	37.09				43.64	46.07					
	BIWEEKLY					3,491.20	3,685.60					
	MONTHLY					7,593.36	8,016.18					
	NEW HOURLY	38.017				44.731	47.222					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,578.48	3,777.76					
	MONTHLY					7,783.19	8,216.58					
	NEW HOURLY	38.968				45.849	48.402					Additional 2.5% of above rate
	BIWEEKLY					3,667.92	3,872.16					
	MONTHLY					7,977.77	8,421.99					
SENIOR MACHINIST SUPERVISOR	<u>12/</u> --	3768	*	*	*	*	*	*	*	*	*	*
A												
93-37111	NEW HOURLY	45.41				53.43	56.41					
	BIWEEKLY					4,274.40	4,512.80					
	MONTHLY					9,296.82	9,815.34					
	NEW HOURLY	46.545				54.766	57.820					Plus 2.5% of base pay for DDR
	BIWEEKLY					4,381.28	4,625.60					
	MONTHLY					9,529.24	10,060.72					
	NEW HOURLY	47.709				56.135	59.266					Additional 2.5% of above rate
	BIWEEKLY					4,490.80	4,741.28					
	MONTHLY					9,767.47	10,312.24					
**												
B												
93-37110	NEW HOURLY	42.20				49.65	52.42					
	BIWEEKLY					3,972.00	4,193.60					
	MONTHLY					8,639.10	9,121.08					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	43.255			50.891	53.731		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,071.28	4,298.48					
		MONTHLY				8,855.08	9,349.11					
		NEW HOURLY	44.336			52.164	55.074		Additional 2.5% of above rate			
		BIWEEKLY				4,173.12	4,405.92					
		MONTHLY				9,076.46	9,582.84					
SENIOR SECURITY OFFICER			-- 3184	*	*	*	*	*	*	*	*	*
	93-31006	NEW HOURLY	23.27			27.39	28.92					
		BIWEEKLY				2,191.20	2,313.60					
		MONTHLY				4,765.86	5,032.08					
SENIOR STOREKEEPER	<u>4/</u>		-- 1837	*	*	*	*	*	*	*	*	*
	A											
	91-18117	NEW HOURLY	29.11			34.25	36.16					
		BIWEEKLY				2,740.00	2,892.80					
		MONTHLY				5,959.50	6,291.84					
	93-18013	SAME AS ABOVE										
	93-18161	SAME AS ABOVE										
	93-18169	SAME AS ABOVE										
	94-18106	SAME AS ABOVE										
	94-18107	SAME AS ABOVE										
	94-18169	SAME AS ABOVE										
**												
	B <u>6/</u>											
	94-18102	NEW HOURLY	27.99			32.94	34.78					
		BIWEEKLY				2,635.20	2,782.40					
		MONTHLY				5,731.56	6,051.72					
**												
	C											
	91-18134	NEW HOURLY	27.89			32.82	34.65					
		BIWEEKLY				2,625.60	2,772.00					
		MONTHLY				5,710.68	6,029.10					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	91-18135	SAME AS ABOVE										
	91-18137	SAME AS ABOVE										
	91-18138	SAME AS ABOVE										
	93-18010	SAME AS ABOVE										
	93-18158	SAME AS ABOVE										
	93-18168	SAME AS ABOVE										
	93-18170	SAME AS ABOVE										
	94-18170	SAME AS ABOVE										
**	D											
	91-18136	NEW HOURLY	26.90			31.65	33.41					
		BIWEEKLY				2,532.00	2,672.80					
		MONTHLY				5,507.10	5,813.34					
	91-18139	SAME AS ABOVE										
	93-18160	SAME AS ABOVE										
	93-18171	SAME AS ABOVE										
	94-18104	SAME AS ABOVE										
	94-18171	SAME AS ABOVE										
SHAFT AND TUNNEL SUPERVISOR	-- 3407		*	*	*	*	*	*	*	*	*	*
	93-34110	NEW HOURLY	32.48			38.22	40.35					
		BIWEEKLY				3,057.60	3,228.00					
		MONTHLY				6,650.28	7,020.90					
SHEET METAL SUPERVISOR	<u>3/12/</u> -- 3777		*	*	*	*	*	*	*	*	*	*
A												
	93-37018	NEW HOURLY	35.01			41.20	43.50					
		BIWEEKLY				3,296.00	3,480.00					
		MONTHLY				7,168.80	7,569.00					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	35.885			42.230	44.588		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,378.40	3,567.04					
		MONTHLY				7,348.02	7,758.23					
		NEW HOURLY	36.782			43.286	45.702		Additional 2.5% of above rate			
		BIWEEKLY				3,462.88	3,656.16					
		MONTHLY				7,531.72	7,952.19					
**	B											
	93-37019	NEW HOURLY	32.42			38.16	40.29					
		BIWEEKLY				3,052.80	3,223.20					
		MONTHLY				6,639.84	7,010.46					
		NEW HOURLY	33.231			39.114	41.297		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,129.12	3,303.76					
		MONTHLY				6,805.84	7,185.72					
		NEW HOURLY	34.061			40.092	42.330		Additional 2.5% of above rate			
		BIWEEKLY				3,207.36	3,386.40					
		MONTHLY				6,975.99	7,365.36					
SR ELTC PGP OPR			-- 5856	*	*	*	*	*	*	*	*	*
	A											
	93-58105	NEW HOURLY	29.51			34.73	36.67					
		BIWEEKLY				2,778.40	2,933.60					
		MONTHLY				6,043.02	6,380.58					
**	B											
	93-58103	NEW HOURLY	27.12			31.92	33.70					
		BIWEEKLY				2,553.60	2,696.00					
		MONTHLY				5,554.08	5,863.80					
SR ELTC SRVC REPTV			-- 7521	*	*	*	*	*	*	*	*	*
	A											
	94-75705	NEW HOURLY	45.41			53.43	56.41					
		BIWEEKLY				4,274.40	4,512.80					
		MONTHLY				9,296.82	9,815.34					
**	B											
	94-75704	NEW HOURLY	40.05			47.13	49.76					
		BIWEEKLY				3,770.40	3,980.80					
		MONTHLY				8,200.62	8,658.24					

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											
	94-16173	NEW HOURLY	38.85			45.72	48.27					
		BIWEEKLY				3,657.60	3,861.60					
		MONTHLY				7,955.28	8,398.98					
**	D											
	82-75704	NEW HOURLY	36.68			43.17	45.58					
		BIWEEKLY				3,453.60	3,646.40					
		MONTHLY				7,511.58	7,930.92					
	94-75703	SAME AS ABOVE										
SR ELTC TRBL DSPR			-- 3829	*	*	*	*	*	*	*	*	*
A												
	94-38182	NEW HOURLY	35.33			41.58	43.90					
		BIWEEKLY				3,326.40	3,512.00					
		MONTHLY				7,234.92	7,638.60					
**	B											
	94-38186	NEW HOURLY	34.61			40.73	43.00					
		BIWEEKLY				3,258.40	3,440.00					
		MONTHLY				7,087.02	7,482.00					
SR ELTL MCHC SUPV	8/12/		-- 3836	*	*	*	*	*	*	*	*	*
A												
	94-38177	NEW HOURLY	44.35			52.19	55.10					
		BIWEEKLY				4,175.20	4,408.00					
		MONTHLY				9,081.06	9,587.40					
		NEW HOURLY	45.459			53.495	56.478					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,279.60	4,518.24					
		MONTHLY				9,308.09	9,827.09					
		NEW HOURLY	46.595			54.832	57.889					Additional 2.5% of above rate
		BIWEEKLY				4,386.56	4,631.12					
		MONTHLY				9,540.79	10,072.77					
**	B											
	93-38105	NEW HOURLY	42.20			49.65	52.42					
		BIWEEKLY				3,972.00	4,193.60					
		MONTHLY				8,639.10	9,121.08					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	43.255			50.891	53.731		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,071.28	4,298.48					
		MONTHLY				8,855.08	9,349.11					
		NEW HOURLY	44.336			52.164	55.074		Additional 2.5% of above rate			
		BIWEEKLY				4,173.12	4,405.92					
		MONTHLY				9,076.46	9,582.84					
	94-38180	SAME AS ABOVE										
SR ELTL RPR SUPV	12/		-- 3856	*	*	*	*	*	*	*	*	*
	A											
	93-38004	NEW HOURLY	45.41			53.43	56.41					
		BIWEEKLY				4,274.40	4,512.80					
		MONTHLY				9,296.82	9,815.34					
		NEW HOURLY	46.545			54.766	57.820		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,381.28	4,625.60					
		MONTHLY				9,529.24	10,060.72					
		NEW HOURLY	47.709			56.135	59.266		Additional 2.5% of above rate			
		BIWEEKLY				4,490.80	4,741.28					
		MONTHLY				9,767.47	10,312.24					
	**											
	B											
	93-38003	NEW HOURLY	42.20			49.65	52.42					
		BIWEEKLY				3,972.00	4,193.60					
		MONTHLY				8,639.10	9,121.08					
		NEW HOURLY	43.255			50.891	53.731		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,071.28	4,298.48					
		MONTHLY				8,855.08	9,349.11					
		NEW HOURLY	44.336			52.164	55.074		Additional 2.5% of above rate			
		BIWEEKLY				4,173.12	4,405.92					
		MONTHLY				9,076.46	9,582.84					
SR PK MTNC SUPV			-- 3146	*	*	*	*	*	*	*	*	*
	A											
	93-31030	NEW HOURLY	30.97			36.44	38.47					
		BIWEEKLY				2,915.20	3,077.60					
		MONTHLY				6,340.56	6,693.78					

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											
	93-31029	NEW HOURLY	29.70			34.96	36.91					
		BIWEEKLY				2,796.80	2,952.80					
		MONTHLY				6,083.04	6,422.34					
	SR SHFT & TNL SUPV		-- 3408	*	*	*	*	*	*	*	*	*
	93-34111	NEW HOURLY	40.05			47.13	49.76					
		BIWEEKLY				3,770.40	3,980.80					
		MONTHLY				8,200.62	8,658.24					
	STM PLT MTNC SUPV <u>12/</u>		-- 3786	*	*	*	*	*	*	*	*	*
	A											
	94-37115	NEW HOURLY	43.37			51.04	53.89					
		BIWEEKLY				4,083.20	4,311.20					
		MONTHLY				8,880.96	9,376.86					
		NEW HOURLY	44.454			52.316	55.237					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,185.28	4,418.96					
		MONTHLY				9,102.98	9,611.28					
		NEW HOURLY	45.566			53.624	56.618					Additional 2.5% of above rate
		BIWEEKLY				4,289.92	4,529.44					
		MONTHLY				9,330.55	9,851.56					
**	B											
	94-37116	NEW HOURLY	38.98			45.86	48.42					
		BIWEEKLY				3,668.80	3,873.60					
		MONTHLY				7,979.64	8,425.08					
		NEW HOURLY	39.954			47.006	49.631					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,760.48	3,970.48					
		MONTHLY				8,179.13	8,635.71					
		NEW HOURLY	40.953			48.182	50.871					Additional 2.5% of above rate
		BIWEEKLY				3,854.56	4,069.68					
		MONTHLY				8,383.61	8,851.60					
	STM PLT OPRG SUPV <u>12/</u>		-- 5625	*	*	*	*	*	*	*	*	*
	A											
	94-56122	NEW HOURLY	43.35			51.01	53.85					
		BIWEEKLY				4,080.80	4,308.00					
		MONTHLY				8,875.74	9,369.90					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	44.434			52.285	55.196		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,182.80	4,415.68					
		MONTHLY				9,097.63	9,604.15					
		NEW HOURLY	45.545			53.592	56.576		Additional 2.5% of above rate			
		BIWEEKLY				4,287.36	4,526.08					
		MONTHLY				9,325.07	9,844.25					
**	B											
	94-56129	NEW HOURLY	41.29			48.59	51.30					
		BIWEEKLY				3,887.20	4,104.00					
		MONTHLY				8,454.66	8,926.20					
		NEW HOURLY	42.322			49.805	52.583		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,984.40	4,206.64					
		MONTHLY				8,666.03	9,149.36					
		NEW HOURLY	43.380			51.050	53.897		Additional 2.5% of above rate			
		BIWEEKLY				4,084.00	4,311.76					
		MONTHLY				8,882.68	9,378.09					
STRL	STL FABRICATR SUPV		-- 3794	*	*	*	*	*	*	*	*	*
	93-37109	NEW HOURLY	34.73			40.87	43.15					
		BIWEEKLY				3,269.60	3,452.00					
		MONTHLY				7,111.38	7,508.10					
		NEW HOURLY	35.598			41.892	44.229		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,351.36	3,538.32					
		MONTHLY				7,289.16	7,695.80					
		NEW HOURLY	36.488			42.939	45.334		Additional 2.5% of above rate			
		BIWEEKLY				3,435.12	3,626.72					
		MONTHLY				7,471.39	7,888.20					
TANK	FARM SUPERVISOR		-- 5940	*	*	*	*	*	*	*	*	*
	94-56121	NEW HOURLY	36.47			42.92	45.31					
		BIWEEKLY				3,433.60	3,624.80					
		MONTHLY				7,468.08	7,883.94					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
TIRE REPAIR SUPERVISOR			-- 3732	*	*	*	*	*	*	*	*	*
A												
93-37003	NEW HOURLY	31.38				36.93	38.99					
	BIWEEKLY					2,954.40	3,119.20					
	MONTHLY					6,425.82	6,784.26					
**												
B												
93-37119	NEW HOURLY	28.41				33.43	35.29					
	BIWEEKLY					2,674.40	2,823.20					
	MONTHLY					5,816.82	6,140.46					
TREE SURGEON SUPERVISOR <u>10/12/</u>			-- 3117	*	*	*	*	*	*	*	*	*
A												
94-31031	NEW HOURLY	35.16				41.38	43.69					
	BIWEEKLY					3,310.40	3,495.20					
	MONTHLY					7,200.12	7,602.06					
	NEW HOURLY	36.039				42.414	44.782					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,393.12	3,582.56					
	MONTHLY					7,380.12	7,792.11					
	NEW HOURLY	36.940				43.475	45.902					Additional 2.5% of above rate
	BIWEEKLY					3,478.00	3,672.16					
	MONTHLY					7,564.62	7,986.91					
**												
B												
94-31114	NEW HOURLY	33.39				39.30	41.49					
	BIWEEKLY					3,144.00	3,319.20					
	MONTHLY					6,838.20	7,219.26					
	NEW HOURLY	34.225				40.283	42.527					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,222.64	3,402.16					
	MONTHLY					7,009.16	7,399.74					
	NEW HOURLY	35.080				41.290	43.590					Additional 2.5% of above rate
	BIWEEKLY					3,303.20	3,487.20					
	MONTHLY					7,184.39	7,584.73					
**												
C												
94-31032	NEW HOURLY	31.77				37.38	39.46					
	BIWEEKLY					2,990.40	3,156.80					
	MONTHLY					6,504.12	6,866.04					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	32.564			38.314	40.446					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,065.12	3,235.68					
		MONTHLY				6,666.72	7,037.69					
		NEW HOURLY	33.378			39.272	41.458					Additional 2.5% of above rate
		BIWEEKLY				3,141.76	3,316.64					
		MONTHLY				6,833.39	7,213.63					
	94-31113	SAME AS ABOVE										
TRUCK AND EQUIPMENT DISPATCHER--			3586	*	*	*	*	*	*	*	*	*
	A											
	93-35136	NEW HOURLY	35.01			41.20	43.50					
		BIWEEKLY				3,296.00	3,480.00					
		MONTHLY				7,168.80	7,569.00					
	**											
	B											
	93-35132	NEW HOURLY	32.91			38.73	40.89					
		BIWEEKLY				3,098.40	3,271.20					
		MONTHLY				6,739.02	7,114.86					
	**											
	C											
	93-35010	NEW HOURLY	30.97			36.44	38.47					
		BIWEEKLY				2,915.20	3,077.60					
		MONTHLY				6,340.56	6,693.78					
	**											
	D											
	93-35009	NEW HOURLY	29.70			34.96	36.91					
		BIWEEKLY				2,796.80	2,952.80					
		MONTHLY				6,083.04	6,422.34					
	**											
	E											
	93-35134	NEW HOURLY	28.59			33.64	35.52					
		BIWEEKLY				2,691.20	2,841.60					
		MONTHLY				5,853.36	6,180.48					
UG DISTR CONSTR SUPV			-- 3814	*	*	*	*	*	*	*	*	*
	A											
	94-38313	NEW HOURLY	36.38			42.81	45.20					
		BIWEEKLY				3,424.80	3,616.00					
		MONTHLY				7,448.94	7,864.80					

