

**MEMORANDUM
OF
UNDERSTANDING**

MOU No. 46

Between

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

and

**LOS ANGELES DEPARTMENT OF WATER AND POWER
MANAGEMENT EMPLOYEES ASSOCIATION**

MANAGEMENT EMPLOYEES UNIT

Bargaining Unit "M"

October 1, 2012

through

December 31, 2016

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ARTICLE 1 PREAMBLE

The Los Angeles Department of Water and Power (LADWP) of the City of Los Angeles (City) is engaged in public services requiring continuous operations that are necessary to maintain the public health and safety of the Department's customers. The obligation to maintain these public services is imposed upon the Parties during the term of this Memorandum of Understanding (MOU).

It is the purpose of this MOU to promote and ensure harmonious relations, cooperation and understanding among the Parties. Inherent in the relationship between the Parties is the obligation of the employer to deal justly and fairly with the managers, and of the managers to cooperate with their fellow employees and the Department in the performance of their public service obligation.

The Association recognizes its responsibility for ensuring that the members of the Association continue to provide, in an uninterrupted manner, public services during the term of this MOU. The Employer recognizes its responsibility to establish and maintain fair salaries, hours and other conditions of employment during the term of this MOU.

ARTICLE 2 RECOGNITION

The Employer hereby recognizes the Los Angeles Department of Water and Power (LADWP) Management Employees Association as the exclusive representative of the employees in the LADWP Management Employees Unit, for which the Association was certified as the majority representative by the Employee Relations Board on August 4, 1976. The Association shall be the exclusive representative of employees in the LADWP Management Employees Unit, subject to the right of the manager to represent himself.

ARTICLE 3 LANGUAGE MEMORANDUM OF UNDERSTANDING

The terms "Management" or "Employer" shall be understood to refer to the General manager of the Los Angeles Department of Water and Power (LADWP or Department) as the management representative on matters for which the Board of Water and Power Commissioners is the determining body. The term "Board" shall be understood to refer to the Board of Water and Power Commissioners, and the term "Association" shall be understood to refer to the Management Employees Association (MEA).

It is understood and agreed that this MOU is subject to the applicable Federal and State laws, City ordinances and regulations, Charter of the City of Los Angeles, Los Angeles Administrative Code, and any lawful rules and regulations enacted by the City's Civil Service Commission, Employee Relations Board, or similar independent Commissions or Boards of the City unless the Parties have specifically negotiated a provision to separately address the subject. However, if any article, part or provision of this MOU is in conflict or inconsistent with such applicable provisions of Federal, State, or local law or regulations, or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such Article, part or provisions shall be suspended and

superseded by such applicable laws or regulations and the remainder of this MOU shall not be affected thereby.

Throughout this MOU, the use of a masculine pronoun shall be understood to include both masculine and feminine gender, plural and singular as appropriate.

The term "manager" shall be understood to refer to an employee in the LADWP Management Employees Unit, hereinafter referred to as "Unit," plus any additions to and less any deletions from the Unit heretofore or hereafter made by the Employee Relations Board.

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.

The Parties mutually recognize and agree that the provisions of this MOU shall be applied equally to all employees in the Unit without regard to degree of physical or mental handicap, race, color, sex, age, religious creed, national origin, ancestry, political belief or sexual orientation.

ARTICLE 5 RESOLUTION OF DISPUTES

5.1 - Purpose

The Parties agree to attempt to resolve any dispute arising as a matter of interpretation or application of Department policy, its rules and procedures, either incorporated within this MOU or existing as a matter of past practice, and whether applied to or by members of the Unit. In no case shall the procedure contained herein be applicable to the resolution of an impasse which occurs in meeting and conferring upon the terms of a proposed MOU.

5.2 - Scope

This procedure shall be applicable to those employee relations matters which affect members of the Unit either because the manager must directly administer a policy, procedure or practice or because the application of the policy, procedure or practice directly results in an injury to a manager. No manager shall have standing to initiate an action under this procedure unless he or she is actually involved in the controversy. However, the Association may utilize this dispute procedure regardless of whether or not a manager elects to initiate action.

5.3 - Responsibilities and Rights

- a. Nothing in this 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 procedure could also be brought as an unfair labor practice under the jurisdiction of the Employee Relations Board, the manager may elect to pursue the matter under either the procedure herein provided or by action before the Employee Relations Board. The manager's election of either procedure shall constitute a binding election of the remedy chosen and a waiver of the alternative remedy.

- b. The affected manager has the responsibility to discuss with his or her superior the nature of the dispute in sufficient detail to allow for resolution. In the event that agreement is not or cannot be reached, then the dispute shall be considered under the formal provisions of this Article.
- c. An affected manager may be represented by an individual of his or her choice at any step of the review process; provided however, that such an individual, if an employee of the City of Los Angeles, must be a member of the Management Unit.
- d. The time limits in the procedure provided herein may be extended only by mutual agreement.
- e. By mutual agreement of the Parties, one level of review may be waived from this procedure.
- f. The Department shall notify the Association of any complaint which has become subject to the formal provisions of the procedure contained herein. An Association representative shall have the right to be present at any formal meeting which pertains to a matter within the scope of this Article. The Association shall be notified of the resolution of all formal disputes.

5.4 - Procedure for Resolution of Dispute

The Parties shall attempt to resolve informally any dispute, claim or complaint within the scope of this Article.

If the matter cannot be satisfactorily resolved informally, then, within fifteen (15) calendar days of the occurrence giving rise to the dispute, claim or complaint, the manager shall submit in writing to the Labor Relations Office a statement setting forth:

- a. The activities alleged that gave rise to the dispute, claim, or complaint, and
- b. The specific policy, practice or procedure which is alleged to have directly caused injury to the manager, or which has been inappropriately applied, and
- c. The relief sought.

Labor Relations will forward the grievance to the appropriate Assistant General Manager. The Assistant General Manager or his designated representative shall issue a written decision setting forth pertinent findings of fact, conclusions and supporting reasons within fifteen (15) calendar days following submission of the grievance to Labor Relations.

If the grievance is not resolved at the Assistant General Manager level, the manager may file a written appeal to the General Manager. Such an appeal must be submitted to the Labor Relations Office within ten (10) calendar days of the receipt of the Assistant General Manager response.

Labor Relations will forward the appeal to the General Manager. The General Manager or a designated representative shall issue a written decision setting forth pertinent findings of fact, conclusions and supporting reasons within twenty (20) calendar days following receipt of the appeal by Labor Relations.

If the General Manager's decision does not satisfactorily resolve the matter, the manager may elect to appeal in writing to the Board of Water and Power Commissioners (Board) within fifteen (15) calendar days of receipt of the General Manager's decision. The Board or their designated representative(s) may provide for a hearing at any time within thirty (30) days following receipt of the appeal and shall render a written decision thereon within thirty (30) calendar days following such a hearing.

The Association, and only the Association, may, if they elect not to appeal to the Board, request that the issue(s) be submitted to arbitration in accordance with the rules set forth by the Employees Relations Board. The decision of the arbitrator shall be binding on the Parties. The arbitrator's fee and all other costs of such proceedings shall be shared equally by both Parties.

Matters relating to disciplinary action for which there is a remedy set forth in the City Charter, shall not be subject to this procedure. Additionally, any matter which may also be pursued before an administrative agency, and is so pursued, shall not be subject to the procedure set forth herein.

The manager lodging the dispute, claim or complaint may proceed, at all levels of this procedure, personally, or through counsel, or other representative of his or her choice, except that the manager may not proceed through any employee organization other than the Association, nor be represented by another employee of the Department who is not a member of the Management Unit.

If a decision is not rendered at any level within the prescribed time, the manager may proceed immediately to the next level of the procedure and must proceed within the prescribed time limit assuming that a decision would have been rendered on the last possible day.

5.5 - Representation by the Association

The Association shall designate a reasonable number of representatives, and shall provide a written list of such representatives to the General Manager through the Director of Labor Relations. Substitutions to the list may be made at reasonable intervals. Any representative, so designated and requested by a manager, may represent the manager at all levels of this procedure.

Time spent on the dispute outside of the normal working hours of the manager and/or the representative shall not be credited as time worked for any purpose. When a dispute is presented during normal working hours only that amount of time necessary to dispose of the dispute will be allowed.

ARTICLE 6 RESPONSIBILITIES OF THE PARTIES

Responsibility for management of the Department and direction of its work force is vested in the Board of Water and Power Commissioners and the General Manager whose powers and duties are specified by law. In order to fulfill this responsibility, it is the exclusive right of the Board to determine the Department's 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 the Department 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 actions 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 managers or their representatives from consulting or raising complaints about the practical consequences these decisions have had on salaries, hours, and other terms and conditions of employment.

The Association is the exclusive group representative of all managers, as set forth in the Recognition provision of this Agreement, in matters concerning salaries, hours, or other terms and conditions of employment.

It is the responsibility of the members of the Unit, both individually and collectively, to defend, preserve and make productive, the assets of the Department. In carrying out the managerial duties and responsibilities inherent in their positions, all managers shall exercise a reasonable standard of care and a duty of loyalty towards the Department.

Furthermore, managers are charged with the responsibility, both individually and collectively, of adopting and supporting policy positions taken by the Board and the General Manager in the exercise of their respective responsibilities for directing the activities of the Department.

In recognition and consideration of the mutual responsibility for managing the affairs of the Department, and the exclusive rights of the Association to represent the interest of managers, the employer agrees that, as a matter of right, the Association:

- a. Shall be notified and permitted to attend any meeting between the Department and any individual or group of individuals in which there is a determination of the terms and conditions of this MOU; and
- b. Shall be notified of any dispute in which a manager elects to represent him or herself, and the Association shall also be entitled to any written material

submitted as part of the dispute and shall be permitted to attend all meetings between the employer and the manager registering the dispute.

ARTICLE 7 OVERTIME

7.1 - Salaried Managers

Pursuant to the Fair Labor Standards Act (FLSA) all Salaried Managers shall have a fixed workweek that consists of a regular recurring period of 168 consecutive hours (seven 24-hour periods), which can begin and end on any day of the week and at any time of the day and shall be recorded in accordance with established procedures.

Employees in this Unit whose regular biweekly rate, without bonuses, is at or above the 5th step regular biweekly rate, without bonuses, for Senior Survey Supervisor, Class Code No. 7288, shall be treated as Salaried Managers, except for positions identified in Footnote 16 of this MOU, in accordance with the provisions of the FLSA. Notwithstanding any Los Angeles Administrative Code provision, or other City department rules and regulations, or any MOU provision, except Article 8.2(d), to the contrary, Salaried Managers shall not be required to record specific hours of work for compensation purposes, although hours may be recorded for other purposes. These Managers will be paid the predetermined salary for each biweekly pay period as indicated in Appendix A, and shall not receive overtime compensation.

Salaried Managers shall not be subject to any deductions from salary or any leave banks for any absence from work for less than a full work day. This provision does not apply to long-term or recurring partial pay absences that are authorized by the appropriate supervisor designated by management (e.g., intermittent leave or reduced work schedule for purposes of the Family Medical Leave Act). Salaried Managers shall not be subject to a disciplinary suspension of less than a desingated workweek (half of the biweekly pay period) unless the discipline is based on violations of a safety rule of major significance or misconduct per FLSA regulations (Section 541.602(b)(5)).

The Department may grant full-days of time off for Salaried Managers under Article 9.11 for hours worked due to unusual situations as determined by the General Manager or his or her designee.

7.2 - Overtime Compensation for Non-Salaried Employees

Employees in this Unit whose regular biweekly rate, without bonuses, is below the 5th step regular biweekly rate, without bonuses, for Senior Survey Supervisor (Class Code No. 7288), and employees in classifications listed in Footnote 16 of this MOU, shall be compensated, at the employee's option, in time off at the rate of one and one-half hours for each hour of overtime worked, or shall be paid at the rate of one and one-half times the employee's regular rate of compensation.

Notwithstanding Section 4.908 of the Los Angeles Administrative Code to the contrary, certain Managers, in accordance with Section 7.2, herein, shall have the right to accumulate overtime credits at the rate of one and one-half (1-1/2) hour credit for each

hour of overtime worked; additionally, any Manager may, with the approval of the Division Director or the equivalent, take a reasonable amount of equivalent time off with pay for such overtime credits, subject to the operating needs of the Department.

7.3 - Authorization of Overtime

It is the intent of the Parties that overtime for all non-salaried members of MEA will be authorized in cases of emergency; or authorized, recorded, and reported in accordance with Working Rule 5.4(b)(1) which states that, "Any overtime work shall be approved in accordance with such procedures as shall be prescribed by the General Manager; but in no event shall an employee be deprived of pay for overtime work actually performed under direction of his superior. 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 overtime."

7.4 - Call Out

A call out is a communication to a manager who is off duty directing the manager to report for overtime work. Managers whose positions are compensated in accordance with Subsection 7.2, who are called out, shall receive a minimum of two (2) hours pay at the time and one-half rate.

Managers who are called out and directed to immediately report for overtime work shall receive paid time from the time the call is received. Additional calls received within the two-hour minimum period shall not establish an additional minimum period of overtime. Hours worked after the two-hour minimum shall continue to be paid at the overtime rate until the start of the manager's regularly scheduled hours. Should the two-hour minimum overlap into a manager'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. The provisions of Article 7.4 shall not apply to cumulative-hour employees.

A communication received by a manager 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."

7.5 - FLSA Exemptions

Deleted 1/1/2014

7.6 - Overtime Meals

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 under the Management Employees Unit MOU.

7.7 – Use of Accrual of Accumulated Overtime

Employees in the 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.

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.

Unused accumulated overtime credits, whether earned pursuant hereto or previously earned under the Working Rules may, with supervisory approval, be compensated in cash or by time off with pay only as provided in sub-arts (a) through (d) below:

- a. For personal reasons, in any amount, with the approval of supervision.
- b. During the time that employees are absent on account of illness or injury, the employees may be paid the difference between their net salary and the disability benefit to which the employees may be entitled under the Water and Power Employees' Retirement, Disability and Death Benefit Plan, or under Workers' Compensation Laws; and they 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;
 - (1) For recuperation or rest; or
 - (2) For any purpose which the Board of Water and Power Commissioners 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, in accordance with successive preference as provided in Division 6 of the California Probate Court.

- 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.

7.8 – Stand-by Pay

Persons employed by the LADWP in the classifications of Transmission and Distribution Supervisor and Chief Electric Plant Operator who are assigned to stand by on their off-duty hours shall receive, in addition to any other compensation provided herein, the following:

1. Two (2) hours of regular base hourly pay per day of such assignment on a week day.
2. Three (3) hours of regular base hourly pay per day of such assignment on a Saturday, Sunday, holiday observed, or the employee's Assigned Scheduled Day Off (ASDO)

ARTICLE 8 EXTRAORDINARY WORKING CONDITIONS

The Department agrees to provide all support necessary to protect MEA employees while working under the extraordinary conditions herein described in this Article. The Department and MEA will mutually develop the Department's plan(s) necessary to respond to extraordinary conditions described in this Article.

The Parties recognize that extraordinary working conditions may arise as the result of a work stoppage or emergency as designated by the General Manager and that it may be necessary for managers to perform duties other than those normally performed in an effort to maintain the continuous supply of water and electricity, including activities necessary to prepare in advance for the possibility of such a disruption of the Department's services.

8.1 - Obligations of the Association

The Association, on behalf of its membership and in reliance on the authority vested in the General Manager under Charter Section 509, acknowledges that those positions and managers represented by the Association, and the functions they perform, are critical to the operations of the Department and to the health and safety of the customers served by the Department. The Association agrees to ensure, to the best of its ability that the individuals it represents:

- a. Will not take part in a work stoppage proclaimed by any employee organization; and
- b. Will participate to the fullest extent in the Employer's plans to maintain service during extraordinary emergency conditions.

8.2 - Obligations of the Employer

a. **Personal Injury and Liability Insurance**

The Employer agrees that the provisions of Section 8.5 of the Department's Working Rules relating to self-insurance for its officers and employees who may incur personal injury and/or liability while acting within the course and scope of their employment, hereby specifically include full indemnification of managers while performing tasks under extraordinary working conditions.

b. **Right to Refuse**

The Employer shall permit managers who reasonably believe that the performance of duties assigned during extraordinary working conditions would unreasonably endanger the health or safety of himself, fellow employees, or members of the general public to refuse to undertake the assignment of such duties, and shall hold harmless such managers for said refusal.

c. **Loss Indemnification**

The Employer agrees to indemnify managers for any loss of personal property or damage to real property resulting from acts which occur during the time of or after, and/or are considered to be related to, a work stoppage.

d. **Compensation**

Notwithstanding Article 7 to the contrary, whenever a manager is directed by the General Manager to work overtime during a designated emergency or to prepare for the possibility of a work stoppage by subordinate employees, or whenever a manager is required to remain on duty or on the Department's premises in order to maintain Department operations during a designated emergency or a work stoppage by subordinate employees, the manager will be considered to be on duty during all such hours and:

- (1) Shall be paid at the rate of time and one-half. If any other provision in this MOU provides greater overtime compensation, that provision shall prevail.
- (2) Shall be paid an overtime meal allowance of \$10.00 for each designated meal period.

8.3 - Out-of-Class Protection

The Parties agree that any manager performing any and all duties as may be required during extraordinary working conditions shall be considered by the Parties to be working within his or her regular Civil Service Class.

8.4 - Modification Reopener

If it becomes mutually desirable to modify the provisions of this Article 8, the Parties shall at the soonest time practicable meet and confer in good faith to determine the modifications.

8.5 - Legal Support

The Department agrees to use its best efforts, including resources support, to have the appropriate authority agree to prosecute criminal matters on behalf of MEA managers employees as a result of activities during extraordinary working conditions described under Article 8. The Department also agrees to provide legal support for civil and criminal defense matters on behalf of MEA managers as stated above.

ARTICLE 9 **BENEFITS**

9.1

Deleted

9.2 - Death Benefit for Managers who Retire

Deleted. See Article 9.9

9.3

Deleted

9.4 - Vacations

- 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.

- b. On October 1, 2004, each member of the Unit who has completed 1 to 4 years of service shall be credited with 1 additional vacation day; each member of the Unit who has completed 5 to 24 years of service shall be credited with 2 additional vacation days; each member of the Unit who has completed 25 to 29 years of service shall be credited with 3 additional vacation days; and each member of the Unit who has completed 30 or more years of service shall be credited with 2 additional vacation days.

- c. Additionally, Management and the Association agree that, after the addition of vacation days as provided in 9.4(b), the following chart accurately reflects the vacation entitlement and accrual rates to be effective October 1, 2004:

Years of Service Completed	Total Number of Vacation Days Effective 10/1/04	Monthly Accrual Rate In Hours/Minutes Effective 10/1/04
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

9.5 - Personal Liability

The Employer agrees to indemnify and provide legal assistance to managers who are prosecuted for actions or omissions while acting in their capacity as managers, in their regular positions as well as during work stoppage, for the Department of Water and Power in accordance with the provisions of Division 3.6, Part 2, Chapter I, Article 4, Indemnification of Public Employees, §§ 825-825.6, and Part 7, Defense of Public Employees, §§ 995-996.6 of the Government Code of the State of California.

9.6 - Family Medical Leave

A family leave without pay shall be allowed 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 or foster child. This leave shall supplement pregnancy-related disability leave (PDL), if any. However, a family leave under this provision shall terminate no later than six months after the birth of a child or the placement in the home of an adopted child or foster child. Moreover, where the time off under this provision also qualifies for family leave under the California Family Rights Act (CFRA) and/or the Family and Medical Leave Act (FMLA), consistent with the LADWP Family Leave policy (Section 60-11 of the LADWP Administrative Manual), after the first four consecutive weeks of leave under this provision, continued consecutive time off runs concurrently with the CFRA/FMLA. Upon return from such leave, the employee shall be returned to the same classification and pay step occupied prior to taking the leave. This provision

shall be limited to natural parents, adoptive parents or legal guardians and shall apply only to annual-rated, full-time employees.

Detailed information on coordination of this family leave with PDL and the CFRA/FMLA, as well as the substitution of paid leave benefits, such as sick time, vacation or accumulate overtime, with the otherwise unpaid family leave under the CFRA and FMLA, is explained in Section 60-11 of the LADWP Administrative Manual. However, time off available to Managers under Article 9.11 ("Personal Business Time") shall not apply to long-term or recurring partial day absences, including those authorized by the CFRA and/or FMLA. Nevertheless, for intermittent family leave purposes only, both salaried and non-salaried managers shall be allowed to use vacation time in one-hour increments for this purpose only.

Additionally, each 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 10 of the MOU and Section V D (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, regardless of whether such time off qualifies as family leave under the CFRA and/or FMLA—Where such time off qualifies as family leave under the CFRA/FMLA, the use of the sick time bank shall not extend the maximum period of leave to which employee is entitled under the CFRA and/or FMLA

Additionally, use of the sick time bank to attend to the illness of a child, parent, spouse or domestic partner will not initiate temporary disability benefits provided in accordance with Article 10 of the MOU and Section V D(1) of the Water and Power Employees' Retirement Plan.

All conditions and restrictions, such as medical certification, placed upon employees relative to their 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 LADWP Administrative Manual when the time off does not qualify as family leave under the CFRA/FMLA. Where the time off under this provision also qualifies as family leave under the CFRA/FMLA, the conditions and restrictions specified in Section 60-11 of the LADWP Administrative Manual shall apply.

9.7 - Meals Away From Home

The rules pertaining to compensation for meals away from home are set forth in Section 5.9(c) of the Working Rules.

Effective July 1 of each year, the rate for "on-system" meals away from home 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-Riverside-Orange County Area (1982-84=100) and shall be posted on LADWP's intranet <http://dwphome/bulletins/bulletins.htm> each year.

9.8 - Jury Duty

The rules pertaining to absences with pay, including jury duty, are set forth in Section 5.7(b) of the Working Rules and shall remain in full force and effect except that:

Every employee to whom an annual salary rate is applicable, who is required to attend, or to attend and serve, as a juror in any state where they are employed 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.

9.9 - Additional Death Benefit

Death benefits are provided for by the Water and Power Employees' Retirement, Disability, and Death Benefit Insurance Plan.

MEA-represented members shall receive an additional death benefit of thirteen (13) times the Member's monthly salary which will be provided by the Department or by an insurance carrier through an agreement executed by the Department and said carrier.

Salaried Managers shall receive the above death benefits and an additional death benefit of three (3) times the manager's monthly salary which will be provided by the Department or by an insurance carrier through an agreement executed between the Department and said carrier.

Effective upon adoption by the Board of Water and Power Commissions (Board), the maximum death benefit after retirement will be \$20,000 for all members who retire after October 1, 1992, or such higher amount as may be adopted by the Board.

9.10 - Supplemental Payment

1. A one-time cash payment will be provided to managers on active payroll on July 1, 2014. Payment shall be made on or about the first pay period following the implementation of this MOU as a post-tax lump sum calculated at one percent (1%) of the employee's annual base wage salary rate (excluding all non-base wage rate premiums) in effect as of the date of implementation of this MOU.
2. A one-time cash payment will be provided to managers on active payroll on July 1, 2015. Payment shall be made on the first pay period following July 1, 2015, as a post-tax lump sum calculated at one percent (1%) of the employee's annual base wage salary rate (excluding all non-base wage rate premiums) in effect as of June 30, 2015.
3. A one-time cash payment will be provided to managers on active payroll on July 1, 2016. Payment shall be made on the first pay period following July 1, 2016, as a post-tax lump sum calculated at one percent (1%) of the employee's

annual base wage salary rate (excluding all non-base wage rate premiums) in effect as of June 30, 2016.

9.11 - Personal Business Time

MEA members are not entitled to the time applicable to most other employees known as Working Rule 5.7(a) and 5.7(b) time.

Rather, MEA members shall be allowed a reasonable amount of absence from duty with pay for personal business reasons, consistent with the guidelines established by the Parties dated April 26, 2012, provided that: adequate notification is provided to the appropriate manager through prescribed procedures; operational needs are met; and adequate arrangements can be made to take care of the employee's duties without undue interference with the normal routine of work. Personal business time is commonly referred to as "MEA time."

The use of MEA time is not allowed for the purpose of leaves that are long-term or recurring partial day absences authorized by the Family Medical Leave Act (FMLA). Managers shall be allowed the use of vacation time in one hour increments for the purpose of FMLA as defined under Article 9.6.

A non-salaried manager may be required to provide three-calendar days advance notice to the supervising manager for all time required, and all time used (partial and full days) by managers shall be properly documented and recorded in accordance with the Fair Labor Standards Act.

9.12 - Physical Examination

MEA Salaried Managers shall be eligible to receive an annual physical examination by an outside medical organization. The Department will contract with an appropriate medical organization to provide this service.

9.13 - Option "D" Allowance (Offset)

MEA Salaried Managers who retire and receive a formula pension and elect to provide a survivorship annuity for a spouse, domestic partner, court-mandated beneficiary, or self-imposed care for a disabled child is eligible to recover the cost of providing a survivorship annuity that allows a retiree to continue his or her pension allowance after his or her death for the life of that beneficiary. This is not a retirement plan benefit, rather it is an existing Department administered annuity option funded and administered by the Department's active payroll system and approved by the Board for Salaried Managers as revised on August 22, 2001 addendum to the August 10, 1999 Letter of Agreement between MEA and LADWP. (See Resolution No. 005-056 dated August 2004)

ARTICLE 10 DISABILITY AND ILLNESS COMPENSATION

10.1 - Compensation for Sick Time

10.1(a) – MEA Managers

MEA managers shall be paid for unused sick time up to 80 hours per year to be calculated as follows:

Bank 1

Managers shall be paid for unused sick time up to 40 hours per year. Each January, they shall be credited with 40 hours for this purpose and shall be reimbursed for 100% of those unused hours over 80 hours in the bank as of the first day of the first payroll period in the subsequent year.

Bank 2

Managers who are eligible for reimbursement from Bank 1, in addition, shall be paid for unused sick time up to 40 hours per year from Bank 2. Each January, they shall be credited with 40 hours for this purpose and shall be reimbursed for 100% of those unused hours in Bank 2 as of the first day of the first payroll period in that year.

During each calendar year, for each hour taken sick, one hour shall be deducted from each bank.

10.2 - Sick time Use for MEA Managers

10.2 (a) - Salaried Managers

For any absence from work resulting from illness or disability totaling less than fifteen (15) continuous calendar days, a Salaried Manager (as defined in Article 7) shall be considered as having been constructively present and on the payroll. The sick time provisions which otherwise apply to other employees of LADWP shall not apply to Salaried Managers for illness and disability.