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											
94-38312	NEW HOURLY	34.61				40.73	43.00					
	BIWEEKLY					3,258.40	3,440.00					
	MONTHLY					7,087.02	7,482.00					
94-38314	SAME AS ABOVE											
WATER SERVICE SUPERVISOR <u>12/</u> -- 3930 * * * * *												
	A											
93-39044	NEW HOURLY	38.65				45.47	48.01					
	BIWEEKLY					3,637.60	3,840.80					
	MONTHLY					7,911.78	8,353.74					
	NEW HOURLY	39.616				46.607	49.210					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,728.56	3,936.80					
	MONTHLY					8,109.57	8,562.58					
	NEW HOURLY	40.607				47.772	50.440					Additional 2.5% of above rate
	BIWEEKLY					3,821.76	4,035.20					
	MONTHLY					8,312.31	8,776.64					
**												
	B											
93-39043	NEW HOURLY	36.68				43.17	45.58					
	BIWEEKLY					3,453.60	3,646.40					
	MONTHLY					7,511.58	7,930.92					
	NEW HOURLY	37.597				44.249	46.719					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,539.92	3,737.52					
	MONTHLY					7,699.37	8,129.19					
	NEW HOURLY	38.537				45.355	47.887					Additional 2.5% of above rate
	BIWEEKLY					3,628.40	3,830.96					
	MONTHLY					7,891.85	8,332.42					
**												
	C											
93-39124	NEW HOURLY	34.12				40.15	42.39					
	BIWEEKLY					3,212.00	3,391.20					
	MONTHLY					6,986.10	7,375.86					
	NEW HOURLY	34.973				41.154	43.450					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,292.32	3,476.00					
	MONTHLY					7,160.75	7,560.26					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	35.847			42.183	44.536		Additional 2.5% of above rate			
		BIWEEKLY				3,374.64	3,562.88					
		MONTHLY				7,339.77	7,749.27					
**												
	D											
	93-39122	NEW HOURLY	32.48			38.22	40.35					
		BIWEEKLY				3,057.60	3,228.00					
		MONTHLY				6,650.28	7,020.90					
		NEW HOURLY	33.292			39.176	41.359		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,134.08	3,308.72					
		MONTHLY				6,816.54	7,196.42					
		NEW HOURLY	34.124			40.155	42.393		Additional 2.5% of above rate			
		BIWEEKLY				3,212.40	3,391.44					
		MONTHLY				6,986.95	7,376.33					
**												
	E											
	93-39123	NEW HOURLY	30.31			35.66	37.65					
		BIWEEKLY				2,852.80	3,012.00					
		MONTHLY				6,204.84	6,551.10					
		NEW HOURLY	31.068			36.551	38.591		Plus 2.5% of base pay for DDR			
		BIWEEKLY				2,924.08	3,087.28					
		MONTHLY				6,359.96	6,714.88					
		NEW HOURLY	31.844			37.465	39.556		Additional 2.5% of above rate			
		BIWEEKLY				2,997.20	3,164.48					
		MONTHLY				6,518.96	6,882.75					
* * * * *												
WATER TREATMENT SUPERVISOR	12/--	5887										
A												
	93-58107	NEW HOURLY	39.15			46.06	48.63					
		BIWEEKLY				3,684.80	3,890.40					
		MONTHLY				8,014.44	8,461.62					
		NEW HOURLY	40.129			47.211	49.846		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,776.88	3,987.68					
		MONTHLY				8,214.80	8,673.16					
		NEW HOURLY	41.132			48.392	51.092		Additional 2.5% of above rate			
		BIWEEKLY				3,871.36	4,087.36					
		MONTHLY				8,420.17	8,889.99					

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											
93-58115	NEW HOURLY	35.28				41.52	43.83					
	BIWEEKLY					3,321.60	3,506.40					
	MONTHLY					7,224.48	7,626.42					
	NEW HOURLY	36.162				42.558	44.926			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,404.64	3,594.08					
	MONTHLY					7,405.09	7,817.08					
	NEW HOURLY	37.066				43.622	46.049			Additional 2.5% of above rate		
	BIWEEKLY					3,489.76	3,683.92					
	MONTHLY					7,590.22	8,012.51					
WATER UTILITY SUPERVISOR 12/		-- 3976	*	*	*	*	*	*	*	*	*	*
	A											
93-39133	NEW HOURLY	36.68				43.17	45.58					
	BIWEEKLY					3,453.60	3,646.40					
	MONTHLY					7,511.58	7,930.92					
	NEW HOURLY	37.597				44.249	46.719			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,539.92	3,737.52					
	MONTHLY					7,699.37	8,129.19					
	NEW HOURLY	38.537				45.355	47.887			Additional 2.5% of above rate		
	BIWEEKLY					3,628.40	3,830.96					
	MONTHLY					7,891.85	8,332.42					
**												
	B											
93-39129	NEW HOURLY	33.60				39.54	41.74					
	BIWEEKLY					3,163.20	3,339.20					
	MONTHLY					6,879.96	7,262.76					
	NEW HOURLY	34.440				40.529	42.784			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,242.32	3,422.72					
	MONTHLY					7,051.96	7,444.33					
	NEW HOURLY	35.301				41.542	43.853			Additional 2.5% of above rate		
	BIWEEKLY					3,323.36	3,508.24					
	MONTHLY					7,228.26	7,630.44					
93-39131	SAME AS ABOVE											

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												
93-39132		NEW HOURLY	32.48			38.22	40.35					
		BIWEEKLY				3,057.60	3,228.00					
		MONTHLY				6,650.28	7,020.90					
		NEW HOURLY	33.292			39.176	41.359					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,134.08	3,308.72					
		MONTHLY				6,816.54	7,196.42					
		NEW HOURLY	34.124			40.155	42.393					Additional 2.5% of above rate
		BIWEEKLY				3,212.40	3,391.44					
		MONTHLY				6,986.95	7,376.33					
**												
D												
93-39134		NEW HOURLY	31.49			37.06	39.13					
		BIWEEKLY				2,964.80	3,130.40					
		MONTHLY				6,448.44	6,808.62					
		NEW HOURLY	32.277			37.986	40.108					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,038.88	3,208.64					
		MONTHLY				6,609.65	6,978.84					
		NEW HOURLY	33.084			38.936	41.111					Additional 2.5% of above rate
		BIWEEKLY				3,114.88	3,288.88					
		MONTHLY				6,774.89	7,153.31					
* * * * *												
WATERWORKS MECHANIC SUPERVISOR 12/- 3987												
A												
93-39104		NEW HOURLY	41.15			48.42	51.12					
		BIWEEKLY				3,873.60	4,089.60					
		MONTHLY				8,425.08	8,894.88					
		NEW HOURLY	42.179			49.631	52.398					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,970.48	4,191.84					
		MONTHLY				8,635.71	9,117.25					
		NEW HOURLY	43.233			50.871	53.708					Additional 2.5% of above rate
		BIWEEKLY				4,069.68	4,296.64					
		MONTHLY				8,851.60	9,345.18					

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											
93-39103	NEW HOURLY	38.03				44.75	47.25					
	BIWEEKLY					3,580.00	3,780.00					
	MONTHLY					7,786.50	8,221.50					
	NEW HOURLY	38.981				45.869	48.431					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,669.52	3,874.48					
	MONTHLY					7,981.16	8,427.04					
	NEW HOURLY	39.955				47.015	49.642					Additional 2.5% of above rate
	BIWEEKLY					3,761.20	3,971.36					
	MONTHLY					8,180.69	8,637.72					
WELDER SUPERVISOR	<u>3/12/</u>	-- 3798	*	*	*	*	*	*	*	*	*	*
93-37115	NEW HOURLY	35.62				41.92	44.26					
	BIWEEKLY					3,353.60	3,540.80					
	MONTHLY					7,294.08	7,701.24					
	NEW HOURLY	36.511				42.968	45.366					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,437.44	3,629.28					
	MONTHLY					7,476.43	7,893.77					
	NEW HOURLY	37.423				44.042	46.501					Additional 2.5% of above rate
	BIWEEKLY					3,523.36	3,720.08					
	MONTHLY					7,663.34	8,091.11					
93-37123	SAME AS ABOVE											
WTR UTILITY OPR SUPV	<u>12/</u>	-- 5857	*	*	*	*	*	*	*	*	*	*
A												
93-58131	NEW HOURLY	38.65				45.47	48.01					
	BIWEEKLY					3,637.60	3,840.80					
	MONTHLY					7,911.78	8,353.74					
	NEW HOURLY	39.616				46.607	49.210					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,728.56	3,936.80					
	MONTHLY					8,109.57	8,562.58					
	NEW HOURLY	40.607				47.772	50.440					Additional 2.5% of above rate
	BIWEEKLY					3,821.76	4,035.20					
	MONTHLY					8,312.31	8,776.64					

1Report ID: HR6017P1-05
 Run Date: 09/15/2006

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2006 (1.0390) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 82

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											
	93-58130	NEW HOURLY	33.60			39.54	41.74					
		BIWEEKLY				3,163.20	3,339.20					
		MONTHLY				6,879.96	7,262.76					
		NEW HOURLY	34.440			40.529	42.784			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,242.32	3,422.72					
		MONTHLY				7,051.96	7,444.33					
		NEW HOURLY	35.301			41.542	43.853			Additional 2.5% of above rate		
		BIWEEKLY				3,323.36	3,508.24					
		MONTHLY				7,228.26	7,630.44					
**												
	C											
	93-58129	NEW HOURLY	29.99			35.29	37.26					
		BIWEEKLY				2,823.20	2,980.80					
		MONTHLY				6,140.46	6,483.24					
		NEW HOURLY	30.740			36.172	38.191			Plus 2.5% of base pay for DDR		
		BIWEEKLY				2,893.76	3,055.28					
		MONTHLY				6,293.97	6,645.32					
		NEW HOURLY	31.508			37.077	39.146			Additional 2.5% of above rate		
		BIWEEKLY				2,966.16	3,131.68					
		MONTHLY				6,451.32	6,811.45					

APPENDIX A-3

SALARY RANGES EFFECTIVE OCTOBER 1, 2007

Effective October 1, 2007, salary ranges shall be increased by a percentage equal to the percentage increase in the CPI for Urban Wage Earners and Clerical Workers as measured from August 2006 to August 2007 for U.S. City Average (1982-84=100); provided however, that if the CPI increases less than or equal to 3.25% the salary ranges shall be increased by 3.25%, and if the CPI increased by 6% or more, the salary ranges shall be increased by 6%.