- (1) For the first and second full day of absence from work for each illness, a Salaried Manager's time shall be posted (SK/MEA1 and SK/MEA2) for recordkeeping purposes consistent with the Water and Power Employees' Retirement, Disability, and Death Benefit Insurance Plan, Disability, Section D.
- (2) If a single illness extends beyond two days, Salaried Managers shall be placed on LADWP's disability program for the third through the tenth workdays of illness. A Salaried Manager's time shall be posted for recordkeeping purposes consistent with the Water and Power Employees' Retirement, Disability, and Death Benefit Insurance Plan, Disability, Section D. Should the illness extend beyond ten workdays, the Salaried Manager shall be entered into the disability program on

the eleventh workday and for all subsequent days until the Salaried Manager returns to work.

10.2 (b) – Non-salaried Managers

For any full-day absence from work resulting from illness or disability, a Non-salaried manager shall have the choice of one of four options for the posting of their time for the first and second full sick days.

- (1) Affected employees shall indicate to their immediate supervisors as to how the time shall be charged at the time they report their illness. The four options for charging the first two full days of sick time for each illness not certified as a continuation of the previous illness as described in the Water and Power Employees' Retirement, Disability, and Death Benefit Insurance Plan, shall be:

<u>Sick</u> (SK/N1 and SK/N2)	<u>(time deducted from both sick banks)</u>
<u>Vacation</u> (SK/VA1 and SK/VA2)	<u>(time deducted only from vacation time)</u>
<u>Floating Holiday</u> (SK/HF1 and SK/HF2)	<u>(time deducted only from floating holiday bank)</u>
<u>Accumulated Overtime</u> (SK/AU1 and SK/AU2)	<u>(time deducted only from accumulated overtime bank)</u>

- (2) The first two days of a single illness shall be counted as sick days for purposes of allowed sick time in a single calendar year as described in the Water and Power Employees' Retirement, Disability, and Death Benefit Insurance Plan.
- (3) If a single illness extends beyond two days, non-salaried managers, after having used one of the above options, shall be placed on the LADWP's disability program for the third through the tenth workdays of illness. Should the illness extend beyond ten workdays, the non-salaried manager shall be entered into the disability program on the eleventh workday and for all subsequent days until the non-salaried manager returns to work.

10.2(c) Use of Accumulated Overtime While on Disability

During the time that an MEA manager is absent on account of illness or injury, the manager may elect to be paid all or any portion of the difference between his or her gross salary and the disability benefit under the Water and Power Employees' Retirement, Disability and Death Benefit Insurance Plan, or under Workers' Compensation laws; and there shall be charged against the manager's overtime credit the number of hours, calculated to the nearest one-tenth (1/10th) of an hour, required to account for the payment of such difference.

10.3 – Supplemental Insurance While on Disability for Salaried Employees

Salaried employees who are on disability, shall, for a maximum of two (2) years, be provided sufficient supplemental pay so that total payments received will be equal to their regular salary. This supplemental pay will be provided by the Department or by an insurance carrier through an agreement executed between the Department and said carrier.

10.4 - Medical Certification Requirement

In order to receive paid temporary disability benefits, all MEA managers shall be required to submit medical certification (e.g., doctor's note) for all absences due to illness or injury of three (3) or more consecutive workdays.

ARTICLE 11 OBLIGATION TO SUPPORT

The Parties agree that prior to the implementation of this MOU and during the period of time it is being considered by the City Council, the Mayor, and the Board of Water and Power Commissioners (Board), neither the Association nor the Employer, nor any of their authorized representatives, shall appear before said Board, the Mayor, the City Council or individual members of said Board or Council 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 12 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 arrive at mutually agreeable substitute language. All other terms and provisions of this MOU shall remain in full force and effect during the period of such renegotiations and thereafter until their normal expiration date.

ARTICLE 13 SALARIES

13.1 - Maintenance of Salaries and Benefits

Notwithstanding any other provision of this MOU to the contrary:

- a. It is the intent of the Parties that during the term of this MOU, appropriate differentials in salaries be maintained between the managers and their subordinates and that managers receive a level of benefits at least equal with those granted to other bargaining units in the Department.

Managers regularly appointed to his or her position shall be compensated at a rate of not less than two (2) premium levels higher than the rate of the

highest paid subordinate regularly assigned to report to the manager. The subordinate referred to in this Article may occupy a regular or temporary position. The rate referred to in this Article shall be the base wage rate of the affected subordinate/manager exclusive of any premiums. The effect of such "add on" shall commence from the first day of the manger's regular assignment and be proportionately decreased, as the manager advances through his or her step advancement, ensuring a differential of not less than two (2) premium levels. [Arbitration No. 3242 (2014)]

- b. In accordance with said intent, on or before May 1 of each year during the term of this MOU, the Parties shall meet and confer to compare the total economic packages provided to other (subordinate) employee bargaining units and determine the amount of modification required:
 - (1) in the Cost of Living Adjustment (COLA) for the entire unit;
 - (2) in the salaries of specific job classifications or individuals; and
 - (3) in other non-salary related benefits.
- c. If adjustments are required under this Article, the Parties agree to submit the appropriate MOU amendments to the Board of Water and Power Commissioners and the City Council for approval.
- d. The effective date of MOU salary amendments shall correspond to the effective date of the adjustments made for the other bargaining unit(s).

13.2

Deleted

13.3

Deleted

13.4 - Resolution of Individual Inequities

The Association shall provide to the Employer, not later than August 1, of the last year of the term of this MOU, a listing of each position, identified by DDR number, Civil Service class title and incumbent's name, where a salary inequity is alleged to exist.

The Parties shall consider any and all inequities presented in accordance with this Article in conjunction with the meet-and-confer process of the successor MOU.

13.5 - Supervisory Differential for Classes of Construction Maintenance Superintendent

If the salary differential between the top salary step of managers in the classes of Construction Maintenance Superintendent, Code No. 3129, and the daily rate of subordinate supervisors is reduced below 5%, the Parties shall meet and consult over a

temporary bonus amount to be paid to managers in those classes to re-establish a 5% differential. The effect of such bonus on other positions in those classes will also be reviewed. Such bonus will be paid during the period of time that the subordinate daily rated position(s) is (are) occupied and the differential is less than 5%.

13.6 - Reassignment or Reevaluation of Duties

Notwithstanding any other provision to the contrary, if a manager is assigned into a lesser salary grade as a result of inability to perform the position duties, disciplinary action, failing of a probationary period, voluntary request, layoff or displacement, the manager shall be entitled to receive credit for any service in positions for which equal or higher compensation is fixed than that of a new position. Upon reassignment to a position with a lesser salary rate for any other reason, the manager shall receive the previous salary rate until and unless salary schedule increases or salary step advancement credits at the same or higher salary schedules entitle the manager to a higher salary.

13.7 - Salary Step Placement and Progression

Managers occupying positions in classes in Appendix A-1 shall be placed on salary steps and advance through their salary ranges in accordance with the Los Angeles Administrative Code Sections 4.901, 4.902, 4.903 and 4.904.

13.8 - Salaries Applicable During the Term of this MOU

- a. In Appendix A-1.
- b. Effective October 1, 2012, the Department will provide a two percent (2%) cost-of-living-adjustment.
- c. Effective October 1, 2013, the Department will provide a zero percent (0%) cost-of-living-adjustment.
- d. Effective October 1, 2014, the Department will provide a zero percent (0%) cost-of-living-adjustment.
- e. Effective October 1, 2015, the Department will provide a zero percent (0%) cost-of-living-adjustment.
- f. Effective October 1, 2016, the Department will provide a two percent (2%) cost-of-living-adjustment, as reflected in Appendix A-2.

13.9 – Changes in Salaries during the Term of this MOU

- a. Effective October 1, 2012, the Chief Investment Officer shall be advanced to the appropriate salary step on salary range no. 7132 in accordance with the Los Angeles Administrative Code Section 4.902. All subsequent salary step advancement shall be in accordance with the Los Angeles Administrative Code Sections 4.901, 4.902, 4.903 and 4.904.

- b. Effective June 1, 2014, the Assistant Retirement Plan Manager shall advance to the appropriate salary step on salary range no. 7132 in accordance with the Los Angeles Administrative Code Section 4.902. All subsequent salary step advancement shall be in accordance with the Los Angeles Administrative Code Sections 4.901, 4.902, 4.903 and 4.904.
- c. Effective October 1, 2012, the following classifications shall be adjusted to the below listed salary ranges for the purpose of reducing structural compaction of the respective regularly assigned subordinate classifications:

Classification	Salary Range
Chief Helicopter Pilot A	5407
C&M Superintendent A	7112
C&M Superintendent B	6736
Director of Human Resources B	6714
Electrical Services Manager A	9767
Electrical Services Manager B	9251
Managing Water Utility Engineer A	9767
Managing Water Utility Engineer B	9251
Managing Water Utility Engineer D	7219
Power Engineering Manager A	10312
Power Engineering Manager B	9767
Power Engineering Manager C	9251
Power Engineering Manager E	7219
Principal Electrical Trouble Dispatcher A	4661
Principal Storekeeper B	3820
Rates Manager B	5817
Safety Administrator	5565
Senior Architect	5786

- d. Effective October 1, 2012, the following classifications shall be adjusted to the below listed salary ranges.

Classification	Salary Range
Chief Electric Plant Operator A	5864
Chief Electric Plant Operator B	5149
Chief Helicopter Pilot A	5790
Chief Helicopter Pilot B	5483
Chief Load Dispatcher A	6990
Chief Load Dispatcher B	6524
Construction & Maintenance Superintendent A	7619
Construction & Maintenance Superintendent B	7217
Construction & Maintenance Superintendent C	6835
Electrical Services Manager A	10464
Electrical Services Manager B	9910
Electrical Services Manager C	9387
Electrical Services Manager D	8558
Electrical Services Manager E	8079
Electrical Services Manager F	7191
Fleet Services Manager A	6717
Fleet Services Manager B	5262
Fleet Services Manager C	4706
General Services Manager A	10356
General Services Manager B	9387
Shop Superintendent A	7502
Transmission & Distribution District Supervisor A	7191
Transmission & Distribution District Supervisor B	6604
Transmission & Distribution District Supervisor C	6010
Transmission & Distribution District Supervisor D	5714
Water Services Manager A	10356
Water Services Manager B	9387
Water Utility Superintendent A	6848
Water Utility Superintendent B	6435
Water Utility Superintendent C	5720

ARTICLE 14 WORK SCHEDULES

14.1 - Shift Differentials

Each manager who is regularly scheduled to start a 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 four percent (4%) of the applicable rate for each hour worked during any such normal shift.

Each manager who is regularly scheduled to start a 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 seven percent (7%) of the applicable rate for each hour worked during any such normal shift.

Each manager who is regularly scheduled to start a 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.

Each manager who works all or part of the normal shift of another manager shall receive the pay differential (either 4% or 7%) which would have been applicable to the other manager's shift. The dollar value of any such pay differential shall be calculated on the applicable rate of the manager who actually performs the work.

Each manager who is regularly scheduled to start a normal shift at or after 2:00 p.m. but before 9:00 p.m., and who performs overtime work in continuation of his/her normal shift, but who is not working all or part of the normal shift of another manager shall continue to receive a pay differential of four percent (4%) of the applicable rate for each hour of such overtime worked.

Each manager who is regularly scheduled to start a normal shift at or after 9:00 p.m. but before 4:00 a.m., and who performs overtime work in continuation of his/her normal shift, but who is not working all or part of the normal shift of another manager shall continue to receive a pay differential of seven percent (7%) of the applicable rate for each hour of such overtime worked.

14.2 – 9/80 and 4/10 Alternate Work Schedules

This Article supersedes any previous agreement between the Parties regarding Alternate Work Schedules.

Alternate Work Schedules should be revenue neutral. There should not be a loss in wages, benefits, or any other compensation for the affected employees. Alternate Work Schedules should not result in a reduction in safety, productivity, efficiency, or customer service for the LADWP.

Alternate Work Schedules can be effective when agreed upon schedule is implemented jointly and cooperatively. The 9/80 and 4/10 work schedules will be addressed here, but other types of schedules can be discussed jointly if there is a mutual agreement to do so.

Generally, alternative work schedules are not allowed for Salaried Managers. However, Management will entertain requests to meet business needs on a case by case basis.

A. Rules governing the 9/80 and 4/10 work schedules are as follows:

1. Employees on 9/80 will work eight (8) nine-hour days, one eight-hour day, and have one weekend off during each two-week pay period.
2. Employees on 4/10 will work four (4) ten-hour days and have one weekday off during each workweek.
3. Each employee on 9/80 or 4/10 shall be provided with a mutually agreed work schedule which includes the normal distribution of workdays and days off within the pay period.
4. Employee requests to change their work schedule must be approved if there is no interference with the employee's work.
5. Vacation/Sick Time shall be allocated as follows:
 - a. When a vacation/sick day falls on an employee's scheduled eight-hour day, the employee will be charged for eight hours of vacation/sick time.
 - b. When a vacation/sick day falls on an employee's scheduled ten-hour day, the employee will be charged for ten hours of vacation/sick time.
 - c. When a vacation/sick day falls on an employee's scheduled nine-hour day, the employee will be charged for nine hours of vacation/sick time.
 - d. When an employee on any schedule is off work for a partial day, the employee will be charged vacation/sick time only for the number of hours they were off work.
6. Holidays shall be allocated as follows:
 - a. When a designated or floating holiday occurs on an employee's scheduled eight-hour workday, the employee shall be credited with eight hours of paid time off.
 - b. When a designated or floating holiday occurs on an employee's scheduled nine-hour workday, the employee shall be credited with nine hours of paid time off.
 - c. When a designated or floating holiday occurs on an employee's scheduled ten-hour workday, the employee shall be credited with ten hours of paid time off.
 - d. If a holiday occurs on an employee's scheduled day off, the employee shall be scheduled to take the workday preceding or following the holiday

off in place of the scheduled day off, or any other workday mutually agreed in the pay period.