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
AIR CONDTG	MCHC	SUPV	-- 3781	* *	* *	* *	* *	* *	* *	* *	* *	* *
	93-37002	NEW HOURLY	41.22			48.51	51.21					
		BIWEEKLY				3,880.80	4,096.80					
		MONTHLY				8,440.74	8,910.54					
		NEW HOURLY	42.251			49.723	52.490			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,977.84	4,199.20					
		MONTHLY				8,651.76	9,133.30					
		NEW HOURLY	43.307			50.966	53.802			Additional 2.5% of above rate		
		BIWEEKLY				4,077.28	4,304.16					
		MONTHLY				8,868.05	9,361.63					
AQ & RESV	SUPV	<u>12/</u>	-- 5816	* *	* *	* *	* *	* *	* *	* *	* *	* *
	93-58110	NEW HOURLY	33.54			39.46	41.66					
		BIWEEKLY				3,156.80	3,332.80					
		MONTHLY				6,866.04	7,248.84					
		NEW HOURLY	34.379			40.446	42.701			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,235.68	3,416.08					
		MONTHLY				7,037.69	7,430.06					
		NEW HOURLY	35.238			41.458	43.769			Additional 2.5% of above rate		
		BIWEEKLY				3,316.64	3,501.52					
		MONTHLY				7,213.63	7,615.81					
ASBESTOS	SUPERVISOR		-- 3440	* *	* *	* *	* *	* *	* *	* *	* *	* *
	93-34401	NEW HOURLY	33.91				42.14					
		BIWEEKLY					3,371.20					
		MONTHLY					7,332.36					
AUTO BODY REPAIR	SUPERVISOR	<u>12/--</u>	3706	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
	93-37176	NEW HOURLY	33.99			40.00	42.23					
		BIWEEKLY				3,200.00	3,378.40					
		MONTHLY				6,960.00	7,348.02					
		NEW HOURLY	34.840			41.000	43.286			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,280.00	3,462.88					
		MONTHLY				7,134.00	7,531.72					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	35.711			42.025	44.368		Additional 2.5% of above rate			
		BIWEEKLY				3,362.00	3,549.44					
		MONTHLY				7,312.35	7,720.01					
**												
	B											
	93-37112	NEW HOURLY	32.90			38.71	40.87					
		BIWEEKLY				3,096.80	3,269.60					
		MONTHLY				6,735.54	7,111.38					
		NEW HOURLY	33.723			39.678	41.892		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,174.24	3,351.36					
		MONTHLY				6,903.93	7,289.16					
		NEW HOURLY	34.566			40.670	42.939		Additional 2.5% of above rate			
		BIWEEKLY				3,253.60	3,435.12					
		MONTHLY				7,076.53	7,471.39					
AUTOMOTIVE DISPATCHER			-- 3595	*	*	*	*	*	*	*	*	*
A												
	93-35110	NEW HOURLY	36.14			42.54	44.91					
		BIWEEKLY				3,403.20	3,592.80					
		MONTHLY				7,401.96	7,814.34					
**												
	B											
	93-35108	NEW HOURLY	31.63			37.22	39.30					
		BIWEEKLY				2,977.60	3,144.00					
		MONTHLY				6,476.28	6,838.20					
**												
	C											
	93-35105	NEW HOURLY	28.80			33.90	35.79					
		BIWEEKLY				2,712.00	2,863.20					
		MONTHLY				5,898.60	6,227.46					
**												
	D											
	93-35106	NEW HOURLY	28.27			33.27	35.13					
		BIWEEKLY				2,661.60	2,810.40					
		MONTHLY				5,788.98	6,112.62					
**												

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	E											
	93-35107	NEW HOURLY	27.77			32.68	34.50					
		BIWEEKLY				2,614.40	2,760.00					
		MONTHLY				5,686.32	6,003.00					
**												
	F											
	93-35109	NEW HOURLY	26.44			31.11	32.84					
		BIWEEKLY				2,488.80	2,627.20					
		MONTHLY				5,413.14	5,714.16					
	AUTOMOTIVE SUPERVISOR 12/		-- 3714	*	*	*	*	*	*	*	*	*
	A											
	93-37013	NEW HOURLY	37.19			43.76	46.20					
		BIWEEKLY				3,500.80	3,696.00					
		MONTHLY				7,614.24	8,038.80					
		NEW HOURLY	38.120			44.854	47.355			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,588.32	3,788.40					
		MONTHLY				7,804.60	8,239.77					
		NEW HOURLY	39.073			45.975	48.539			Additional 2.5% of above rate		
		BIWEEKLY				3,678.00	3,883.12					
		MONTHLY				7,999.72	8,445.76					
**												
	B											
	93-37144	NEW HOURLY	33.99			40.00	42.23					
		BIWEEKLY				3,200.00	3,378.40					
		MONTHLY				6,960.00	7,348.02					
		NEW HOURLY	34.840			41.000	43.286			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,280.00	3,462.88					
		MONTHLY				7,134.00	7,531.72					
		NEW HOURLY	35.711			42.025	44.368			Additional 2.5% of above rate		
		BIWEEKLY				3,362.00	3,549.44					
		MONTHLY				7,312.35	7,720.01					
**												
	C											
	93-37012	NEW HOURLY	31.97			37.62	39.72					
		BIWEEKLY				3,009.60	3,177.60					
		MONTHLY				6,545.88	6,911.28					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	32.769			38.561	40.713		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,084.88	3,257.04					
		MONTHLY				6,709.53	7,084.06					
		NEW HOURLY	33.589			39.525	41.731		Additional 2.5% of above rate			
		BIWEEKLY				3,162.00	3,338.48					
		MONTHLY				6,877.27	7,261.16					
BATTERY TECHNICIAN SUPERVISOR	--		3726	*	*	*	*	*	*	*	*	*
A												
93-37004		NEW HOURLY	33.16			39.02	41.20					
		BIWEEKLY				3,121.60	3,296.00					
		MONTHLY				6,789.48	7,168.80					
**												
B												
93-37194		NEW HOURLY	32.53			38.27	40.40					
		BIWEEKLY				3,061.60	3,232.00					
		MONTHLY				6,658.98	7,029.60					
BOILERMAKER SUPERVISOR	--		3737	*	*	*	*	*	*	*	*	*
95-37371		NEW HOURLY	36.78				45.70					
		BIWEEKLY					3,656.00					
		MONTHLY					7,951.80					
BUILDING REPAIR SUPERVISOR	<u>12</u> --		3338	*	*	*	*	*	*	*	*	*
A												
93-33000		NEW HOURLY	38.08			44.81	47.31					
		BIWEEKLY				3,584.80	3,784.80					
		MONTHLY				7,796.94	8,231.94					
		NEW HOURLY	39.032			45.930	48.493		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,674.40	3,879.44					
		MONTHLY				7,991.86	8,437.74					
		NEW HOURLY	40.008			47.079	49.705		Additional 2.5% of above rate			
		BIWEEKLY				3,766.32	3,976.40					
		MONTHLY				8,191.66	8,648.68					
94-33106		SAME AS ABOVE										
**												

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CARPENTER SHOP SUPERVISOR	<u>12/</u>	--	3339	*	*	*	*	*	*	*	*	*
93-33101	NEW HOURLY	34.62				40.74	43.01					
	BIWEEKLY					3,259.20	3,440.80					
	MONTHLY					7,088.76	7,483.74					
	NEW HOURLY	35.486				41.759	44.085					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,340.72	3,526.80					
	MONTHLY					7,265.98	7,670.83					
	NEW HOURLY	36.373				42.802	45.187					Additional 2.5% of above rate
	BIWEEKLY					3,424.16	3,614.96					
	MONTHLY					7,447.63	7,862.60					
CARPENTER SUPERVISOR	<u>3/12/</u>	--	3346	*	*	*	*	*	*	*	*	*
93-33103	NEW HOURLY	34.23				40.29	42.54					
	BIWEEKLY					3,223.20	3,403.20					
	MONTHLY					7,010.46	7,401.96					
	NEW HOURLY	35.086				41.297	43.604					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,303.76	3,488.32					
	MONTHLY					7,185.72	7,587.01					
	NEW HOURLY	35.963				42.330	44.694					Additional 2.5% of above rate
	BIWEEKLY					3,386.40	3,575.52					
	MONTHLY					7,365.36	7,776.69					
CEMENT FINISHER SUPERVISOR	<u>3/12/</u>	--	3354	*	*	*	*	*	*	*	*	*
93-33104	NEW HOURLY	31.97				37.62	39.72					
	BIWEEKLY					3,009.60	3,177.60					
	MONTHLY					6,545.88	6,911.28					
	NEW HOURLY	32.769				38.561	40.713					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,084.88	3,257.04					
	MONTHLY					6,709.53	7,084.06					
	NEW HOURLY	33.589				39.525	41.731					Additional 2.5% of above rate
	BIWEEKLY					3,162.00	3,338.48					
	MONTHLY					6,877.27	7,261.16					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CHIEF SECURITY OFFICER			-- 3187	* *	* *	* *	* *	* *	* *	* *	* *	* *
93-31004	NEW HOURLY		32.02	33.81	35.70	37.69	39.79					
	BIWEEKLY		2,561.60	2,704.80	2,856.00	3,015.20	3,183.20					
	MONTHLY		5,571.48	5,882.94	6,211.80	6,558.06	6,923.46					
COMMUNIC CBL SUPV	<u>12/</u>		-- 3800	* *	* *	* *	* *	* *	* *	* *	* *	* *
94-36110	NEW HOURLY		40.24			47.35	49.99					
	BIWEEKLY					3,788.00	3,999.20					
	MONTHLY					8,238.90	8,698.26					
	NEW HOURLY		41.246			48.534	51.240					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,882.72	4,099.20					
	MONTHLY					8,444.87	8,915.72					
	NEW HOURLY		42.277			49.747	52.521					Additional 2.5% of above rate
	BIWEEKLY					3,979.76	4,201.68					
	MONTHLY					8,655.99	9,138.61					
COMMUNIC ELTN SUPV	<u>12/</u>		-- 3689	* *	* *	* *	* *	* *	* *	* *	* *	* *
94-36116	NEW HOURLY		40.24			47.35	49.99					
	BIWEEKLY					3,788.00	3,999.20					
	MONTHLY					8,238.90	8,698.26					
	NEW HOURLY		41.246			48.534	51.240					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,882.72	4,099.20					
	MONTHLY					8,444.87	8,915.72					
	NEW HOURLY		42.277			49.747	52.521					Additional 2.5% of above rate
	BIWEEKLY					3,979.76	4,201.68					
	MONTHLY					8,655.99	9,138.61					
94-36117	SAME AS ABOVE											
CONSTR & MTNC SUPV	<u>12/</u>		-- 3127	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
94-31110	NEW HOURLY		50.33			59.23	62.53					
	BIWEEKLY					4,738.40	5,002.40					
	MONTHLY					10,306.02	10,880.22					
	NEW HOURLY		51.588			60.711	64.093					Plus 2.5% of base pay for DDR
	BIWEEKLY					4,856.88	5,127.44					
	MONTHLY					10,563.67	11,152.23					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	52.878			62.229	65.696		Additional 2.5% of above rate			
		BIWEEKLY				4,978.32	5,255.68					
		MONTHLY				10,827.76	11,431.04					
**												
	B											
	93-31026	NEW HOURLY	42.78			50.35	53.16					
		BIWEEKLY				4,028.00	4,252.80					
		MONTHLY				8,760.90	9,249.84					
		NEW HOURLY	43.849			51.609	54.489		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,128.72	4,359.12					
		MONTHLY				8,979.92	9,481.09					
		NEW HOURLY	44.946			52.899	55.851		Additional 2.5% of above rate			
		BIWEEKLY				4,231.92	4,468.08					
		MONTHLY				9,204.42	9,718.12					
**												
	C											
	93-31011	NEW HOURLY	41.68			49.04	51.77					
		BIWEEKLY				3,923.20	4,141.60					
		MONTHLY				8,532.96	9,007.98					
		NEW HOURLY	42.722			50.266	53.064		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,021.28	4,245.12					
		MONTHLY				8,746.28	9,233.18					
		NEW HOURLY	43.790			51.523	54.391		Additional 2.5% of above rate			
		BIWEEKLY				4,121.84	4,351.28					
		MONTHLY				8,964.94	9,464.01					
**												
	D											
	93-31010	NEW HOURLY	39.38			46.35	48.93					
		BIWEEKLY				3,708.00	3,914.40					
		MONTHLY				8,064.90	8,513.82					
		NEW HOURLY	40.364			47.509	50.153		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,800.72	4,012.24					
		MONTHLY				8,266.52	8,726.67					
		NEW HOURLY	41.374			48.696	51.407		Additional 2.5% of above rate			
		BIWEEKLY				3,895.68	4,112.56					
		MONTHLY				8,473.18	8,944.84					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	E											
	93-31025	NEW HOURLY	38.30			45.07	47.58					
		BIWEEKLY				3,605.60	3,806.40					
		MONTHLY				7,842.18	8,278.92					
		NEW HOURLY	39.258			46.197	48.769					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,695.76	3,901.52					
		MONTHLY				8,038.23	8,485.89					
		NEW HOURLY	40.239			47.352	49.989					Additional 2.5% of above rate
		BIWEEKLY				3,788.16	3,999.12					
		MONTHLY				8,239.19	8,698.04					
CONSTR EQPT SRVC SUPV			-- 3543	*	*	*	*	*	*	*	*	*
A												
	93-35005	NEW HOURLY	31.30			36.84	38.89					
		BIWEEKLY				2,947.20	3,111.20					
		MONTHLY				6,410.16	6,766.86					
**	B											
	93-35006	NEW HOURLY	30.05			35.37	37.34					
		BIWEEKLY				2,829.60	2,987.20					
		MONTHLY				6,154.38	6,497.16					
**	C											
	93-35301	NEW HOURLY	28.42			33.44	35.30					
		BIWEEKLY				2,675.20	2,824.00					
		MONTHLY				5,818.56	6,142.20					
CUSTODIAN SUPERVISOR			-- 3176	*	*	*	*	*	*	*	*	*
A												
	93-31000	NEW HOURLY	25.19			29.64	31.29					
		BIWEEKLY				2,371.20	2,503.20					
		MONTHLY				5,157.36	5,444.46					
**	B											
	93-31129	NEW HOURLY	24.04			28.29	29.87					
		BIWEEKLY				2,263.20	2,389.60					
		MONTHLY				4,922.46	5,197.38					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
DISPLAY MANAGER			-- 1668	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	91-16184	NEW HOURLY	42.78			50.35	53.16					
		BIWEEKLY				4,028.00	4,252.80					
		MONTHLY				8,760.90	9,249.84					
ELEC DISTR MECH SUPV	<u>2/11/12/</u>		-- 3873	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
	A											
	94-38118	NEW HOURLY	46.05			54.19	57.21					
		BIWEEKLY				4,335.20	4,576.80					
		MONTHLY				9,429.06	9,954.54					
		NEW HOURLY	47.201			55.545	58.640					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,443.60	4,691.20					
		MONTHLY				9,664.79	10,203.40					
		NEW HOURLY	48.381			56.933	60.106					Additional 2.5% of above rate
		BIWEEKLY				4,554.64	4,808.48					
		MONTHLY				9,906.41	10,458.49					
	94-38190	SAME AS ABOVE										
**												
	B <u>1/</u>											
	94-38010	NEW HOURLY	44.15			51.95	54.85					
		BIWEEKLY				4,156.00	4,388.00					
		MONTHLY				9,039.30	9,543.90					
		NEW HOURLY	45.254			53.249	56.221					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,259.92	4,497.68					
		MONTHLY				9,265.28	9,782.50					
		NEW HOURLY	46.385			54.580	57.627					Additional 2.5% of above rate
		BIWEEKLY				4,366.40	4,610.16					
		MONTHLY				9,496.91	10,027.06					
	94-38119	SAME AS ABOVE										
	94-38306	SAME AS ABOVE										

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
ELECTRICAL MECHANIC SUPERVISOR- <u>7/12/</u> 3835 * * * * *												
82-38065		NEW HOURLY	40.24			47.35	49.99					
		BIWEEKLY				3,788.00	3,999.20					
		MONTHLY				8,238.90	8,698.26					
		NEW HOURLY	41.246			48.534	51.240					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,882.72	4,099.20					
		MONTHLY				8,444.87	8,915.72					
		NEW HOURLY	42.277			49.747	52.521					Additional 2.5% of above rate
		BIWEEKLY				3,979.76	4,201.68					
		MONTHLY				8,655.99	9,138.61					
82-38179		SAME AS ABOVE										
93-38104		SAME AS ABOVE										
ELECTRICAL REPAIR SUPERVISOR <u>12/--</u> 3855 * * * * *												
93-38006		NEW HOURLY	40.24			47.35	49.99					
		BIWEEKLY				3,788.00	3,999.20					
		MONTHLY				8,238.90	8,698.26					
		NEW HOURLY	41.246			48.534	51.240					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,882.72	4,099.20					
		MONTHLY				8,444.87	8,915.72					
		NEW HOURLY	42.277			49.747	52.521					Additional 2.5% of above rate
		BIWEEKLY				3,979.76	4,201.68					
		MONTHLY				8,655.99	9,138.61					
EQUIPMENT REPAIR SUPERVISOR <u>12/--</u> 3746 * * * * *												
A												
93-37026		NEW HOURLY	37.19			43.76	46.20					
		BIWEEKLY				3,500.80	3,696.00					
		MONTHLY				7,614.24	8,038.80					
		NEW HOURLY	38.120			44.854	47.355					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,588.32	3,788.40					
		MONTHLY				7,804.60	8,239.77					
		NEW HOURLY	39.073			45.975	48.539					Additional 2.5% of above rate
		BIWEEKLY				3,678.00	3,883.12					
		MONTHLY				7,999.72	8,445.76					

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											
	93-37145	NEW HOURLY	34.99			41.17	43.47					
		BIWEEKLY				3,293.60	3,477.60					
		MONTHLY				7,163.58	7,563.78					
		NEW HOURLY	35.865			42.199	44.557			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,375.92	3,564.56					
		MONTHLY				7,342.67	7,752.87					
		NEW HOURLY	36.761			43.254	45.671			Additional 2.5% of above rate		
		BIWEEKLY				3,460.32	3,653.68					
		MONTHLY				7,526.24	7,946.69					
EQUIPMENT SERVICE SUPERVISOR	--		3536	*	*	*	*	*	*	*	*	*
A												
	93-35012	NEW HOURLY	41.68			49.04	51.77					
		BIWEEKLY				3,923.20	4,141.60					
		MONTHLY				8,532.96	9,007.98					
**	B											
	93-35011	NEW HOURLY	35.58			41.86	44.19					
		BIWEEKLY				3,348.80	3,535.20					
		MONTHLY				7,283.64	7,689.06					
HEAD CUSTODIAN SUPERVISOR	--		3178	*	*	*	*	*	*	*	*	*
	93-31005	NEW HOURLY	28.80			33.90	35.79					
		BIWEEKLY				2,712.00	2,863.20					
		MONTHLY				5,898.60	6,227.46					
INSTRUMENT MECHANIC SUPERVISOR	--		3844	*	*	*	*	*	*	*	*	*
	93-38019	NEW HOURLY	40.24			47.35	49.99					
		BIWEEKLY				3,788.00	3,999.20					
		MONTHLY				8,238.90	8,698.26					
		NEW HOURLY	41.246			48.534	51.240			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,882.72	4,099.20					
		MONTHLY				8,444.87	8,915.72					
		NEW HOURLY	42.277			49.747	52.521			Additional 2.5% of above rate		
		BIWEEKLY				3,979.76	4,201.68					
		MONTHLY				8,655.99	9,138.61					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
94-38008		SAME AS ABOVE										
INSTRUMENT REPAIR SUPERVISOR <u>12/--</u> 3846 * * * * *												
94-38009		NEW HOURLY	37.40			44.01	46.46					
		BIWEEKLY				3,520.80	3,716.80					
		MONTHLY				7,657.74	8,084.04					
		NEW HOURLY	38.335			45.110	47.621			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,608.80	3,809.68					
		MONTHLY				7,849.18	8,286.14					
		NEW HOURLY	39.293			46.238	48.812			Additional 2.5% of above rate		
		BIWEEKLY				3,699.04	3,904.96					
		MONTHLY				8,045.41	8,493.29					
LABOR SUPERVISOR <u>3/9/</u> -- 3126 * * * * *												
A												
38-31006		NEW HOURLY	32.90			38.71	40.87					
		BIWEEKLY				3,096.80	3,269.60					
		MONTHLY				6,735.54	7,111.38					
38-31007		SAME AS ABOVE										
93-31102		SAME AS ABOVE										
94-31119		SAME AS ABOVE										
**												
B												
93-31104		NEW HOURLY	30.67			36.10	38.11					
		BIWEEKLY				2,888.00	3,048.80					
		MONTHLY				6,281.40	6,631.14					
**												
C												
93-31103		NEW HOURLY	29.51			34.73	36.67					
		BIWEEKLY				2,778.40	2,933.60					
		MONTHLY				6,043.02	6,380.58					
**												
D												
93-31101		NEW HOURLY	26.44			31.11	32.84					
		BIWEEKLY				2,488.80	2,627.20					
		MONTHLY				5,413.14	5,714.16					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
MACHINIST SUPERVISOR	<u>12/</u>		-- 3766	*	*	*	*	*	*	*	*	*
	93-37114	NEW HOURLY	40.24			47.35	49.99					
		BIWEEKLY				3,788.00	3,999.20					
		MONTHLY				8,238.90	8,698.26					
		NEW HOURLY	41.246			48.534	51.240			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,882.72	4,099.20					
		MONTHLY				8,444.87	8,915.72					
		NEW HOURLY	42.277			49.747	52.521			Additional 2.5% of above rate		
		BIWEEKLY				3,979.76	4,201.68					
		MONTHLY				8,655.99	9,138.61					
MCHL RPR GNL SUPV			-- 3731	*	*	*	*	*	*	*	*	*
	93-37005	NEW HOURLY	41.68			49.04	51.77					
		BIWEEKLY				3,923.20	4,141.60					
		MONTHLY				8,532.96	9,007.98					
MILLWRIGHT SUPERVISOR	<u>12/</u>		-- 3762	*	*	*	*	*	*	*	*	*
	93-37022	NEW HOURLY	39.27				48.79					
		BIWEEKLY					3,903.20					
		MONTHLY					8,489.46					
		NEW HOURLY	40.252				50.010			Plus 2.5% of base pay for DDR		
		BIWEEKLY					4,000.80					
		MONTHLY					8,701.70					
		NEW HOURLY	41.258				51.260			Additional 2.5% of above rate		
		BIWEEKLY					4,100.80					
		MONTHLY					8,919.24					
PAINTER SUPERVISOR	<u>3/12/</u>		-- 3426	*	*	*	*	*	*	*	*	*
	82-34005	NEW HOURLY	33.16			39.02	41.20					
		BIWEEKLY				3,121.60	3,296.00					
		MONTHLY				6,789.48	7,168.80					
		NEW HOURLY	33.989			39.996	42.230			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,199.68	3,378.40					
		MONTHLY				6,959.22	7,348.02					
		NEW HOURLY	34.839			40.995	43.286			Additional 2.5% of above rate		
		BIWEEKLY				3,279.60	3,462.88					
		MONTHLY				7,133.20	7,531.72					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	82-34106	SAME AS ABOVE										
	93-34109	SAME AS ABOVE										
PARK MAINTENANCE SUPERVISOR			-- 3145	*	*	*	*	*	*	*	*	*
A												
	93-31130	NEW HOURLY	28.27			33.27	35.13					
		BIWEEKLY				2,661.60	2,810.40					
		MONTHLY				5,788.98	6,112.62					
**												
B												
	94-31003	NEW HOURLY	27.10			31.89	33.67					
		BIWEEKLY				2,551.20	2,693.60					
		MONTHLY				5,548.86	5,858.58					
PIPEFITTER SUPERVISOR			-- 3438	*	*	*	*	*	*	*	*	*
	95-34381	NEW HOURLY	36.29				45.09					
		BIWEEKLY					3,607.20					
		MONTHLY					7,845.66					
PLUMBER SUPERVISOR			-- 3446	*	*	*	*	*	*	*	*	*
	95-34461	NEW HOURLY	36.29				45.09					
		BIWEEKLY					3,607.20					
		MONTHLY					7,845.66					
PRINCIPAL SECURITY OFFICER			-- 3200	*	*	*	*	*	*	*	*	*
	93-31003	NEW HOURLY	26.55	28.03	29.59	31.24	32.98					
		BIWEEKLY	2,124.00	2,242.40	2,367.20	2,499.20	2,638.40					
		MONTHLY	4,619.70	4,877.22	5,148.66	5,435.76	5,738.52					
SENIOR AUTOMOTIVE SUPERVISOR			-- 3716	*	*	*	*	*	*	*	*	*
A												
	93-37127	NEW HOURLY	43.48			51.16	54.01					
		BIWEEKLY				4,092.80	4,320.80					
		MONTHLY				8,901.84	9,397.74					
**												
B												
	93-37126	NEW HOURLY	38.30			45.07	47.58					
		BIWEEKLY				3,605.60	3,806.40					
		MONTHLY				7,842.18	8,278.92					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
SENIOR ELECTRICIAN	<u>12/</u>		-- 3864	*	*	*	*	*	*	*	*	*
	93-38103	NEW HOURLY	38.30			45.07	47.58					
		BIWEEKLY				3,605.60	3,806.40					
		MONTHLY				7,842.18	8,278.92					
		NEW HOURLY	39.258			46.197	48.769			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,695.76	3,901.52					
		MONTHLY				8,038.23	8,485.89					
		NEW HOURLY	40.239			47.352	49.989			Additional 2.5% of above rate		
		BIWEEKLY				3,788.16	3,999.12					
		MONTHLY				8,239.19	8,698.04					
SENIOR MACHINIST SUPERVISOR	<u>12/--</u>		3768	*	*	*	*	*	*	*	*	*
	A											
	93-37111	NEW HOURLY	46.88			55.16	58.24					
		BIWEEKLY				4,412.80	4,659.20					
		MONTHLY				9,597.84	10,133.76					
		NEW HOURLY	48.052			56.539	59.696			Plus 2.5% of base pay for DDR		
		BIWEEKLY				4,523.12	4,775.68					
		MONTHLY				9,837.79	10,387.10					
		NEW HOURLY	49.253			57.952	61.188			Additional 2.5% of above rate		
		BIWEEKLY				4,636.16	4,895.04					
		MONTHLY				10,083.73	10,646.78					
	**											
	B											
	93-37110	NEW HOURLY	43.56			51.26	54.12					
		BIWEEKLY				4,100.80	4,329.60					
		MONTHLY				8,919.24	9,416.88					
		NEW HOURLY	44.649			52.541	55.473			Plus 2.5% of base pay for DDR		
		BIWEEKLY				4,203.28	4,437.84					
		MONTHLY				9,142.22	9,652.30					
		NEW HOURLY	45.765			53.855	56.860			Additional 2.5% of above rate		
		BIWEEKLY				4,308.40	4,548.80					
		MONTHLY				9,370.78	9,893.61					
SENIOR SECURITY OFFICER			-- 3184	*	*	*	*	*	*	*	*	*

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	93-31006	NEW HOURLY	24.04			28.29	29.87					
		BIWEEKLY				2,263.20	2,389.60					
		MONTHLY				4,922.46	5,197.38					
SENIOR STOREKEEPER	4/		-- 1837	*	*	*	*	*	*	*	*	*
	A											
	91-18117	NEW HOURLY	30.05			35.37	37.34					
		BIWEEKLY				2,829.60	2,987.20					
		MONTHLY				6,154.38	6,497.16					
	93-18013	SAME AS ABOVE										
	93-18161	SAME AS ABOVE										
	93-18169	SAME AS ABOVE										
	94-18106	SAME AS ABOVE										
	94-18107	SAME AS ABOVE										
	94-18169	SAME AS ABOVE										
**												
	B	6/										
	94-18102	NEW HOURLY	28.90			34.01	35.91					
		BIWEEKLY				2,720.80	2,872.80					
		MONTHLY				5,917.74	6,248.34					
**												
	C											
	91-18134	NEW HOURLY	28.80			33.90	35.79					
		BIWEEKLY				2,712.00	2,863.20					
		MONTHLY				5,898.60	6,227.46					
	91-18135	SAME AS ABOVE										
	91-18137	SAME AS ABOVE										
	91-18138	SAME AS ABOVE										
	93-18010	SAME AS ABOVE										
	93-18158	SAME AS ABOVE										