B. Provisions for implementing the 9/80 or 4/10 Alternate Work Schedule Agreements:

1. The Transformation Review and Action Council (TRAC) shall discuss and resolve issues regarding Alternate Work Schedules. Such discussion would include whether the Alternate Work Schedule program would be voluntary or mandatory. If mandatory, there will be a vote of the affected employees if requested by either Party.
2. Jury Duty and other potential issues will be dealt with in a cooperative and mutually agreed upon way by the parties in the TRAC using mutual gain techniques.
3. Consideration will be given to employees in addressing issues such as family care, etc.
4. Either Party may propose to end an Alternate Work Schedule in whole or in part at a given work location by mutual agreement, but no less than 45 days from the date of proposal, by providing written notification to the other Party of such proposal.
5. Both Parties shall encourage full cooperation from all MEA represented employees and LADWP Management.

ARTICLE 15 MAINTENANCE OF EXISTING CONDITIONS

All written rules, including the Department's Working Rules, and all established practices, and the Employer's and Managers' rights, privileges and benefits in effect on June 30, 1980, including the Water and Power Employees' Retirement Disability and Death Benefit Insurance Plan, shall remain in full effect unless specifically altered by the provisions of this MOU.

ARTICLE 16 HEALTH AND DENTAL PLANS

16.1 - Health Plans

The Department will contribute on behalf of an eligible employee in this Unit, to whom an annual salary rate is applicable, and who is a member of the Water and Power Employees' Retirement, Disability and Death Benefit Insurance Plan, and on behalf of his or her eligible dependents, if any, a fixed amount determined each July 1st not to exceed the dollar value of the Kaiser Family Plan rate, toward the cost of any one of the following health insurance programs during the term of this MOU:

- a. Blue Shield of Owens Valley

- b. Kaiser Health Plan, Inc.
- c. DWP Health Plan of Nevada
- d. United Healthcare Plan

Said amount 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 an eligible employee elects to cover his 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:

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 the Joint Health Care Committee prior to negotiating new agreements with health insurance carriers. In conformance with LADWP 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.

As an offset to the rising health care costs, during the term of this MOU, MEA managers shall contribute on a bi-weekly basis, for the plan in which the employee is enrolled, the following amounts, which the Department will withhold applicable contributions from employee paychecks on a bi-weekly basis:

- A) Effective July 1, 2014: Five percent (5%) of the monthly health insurance plan premium not to exceed a maximum monthly contribution rate of \$75.00.
- B) Effective July 1, 2015: Five percent (5%) of the monthly health insurance plan premium not to exceed a maximum monthly contribution rate of \$90.00
- C) Effective July 1, 2016: Five percent (5%) of the monthly health insurance plan premium not to exceed a maximum monthly contribution rate of \$100.00.

In the event that the employee is enrolled in a health insurance plan that has a monthly premium that exceeds the Department's maximum monthly subsidy, then said employee shall pay the total difference between the cost of his/her monthly health insurance plan premium and the Department's maximum monthly subsidy plus the monthly contribution as specified above.

16.2 - Dental Plans

The Department will provide an indemnity type dental plan, and a group type dental plan, open to all eligible employees in this Unit. The Department's maximum contribution is a fixed amount determined each July 1st not to exceed the dollar value of

the Delta Dental family plan rate toward one of the department-sponsored dental plans during the term of this MOU:

Thereafter, if the cost of family dental coverage for the implemented level of benefits is increased or decreased by Delta Dental during the term of this MOU, the Department's maximum contribution will increase or decrease by the same amount. If the cost of employee only dental coverage for the implemented level of benefits is increased during the term of this MOU, the Department agrees to continue to fund the full cost of employee only coverage.

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 Association 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.

ARTICLE 17 TERM

17.1 Term of this Agreement

The term of this MOU shall commence at 12:01 a.m. on October 1, 2012 and all provisions of this MOU as amended shall remain in full force and effect until the adoption of a successor MOU. The Parties, during the time this MOU is in effect, may mutually agree to consider other specific proposals.

17.2 Calendar for Successor MOU

Unless either Party shall serve upon the other during the period June 15 through December 1, 2016, inclusive, written proposals for a successor MOU, or written proposals for amendments to this MOU, with the exception of salary proposals which shall be presented no later than January 1, 2017, the terms and conditions contained in the current MOU as amended shall remain in effect.

17.3 Effective dates of Amendments

Amendments to this MOU shall be effective when the terms of Article 18 have been met with the exception of any provision which sets forth a specific date for compliance, and shall continue in effect until adoption of a successor MOU.

ARTICLE 18 SCOPE OF IMPLEMENTATION

This MOU constitutes a jointly drafted recommendation of the City and the Management Employees Association (MEA), and shall not become binding in whole or in part, unless and until all of the following have occurred:

The MEA has notified the Board of Water and Power Commissioners (Board) that this MOU was ratified in its entirety by the Association's membership, as evidenced by the MEA's authorized representative affixing his or her signature hereto; and

The Board has by adoption of an appropriate Resolution notified the MEA that this MOU 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.

Notwithstanding the above, Article 8, with the exception of Section 8.2d, shall be binding upon adoption of an appropriate Resolution by the Board.

Upon Council approval of this agreement, it shall constitute the 2012-2016 Management Employees Unit, Memorandum of Understanding.

Correction

The City Controller and the General Manager of the Department of Water and Power are hereby authorized to correct any technical or clerical errors in this MOU.

ARTICLE 19 **JOB SECURITY**

Should any regular annual-rated, Civil Service bargaining unit employee within the classification and major division affected by the contracting out of bargaining unit work be laid off or placed on a lower-level DDR, such dispute(s) shall be resolved in accordance with the provisions in Article 5 of this MOU. Management shall notify the Association of their intent prior to a layoff or placement on a lower-level DDR.

ARTICLE 20 **TRANSFORMATION REVIEW AND ACTION COUNCIL**

A Transformation Review and Action Council (TRAC) has been established to address long-term issues facing the Department of Water and Power and its managers. The Executive Committee of TRAC will have permanent members for continuity and will be composed of equal numbers of DWP and MEA participants. Ad hoc members will be added to TRAC as necessary.

The TRAC shall deal with items typically brought up in the meet-and-confer process and other issues mutually agreed to by the Department and MEA.

The TRAC is not intended to subordinate or abrogate in any way the collective bargaining rights and obligations of either party.

TRAC will establish its own procedures and set its own agenda. However, the procedures adopted shall include, but not be limited to, the following:

1. Mutual Gains Bargaining (MGB) principles shall be used.
2. A mutually agreed-upon facilitator shall be used for selected issues.
3. Subcommittees will be established as necessary.
4. TRAC will meet no less than monthly. The first TRAC meeting will be held within two weeks of the date of City Council approval of this Memorandum of Understanding.
5. Decisions of TRAC will be codified in Letters of Agreement, signed by the General Manager of the Department and the President of MEA.

ARTICLE 21 EMPLOYEE RETIREMENT PLAN

Retirement plan benefits for employees hired by LADWP on or before December 31, 2013, shall be consistent with the Water and Power Employees' Retirement, Disability, and Death Benefit Insurance Plan for Tier 1 members.

Retirement plan benefits for employees hired by LADWP on or after January 1, 2014, that did not have funds on deposit prior to January 1, 2014, shall be consistent with the Water and Power Employees' Retirement, Disability, and Death Benefit Insurance Plan for Tier 2 members.

All members may view the provisions of the Retirement plan at <http://retirement.ladwp.com> or view the Tier 1 and Tier 2 benefits at <http://retirement.ladwp.com/Tier2.html>. If there are any questions, members may contact the Retirement Office at 213-367-1712.

21.1 - Early Retirement Option

Deleted 1/1/2014

21.2 - Enhancement of Employees' Retirement Plan Pension Formula Rate

Deleted 1/1/2014

21.3 - Retirement Formula Pension Cap

Deleted 1/1/2014

21.4 - Spouse/Domestic Partner Optional Death Benefit Allowance

Deleted 1/1/2014

21.5 - Favored Nations Clause for Retirement Benefits in LADWP 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.

21.6 - 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.

Article 21 constitutes a jointly drafted recommendation of the City and the Management Employees Association, and shall not become binding in whole or in part, unless and until finally adopted by the Retirement Plan's Board of Administration.

ARTICLE 22 PERFORMANCE EVALUATIONS

All Managers covered under this MOU shall be reviewed on an annual basis to ensure continuous growth, effectiveness, efficiency and to provide valuable feedback. The form used shall be the Supervisory Evaluation Report as updated and published by the Personnel Department of the City of Los Angeles and the review period shall be based on the anniversary date of the manager.

ARTICLE 23 PARKING FEES AND SUBSIDIES

The Parties agree that the following terms and conditions shall be applicable to employees who report to an 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 John Ferraro Building 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 following 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.

ARTICLE 24 MILEAGE ALLOWANCES

The Parties agree that the following provisions will be applicable for employees utilizing personal automobiles in the conduct of Department business:

Mileage Allowances

- a. When an employee uses his personal automobile to conduct Department business as authorized by the General Manager (or his or her designee), he shall be paid compensation for such use during each calendar month for:
 - (1) All miles driven paid at the standard mileage rate as affixed by the Internal Revenue Service (IRS) and posted on LADWP's intranet at <http://dwphome/bulletins/bulletins.htm>.
 - (2) Necessary parking fees or charges, exclusive of the LADWP facilities.
- b. When an employee is required to have his personal automobile available for use to conduct Department business, he 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 paid at the standard mileage rate as affixed by the IRS; and

(4) Necessary parking fees or charges exclusive of DWP facilities.

The automotive per diem referenced above in Article b.1 and b.2 shall be based on 80 percent of average ownership costs as calculated by the Automobile Club of Southern California, as specified in the November 6, 2003 Letter of Intent.

- c. The Parties agree that when the standard mileage rate (as issued by the IRS for computing the deductible cost of operating a vehicle for business purposes) changes, the per mile rate 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.

ARTICLE 25 **DOMESTIC PARTNER**

The Parties agree that the following language shall amend the application of Working Rule 5 for managers who request leave for occurrence of serious illness or death in the manager's immediate family:

"Occurrence of serious illness or death in the immediate family and of funerals for Department associates.

"For the purpose of granting leave under this Article, immediate family shall include spouse, child, stepchild, parent, stepparent, parent-in-law, brother, sister, grandparents, grandchildren, any relative not previously listed living in the same household as the employee and in addition, a domestic partner of the employee and children of the domestic partner.

"Any employee claiming a domestic partner, for purposes of this Article shall complete a confidential affidavit to be filed in the Personnel Records Office, which shall be signed by the employee only, declaring the existence of a domestic partnership with a named domestic partner. By extending to a domestic partner employee the specific benefits defined by this Article, the Department does not intend to confer or imply any other unspecified benefits to such employee, or to any other person who may hold the status of domestic partner."

ARTICLE 26 CONTRACTING OUT

The Department and the Association agree that the following procedure will be used when the Department contemplates contracting out work that would involve Civil Service employees reporting to contractors.

- Management will inform the Association of all contracts which will involve Civil Service employees reporting to or being supervised by contractors.
- If requested by the Association, a meeting(s) will be held for informational purposes to discuss the proposed contract(s).
- The above meeting(s) will be held prior to such contract(s) either being issued or presented to the Board of Water and Power Commissioners for their approval.
- Notwithstanding any provisions of this MOU to the contrary, the provisions of this Article are subject only to advisory arbitration with the exception of grievances raised under Article 19, Job Security, of this MOU.

ARTICLE 27 TEMPORARY ASSIGNMENT – SAME CIVIL SERVICE CLASSIFICATION

Whenever the Department assigns an MEA manager to temporarily perform all the duties of a higher paid position in the same civil service classification due to the temporary absence of the regularly assigned employee, or due to a position vacancy, such manager shall be compensated from the first day of such assignment at the lowest pay step in the pay range for the assigned position that will result in a minimum of five percent increase. There shall be no change in the anniversary date for the employee so assigned.

ARTICLE 28 MANAGERIAL TRANSPORTATION

Department vehicles are working tools required by the manager to perform the duties of their job assignment and are not a part of compensation, and inducement to employment, or a means of transportation from home to the work place. Managers are not required to use their own personal vehicles to execute their assigned duties.

Only managers whose positions or duties are described in this Article will be authorized by Assistant General Manager and Executive Assistants to the General Manager, with the concurrence of the General Manager, to use Department vehicles for Department business regularly during other than normal working hours:

- (1) Heads of major organizational units who are required to be available to respond to matters involving the Department at any hour of the day or night, seven (7) days a week;
- (2) Positions regularly subject to call-out for field supervision in Electric or Water System restoration or emergency situations;
- (3) Positions that may be required to start or end a shift in an alternate reporting location, an average of two days per week, resulting in cost savings to the Department; or
- (4) The need to carry special equipment (maps, tools, safety items) or special communications equipment, *i.e.*, high band, low band radios (other than Nextel or cellular phones).

ARTICLE 29 LICENSE REIMBURSEMENT

An employee in an MEA-represented classification who is required by LADWP to apply for, secure, and maintain a valid professional license or certification to perform specific duties shall be reimbursed by LADWP for the cost of such license or certification upon acceptable evidence of license or certification and presentation of valid proof of payment of such costs. Reimbursements shall be obtained as follows:

1. The employee shall provide acceptable evidence of such license or certification. Acceptable evidence is a copy of the actual license or certification from the official licensing agency or a copy of the state official letter acknowledging valid registration.
2. The employee shall submit valid proof of payment of such costs in the form of a receipt of other acceptable proof in accordance with the City Controller policies to obtain reimbursement.
3. The Division shall submit evidence of the LADWP requirement in the form of a class specification, examination bulletin, signed and approved position description (form PDES 3) or an approved Duties Description Record.

An employee shall no longer be entitled to reimbursement for the cost of maintaining such license or certification when, due to changes in the class specification, examination bulletin, position description, or Duties Description Record, said license or certification is not a requirement for the position or classification.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Management Employees Unit Memorandum of Understanding on this 24 day of Sept., to be effective as provided in Article 17 herein.

2014

The Los Angeles Department
of Water and Power
Management Employees
Association Authorized
Representatives

City of Los Angeles Representatives



President



General Manager
Department of Water and Power

APPROVED AS TO FORM AND LEGALITY
MICHAEL N. FEUER, CITY ATTORNEY

AUG 27 2014

BY



WENDY K. GENZ
DEPUTY CITY ATTORNEY

APPENDIX A-1

LISTING OF CLASSES AND SALARY RANGES

Effective October 1, 2012, salary ranges shall be increased by two (2) percent.

Effective October 1, 2012, selected classes shall be adjusted to listed salary ranges

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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 INVESTMENT OFFICER			-- 9147	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-91471	NEW HOURLY		71.32	75.30	79.50	83.93	88.61					
	BIWEEKLY		5,705.60	6,024.00	6,360.00	6,714.40	7,088.80					
	MONTHLY		12,409.68	13,102.20	13,833.00	14,603.82	15,418.14					

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT

End of Report

Report 1 of 2
 SALARY AMENDMENT - COMPACTION ISSUE
 (SELECTED CLASSIFICATIONS)
 EFFDATE = 10/01/2012 (1.0000) X (CURRENT RATE)
 (M)-MANAGEMENT EMPLOYEES ASSOC

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 HELICOPTER PILOT			-- 3562	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-35621	NEW HOURLY		54.07	57.08	60.26	63.62	67.17					
	BIWEEKLY		4,325.60	4,566.40	4,820.80	5,089.60	5,373.60					
	MONTHLY		9,408.18	9,931.92	10,485.24	11,069.88	11,687.58					
**												
B												
95-35620	NEW HOURLY		51.21	54.07	57.08	60.26	63.62	(10/01/2011 rate included for information only)				
	BIWEEKLY		4,096.80	4,325.60	4,566.40	4,820.80	5,089.60					
	MONTHLY		8,910.54	9,408.18	9,931.92	10,485.24	11,069.88					
CONSTR & MTNC SUPT			-- 3129	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-31295	NEW HOURLY		71.12	75.09	79.28	83.70	88.37					
	BIWEEKLY		5,689.60	6,007.20	6,342.40	6,696.00	7,069.60					
	MONTHLY		12,374.88	13,065.66	13,794.72	14,563.80	15,376.38					
**												
B												
95-31294	NEW HOURLY		67.36	71.12	75.09	79.28	83.70					
	BIWEEKLY		5,388.80	5,689.60	6,007.20	6,342.40	6,696.00					
	MONTHLY		11,720.64	12,374.88	13,065.66	13,794.72	14,563.80					
DIRECTOR OF HUMAN RESOURCES			-- 9558	* *	* *	* *	* *	* *	* *	* *	* *	* *
B												
95-95581	NEW HOURLY		67.14	70.88	74.83	79.00	83.40					
	BIWEEKLY		5,371.20	5,670.40	5,986.40	6,320.00	6,672.00					
	MONTHLY		11,682.36	12,333.12	13,020.42	13,746.00	14,511.60					
ELECTRICAL SERVICE MANAGER <u>23/24/</u>			-- 5265	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-52656	NEW HOURLY		97.67	103.12	108.87	114.94	121.35					
	BIWEEKLY		7,813.60	8,249.60	8,709.60	9,195.20	9,708.00					
	MONTHLY		16,994.58	17,942.88	18,943.38	19,999.56	21,114.90					
**												
B												
95-52655	NEW HOURLY		92.51	97.67	103.12	108.87	114.94					
	BIWEEKLY		7,400.80	7,813.60	8,249.60	8,709.60	9,195.20					
	MONTHLY		16,096.74	16,994.58	17,942.88	18,943.38	19,999.56					
MNGG WTR UTLTY ENGR			-- 9406	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-94065	NEW HOURLY		97.67	103.12	108.87	114.94	121.35					
	BIWEEKLY		7,813.60	8,249.60	8,709.60	9,195.20	9,708.00					
	MONTHLY		16,994.58	17,942.88	18,943.38	19,999.56	21,114.90					
**												
B												
95-94064	NEW HOURLY		92.51	97.67	103.12	108.87	114.94					
	BIWEEKLY		7,400.80	7,813.60	8,249.60	8,709.60	9,195.20					
	MONTHLY		16,096.74	16,994.58	17,942.88	18,943.38	19,999.56					

Report 1 of 2
SALARY AMENDMENT - COMPACTION ISSUE
(SELECTED CLASSIFICATIONS)
EFFDATE = 10/01/2012 (0.0000) X (CURRENT RATE)
(M)-MANAGEMENT EMPLOYEES ASSOC

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											
	95-94062	NEW HOURLY	72.19	76.22	80.47	84.96	89.70					
		BIWEEKLY	5,775.20	6,097.60	6,437.60	6,796.80	7,176.00					
		MONTHLY	12,561.06	13,262.28	14,001.78	14,783.04	15,607.80					
	PL ELTC TRBL DSPR		-- 3830	*	*	*	*	*	*	*	*	*
	A											
	95-38302	NEW HOURLY	46.61			54.85	57.91					
		BIWEEKLY				4,388.00	4,632.80					
		MONTHLY				9,543.90	10,076.34					
	POWER ENGINEERING MANAGER		-- 9453	*	*	*	*	*	*	*	*	*
	A											
	95-94536	NEW HOURLY	103.12	108.87	114.94	121.35	128.12					
		BIWEEKLY	8,249.60	8,709.60	9,195.20	9,708.00	10,249.60					
		MONTHLY	17,942.88	18,943.38	19,999.56	21,114.90	22,292.88					
**	B											
	95-94535	NEW HOURLY	97.67	103.12	108.87	114.94	121.35					
		BIWEEKLY	7,813.60	8,249.60	8,709.60	9,195.20	9,708.00					
		MONTHLY	16,994.58	17,942.88	18,943.38	19,999.56	21,114.90					
**	C											
	95-94534	NEW HOURLY	92.51	97.67	103.12	108.87	114.94					
		BIWEEKLY	7,400.80	7,813.60	8,249.60	8,709.60	9,195.20					
		MONTHLY	16,096.74	16,994.58	17,942.88	18,943.38	19,999.56					
**	E											
	95-94532	NEW HOURLY	72.19	76.22	80.47	84.96	89.70					
		BIWEEKLY	5,775.20	6,097.60	6,437.60	6,796.80	7,176.00					
		MONTHLY	12,561.06	13,262.28	14,001.78	14,783.04	15,607.80					
	PRINCIPAL STOREKEEPER		-- 1839	*	*	*	*	*	*	*	*	*
	B 7/											
	95-18392	NEW HOURLY	38.20			44.95	47.46					
		BIWEEKLY				3,596.00	3,796.80					
		MONTHLY				7,821.30	8,258.04					
	RATES MANAGER 3/		-- 5601	*	*	*	*	*	*	*	*	*
	B											
	95-56011	NEW HOURLY	58.17	61.41	64.83	68.44	72.26					
		BIWEEKLY	4,653.60	4,912.80	5,186.40	5,475.20	5,780.80					
		MONTHLY	10,121.58	10,685.34	11,280.42	11,908.56	12,573.24					
	SAFETY ADMINISTRATOR		-- 1728	*	*	*	*	*	*	*	*	*
	95-17281	NEW HOURLY	55.65	58.75	62.03	65.49	69.14					
		BIWEEKLY	4,452.00	4,700.00	4,962.40	5,239.20	5,531.20					
		MONTHLY	9,683.10	10,222.50	10,793.22	11,395.26	12,030.36					

Report 1 of 2
 SALARY AMENDMENT - COMPACTION ISSUE
 (SELECTED CLASSIFICATIONS)
 EFFDATE = 10/01/2012 (0.0000) X (CURRENT RATE)
 (M) -MANAGEMENT EMPLOYEES ASSOC

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 ARCHITECT	<u>11/</u>		-- 7927	* *	* *	* *	* *	* *	* *	* *	* *	* *
	95-79270	NEW HOURLY	57.86	61.09	64.50	68.10	71.90					
		BIWEEKLY	4,628.80	4,887.20	5,160.00	5,448.00	5,752.00					
		MONTHLY	10,067.64	10,629.66	11,223.00	11,849.40	12,510.60					

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT

End of Report

Report 2 of 2
SALARY AMENDMENT (SELECTED CLASSIFICATIONS)
EFFDATE = 10/01/2012 (1.0500) X (CURRENT RATE)
(M) -MANAGEMENT EMPLOYEES ASSOC

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 ELECTRIC PLANT OPERATOR	-- 5237		* *	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-52372	NEW HOURLY	58.64	61.91	65.36	69.00	72.85						
	BIWEEKLY	4,691.20	4,952.80	5,228.80	5,520.00	5,828.00						
	MONTHLY	10,203.36	10,772.34	11,372.64	12,006.00	12,675.90						
**												
B												
95-52371	NEW HOURLY	51.49	54.36	57.39	60.59	63.97						
	BIWEEKLY	4,119.20	4,348.80	4,591.20	4,847.20	5,117.60						
	MONTHLY	8,959.26	9,458.64	9,985.86	10,542.66	11,130.78						
CHIEF HELICOPTER PILOT	-- 3562		* *	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-35621	NEW HOURLY	57.90	61.13	64.54	68.14	71.94						
	BIWEEKLY	4,632.00	4,890.40	5,163.20	5,451.20	5,755.20						
	MONTHLY	10,074.60	10,636.62	11,229.96	11,856.36	12,517.56						
**												
B												
95-35620	NEW HOURLY	54.83	57.89	61.12	64.53	68.13						
	BIWEEKLY	4,386.40	4,631.20	4,889.60	5,162.40	5,450.40						
	MONTHLY	9,540.42	10,072.86	10,634.88	11,228.22	11,854.62						
CHIEF LOAD DISPATCHER	-- 5238		* *	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-52382	NEW HOURLY	69.90	73.80	77.91	82.25	86.84						
	BIWEEKLY	5,592.00	5,904.00	6,232.80	6,580.00	6,947.20						
	MONTHLY	12,162.60	12,841.20	13,556.34	14,311.50	15,110.16						
**												
B 16/												
95-52381	NEW HOURLY	65.24	68.88	72.72	76.77	81.05						
	BIWEEKLY	5,219.20	5,510.40	5,817.60	6,141.60	6,484.00						
	MONTHLY	11,351.76	11,985.12	12,653.28	13,357.98	14,102.70						
CONSTR & MTNC SUPT	-- 3129		* *	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-31295	NEW HOURLY	76.19	80.44	84.93	89.67	94.67						
	BIWEEKLY	6,095.20	6,435.20	6,794.40	7,173.60	7,573.60						
	MONTHLY	13,257.06	13,996.56	14,777.82	15,602.58	16,472.58						
**												
B												
95-31294	NEW HOURLY	72.17	76.19	80.44	84.93	89.67						
	BIWEEKLY	5,773.60	6,095.20	6,435.20	6,794.40	7,173.60						
	MONTHLY	12,557.58	13,257.06	13,996.56	14,777.82	15,602.58						
**												
C												
95-31293	NEW HOURLY	68.35	72.16	76.18	80.43	84.91						
	BIWEEKLY	5,468.00	5,772.80	6,094.40	6,434.40	6,792.80						
	MONTHLY	11,892.90	12,555.84	13,255.32	13,994.82	14,774.34						

Report 2 of 2
 SALARY AMENDMENT (SELECTED CLASSIFICATIONS)
 EFFDATE = 10/01/2012 (1.0500) X (CURRENT RATE)
 (M)-MANAGEMENT EMPLOYEES ASSOC