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	93-18168	SAME AS ABOVE										
	93-18170	SAME AS ABOVE										
	94-18170	SAME AS ABOVE										
**												
	D											
	91-18136	NEW HOURLY	27.77			32.68	34.50					
		BIWEEKLY				2,614.40	2,760.00					
		MONTHLY				5,686.32	6,003.00					
	91-18139	SAME AS ABOVE										
	93-18160	SAME AS ABOVE										
	93-18171	SAME AS ABOVE										
	94-18104	SAME AS ABOVE										
	94-18171	SAME AS ABOVE										
SHAFT AND TUNNEL SUPERVISOR -- 3407 * * * * *												
	93-34110	NEW HOURLY	33.54			39.46	41.66					
		BIWEEKLY				3,156.80	3,332.80					
		MONTHLY				6,866.04	7,248.84					
SHEET METAL SUPERVISOR <u>3/12/</u> -- 3777 * * * * *												
	A											
	93-37018	NEW HOURLY	36.14			42.54	44.91					
		BIWEEKLY				3,403.20	3,592.80					
		MONTHLY				7,401.96	7,814.34					
		NEW HOURLY	37.044			43.604	46.033					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,488.32	3,682.64					
		MONTHLY				7,587.01	8,009.70					
		NEW HOURLY	37.970			44.694	47.184					Additional 2.5% of above rate
		BIWEEKLY				3,575.52	3,774.72					
		MONTHLY				7,776.69	8,209.94					
**												
	B											
	93-37019	NEW HOURLY	33.48			39.40	41.60					
		BIWEEKLY				3,152.00	3,328.00					
		MONTHLY				6,855.60	7,238.40					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	34.317			40.385	42.640		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,230.80	3,411.20					
		MONTHLY				7,026.99	7,419.36					
		NEW HOURLY	35.175			41.395	43.706		Additional 2.5% of above rate			
		BIWEEKLY				3,311.60	3,496.48					
		MONTHLY				7,202.66	7,604.84					
SR ELTC PGP OPR			-- 5856	*	*	*	*	*	*	*	*	*
	A											
	93-58105	NEW HOURLY	30.48			35.86	37.86					
		BIWEEKLY				2,868.80	3,028.80					
		MONTHLY				6,239.64	6,587.64					
	**											
	B											
	93-58103	NEW HOURLY	28.01			32.96	34.80					
		BIWEEKLY				2,636.80	2,784.00					
		MONTHLY				5,735.04	6,055.20					
SR ELTC SRVC REPTV			-- 7521	*	*	*	*	*	*	*	*	*
	A											
	94-75705	NEW HOURLY	46.88			55.16	58.24					
		BIWEEKLY				4,412.80	4,659.20					
		MONTHLY				9,597.84	10,133.76					
	**											
	B											
	94-75704	NEW HOURLY	41.36			48.67	51.38					
		BIWEEKLY				3,893.60	4,110.40					
		MONTHLY				8,468.58	8,940.12					
	**											
	C											
	94-16173	NEW HOURLY	40.12			47.21	49.84					
		BIWEEKLY				3,776.80	3,987.20					
		MONTHLY				8,214.54	8,672.16					
	**											
	D											
	82-75704	NEW HOURLY	37.88			44.57	47.06					
		BIWEEKLY				3,565.60	3,764.80					
		MONTHLY				7,755.18	8,188.44					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
94-75703		SAME AS ABOVE										
SR ELTC TRBL DSPR			-- 3829	*	*	*	*	*	*	*	*	*
A												
94-38182		NEW HOURLY	36.49			42.94	45.33					
		BIWEEKLY				3,435.20	3,626.40					
		MONTHLY				7,471.56	7,887.42					
**												
B												
94-38186		NEW HOURLY	35.75			42.06	44.41					
		BIWEEKLY				3,364.80	3,552.80					
		MONTHLY				7,318.44	7,727.34					
SR ELTL MCHC SUPV	8/12/		-- 3836	*	*	*	*	*	*	*	*	*
A												
94-38177		NEW HOURLY	45.79			53.89	56.89					
		BIWEEKLY				4,311.20	4,551.20					
		MONTHLY				9,376.86	9,898.86					
		NEW HOURLY	46.935			55.237	58.312					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,418.96	4,664.96					
		MONTHLY				9,611.28	10,146.33					
		NEW HOURLY	48.108			56.618	59.770					Additional 2.5% of above rate
		BIWEEKLY				4,529.44	4,781.60					
		MONTHLY				9,851.56	10,399.99					
**												
B												
93-38105		NEW HOURLY	43.56			51.26	54.12					
		BIWEEKLY				4,100.80	4,329.60					
		MONTHLY				8,919.24	9,416.88					
		NEW HOURLY	44.649			52.541	55.473					Plus 2.5% of base pay for DDR
		BIWEEKLY				4,203.28	4,437.84					
		MONTHLY				9,142.22	9,652.30					
		NEW HOURLY	45.765			53.855	56.860					Additional 2.5% of above rate
		BIWEEKLY				4,308.40	4,548.80					
		MONTHLY				9,370.78	9,893.61					
94-38180		SAME AS ABOVE										

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
SR ELTL RPR SUPV	<u>12/</u>		-- 3856	*	*	*	*	*	*	*	*	*
A												
93-38004	NEW HOURLY	46.88				55.16	58.24					
	BIWEEKLY					4,412.80	4,659.20					
	MONTHLY					9,597.84	10,133.76					
	NEW HOURLY	48.052				56.539	59.696			Plus 2.5% of base pay for DDR		
	BIWEEKLY					4,523.12	4,775.68					
	MONTHLY					9,837.79	10,387.10					
	NEW HOURLY	49.253				57.952	61.188			Additional 2.5% of above rate		
	BIWEEKLY					4,636.16	4,895.04					
	MONTHLY					10,083.73	10,646.78					
**												
B												
93-38003	NEW HOURLY	43.56				51.26	54.12					
	BIWEEKLY					4,100.80	4,329.60					
	MONTHLY					8,919.24	9,416.88					
	NEW HOURLY	44.649				52.541	55.473			Plus 2.5% of base pay for DDR		
	BIWEEKLY					4,203.28	4,437.84					
	MONTHLY					9,142.22	9,652.30					
	NEW HOURLY	45.765				53.855	56.860			Additional 2.5% of above rate		
	BIWEEKLY					4,308.40	4,548.80					
	MONTHLY					9,370.78	9,893.61					
SR PK MTNC SUPV			-- 3146	*	*	*	*	*	*	*	*	*
A												
93-31030	NEW HOURLY	31.97				37.62	39.72					
	BIWEEKLY					3,009.60	3,177.60					
	MONTHLY					6,545.88	6,911.28					
**												
B												
93-31029	NEW HOURLY	30.67				36.10	38.11					
	BIWEEKLY					2,888.00	3,048.80					
	MONTHLY					6,281.40	6,631.14					
SR SHFT & TNL SUPV			-- 3408	*	*	*	*	*	*	*	*	*
93-34111	NEW HOURLY	41.36				48.67	51.38					
	BIWEEKLY					3,893.60	4,110.40					
	MONTHLY					8,468.58	8,940.12					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
STM PLT MTNC SUPV	<u>12/</u>		-- 3786	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
A												
94-37115	NEW HOURLY	44.78				52.70	55.64					
	BIWEEKLY					4,216.00	4,451.20					
	MONTHLY					9,169.80	9,681.36					
	NEW HOURLY	45.899				54.018	57.031			Plus 2.5% of base pay for DDR		
	BIWEEKLY					4,321.44	4,562.48					
	MONTHLY					9,399.05	9,923.39					
	NEW HOURLY	47.047				55.368	58.457			Additional 2.5% of above rate		
	BIWEEKLY					4,429.44	4,676.56					
	MONTHLY					9,634.03	10,171.47					
**												
B												
94-37116	NEW HOURLY	40.24				47.35	49.99					
	BIWEEKLY					3,788.00	3,999.20					
	MONTHLY					8,238.90	8,698.26					
	NEW HOURLY	41.246				48.534	51.240			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,882.72	4,099.20					
	MONTHLY					8,444.87	8,915.72					
	NEW HOURLY	42.277				49.747	52.521			Additional 2.5% of above rate		
	BIWEEKLY					3,979.76	4,201.68					
	MONTHLY					8,655.99	9,138.61					
STM PLT OPRG SUPV			-- 5625	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *	* * * *
A												
94-56122	NEW HOURLY	44.75				52.66	55.60					
	BIWEEKLY					4,212.80	4,448.00					
	MONTHLY					9,162.84	9,674.40					
	NEW HOURLY	45.869				53.976	56.990			Plus 2.5% of base pay for DDR		
	BIWEEKLY					4,318.08	4,559.20					
	MONTHLY					9,391.91	9,916.26					
	NEW HOURLY	47.015				55.326	58.415			Additional 2.5% of above rate		
	BIWEEKLY					4,426.08	4,673.20					
	MONTHLY					9,626.71	10,164.17					
**												

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											
	94-56129	NEW HOURLY	42.63			50.17	52.97					
		BIWEEKLY				4,013.60	4,237.60					
		MONTHLY				8,729.58	9,216.78					
		NEW HOURLY	43.696			51.424	54.294			Plus 2.5% of base pay for DDR		
		BIWEEKLY				4,113.92	4,343.52					
		MONTHLY				8,947.82	9,447.20					
		NEW HOURLY	44.788			52.710	55.652			Additional 2.5% of above rate		
		BIWEEKLY				4,216.80	4,452.16					
		MONTHLY				9,171.52	9,683.38					
STRL	STL FABRICATR SUPV		-- 3794	*	*	*	*	*	*	*	*	*
	93-37109	NEW HOURLY	35.86			42.20	44.55					
		BIWEEKLY				3,376.00	3,564.00					
		MONTHLY				7,342.80	7,751.70					
		NEW HOURLY	36.756			43.255	45.664			Plus 2.5% of base pay for DDR		
		BIWEEKLY				3,460.40	3,653.12					
		MONTHLY				7,526.37	7,945.49					
		NEW HOURLY	37.675			44.336	46.805			Additional 2.5% of above rate		
		BIWEEKLY				3,546.88	3,744.40					
		MONTHLY				7,714.53	8,144.13					
TANK	FARM SUPERVISOR		-- 5940	*	*	*	*	*	*	*	*	*
	94-56121	NEW HOURLY	37.65			44.31	46.78					
		BIWEEKLY				3,544.80	3,742.40					
		MONTHLY				7,709.94	8,139.72					
TIRE	REPAIR SUPERVISOR		-- 3732	*	*	*	*	*	*	*	*	*
	A											
	93-37003	NEW HOURLY	32.40			38.13	40.26					
		BIWEEKLY				3,050.40	3,220.80					
		MONTHLY				6,634.62	7,005.24					
	**											
	B											
	93-37119	NEW HOURLY	29.33			34.52	36.44					
		BIWEEKLY				2,761.60	2,915.20					
		MONTHLY				6,006.48	6,340.56					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
TREE SURGEON SUPERVISOR <u>10/12/</u> -- 3117 *												
A												
94-31031	NEW HOURLY	36.31				42.73	45.11					
	BIWEEKLY					3,418.40	3,608.80					
	MONTHLY					7,435.02	7,849.14					
	NEW HOURLY	37.218				43.798	46.238					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,503.84	3,699.04					
	MONTHLY					7,620.90	8,045.37					
	NEW HOURLY	38.148				44.893	47.394					Additional 2.5% of above rate
	BIWEEKLY					3,591.44	3,791.52					
	MONTHLY					7,811.42	8,246.50					
**												
B												
94-31114	NEW HOURLY	34.49				40.58	42.84					
	BIWEEKLY					3,246.40	3,427.20					
	MONTHLY					7,060.92	7,454.16					
	NEW HOURLY	35.352				41.594	43.911					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,327.52	3,512.88					
	MONTHLY					7,237.44	7,640.51					
	NEW HOURLY	36.236				42.634	45.009					Additional 2.5% of above rate
	BIWEEKLY					3,410.72	3,600.72					
	MONTHLY					7,418.38	7,831.52					
**												
C												
94-31032	NEW HOURLY	32.79				38.59	40.74					
	BIWEEKLY					3,087.20	3,259.20					
	MONTHLY					6,714.66	7,088.76					
	NEW HOURLY	33.610				39.555	41.759					Plus 2.5% of base pay for DDR
	BIWEEKLY					3,164.40	3,340.72					
	MONTHLY					6,882.53	7,265.98					
	NEW HOURLY	34.450				40.544	42.802					Additional 2.5% of above rate
	BIWEEKLY					3,243.52	3,424.16					
	MONTHLY					7,054.59	7,447.63					
94-31113	SAME AS ABOVE											

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
TRUCK AND EQUIPMENT DISPATCHER--			3586	*	*	*	*	*	*	*	*	*
A												
93-35136	NEW HOURLY	36.14				42.54	44.91					
	BIWEEKLY					3,403.20	3,592.80					
	MONTHLY					7,401.96	7,814.34					
**												
B												
93-35132	NEW HOURLY	33.99				40.00	42.23					
	BIWEEKLY					3,200.00	3,378.40					
	MONTHLY					6,960.00	7,348.02					
**												
C												
93-35010	NEW HOURLY	31.97				37.62	39.72					
	BIWEEKLY					3,009.60	3,177.60					
	MONTHLY					6,545.88	6,911.28					
**												
D												
93-35009	NEW HOURLY	30.67				36.10	38.11					
	BIWEEKLY					2,888.00	3,048.80					
	MONTHLY					6,281.40	6,631.14					
**												
E												
93-35134	NEW HOURLY	29.51				34.73	36.67					
	BIWEEKLY					2,778.40	2,933.60					
	MONTHLY					6,043.02	6,380.58					
UG DISTR CONSTR SUPV			-- 3814	*	*	*	*	*	*	*	*	*
A												
94-38313	NEW HOURLY	37.58				44.23	46.70					
	BIWEEKLY					3,538.40	3,736.00					
	MONTHLY					7,696.02	8,125.80					
**												
B												
94-38312	NEW HOURLY	35.75				42.06	44.41					
	BIWEEKLY					3,364.80	3,552.80					
	MONTHLY					7,318.44	7,727.34					
94-38314	SAME AS ABOVE											