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 SERVICE MANAGER			23/24/	-- 5265	*	*	*	*	*	*	*	*
A												
95-52656	NEW HOURLY	104.64	110.47	116.63	123.13	130.00						
	BIWEEKLY	8,371.20	8,837.60	9,330.40	9,850.40	10,400.00						
	MONTHLY	18,207.36	19,221.78	20,293.62	21,424.62	22,620.00						
**												
B												
95-52655	NEW HOURLY	99.10	104.63	110.46	116.62	123.12						
	BIWEEKLY	7,928.00	8,370.40	8,836.80	9,329.60	9,849.60						
	MONTHLY	17,243.40	18,205.62	19,220.04	20,291.88	21,422.88						
**												
C												
95-52654	NEW HOURLY	93.87	99.10	104.63	110.46	116.62						
	BIWEEKLY	7,509.60	7,928.00	8,370.40	8,836.80	9,329.60						
	MONTHLY	16,333.38	17,243.40	18,205.62	19,220.04	20,291.88						
**												
D												
95-52653	NEW HOURLY	85.58	90.35	95.39	100.71	106.33						
	BIWEEKLY	6,846.40	7,228.00	7,631.20	8,056.80	8,506.40						
	MONTHLY	14,890.92	15,720.90	16,597.86	17,523.54	18,501.42						
**												
E												
95-52652	NEW HOURLY	80.79	85.29	90.05	95.07	100.37						
	BIWEEKLY	6,463.20	6,823.20	7,204.00	7,605.60	8,029.60						
	MONTHLY	14,057.46	14,840.46	15,668.70	16,542.18	17,464.38						
**												
F												
95-52651	NEW HOURLY	71.91	75.92	80.15	84.62	89.34						
	BIWEEKLY	5,752.80	6,073.60	6,412.00	6,769.60	7,147.20						
	MONTHLY	12,512.34	13,210.08	13,946.10	14,723.88	15,545.16						
**												
FLEET SERVICES MANAGER			-- 9103	*	*	*	*	*	*	*	*	*
A												
95-91033	NEW HOURLY	67.17	70.92	74.87	79.04	83.45						
	BIWEEKLY	5,373.60	5,673.60	5,989.60	6,323.20	6,676.00						
	MONTHLY	11,687.58	12,340.08	13,027.38	13,752.96	14,520.30						
**												
B												
95-91032	NEW HOURLY	52.62	55.55	58.65	61.92	65.37						
	BIWEEKLY	4,209.60	4,444.00	4,692.00	4,953.60	5,229.60						
	MONTHLY	9,155.88	9,665.70	10,205.10	10,774.08	11,374.38						
**												
C												
95-91031	NEW HOURLY	47.06	49.68	52.45	55.37	58.46						
	BIWEEKLY	3,764.80	3,974.40	4,196.00	4,429.60	4,676.80						
	MONTHLY	8,188.44	8,644.32	9,126.30	9,634.38	10,172.04						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
GENERAL SERVICES	MANAGER 4/		-- 9601	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
95-96012	NEW HOURLY	103.56	109.33	115.43	121.87	128.67						
	BIWEEKLY	8,284.80	8,746.40	9,234.40	9,749.60	10,293.60						
	MONTHLY	18,019.44	19,023.42	20,084.82	21,205.38	22,388.58						
**												
	B											
95-96011	NEW HOURLY	93.87	99.10	104.63	110.46	116.62						
	BIWEEKLY	7,509.60	7,928.00	8,370.40	8,836.80	9,329.60						
	MONTHLY	16,333.38	17,243.40	18,205.62	19,220.04	20,291.88						
SHOPS SUPERINTENDENT	20/		-- 3780	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
95-37802	NEW HOURLY	75.02	79.20	83.62	88.28	93.20						
	BIWEEKLY	6,001.60	6,336.00	6,689.60	7,062.40	7,456.00						
	MONTHLY	13,053.48	13,780.80	14,549.88	15,360.72	16,216.80						
TRANS & DISTR DIST SUPV	16/		-- 3875	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
95-38754	NEW HOURLY	71.91	75.92	80.15	84.62	89.34						
	BIWEEKLY	5,752.80	6,073.60	6,412.00	6,769.60	7,147.20						
	MONTHLY	12,512.34	13,210.08	13,946.10	14,723.88	15,545.16						
**												
	B											
95-38753	NEW HOURLY	66.04	69.72	73.61	77.71	82.04						
	BIWEEKLY	5,283.20	5,577.60	5,888.80	6,216.80	6,563.20						
	MONTHLY	11,490.96	12,131.28	12,808.14	13,521.54	14,274.96						
**												
	C											
95-38752	NEW HOURLY	60.10	63.45	66.99	70.73	74.67						
	BIWEEKLY	4,808.00	5,076.00	5,359.20	5,658.40	5,973.60						
	MONTHLY	10,457.40	11,040.30	11,656.26	12,307.02	12,992.58						
**												
	D											
95-38751	NEW HOURLY	57.14	60.33	63.69	67.24	70.99						
	BIWEEKLY	4,571.20	4,826.40	5,095.20	5,379.20	5,679.20						
	MONTHLY	9,942.36	10,497.42	11,082.06	11,699.76	12,352.26						
WATER UTILITY SUPERINTENDENT	18/		-- 3980	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
95-39803	NEW HOURLY	68.48	72.30	76.33	80.59	85.08						
	BIWEEKLY	5,478.40	5,784.00	6,106.40	6,447.20	6,806.40						
	MONTHLY	11,915.52	12,580.20	13,281.42	14,022.66	14,803.92						
**												
	B											
95-39802	NEW HOURLY	64.35	67.94	71.73	75.73	79.95						
	BIWEEKLY	5,148.00	5,435.20	5,738.40	6,058.40	6,396.00						
	MONTHLY	11,196.90	11,821.56	12,481.02	13,177.02	13,911.30						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
	C											
	95-39801	NEW HOURLY	57.20	60.39	63.76	67.32	71.07					
		BIWEEKLY	4,576.00	4,831.20	5,100.80	5,385.60	5,685.60					
		MONTHLY	9,952.80	10,507.86	11,094.24	11,713.68	12,366.18					

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT

End of Report

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
ASST DIR INFO SYS			-- 9377	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-93773	NEW HOURLY		82.12	86.70	91.53	96.63	102.02					
	BIWEEKLY		6,569.60	6,936.00	7,322.40	7,730.40	8,161.60					
	MONTHLY		14,288.88	15,085.80	15,926.22	16,813.62	17,751.48					
**												
B												
95-93772	NEW HOURLY		74.97	79.15	83.56	88.22	93.14					
	BIWEEKLY		5,997.60	6,332.00	6,684.80	7,057.60	7,451.20					
	MONTHLY		13,044.78	13,772.10	14,539.44	15,350.28	16,206.36					
**												
C												
95-93771	NEW HOURLY		68.18	71.98	75.99	80.23	84.70					
	BIWEEKLY		5,454.40	5,758.40	6,079.20	6,418.40	6,776.00					
	MONTHLY		11,863.32	12,524.52	13,222.26	13,960.02	14,737.80					
ASST RET PLN MGR			-- 9415	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-94150	NEW HOURLY		62.13	65.59	69.25	73.11	77.19					
	BIWEEKLY		4,970.40	5,247.20	5,540.00	5,848.80	6,175.20					
	MONTHLY		10,810.62	11,412.66	12,049.50	12,721.14	13,431.06					
CHIEF ELECTRIC PLANT OPERATOR			-- 5237	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-52372	NEW HOURLY		55.85	58.96	62.25	65.72	69.38					
	BIWEEKLY		4,468.00	4,716.80	4,980.00	5,257.60	5,550.40					
	MONTHLY		9,717.90	10,259.04	10,831.50	11,435.28	12,072.12					
**												
B												
95-52371	NEW HOURLY		49.03	51.76	54.65	57.70	60.92					
	BIWEEKLY		3,922.40	4,140.80	4,372.00	4,616.00	4,873.60					
	MONTHLY		8,531.22	9,006.24	9,509.10	10,039.80	10,600.08					
CHIEF HELICOPTER PILOT			-- 3562	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-35621	NEW HOURLY		55.14	58.21	61.46	64.89	68.51					
	BIWEEKLY		4,411.20	4,656.80	4,916.80	5,191.20	5,480.80					
	MONTHLY		9,594.36	10,128.54	10,694.04	11,290.86	11,920.74					
**												
B												
95-35620	NEW HOURLY		52.23	55.14	58.21	61.46	64.89					
	BIWEEKLY		4,178.40	4,411.20	4,656.80	4,916.80	5,191.20					
	MONTHLY		9,088.02	9,594.36	10,128.54	10,694.04	11,290.86					
CHIEF INVESTMENT OFFICER			-- 9147	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-91471	NEW HOURLY		61.47	64.90	68.52	72.34	76.37					
	BIWEEKLY		4,917.60	5,192.00	5,481.60	5,787.20	6,109.60					
	MONTHLY		10,695.78	11,292.60	11,922.48	12,587.16	13,288.38					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CHIEF LOAD DISPATCHER			-- 5238	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-52382	NEW HOURLY		66.56	70.27	74.19	78.33	82.70					
	BIWEEKLY		5,324.80	5,621.60	5,935.20	6,266.40	6,616.00					
	MONTHLY		11,581.44	12,226.98	12,909.06	13,629.42	14,389.80					
**												
	B 16/											
95-52381	NEW HOURLY		62.13	65.59	69.25	73.11	77.19					
	BIWEEKLY		4,970.40	5,247.20	5,540.00	5,848.80	6,175.20					
	MONTHLY		10,810.62	11,412.66	12,049.50	12,721.14	13,431.06					
CHIEF REAL ESTATE OFFICER			-- 1949	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-19493	NEW HOURLY		82.12	86.70	91.53	96.63	102.02					
	BIWEEKLY		6,569.60	6,936.00	7,322.40	7,730.40	8,161.60					
	MONTHLY		14,288.88	15,085.80	15,926.22	16,813.62	17,751.48					
**												
	B											
95-19492	NEW HOURLY		62.13	65.59	69.25	73.11	77.19					
	BIWEEKLY		4,970.40	5,247.20	5,540.00	5,848.80	6,175.20					
	MONTHLY		10,810.62	11,412.66	12,049.50	12,721.14	13,431.06					
**												
	C											
95-19491	NEW HOURLY		57.05	60.23	63.59	67.14	70.88					
	BIWEEKLY		4,564.00	4,818.40	5,087.20	5,371.20	5,670.40					
	MONTHLY		9,926.70	10,480.02	11,064.66	11,682.36	12,333.12					
CLAIMS AGENT			-- 1767	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-17672	NEW HOURLY		51.91	54.80	57.86	61.09	64.50					
	BIWEEKLY		4,152.80	4,384.00	4,628.80	4,887.20	5,160.00					
	MONTHLY		9,032.34	9,535.20	10,067.64	10,629.66	11,223.00					
**												
	B											
95-17671	NEW HOURLY		42.60			50.14	52.94					
	BIWEEKLY					4,011.20	4,235.20					
	MONTHLY					8,724.36	9,211.56					
CONSTR & MTNC SUPT			-- 3129	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-31295	NEW HOURLY		72.55	76.60	80.87	85.38	90.14					
	BIWEEKLY		5,804.00	6,128.00	6,469.60	6,830.40	7,211.20					
	MONTHLY		12,623.70	13,328.40	14,071.38	14,856.12	15,684.36					
**												
	B											
95-31294	NEW HOURLY		68.72	72.55	76.60	80.87	85.38					
	BIWEEKLY		5,497.60	5,804.00	6,128.00	6,469.60	6,830.40					
	MONTHLY		11,957.28	12,623.70	13,328.40	14,071.38	14,856.12					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	C											
	95-31293	NEW HOURLY	65.09	68.72	72.55	76.60	80.87					
		BIWEEKLY	5,207.20	5,497.60	5,804.00	6,128.00	6,469.60					
		MONTHLY	11,325.66	11,957.28	12,623.70	13,328.40	14,071.38					
**	D 16/											
	95-31292	NEW HOURLY	60.76	64.15	67.73	71.51	75.50					
		BIWEEKLY	4,860.80	5,132.00	5,418.40	5,720.80	6,040.00					
		MONTHLY	10,572.24	11,162.10	11,785.02	12,442.74	13,137.00					
**	E											
	95-31291	NEW HOURLY	55.81	58.92	62.21	65.68	69.34					
		BIWEEKLY	4,464.80	4,713.60	4,976.80	5,254.40	5,547.20					
		MONTHLY	9,710.94	10,252.08	10,824.54	11,428.32	12,065.16					
	DIRECTOR OF HUMAN RESOURCES -- 9558 * * * * *											
	A											
	95-95582	NEW HOURLY	77.44	81.76	86.32	91.13	96.21					
		BIWEEKLY	6,195.20	6,540.80	6,905.60	7,290.40	7,696.80					
		MONTHLY	13,474.56	14,226.24	15,019.68	15,856.62	16,740.54					
**	B											
	95-95581	NEW HOURLY	68.47	72.29	76.32	80.58	85.07					
		BIWEEKLY	5,477.60	5,783.20	6,105.60	6,446.40	6,805.60					
		MONTHLY	11,913.78	12,578.46	13,279.68	14,020.92	14,802.18					
	DIRECTOR OF SECURITY SERVICES 15/ -- 3208 * * * * *											
	95-32080	NEW HOURLY	47.71	50.37	53.18	56.15	59.28					
		BIWEEKLY	3,816.80	4,029.60	4,254.40	4,492.00	4,742.40					
		MONTHLY	8,301.54	8,764.38	9,253.32	9,770.10	10,314.72					
	ELECTRICAL SERVICE MANAGER 23/24/ -- 5265 * * * * *											
	A											
	95-52656	NEW HOURLY	99.64	105.20	111.07	117.26	123.80					
		BIWEEKLY	7,971.20	8,416.00	8,885.60	9,380.80	9,904.00					
		MONTHLY	17,337.36	18,304.80	19,326.18	20,403.24	21,541.20					
**	B											
	95-52655	NEW HOURLY	94.38	99.64	105.20	111.07	117.26					
		BIWEEKLY	7,550.40	7,971.20	8,416.00	8,885.60	9,380.80					
		MONTHLY	16,422.12	17,337.36	18,304.80	19,326.18	20,403.24					
**	C											
	95-52654	NEW HOURLY	89.40	94.38	99.64	105.20	111.07					
		BIWEEKLY	7,152.00	7,550.40	7,971.20	8,416.00	8,885.60					
		MONTHLY	15,555.60	16,422.12	17,337.36	18,304.80	19,326.18					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
D												
95-52653	NEW HOURLY		81.51	86.05	90.85	95.92	101.27					
	BIWEEKLY	6,520.80	6,884.00	7,268.00	7,673.60	8,101.60						
	MONTHLY	14,182.74	14,972.70	15,807.90	16,690.08	17,620.98						
**												
E												
95-52652	NEW HOURLY		76.93	81.22	85.75	90.53	95.58					
	BIWEEKLY	6,154.40	6,497.60	6,860.00	7,242.40	7,646.40						
	MONTHLY	13,385.82	14,132.28	14,920.50	15,752.22	16,630.92						
**												
F												
95-52651	NEW HOURLY		68.49	72.31	76.34	80.60	85.09					
	BIWEEKLY	5,479.20	5,784.80	6,107.20	6,448.00	6,807.20						
	MONTHLY	11,917.26	12,581.94	13,283.16	14,024.40	14,805.66						
FLEET SERVICES MANAGER -- 9103 *												
A												
95-91033	NEW HOURLY		63.96	67.53	71.30	75.28	79.48					
	BIWEEKLY	5,116.80	5,402.40	5,704.00	6,022.40	6,358.40						
	MONTHLY	11,129.04	11,750.22	12,406.20	13,098.72	13,829.52						
**												
B												
95-91032	NEW HOURLY		50.12	52.91	55.86	58.97	62.26					
	BIWEEKLY	4,009.60	4,232.80	4,468.80	4,717.60	4,980.80						
	MONTHLY	8,720.88	9,206.34	9,719.64	10,260.78	10,833.24						
**												
C												
95-91031	NEW HOURLY		44.81	47.31	49.95	52.74	55.68					
	BIWEEKLY	3,584.80	3,784.80	3,996.00	4,219.20	4,454.40						
	MONTHLY	7,796.94	8,231.94	8,691.30	9,176.76	9,688.32						
GENERAL AUTOMOTIVE SUPERVISOR 16/ -- 3718 *												
95-37180	NEW HOURLY		62.13	65.59	69.25	73.11	77.19					
	BIWEEKLY	4,970.40	5,247.20	5,540.00	5,848.80	6,175.20						
	MONTHLY	10,810.62	11,412.66	12,049.50	12,721.14	13,431.06						
GENERAL SERVICES MANAGER 4/ -- 9601 *												
A												
95-96012	NEW HOURLY		98.62	104.12	109.93	116.06	122.53					
	BIWEEKLY	7,889.60	8,329.60	8,794.40	9,284.80	9,802.40						
	MONTHLY	17,159.88	18,116.88	19,127.82	20,194.44	21,320.22						
**												
B												
95-96011	NEW HOURLY		89.40	94.38	99.64	105.20	111.07					
	BIWEEKLY	7,152.00	7,550.40	7,971.20	8,416.00	8,885.60						
	MONTHLY	15,555.60	16,422.12	17,337.36	18,304.80	19,326.18						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
INDUSTRIAL GRAPHICS SUPERVISOR-- 1490												
A												
	95-14902	NEW HOURLY	58.47			68.80	72.64					
		BIWEEKLY				5,504.00	5,811.20					
		MONTHLY				11,971.20	12,639.36					
**												
B												
	95-14901	NEW HOURLY	39.08			45.99	48.55					
		BIWEEKLY				3,679.20	3,884.00					
		MONTHLY				8,002.26	8,447.70					
INFORMATION SYSTEMS MANAGER -- 1409												
A												
	95-14092	NEW HOURLY	65.09	68.72	72.55	76.60	80.87					
		BIWEEKLY	5,207.20	5,497.60	5,804.00	6,128.00	6,469.60					
		MONTHLY	11,325.66	11,957.28	12,623.70	13,328.40	14,071.38					
**												
B												
	95-14091	NEW HOURLY	57.05	60.23	63.59	67.14	70.88					
		BIWEEKLY	4,564.00	4,818.40	5,087.20	5,371.20	5,670.40					
		MONTHLY	9,926.70	10,480.02	11,064.66	11,682.36	12,333.12					
INVESTMENT OFFICER -- 9146												
	95-91462	NEW HOURLY	58.94	62.23	65.70	69.36	73.23					
		BIWEEKLY	4,715.20	4,978.40	5,256.00	5,548.80	5,858.40					
		MONTHLY	10,255.56	10,828.02	11,431.80	12,068.64	12,742.02					
**												
	95-91450	NEW HOURLY	55.85	58.96	62.25	65.72	69.38					
		BIWEEKLY	4,468.00	4,716.80	4,980.00	5,257.60	5,550.40					
		MONTHLY	9,717.90	10,259.04	10,831.50	11,435.28	12,072.12					
	95-91461	SAME AS ABOVE										
MEDICAL DIRECTOR -- 2334												
	95-23340	NEW HOURLY	98.62	104.12	109.93	116.06	122.53					
		BIWEEKLY	7,889.60	8,329.60	8,794.40	9,284.80	9,802.40					
		MONTHLY	17,159.88	18,116.88	19,127.82	20,194.44	21,320.22					
MNGG WTR UTILTY ENGR -- 9406												
A												
	95-94065	NEW HOURLY	99.64	105.20	111.07	117.26	123.80					
		BIWEEKLY	7,971.20	8,416.00	8,885.60	9,380.80	9,904.00					
		MONTHLY	17,337.36	18,304.80	19,326.18	20,403.24	21,541.20					

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											
	95-94064	NEW HOURLY	94.38	99.64	105.20	111.07	117.26					
		BIWEEKLY	7,550.40	7,971.20	8,416.00	8,885.60	9,380.80					
		MONTHLY	16,422.12	17,337.36	18,304.80	19,326.18	20,403.24					
**	C											
	95-94063	NEW HOURLY	89.40	94.38	99.64	105.20	111.07					
		BIWEEKLY	7,152.00	7,550.40	7,971.20	8,416.00	8,885.60					
		MONTHLY	15,555.60	16,422.12	17,337.36	18,304.80	19,326.18					
**	D											
	95-94062	NEW HOURLY	73.64	77.75	82.09	86.67	91.50					
		BIWEEKLY	5,891.20	6,220.00	6,567.20	6,933.60	7,320.00					
		MONTHLY	12,813.36	13,528.50	14,283.66	15,080.58	15,921.00					
**	E											
	95-94061	NEW HOURLY	69.75	73.64	77.75	82.09	86.67					
		BIWEEKLY	5,580.00	5,891.20	6,220.00	6,567.20	6,933.60					
		MONTHLY	12,136.50	12,813.36	13,528.50	14,283.66	15,080.58					
PL	ELTC TRBL DSPR		-- 3830	*	*	*	*	*	*	*	*	*
	A											
	95-38302	NEW HOURLY	47.55			55.96	59.08					
		BIWEEKLY				4,476.80	4,726.40					
		MONTHLY				9,737.04	10,279.92					
**	B											
	95-38301	NEW HOURLY	45.04			53.00	55.96					
		BIWEEKLY				4,240.00	4,476.80					
		MONTHLY				9,222.00	9,737.04					
PL	GRNDS MTNC SUPV		-- 3147	*	*	*	*	*	*	*	*	*
	A											
	95-31470	NEW HOURLY	40.52			47.69	50.35					
		BIWEEKLY				3,815.20	4,028.00					
		MONTHLY				8,298.06	8,760.90					
PL	PUB RELS REPTV		-- 1786	*	*	*	*	*	*	*	*	*
	A											
	95-17863	NEW HOURLY	55.26			65.02	68.65					
		BIWEEKLY				5,201.60	5,492.00					
		MONTHLY				11,313.48	11,945.10					
**	B											
	95-17862	NEW HOURLY	51.43			60.53	63.90					
		BIWEEKLY				4,842.40	5,112.00					
		MONTHLY				10,532.22	11,118.60					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
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**												
C												
	95-17861	NEW HOURLY	46.39			54.59	57.63					
		BIWEEKLY				4,367.20	4,610.40					
		MONTHLY				9,498.66	10,027.62					
PL WKR CMPNSTN ANLST -- 1777 *												
	95-17770	NEW HOURLY	51.43	54.30	57.33	60.53	63.90					
		BIWEEKLY	4,114.40	4,344.00	4,586.40	4,842.40	5,112.00					
		MONTHLY	8,948.82	9,448.20	9,975.42	10,532.22	11,118.60					
POWER ENGINEERING MANAGER -- 9453 *												
A												
	95-94536	NEW HOURLY	105.19	111.05	117.24	123.78	130.68					
		BIWEEKLY	8,415.20	8,884.00	9,379.20	9,902.40	10,454.40					
		MONTHLY	18,303.06	19,322.70	20,399.76	21,537.72	22,738.32					
**												
B												
	95-94535	NEW HOURLY	99.64	105.20	111.07	117.26	123.80					
		BIWEEKLY	7,971.20	8,416.00	8,885.60	9,380.80	9,904.00					
		MONTHLY	17,337.36	18,304.80	19,326.18	20,403.24	21,541.20					
**												
C												
	95-94534	NEW HOURLY	94.38	99.64	105.20	111.07	117.26					
		BIWEEKLY	7,550.40	7,971.20	8,416.00	8,885.60	9,380.80					
		MONTHLY	16,422.12	17,337.36	18,304.80	19,326.18	20,403.24					
**												
D												
	95-94533	NEW HOURLY	89.40	94.38	99.64	105.20	111.07					
		BIWEEKLY	7,152.00	7,550.40	7,971.20	8,416.00	8,885.60					
		MONTHLY	15,555.60	16,422.12	17,337.36	18,304.80	19,326.18					
**												
E												
	95-94532	NEW HOURLY	73.64	77.75	82.09	86.67	91.50					
		BIWEEKLY	5,891.20	6,220.00	6,567.20	6,933.60	7,320.00					
		MONTHLY	12,813.36	13,528.50	14,283.66	15,080.58	15,921.00					
**												
F												
	95-94531	NEW HOURLY	69.75	73.64	77.75	82.09	86.67					
		BIWEEKLY	5,580.00	5,891.20	6,220.00	6,567.20	6,933.60					
		MONTHLY	12,136.50	12,813.36	13,528.50	14,283.66	15,080.58					
PRINCIPAL STOREKEEPER -- 1839 *												
A												
	95-18393	NEW HOURLY	42.87	45.26	47.78	50.44	53.25					
		BIWEEKLY	3,429.60	3,620.80	3,822.40	4,035.20	4,260.00					
		MONTHLY	7,459.38	7,875.24	8,313.72	8,776.56	9,265.50					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
	B 7/											
	95-18392	NEW HOURLY	38.97			45.85	48.41					
		BIWEEKLY				3,668.00	3,872.80					
		MONTHLY				7,977.90	8,423.34					
**												
	C											
	95-18391	NEW HOURLY	36.91			43.43	45.85					
		BIWEEKLY				3,474.40	3,668.00					
		MONTHLY				7,556.82	7,977.90					
	PRINCIPAL UTILITY ACCOUNTANT 5/ -- 1589			*	*	*	*	*	*	*	*	*
	A											
	95-15893	NEW HOURLY	93.98	99.22	104.75	110.59	116.76					
		BIWEEKLY	7,518.40	7,937.60	8,380.00	8,847.20	9,340.80					
		MONTHLY	16,352.52	17,264.28	18,226.50	19,242.66	20,316.24					
**												
	B											
	95-15894	NEW HOURLY	69.75	73.64	77.75	82.09	86.67					
		BIWEEKLY	5,580.00	5,891.20	6,220.00	6,567.20	6,933.60					
		MONTHLY	12,136.50	12,813.36	13,528.50	14,283.66	15,080.58					
**												
	C											
	95-15892	NEW HOURLY	62.13	65.59	69.25	73.11	77.19					
		BIWEEKLY	4,970.40	5,247.20	5,540.00	5,848.80	6,175.20					
		MONTHLY	10,810.62	11,412.66	12,049.50	12,721.14	13,431.06					
**												
	D 2/											
	95-15891	NEW HOURLY	54.47	57.51	60.72	64.11	67.68					
		BIWEEKLY	4,357.60	4,600.80	4,857.60	5,128.80	5,414.40					
		MONTHLY	9,477.78	10,006.74	10,565.28	11,155.14	11,776.32					
	PROPERTY MANAGER -- 1964			*	*	*	*	*	*	*	*	*
	A											
	95-19642	NEW HOURLY	70.84	74.79	78.96	83.36	88.01					
		BIWEEKLY	5,667.20	5,983.20	6,316.80	6,668.80	7,040.80					
		MONTHLY	12,326.16	13,013.46	13,739.04	14,504.64	15,313.74					
**												
	B											
	95-19641	NEW HOURLY	58.74	62.02	65.48	69.13	72.98					
		BIWEEKLY	4,699.20	4,961.60	5,238.40	5,530.40	5,838.40					
		MONTHLY	10,220.76	10,791.48	11,393.52	12,028.62	12,698.52					
**												
	C											
	95-19640	NEW HOURLY	53.90	56.91	60.08	63.43	66.97					
		BIWEEKLY	4,312.00	4,552.80	4,806.40	5,074.40	5,357.60					
		MONTHLY	9,378.60	9,902.34	10,453.92	11,036.82	11,652.78					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
RATES MANAGER 3/ A			-- 5601	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
95-56012	NEW HOURLY	69.75	73.64	77.75	82.09	86.67						
	BIWEEKLY	5,580.00	5,891.20	6,220.00	6,567.20	6,933.60						
	MONTHLY	12,136.50	12,813.36	13,528.50	14,283.66	15,080.58						
**												
B												
95-56011	NEW HOURLY	59.33	62.64	66.13	69.82	73.71						
	BIWEEKLY	4,746.40	5,011.20	5,290.40	5,585.60	5,896.80						
	MONTHLY	10,323.42	10,899.36	11,506.62	12,148.68	12,825.54						
RETIREMENT PLAN MANAGER			-- 9149	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
91-91001	NEW HOURLY	76.88	81.17	85.70	90.48	95.52						
	BIWEEKLY	6,150.40	6,493.60	6,856.00	7,238.40	7,641.60						
	MONTHLY	13,377.12	14,123.58	14,911.80	15,743.52	16,620.48						
RISK MANAGER			-- 1530	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
A												
95-15303	NEW HOURLY	66.75	70.47	74.40	78.55	82.93						
	BIWEEKLY	5,340.00	5,637.60	5,952.00	6,284.00	6,634.40						
	MONTHLY	11,614.50	12,261.78	12,945.60	13,667.70	14,429.82						
**												
B												
95-15302	NEW HOURLY	57.00	60.18	63.54	67.08	70.82						
	BIWEEKLY	4,560.00	4,814.40	5,083.20	5,366.40	5,665.60						
	MONTHLY	9,918.00	10,471.32	11,055.96	11,671.92	12,322.68						
**												
C												
95-15301	NEW HOURLY	46.11	48.68	51.39	54.26	57.29						
	BIWEEKLY	3,688.80	3,894.40	4,111.20	4,340.80	4,583.20						
	MONTHLY	8,023.14	8,470.32	8,941.86	9,441.24	9,968.46						
SAFETY ADMINISTRATOR			-- 1728	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
95-17281	NEW HOURLY	56.77	59.94	63.28	66.81	70.54						
	BIWEEKLY	4,541.60	4,795.20	5,062.40	5,344.80	5,643.20						
	MONTHLY	9,877.98	10,429.56	11,010.72	11,624.94	12,273.96						
SENIOR ARCHITECT 11/ A			-- 7927	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
95-79270	NEW HOURLY	59.04	62.33	65.81	69.48	73.35						
	BIWEEKLY	4,723.20	4,986.40	5,264.80	5,558.40	5,868.00						
	MONTHLY	10,272.96	10,845.42	11,450.94	12,089.52	12,762.90						
SENIOR INDUSTRIAL HYGIENIST			-- 2331	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
95-23310	NEW HOURLY	53.77	56.77	59.94	63.28	66.81						
	BIWEEKLY	4,301.60	4,541.60	4,795.20	5,062.40	5,344.80						