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 SERVICE SUPERVISOR	12/		-- 3930	*	*	*	*	*	*	*	*	*
A												
93-39044	NEW HOURLY	39.90				46.95	49.57					
	BIWEEKLY					3,756.00	3,965.60					
	MONTHLY					8,169.30	8,625.18					
	NEW HOURLY	40.898				48.124	50.809			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,849.92	4,064.72					
	MONTHLY					8,373.53	8,840.81					
	NEW HOURLY	41.920				49.327	52.079			Additional 2.5% of above rate		
	BIWEEKLY					3,946.16	4,166.32					
	MONTHLY					8,582.87	9,061.83					
**												
B												
93-39043	NEW HOURLY	37.88				44.57	47.06					
	BIWEEKLY					3,565.60	3,764.80					
	MONTHLY					7,755.18	8,188.44					
	NEW HOURLY	38.827				45.684	48.236			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,654.72	3,858.88					
	MONTHLY					7,949.06	8,393.15					
	NEW HOURLY	39.798				46.826	49.442			Additional 2.5% of above rate		
	BIWEEKLY					3,746.08	3,955.36					
	MONTHLY					8,147.79	8,602.98					
**												
C												
93-39124	NEW HOURLY	35.24				41.46	43.77					
	BIWEEKLY					3,316.80	3,501.60					
	MONTHLY					7,214.04	7,615.98					
	NEW HOURLY	36.121				42.496	44.864			Plus 2.5% of base pay for DDR		
	BIWEEKLY					3,399.68	3,589.12					
	MONTHLY					7,394.39	7,806.38					
	NEW HOURLY	37.024				43.559	45.986			Additional 2.5% of above rate		
	BIWEEKLY					3,484.72	3,678.88					
	MONTHLY					7,579.25	8,001.54					
**												

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
	D											
	93-39122	NEW HOURLY	33.54			39.46	41.66					
		BIWEEKLY				3,156.80	3,332.80					
		MONTHLY				6,866.04	7,248.84					
		NEW HOURLY	34.379			40.446	42.701					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,235.68	3,416.08					
		MONTHLY				7,037.69	7,430.06					
		NEW HOURLY	35.238			41.458	43.769					Additional 2.5% of above rate
		BIWEEKLY				3,316.64	3,501.52					
		MONTHLY				7,213.63	7,615.81					
**												
	E											
	93-39123	NEW HOURLY	31.30			36.84	38.89					
		BIWEEKLY				2,947.20	3,111.20					
		MONTHLY				6,410.16	6,766.86					
		NEW HOURLY	32.083			37.761	39.862					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,020.88	3,188.96					
		MONTHLY				6,570.41	6,936.03					
		NEW HOURLY	32.885			38.705	40.859					Additional 2.5% of above rate
		BIWEEKLY				3,096.40	3,268.72					
		MONTHLY				6,734.67	7,109.43					
	WATER TREATMENT SUPERVISOR 12/		-- 5887	*	*	*	*	*	*	*	*	*
	A											
	93-58107	NEW HOURLY	40.42			47.56	50.21					
		BIWEEKLY				3,804.80	4,016.80					
		MONTHLY				8,275.44	8,736.54					
		NEW HOURLY	41.431			48.749	51.465					Plus 2.5% of base pay for DDR
		BIWEEKLY				3,899.92	4,117.20					
		MONTHLY				8,482.33	8,954.95					
		NEW HOURLY	42.466			49.968	52.752					Additional 2.5% of above rate
		BIWEEKLY				3,997.44	4,220.16					
		MONTHLY				8,694.39	9,178.82					
**												
	B											
	93-58115	NEW HOURLY	36.43			42.86	45.25					
		BIWEEKLY				3,428.80	3,620.00					
		MONTHLY				7,457.64	7,873.50					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	37.341			43.931	46.381		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,514.48	3,710.48					
		MONTHLY				7,644.08	8,070.34					
		NEW HOURLY	38.274			45.030	47.541		Additional 2.5% of above rate			
		BIWEEKLY				3,602.40	3,803.28					
		MONTHLY				7,835.18	8,272.10					
WATER UTILITY SUPERVISOR <u>12/</u>			-- 3976	*	*	*	*	*	*	*	*	*
A												
	93-39133	NEW HOURLY	37.88			44.57	47.06					
		BIWEEKLY				3,565.60	3,764.80					
		MONTHLY				7,755.18	8,188.44					
		NEW HOURLY	38.827			45.684	48.236		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,654.72	3,858.88					
		MONTHLY				7,949.06	8,393.15					
		NEW HOURLY	39.798			46.826	49.442		Additional 2.5% of above rate			
		BIWEEKLY				3,746.08	3,955.36					
		MONTHLY				8,147.79	8,602.98					
**												
B												
	93-39129	NEW HOURLY	34.69			40.82	43.10					
		BIWEEKLY				3,265.60	3,448.00					
		MONTHLY				7,102.68	7,499.40					
		NEW HOURLY	35.557			41.841	44.178		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,347.28	3,534.24					
		MONTHLY				7,280.25	7,686.89					
		NEW HOURLY	36.446			42.887	45.282		Additional 2.5% of above rate			
		BIWEEKLY				3,430.96	3,622.56					
		MONTHLY				7,462.26	7,879.06					
	93-39131	SAME AS ABOVE										
**												
C												
	93-39132	NEW HOURLY	33.54			39.46	41.66					
		BIWEEKLY				3,156.80	3,332.80					
		MONTHLY				6,866.04	7,248.84					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	34.379			40.446	42.701		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,235.68	3,416.08					
		MONTHLY				7,037.69	7,430.06					
		NEW HOURLY	35.238			41.458	43.769		Additional 2.5% of above rate			
		BIWEEKLY				3,316.64	3,501.52					
		MONTHLY				7,213.63	7,615.81					
**												
	D											
	93-39134	NEW HOURLY	32.53			38.27	40.40					
		BIWEEKLY				3,061.60	3,232.00					
		MONTHLY				6,658.98	7,029.60					
		NEW HOURLY	33.343			39.227	41.410		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,138.16	3,312.80					
		MONTHLY				6,825.45	7,205.34					
		NEW HOURLY	34.177			40.207	42.445		Additional 2.5% of above rate			
		BIWEEKLY				3,216.56	3,395.60					
		MONTHLY				6,996.09	7,385.47					
	WATERWORKS MECHANIC SUPERVISOR-12/		3987	*	*	*	*	*	*	*	*	*
	A											
	93-39104	NEW HOURLY	42.48			49.99	52.78					
		BIWEEKLY				3,999.20	4,222.40					
		MONTHLY				8,698.26	9,183.72					
		NEW HOURLY	43.542			51.240	54.099		Plus 2.5% of base pay for DDR			
		BIWEEKLY				4,099.20	4,327.92					
		MONTHLY				8,915.72	9,413.31					
		NEW HOURLY	44.631			52.521	55.452		Additional 2.5% of above rate			
		BIWEEKLY				4,201.68	4,436.16					
		MONTHLY				9,138.61	9,648.64					
**												
	B											
	93-39103	NEW HOURLY	39.27			46.21	48.79					
		BIWEEKLY				3,696.80	3,903.20					
		MONTHLY				8,040.54	8,489.46					
		NEW HOURLY	40.252			47.365	50.010		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,789.20	4,000.80					
		MONTHLY				8,241.55	8,701.70					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
		NEW HOURLY	41.258			48.549	51.260		Additional 2.5% of above rate			
		BIWEEKLY				3,883.92	4,100.80					
		MONTHLY				8,447.59	8,919.24					
WELDER SUPERVISOR	3/12/		-- 3798	*	*	*	*	*	*	*	*	*
	93-37115	NEW HOURLY	36.78			43.29	45.70					
		BIWEEKLY				3,463.20	3,656.00					
		MONTHLY				7,532.46	7,951.80					
		NEW HOURLY	37.699			44.372	46.843		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,549.76	3,747.44					
		MONTHLY				7,720.77	8,150.60					
		NEW HOURLY	38.642			45.482	48.014		Additional 2.5% of above rate			
		BIWEEKLY				3,638.56	3,841.12					
		MONTHLY				7,913.79	8,354.37					
	93-37123	SAME AS ABOVE										
WTR UTLTY OPR SUPV	12/		-- 5857	*	*	*	*	*	*	*	*	*
	A											
	93-58131	NEW HOURLY	39.90			46.95	49.57					
		BIWEEKLY				3,756.00	3,965.60					
		MONTHLY				8,169.30	8,625.18					
		NEW HOURLY	40.898			48.124	50.809		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,849.92	4,064.72					
		MONTHLY				8,373.53	8,840.81					
		NEW HOURLY	41.920			49.327	52.079		Additional 2.5% of above rate			
		BIWEEKLY				3,946.16	4,166.32					
		MONTHLY				8,582.87	9,061.83					
**	B											
	93-58130	NEW HOURLY	34.69			40.82	43.10					
		BIWEEKLY				3,265.60	3,448.00					
		MONTHLY				7,102.68	7,499.40					
		NEW HOURLY	35.557			41.841	44.178		Plus 2.5% of base pay for DDR			
		BIWEEKLY				3,347.28	3,534.24					
		MONTHLY				7,280.25	7,686.89					
		NEW HOURLY	36.446			42.887	45.282		Additional 2.5% of above rate			
		BIWEEKLY				3,430.96	3,622.56					
		MONTHLY				7,462.26	7,879.06					

1Report ID: HR6017P1-05
 Run Date: 09/14/2007

COST OF LIVING ADJUSTMENT
 EFFDATE = 10/01/2007 (1.0325) X (CURRENT RATE)
 (B)-BLUE COLLAR SUPV (IBEW)

Page: 81

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											
	93-58129	NEW HOURLY	30.97			36.44	38.47					
		BIWEEKLY				2,915.20	3,077.60					
		MONTHLY				6,340.56	6,693.78					
		NEW HOURLY	31.744			37.351	39.432			Plus 2.5% of base pay for DDR		
		BIWEEKLY				2,988.08	3,154.56					
		MONTHLY				6,499.07	6,861.12					
		NEW HOURLY	32.538			38.285	40.418			Additional 2.5% of above rate		
		BIWEEKLY				3,062.80	3,233.44					
		MONTHLY				6,661.55	7,032.65					

APPENDIX A-4

SALARY RANGES EFFECTIVE OCTOBER 1, 2008

Effective October 1, 2008, salary ranges shall be increased by a percentage equal to the percentage increase in the CPI for Urban Wage Earners and Clerical Workers as measured from August 2007 to August 2008 for U.S. City Average (1982-84=100); provided however, that if the CPI increases less than or equal to 3.25% the salary ranges shall be increased by 3.25%, and if the CPI increased by 6% or more, the salary ranges shall be increased by 6%.

APPENDIX A-5

SALARY RANGES EFFECTIVE OCTOBER 1, 2009

Effective October 1, 2009, salary ranges shall be increased by a percentage equal to the percentage increase in the CPI for Urban Wage Earners and Clerical Workers as measured from August 2008 to August 2009 for U.S. City Average (1982-84=100); provided however, that if the CPI increases less than or equal to 3.25% the salary ranges shall be increased by 3.25%, and if the CPI increased by 6% or more, the salary ranges shall be increased by 6%.

FOOTNOTES

SUPERVISORY BLUE COLLAR

1. One employee, while occupying DDR No. 94-38010 or 94-38119 in the class of Electric Distribution Mechanic Supervisor (Class Code 3873) when assigned to act as the training coordinator in the Energy Distribution Division, Trouble Section, shall receive the second premium level above the appropriate step rate in the salary range for the class. Such appointment shall be at the sole discretion of Management.
2. Two occupants in the class of Electric Distribution Mechanic Supervisor (Class Code 3873), when assigned as a training instructor or a training supervisor in the Power Distribution Division, Safety and Training Section, shall be paid at the second premium level above each employee's respective step rate. Effective May 8, 2001. (See Appendix H)
3. Annual rated positions only; daily rated in DWP Daily Rated Building Trades Unit.
4. While occupying or reoccupying DDR No. 93-18013 in the class of Senior Storekeeper (Class Code 1837), Louis Ciminieri shall be paid at the first (1st) premium level above the appropriate step rate of the salary range applicable to DDR No. 93-18169, Senior Storekeeper (Class Code 1837).
5. Due to certain class consolidations conducted by the Personnel Department, City of Los Angeles, the following classifications indicated in Appendix A-1 have been abolished and are not shown in Appendix A-2.

Electrical Service Supervisor - 3827
Office Equipment Repairer Supervisor - 3416
Pumping Plant Supervisor - 5858
Principal Radio Operator - 1457
Protective Coating Supervisor - 3465
Senior Display Worker - 1672
Senior Mechanical Construction Supervisor - 3125
Senior Radio Interference Inspector - 7529
Senior Truck and Equipment Dispatcher - 3587
Senior Wood & Metal Shops Supervisor - 3134

6. Due to certain class consolidations conducted by the Personnel Department, City of Los Angeles, the following classification was reallocated:

From: Senior Materials Expediter - 1845
To: Senior Storekeeper - 1837

7. Four employees in the class of Electrical Mechanic Supervisor (Class Code 3835), when assigned as a training instructor or a training supervisor in the Power Distribution Division, Safety and Training Section, shall be paid at the second premium level above each employee's respective step rate.
8. One employee in the class of Senior Electrical Mechanic Supervisor (Class Code 3836), when assigned as a training instructor or a training supervisor in the Power Distribution Division, Safety and Training Section, shall be paid at the second premium level above the employee's step rate.
9. Up to twelve employees in the class of Labor Supervisor (Class Code 3126) when permanently assigned to work in remote locations in the Mojave and Owens Valleys, shall be paid at the "E" level salary range (DDR No. 93-31025) prescribed for the class of Construction and Maintenance Supervisor (Class Code 3127).
10. Employees in the class of Tree Surgeon Supervisor (Code 3117), upon written proof of certification as an Arborist from the International Society of Arboriculture (ISA), shall be paid a 2.75% bonus above their respective step rate, effective at the start of the next pay period.
 - Employees shall be responsible for all examination fees, expenses for any study materials, and expenses for any continuing education credits necessary for recertification by ISA. The Department shall be responsible for paying the employee's annual ISA membership and recertification fees. Upon bonafide proof of payment, the Department shall promptly reimburse the employee for such expenses.
 - Employees must give immediate written notice whenever their certification is lost, expired, or renewed, and will be returned to precertification pay until current certification is established.
11. Employees occupying positions in the classification of Electric Distribution Mechanic Supervisor (Class Code 3873), identified by DDR Numbers 94-38118, 94-38190, 94-38010, 94-38119, and 94-38306 shall receive a retention incentive of

five (5) percent of their base wage, which increase shall be reflected in the cost of living adjustment calculations under Appendices A-1, A-2, and A-3.

12. Employees occupying certain supervisory positions at DWP (see Appendix G), who have at least five (5) but less than ten (10) continuous years in that position, or in that position combined with the journey level position in the same class series, shall receive a longevity salary adjustment of 2.5 percent, which shall become part of their base wage.

Incumbents with ten (10) or more continuous years in one of the above supervisory positions, or a combination of the supervisory and journey level positions in the same class series, shall receive an additional longevity salary adjustment of 2.5 percent for a total adjustment of five (5) percent, which shall become part of their base wage.

13. One person in a classification represented by IBEW, when designated to represent IBEW as the Administrator to the Joint Training Institute (JTI), shall, while assigned to perform such JTI Administrator duties, be compensated at the fifth (5th) step of the "III" level Salary Range (DDR No. 95-52653) established for the class of Electrical Services Manager (Class Code 5265), enabling the individual to remain in the bargaining unit during such assignment while being compensated at the Electrical Services Manager III salary level. The provisions of this footnote shall be effective October 1, 2002.
14. One person in a classification represented by IBEW, when designated to represent IBEW as the Administrator to the Joint Safety Institute (JSI), shall, while assigned to perform such JSI Administrator duties, be compensated at the fifth (5th) step of the "III" level Salary Range (DDR No. 95-52653) established for the class of Electrical Services Manager (Class Code 5265), enabling the individual to remain in the bargaining unit during such assignment while being compensated at the Electrical Services Manager III salary level. The provisions of this footnote shall be effective October 1, 2002

APPENDIX B
CONTRACTING OUT

The parties agree to the following terms and conditions relative to the contracting out of bargaining unit work:

- 1) The Department may contract out bargaining unit work without meeting and conferring, subject to Charter Sections 1022 and/or 385, et seq., and the provisions of this Agreement.
- 2) Notwithstanding any provisions of this MOU to the contrary, the provisions of this Appendix are subject only to advisory arbitration with the exception of grievances raised under Article 35, Job Security, of this MOU.
- 3) In lieu of the meet-and-confer process specified by the Employee Relations Ordinance, the parties agree to meet and discuss, in accordance with the procedure in paragraph 4, all contracts awarded by the Board and multiple contracts let for the same service in the same division which exceed a cumulative total of \$100,000 in a 12-month period, except those listed below:
 - a. Contracts for expertise or contracts for services involving proprietary equipment.
 - b. Contracts for rental equipment, which includes operators.
 - c. Contracts required because of bona fide emergency circumstances.
- 4) The parties agree that the following expedited procedure shall replace the dispute resolution procedures of the Employee Relations Ordinance to resolve only those disputes arising out of the discussions occurring as a result of paragraph (3) above.
 - a. The Department will notify the Union in a timely manner of all applicable proposed contracts.
 - b. The Union may request to meet and discuss such contracts within five (5) working days of receipt of the contract. Failure of the Union to request a meeting within five (5) working days shall constitute a waiver of the Union's right to continue this process.
 - c. Meeting(s), if requested, will be held within five (5) calendar days of notification by the Union of a desire to meet and discuss the contracts.

- d. Should the parties not agree during their meet-and-discuss session(s), the Union may request expedited arbitration at the conclusion of the five (5) calendar day period. Failure of the Union to request arbitration within the five (5) calendar day period shall constitute a waiver of the Union's right to continue this process. The parties will attempt to establish a mutually agreeable process for selecting arbitrators. Absent an agreement on such a process, arbitrators will be selected in accordance with the Employee Relations Ordinance Rules 11.03 and 11.04. If the arbitrator selected is not able to serve or cannot meet the time limits in 4(e) of the Agreement, a new arbitrator shall be selected by repeating the steps in Rules 11.03 and 11.04.
 - e. The hearing and issuance of an award by the arbitrator shall be concluded within thirty (30) calendar days from the request for arbitration.
 - f. The arbitrator's advisory decision and recommendation shall be transmitted to the Board simultaneously with the contract proposed for adoption.
 - g. The time limits in this process may be extended only by mutual written agreement.
 - h. This arbitration process shall be informal. Court reporters shall not be used; the rules of evidence shall be informal; the arbitrator's notes, exhibits (if any), and the written advisory decision and recommendation shall constitute the record of the proceedings; and post hearing briefs will not be submitted. The parties shall each determine whether they wish to produce witnesses and/or documentary evidence.
 - i. The arbitration fees shall be shared equally by the Union and Management.
- 5) Disputes over the practical consequences of contracting out, other than those disputes occurring under paragraphs 3 and 4 above, shall be resolved through the grievance process starting at Step III (Division level) in accordance with the provisions in Article 5 of the MOU.

APPENDIX C

PARKING FEES AND SUBSIDIES

The parties agree that the following terms and conditions shall be applicable to employees who report to an Air Quality Management District (AQMD) qualifying location.

- 1) Employees paying a parking fee who report to an AQMD location as their permanent reporting location shall receive a \$25 per month parking (transportation) subsidy.
- 2) Rotating shift employees are excluded from this agreement.
- 3) Facility parking administrators shall set local rules for parking.
- 4) Department Management shall set the rates for the DWP Van Pools.
- 5) Any employee who drives his/her personal vehicle and occasionally parks at the JFB or other central locations shall be charged \$5 per day to park, subject to applicable parking regulations. The rate will be \$4 at non-central locations. Such employees will have an in-and-out privilege for any said paid parking day.
- 6) Employees who pay monthly parking fees as members of a DWP vanpool or carpool will not be charged a daily parking fee when they drive their personal vehicle to work to accommodate scheduled overtime, unless this overtime condition exceeds five (5) days per month after which No. 5 applies.
- 7) A \$50 subsidy will be provided to any monthly transit rider who shows evidence upon demand of a monthly transit pass and who provides an affidavit to the JFB parking coordinator of such transit use in commuting to work. Employees who normally commute by bicycle and who provide an affidavit of their daily bicycle riding and certification of this riding from their supervisor, will receive this subsidy also.
- 8) At AQMD qualifying locations where adequate on-site parking is available for employees, DWP management may take appropriate action to require employees to park in DWP facilities when there are complaints from residents and neighbors about employees parking in their neighborhoods.

The parties agree that the attached chart correctly states the current parking fees and subsidies.

	JFB Scramble Other Central Locations	JFB Assign Space	Non- Central Locations	Subsidy
Parking Fee	\$50	\$85	\$40	\$25
Car Pool	\$30	N/A	\$20	\$25 per person
DWP Van Pools	\$50	N/A	\$40	\$25 per rider
Take-Home Vehicles	\$50	N/A	\$40	\$25
Employees on Mileage & Per Diem	\$25	\$85	\$25	\$25
Employees on Mileage Only	\$50	\$85	\$40	\$25

NOTE: This proposal includes only employees who start between 5:00 A.M. and 2:00 P.M. and report to an AQMD qualifying location.

APPENDIX D
FOCUSED SEPARATION PROGRAM (FSP) OF 1995
FOR IBEW LOCAL 18 REPRESENTED EMPLOYEES

In no way shall Local 18's agreement to the FSP imply, infer or conclude that Local 18 concurs with or acquiesces to the inclusion of any classifications listed in Appendix A (of the Focused Separation Program Agreement) as excess positions.

1. In consideration for Local 18's agreement, the Department has agreed to the following terms and conditions:
 - a. The DWP shall maintain staffing of Electric Distribution Mechanic Trainees (EDMTs) that will result in forty (40) Electric Distribution Mechanics (EDMs) completing the program each contract year. At the current graduation rate, this represents a staffing level of ninety (90) EDMTs per contract year.
 - b. The DWP shall maintain a core number of Electrical Craft Helpers (ECHs) at 310 in the Energy Distribution Division. The parties shall determine a mutually acceptable method to facilitate 1014 transfer opportunities for Steam Plant Assistants to ECHs.
 - c. Before any layoff is contemplated in the Clerical Bargaining Unit, every effort shall be made to reassign employees to vacancies within the DWP and City; and part-time exempt clerical positions shall be eliminated.
 - d. As an alternative to contracting out, the DWP shall use at least ten percent (10%) overtime to meet maintenance and business needs.
 - e. The DWP shall maintain staffing of Electrical Mechanic Trainees (EMTs) which would provide for the completion of ten (10) Electrical Mechanics each contract year.
 - f. The DWP and Local 18 shall meet and confer for the purpose of facilitating a combined Electrical Repairer/Electrical Mechanic apprenticeship program.

2. Joint Labor/Management Committees

Local 18 and DWP management agree to the establishment of Joint Labor/Management Committees to address issues of mutual interest.

The Committees shall have equal numbers appointed by the Local 18 and DWP management.

All recommendations must include a majority vote; however, it is intended that the Committees work toward consensus.

The Charter for these Joint Labor/Management Committees will contain a commitment to work jointly to resolve problems to the mutual advantage of both parties.

These Committees are not intended to subordinate in any way the collective bargaining rights and obligations of either party, nor the established rights of management.

The DWP General Manager and the Local 18 Business Manager shall be ex-officio members of all Committees as well as the joint recipients of all Committee recommendations.

It is agreed that the following list comprises the initial subjects being addressed by these Committees, and future subjects will be established by mutual consent:

- a. Service Reliability, including considering standards for average minutes of interruption and other such standards currently before the California Public Utilities Commission (CPUC).
- b. Worker Safety, including an equal role for Local 18 in determining safety standards in the restructured utility environment.
- c. In-Basin Generation, including mutual review of any generating needs analysis and staffing.
- d. Substation Area Consolidation, including mutual review of reliability analysis and staffing.
- e. Maintenance Guarantees, including developing standards for all aspects of utility maintenance.
- f. Customer Service Satisfaction, including the issues of alternate work schedules, lead workers, and schedule changes at the Customer Call Center.
- g. Review of priority for staffing of positions and the use of personal services contracts.

APPENDIX E

ZONE PAY ADDENDUM

Electrical Section

Senior Electrical Mechanic Supervisor	<u>3836</u>
Electrical Mechanic Supervisor	<u>3835</u>
Senior Electrical Mechanic	<u>3834</u>
Electrical Mechanic	<u>3833</u>
Instrument Mechanic	<u>3843</u>
Mechanical Helper "A"	<u>3771</u>
Waterworks Mechanic "B"	<u>3984</u>
Electrical Craft Helper "B"	<u>3799</u>

Mechanical Section

Waterworks Mechanic Supervisor "A"	3987
Waterworks Mechanic Supervisor "B"	3987
Waterworks Mechanic "A"	3984
Waterworks Mechanic "B"	3984
Mechanical Helper "A"	3771
Mechanical Helper "B"	3771

**Water Quality and Distribution Employees
Located at the Los Angeles Aqueduct Filtration Plant**

Senior Electrical Mechanic	3834
Electrical Mechanic	3833
Instrument Mechanic	3843
Mechanical Helper "A"	3771
Waterworks Mechanic "B"	3984
Waterworks Mechanic Supervisor "B"	3987

Trunk Line Construction Section

Water Utility Supervisor	3976
Water Utility Worker	3912
Maintenance and Construction Helper	3115
Equipment Operator	3525
Power Shovel Operator	3558
Welder	3796
Maintenance Laborer	3112
Heavy Duty Truck Operator	3584
Protective Coating Worker	3463

APPENDIX F

CREW 1 SCHEDULE CHANGE

Employees in Steam Generating Stations who receive a work schedule change from a five (5) and two (2) scheduled to a Crew 1 assignment shall receive, in addition to the regular pay for the first 8 hours worked on Crew 1 assignment, a penalty payment equivalent to 4 hours at the straight-time rate.

APPENDIX G
LONGEVITY PREMIUM FOR CERTAIN
JOURNEY CRAFT AND SUPERVISORY CRAFT CLASSIFICATIONS

<u>Class Code</u>	<u>Class Title</u>
3781	Air Conditioning Mechanic Supervisor
5816	Aqueduct and Reservoir Supervisor
3706	Auto Body Repair Supervisor
3714	Automotive Supervisor
3338	Building Repair Supervisor
3339	Carpenter Shop Supervisor
3346	Carpenter Supervisor
3354	Cement Finisher Supervisor
3800	Communications Cable Supervisor
3689	Communications Electrician Supervisor
3127	Construction and Maintenance Supervisor
3873	Electric Distribution Mechanic Supervisor
3835	Electrical Mechanic Supervisor
3855	Electrical Repair Supervisor
3746	Equipment Repair Supervisor
3844	Instrument Mechanic Supervisor
3846	Instrument Repair Supervisor
3766	Machinist Supervisor
3762	Millwright Supervisor
3426	Painter Supervisor
3864	Senior Electrician
3768	Senior Machinist Supervisor
3777	Sheet Metal Supervisor
3836	Sr. Electrical Mechanic Supervisor
3856	Sr. Electrical Repair Supervisor
3786	Steam Plant Maintenance Supervisor
5625	Steam Plant Operating Supervisor
3794	Structural Steel Fabricator Supervisor
3117	Tree Surgeon Supervisor
3930	Water Service Supervisor
5887	Water Treatment Supervisor
3976	Water Utility Supervisor
3987	Waterworks Mechanic Supervisor
3798	Welder Supervisor
5857	Water Utility Operator Supervisor

APPENDIX H

ELECTRICAL DISTRIBUTION MECHANIC SUPERVISOR TRAINING INSTRUCTOR/SUPERVISOR POSITION

In addition to the compensation provided in Footnote 2 of this MOU, the same two occupants compensated shall receive the "A" level pay for the class of Electric Distribution Mechanic Supervisor (Class Code 3873) on Duties Description Record No. 94-38118.

When leaving one of the positions described above, an employee shall return to the pay level he/she occupied prior to occupying the "A" level training instructor or training supervisor position, unless the position he/she moves to provides higher compensation.

When filling the positions described herein in the future, Management shall select from candidates using a competitive interview process.

APPENDIX I

SENIOR ELECTRICAL MECHANIC SUPERVISOR

COMPENSATION FOR TRAINING INSTRUCTOR OR TRAINING SUPERVISOR

One occupant in the class of Senior Electrical Mechanic Supervisor (Class Code 3836), when assigned to act as a training instructor or training supervisor in the Power Distribution Division, Safety and Training Section, shall receive the "A" level pay for the class on Duties Description Record No. 94-38177.

When filling the position described herein in the future, Management shall select from candidates using a competitive interview process.

When leaving the position described herein, an employee shall return to the pay level occupied prior to occupying the "A" level training instructor or training supervisor position, unless the position he/she moves to provides higher compensation.

INDEX

A

A.O.T.L. (see also Accumulative Overtime Log), 21, 22
abrogate, 64
absence, 11, 12, 22, 23, 24, 25, 26, 27, 30, 41
absence with pay, 23, 24
absent from duty, 22, 23, 24, 25, 26, 37, 63
absentee ballot, 22
access, 10
accommodations, 48, 49
Accumulative Overtime Log (see also A.O.T.L.), 21
Administrative Code, 39, 60, 63
administrators, 82
advisory, 80, 81
affidavit, 60, 82
agency, 30
airline miles, 33
allowance, 22, 42, 43, 44, 67
allowances, 41, 45, 46, 47, 48, 49, 50
alternate work schedules, 32, 85
anniversary date, 62, 63
annual rate, 2, 16, 23, 24, 25, 30, 33, 37, 38, 40, 41, 44, 68
appeal, 4, 6, 8, 9, 10
apprenticeship, 62, 84
approval, 10, 12, 13, 23, 33, 52, 56, 65
AQMD, 82, 83
arbitration, 4, 6, 7, 80, 81
arbitrator, 6, 7, 81
assign, 13, 32, 42, 53
attendance, 4, 24, 27, 30
authorization, 10, 13, 15, 36, 49
award, 81

B

baggage checking, 49
bargaining, 12, 16, 19, 64, 65, 68, 69, 79, 80, 84, 85
benefit, 18, 50, 58, 59, 60, 68
benefit(s), 12, 25, 50, 53, 54, 56, 58, 59
bicycle, 82
binding, 3, 7, 61, 68
B-Time (see Article 10), 22
Building and Safety, 64
bulletin boards, 13, 21
business needs, 84

C

calendar year, 13, 21, 23, 24, 37, 42, 58, 59
call out, 15, 19, 20, 21, 43
camps, 34, 51
Cancellation, 19
carpool, 82
carriers, 56

certificates, 22, 23
Charter, 25, 80, 85
City Controller, 64
City Council, 39, 55, 60, 61, 65
Civil Service, 3, 12, 23, 26, 46, 52, 60, 62, 63, 64
Civil Service Commission, 3, 26
classification, 12, 21, 25, 52, 53, 64, 69, 70, 78, 79, 84
cleaning, 50
clothing, 50
committees, 64, 65, 66, 85
communication, 19, 20, 65
compensation, 20, 25, 28, 34, 35, 37, 39, 40, 41, 42, 45, 58, 60, 61, 63, 69, 89, 90
conditions of employment, 1, 9, 55
confidential, 60
consolidate, 60
Consumer Price Index, 46
continuous-operation, 16, 26, 27, 28, 36, 37, 38, 43
contracting out, 64, 80, 81, 84
contracts, 80, 85
contribute, 56
contribution, 56, 57, 59
core, 70, 84
costs, 7, 13, 42, 49, 56, 57, 69
counseling, 11
court, 30, 81
coverage, 56, 57, 59
Crew/Truck Assignments, 36
cumulative, 16, 20, 23, 27, 28, 36, 37, 38, 40, 41, 80
cumulative-hour, 20, 27, 28, 36, 37, 40, 41

D

daily rate, 2, 15, 28, 35, 38, 39, 77
Daylight Saving Time, 31
death benefit, 59
Death Benefit, 23, 25, 53, 56, 57, 59
deduction, 26
deduction(s), 12, 13, 26
dental, 12, 57, 58, 69
dental plan, 12, 56, 57
dependent, 56, 57
dependents, 56
disability, 3, 18, 22, 23, 25, 30, 53, 56, 57, 58, 59, 69
disciplinary action, 9, 11, 26, 51, 52
discipline, 53
discrimination, 3
disturbance calls, 20
dormitory, 47
double time, 20
double-time, 20
drivers license, 64
dues, 12, 13
dues deduction, 13
duties, 9, 11, 23, 25, 28, 34, 43, 50, 51, 53, 60, 62, 63, 64, 79
Duties Description Record(s), 2, 15, 28, 35, 39

duty, 9, 14, 15, 19, 20, 22, 23, 24, 25, 26, 27, 29, 30, 34, 37

E

ECHs. see Electrical Craft Helpers
EDMs. see Electric Distribution Mechanic
EDMTs. see Electric Distribution Mechanic Trainee
election, 3, 13, 21, 22, 56
Electric Distribution Mechanic, 77, 78, 84, 88, 89
Electric Distribution Mechanic Trainee, 84
Electric Distribution Mechanics, 84
Electrical Craft Helpers, 84
Electrical Mechanic Trainee, 84
eligible, 12, 56, 57, 66, 67, 70
emergency, 19, 22, 26, 29, 30, 32, 36, 40, 44, 62, 80
emergency appointment, 22, 44
Emergency appointment, 64
Employee List, 52
Employee Relations Board, 2, 3, 6, 53
employment, 1, 4, 9, 30, 55, 61, 67
EMTs. see Electrical Mechanic Trainee
enrollment, 59
examinations, 22, 23
exempt, 84
expedited, 4, 80, 81
expenses, 7, 41, 46, 48, 49, 78
expertise, 80
expiration, 7, 8, 52, 54, 55

F

Fair Labor Standards Act, 17, 54
family, 25, 56, 57, 59
fees, 7, 12, 13, 57, 64, 78, 81, 82
Focused Separation Program, 84
formula, 56, 66, 67, 68
FSP. see Focused Separation Program
full-time, 4, 10, 12, 25, 27, 37, 61

G

General Manager, 2, 6, 8, 9, 10, 15, 18, 23, 24, 25, 27, 33, 36, 38, 41, 42, 45, 47, 48, 49, 50, 51, 61, 65, 66, 71, 85
grievance, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 51, 53, 54, 80, 81
ground rules, 65

H

H rate, 61
health, 1, 12, 40, 50, 56, 57, 58
Health Plan, 56
hire, 52, 53
hold harmless, 13, 57
holdover, 15, 17
holiday equivalent, 14, 16, 38, 39
holiday equivalents, 14

holidays, 14, 16, 23, 27, 28, 36, 37, 38, 39, 44, 67
home, 25, 44, 45, 46
housing, 34, 47

I

implementation, 13, 42, 55, 61, 62, 65, 66
indemnify, 13, 57, 70
indemnity, 57
informal, 4, 5, 7, 66, 81
insurance, 25, 42, 56, 57, 59, 69
interviews, 23
investigating, 10

J

JFB, 82, 83
Job Security, 64, 80
job site, 27, 34
job site(s), 27, 34
Joint Labor/Management Resolution Board, 64
Joint Safety Committee, 53, 54
jury duty, 24

L

laid off, 64
lay off, 53
layoff, 84
leaves of absence, 12, 22
licenses, 23, 64
Limited Appointments, 62
lockout, 1
lodging, 44, 45, 49, 51
lunch, 26, 27, 45

M

mailing, 49
Management Rights, 9
meals, 43, 44, 45, 49, 51
meals away from home, 45
meet and confer, 14, 55, 84
meetings, 3, 6, 9, 10, 11, 13
members, 1, 5, 12, 13, 55, 56, 65, 66, 67, 68, 82, 85
mess facilities, 47
mileage, 36, 41, 42
military, 25
mission, 9
moving, 46
mutual gains bargaining, 65
Mutual Gains Bargaining, 65

N

negotiations, 12, 54, 55
Negotiations, 55
Nevada, 22
Newhall, 45, 46, 47

no lockout, 1
no strike, 1
notice, 6, 7, 8, 9, 12, 17, 23, 29, 32, 34, 36, 55, 78
Notice to Correct Deficiencies, 52
NTCDs. see Notice to Correct Deficiencies

O

Obligation to Support, 55
official trip, 48, 49
Ontario, 45, 46, 47
operating needs, 12, 15, 19, 23, 30, 37, 47, 63
operations, 1, 9, 10
Ordered Trips, 48, 49
ordinance, 39, 55
ordinance(s), 2, 3, 12, 39, 55, 80, 81
organization, 9, 12, 55
out of town, 45
overtime, 14, 15, 16, 17, 18, 19, 20, 21, 22, 30, 31, 35, 37, 39, 41, 43, 44, 63, 67, 69, 82, 84
overtime log, 21
overtime meals, 43, 44

P

paid, 16, 17, 18, 19, 20, 21, 24, 27, 31, 35, 38, 41, 42, 43, 44, 45, 48, 58, 60, 61, 62, 63, 69, 77, 78, 82
parking fee(s), 41, 42, 82
parking fees, 41, 42, 82
part-time, 27, 84
pass, 82
pay, 2, 12, 13, 15, 16, 17, 20, 22, 23, 24, 25, 27, 29, 30, 32, 35, 37, 38, 40, 41, 42, 43, 47, 48, 50, 58, 59, 62, 63, 64, 67, 68, 69, 78, 82, 87, 89, 90
pay differential(s), 40, 41
payment, 17, 18, 19, 24, 29, 30, 43, 78, 87
payroll, 24, 42, 52, 53, 58, 59
penalty, 12, 17, 19, 29, 43, 87
per diem, 24, 42
permanent reporting location, 32, 33, 34, 35, 36, 82
permit, 10, 64
personal reasons, 18, 23, 25
Personnel Department, 22, 77, 78
personnel file, 51, 52
polls, 22
position, 20, 46, 61, 62, 63, 79, 89, 90
position(s), 2, 15, 20, 22, 27, 28, 35, 46, 61, 62, 63, 84, 85
practical consequences, 9, 81
Preamble, 5
precedent, 55
premium, 19, 31, 61, 77, 78
promote, 1, 53, 70
proprietary, 80
protective, 50
public agency, 30

Q

qualified, 22

R

Rate Differentials, 61
ratified, 61
Recognition, 2
recorded, 15
regular shift, 19
regulations, 3, 26, 54, 64, 82
reimburse, 45, 51, 69, 78
reliability, 85
relief, 29, 30
renewals, 64
rental, 10, 80
replacement, 50, 63
report, 1, 6, 19, 20, 30, 32, 33, 34, 35, 82, 83
reporting location(s), 32, 35, 45
reporting locations, 32, 33, 35, 36
representation, 1, 4, 10, 12, 68
resolution, 4, 49, 53, 65, 80
resolution(s), 4, 27, 49, 53, 56, 65, 66, 80
rest periods, 26
restrictions, 2, 27, 59
retire, 46, 67
retirement, 18, 23, 25, 46, 53, 56, 57, 59, 66, 67, 68, 69
Rotating shift, 82
rules, 3, 6, 12, 26, 28, 51, 53, 54, 63, 64, 65, 81, 82

S

safety, 1, 27, 40, 50, 54, 70, 85
Safety Program, 54
Safety Rules, 54
salaries, 37, 61
salary range, 12, 60, 61, 62, 63, 72, 73, 74, 75, 76, 77, 78
salary range(s), 12, 62, 63
Savings Clause, 54
scheduled overtime, 15, 19, 43, 82
scheduling, 3, 9
scope, 3, 28, 64, 65, 66
Scope of Implementation, 61
scramble, 83
security, 1, 10
self-representation, 10
seniority, 32, 63, 69
service, 1, 7, 8, 9, 11, 12, 23, 24, 28, 31, 36, 47, 49, 58, 66, 67, 69, 70, 80, 85
shift, 12, 15, 16, 17, 19, 21, 24, 26, 27, 28, 30, 31, 32, 36, 37, 38, 40, 41, 82
shift differentials, 31
shift swaps, 31
Sick Benefits, 58
signature, 61
staffing, 9, 84, 85
standards, 1, 9, 85
step, 4, 5, 6, 7, 25, 62, 63, 77, 78, 79
stewards, 10, 11, 65
straight-line miles, 35

straight-time rate, *17, 19, 29, 30*
strike, *1*
strike(s), *1, 2*
subordinate, *61, 64, 85*
subordinate(s), *53, 64, 85*
subpoena, *30*
subsidy, *56, 57, 58, 82, 83*
Supplemental Benefits, *58*
survivor, *59*
suspend, *26, 53*
suspensions, *52*

T

Take-Home Vehicles, *83*
tardiness, *52*
telegraph, *49*
telephone, *10, 49*
temporary, *15, 22, 25, 31, 33, 34, 35, 36, 45, 51, 58, 59, 62, 63*
temporary headquarters, *33, 34*
term, *1, 2, 54, 55, 56, 62, 68, 69*
time and one-half, *16, 17*
time limits, *4, 7, 8, 66, 81*
time off, *12, 14, 18, 19, 20, 22, 23, 24, 35, 68, 69*
Tips, *49*
tools, *50, 51*
trainee, *62*
transfer, *18, 45, 46, 49, 51, 53, 84*
transfer (1014), *84*
transit, *82*
transportation, *32, 33, 34, 35, 36, 42, 48, 49, 50, 82*
travel, *18, 32, 33, 34, 35, 36, 45, 48, 49, 50*

U

uniforms, *50*
union, *3, 68*
union activity, *3, 10*
unused personal time, *24*
unused sick time, *58*

V

vacant, *46*
vacation, *22, 37, 39, 67, 69*
Valet service, *49*
Van Pools, *82, 83*
veteran, *25*
voting, *22*

W

wages, *1, 9, 13, 29, 37, 55, 71*
waiver, *3, 7, 8, 9, 55, 80, 81*
weather, *40*
witness, *30*
work schedule, *14, 16, 27, 29, 30, 31, 32, 34, 44, 63, 85, 87*
workday, *14, 15, 16, 19, 26, 27, 28, 29, 37, 38, 43, 44*
working rules, *54*
Working Rules, *9, 53*

Z

zone pay, *35, 86*