	MONTHLY	9,355.98	9,877.98	10,429.56	11,010.72	11,624.94						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
SENIOR SURVEY SUPERVISOR			-- 7288	*	*	*	*	*	*	*	*	*
95-72880	NEW HOURLY	59.51	62.83	66.33	70.03	73.93						
	BIWEEKLY	4,760.80	5,026.40	5,306.40	5,602.40	5,914.40						
	MONTHLY	10,354.74	10,932.42	11,541.42	12,185.22	12,863.82						
SHOPS SUPERINTENDENT 20/ A			-- 3780	*	*	*	*	*	*	*	*	*
95-37802	NEW HOURLY	71.44	75.42	79.63	84.07	88.76						
	BIWEEKLY	5,715.20	6,033.60	6,370.40	6,725.60	7,100.80						
	MONTHLY	12,430.56	13,123.08	13,855.62	14,628.18	15,444.24						
**												
B												
95-37801	NEW HOURLY	66.56	70.27	74.19	78.33	82.70						
	BIWEEKLY	5,324.80	5,621.60	5,935.20	6,266.40	6,616.00						
	MONTHLY	11,581.44	12,226.98	12,909.06	13,629.42	14,389.80						
SR COMMUNIC ELTN SUPV 16/ A			-- 3691	*	*	*	*	*	*	*	*	*
95-36913	NEW HOURLY	65.09	68.72	72.55	76.60	80.87						
	BIWEEKLY	5,207.20	5,497.60	5,804.00	6,128.00	6,469.60						
	MONTHLY	11,325.66	11,957.28	12,623.70	13,328.40	14,071.38						
**												
B												
95-36912	NEW HOURLY	60.18	63.54	67.08	70.82	74.77						
	BIWEEKLY	4,814.40	5,083.20	5,366.40	5,665.60	5,981.60						
	MONTHLY	10,471.32	11,055.96	11,671.92	12,322.68	13,009.98						
**												
C												
95-36911	NEW HOURLY	53.17	56.13	59.26	62.56	66.05						
	BIWEEKLY	4,253.60	4,490.40	4,740.80	5,004.80	5,284.00						
	MONTHLY	9,251.58	9,766.62	10,311.24	10,885.44	11,492.70						
SR UG DISTREN CONSTR SUPV 16/17/ A			-- 3815	*	*	*	*	*	*	*	*	*
95-38152	NEW HOURLY	55.34			65.13	68.76						
	BIWEEKLY				5,210.40	5,500.80						
	MONTHLY				11,332.62	11,964.24						
B												
95-38151	NEW HOURLY	47.66			56.09	59.22						
	BIWEEKLY				4,487.20	4,737.60						
	MONTHLY				9,759.66	10,304.28						
STAFF ASSISTANT TO GENERAL W&P--			9185	*	*	*	*	*	*	*	*	*
95-91850	NEW HOURLY	69.07	72.92	76.99	81.28	85.81						
	BIWEEKLY	5,525.60	5,833.60	6,159.20	6,502.40	6,864.80						
	MONTHLY	12,018.18	12,688.08	13,396.26	14,142.72	14,930.94						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
STORES SUPERVISOR			-- 1866	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
95-18660	NEW HOURLY		47.53	50.18	52.98	55.93	59.05					
	BIWEEKLY		3,802.40	4,014.40	4,238.40	4,474.40	4,724.00					
	MONTHLY		8,270.22	8,731.32	9,218.52	9,731.82	10,274.70					
STREET TREE SUPERINTENDENT			-- 3160	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
95-31600	NEW HOURLY		57.41	60.61	63.99	67.56	71.33					
	BIWEEKLY		4,592.80	4,848.80	5,119.20	5,404.80	5,706.40					
	MONTHLY		9,989.34	10,546.14	11,134.26	11,755.44	12,411.42					
SUPPLY SERVICES MANAGER			-- 1865	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
A												
95-18653	NEW HOURLY		82.12	86.70	91.53	96.63	102.02					
	BIWEEKLY		6,569.60	6,936.00	7,322.40	7,730.40	8,161.60					
	MONTHLY		14,288.88	15,085.80	15,926.22	16,813.62	17,751.48					
**												
B												
95-18652	NEW HOURLY		66.75	70.47	74.40	78.55	82.93					
	BIWEEKLY		5,340.00	5,637.60	5,952.00	6,284.00	6,634.40					
	MONTHLY		11,614.50	12,261.78	12,945.60	13,667.70	14,429.82					
**												
C												
95-18651	NEW HOURLY		57.51	60.72	64.11	67.68	71.45					
	BIWEEKLY		4,600.80	4,857.60	5,128.80	5,414.40	5,716.00					
	MONTHLY		10,006.74	10,565.28	11,155.14	11,776.32	12,432.30					
TRANS & DISTR DIST SUPV 16/			-- 3875	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *	* * *
A												
95-38754	NEW HOURLY		68.49	72.31	76.34	80.60	85.09					
	BIWEEKLY		5,479.20	5,784.80	6,107.20	6,448.00	6,807.20					
	MONTHLY		11,917.26	12,581.94	13,283.16	14,024.40	14,805.66					
**												
B												
95-38753	NEW HOURLY		62.88	66.39	70.09	74.00	78.13					
	BIWEEKLY		5,030.40	5,311.20	5,607.20	5,920.00	6,250.40					
	MONTHLY		10,941.12	11,551.86	12,195.66	12,876.00	13,594.62					
**												
C												
95-38752	NEW HOURLY		57.23	60.42	63.79	67.35	71.11					
	BIWEEKLY		4,578.40	4,833.60	5,103.20	5,388.00	5,688.80					
	MONTHLY		9,958.02	10,513.08	11,099.46	11,718.90	12,373.14					
**												
D												
95-38751	NEW HOURLY		54.43	57.46	60.66	64.04	67.61					
	BIWEEKLY		4,354.40	4,596.80	4,852.80	5,123.20	5,408.80					
	MONTHLY		9,470.82	9,998.04	10,554.84	11,142.96	11,764.14					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
UTILITIES SERVICE INVESTIGATOR-- 1631			*	*	*	*	*	*	*	*	*	*
A												
95-16312	NEW HOURLY	50.72	53.55	56.54	59.69	63.02						
	BIWEEKLY	4,057.60	4,284.00	4,523.20	4,775.20	5,041.60						
	MONTHLY	8,825.28	9,317.70	9,837.96	10,386.06	10,965.48						
**												
B												
95-16311	NEW HOURLY	43.14	45.55	48.09	50.77	53.60						
	BIWEEKLY	3,451.20	3,644.00	3,847.20	4,061.60	4,288.00						
	MONTHLY	7,506.36	7,925.70	8,367.66	8,833.98	9,326.40						
UTILITY ADMINISTRATOR -- 9105			*	*	*	*	*	*	*	*	*	*
A												
95-91054	NEW HOURLY	64.85	68.47	72.29	76.32	80.58						
	BIWEEKLY	5,188.00	5,477.60	5,783.20	6,105.60	6,446.40						
	MONTHLY	11,283.90	11,913.78	12,578.46	13,279.68	14,020.92						
**												
B												
95-91053	NEW HOURLY	56.25	59.39	62.70	66.20	69.89						
	BIWEEKLY	4,500.00	4,751.20	5,016.00	5,296.00	5,591.20						
	MONTHLY	9,787.50	10,333.86	10,909.80	11,518.80	12,160.86						
**												
C												
95-91052	NEW HOURLY	52.07	54.97	58.03	61.27	64.69						
	BIWEEKLY	4,165.60	4,397.60	4,642.40	4,901.60	5,175.20						
	MONTHLY	9,060.18	9,564.78	10,097.22	10,660.98	11,256.06						
**												
D												
95-91051	NEW HOURLY	45.71	48.26	50.95	53.79	56.79						
	BIWEEKLY	3,656.80	3,860.80	4,076.00	4,303.20	4,543.20						
	MONTHLY	7,953.54	8,397.24	8,865.30	9,359.46	9,881.46						
UTILITY SERVICES MANAGER -- 9106			*	*	*	*	*	*	*	*	*	*
A												
95-91066	NEW HOURLY	93.98	99.22	104.75	110.59	116.76						
	BIWEEKLY	7,518.40	7,937.60	8,380.00	8,847.20	9,340.80						
	MONTHLY	16,352.52	17,264.28	18,226.50	19,242.66	20,316.24						
**												
B												
95-91065	NEW HOURLY	72.28	76.31	80.56	85.05	89.79						
	BIWEEKLY	5,782.40	6,104.80	6,444.80	6,804.00	7,183.20						
	MONTHLY	12,576.72	13,277.94	14,017.44	14,798.70	15,623.46						
**												
C												
95-91064	NEW HOURLY	68.43	72.25	76.28	80.53	85.02						
	BIWEEKLY	5,474.40	5,780.00	6,102.40	6,442.40	6,801.60						
	MONTHLY	11,906.82	12,571.50	13,272.72	14,012.22	14,793.48						
**												
D												
95-91063	NEW HOURLY	63.73	67.28	71.03	74.99	79.17						
	BIWEEKLY	5,098.40	5,382.40	5,682.40	5,999.20	6,333.60						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
	E											
95-91062	NEW HOURLY	55.81	58.92	62.21	65.68	69.34						
	BIWEEKLY	4,464.80	4,713.60	4,976.80	5,254.40	5,547.20						
	MONTHLY	9,710.94	10,252.08	10,824.54	11,428.32	12,065.16						
**												
	F											
95-91061	NEW HOURLY	46.63	49.23	51.97	54.87	57.93						
	BIWEEKLY	3,730.40	3,938.40	4,157.60	4,389.60	4,634.40						
	MONTHLY	8,113.62	8,566.02	9,042.78	9,547.38	10,079.82						
WATER UTILITY SUPERINTENDENT 18/ -- 3980 * * * * *												
	A											
95-39803	NEW HOURLY	65.22	68.86	72.70	76.75	81.03						
	BIWEEKLY	5,217.60	5,508.80	5,816.00	6,140.00	6,482.40						
	MONTHLY	11,348.28	11,981.64	12,649.80	13,354.50	14,099.22						
**												
	B											
95-39802	NEW HOURLY	61.28	64.70	68.31	72.12	76.14						
	BIWEEKLY	4,902.40	5,176.00	5,464.80	5,769.60	6,091.20						
	MONTHLY	10,662.72	11,257.80	11,885.94	12,548.88	13,248.36						
**												
	C											
95-39801	NEW HOURLY	54.47	57.51	60.72	64.11	67.68						
	BIWEEKLY	4,357.60	4,600.80	4,857.60	5,128.80	5,414.40						
	MONTHLY	9,477.78	10,006.74	10,565.28	11,155.14	11,776.32						

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT

End of Report

APPENDIX A-2

LISTING OF CLASSES AND SALARY RANGES

Effective 2013, Salary Listings to Reflect the Creation of the Following Classifications:

Chief of Drafting Operations

Water Services Manager

Effective June 1, 2014, the Assistant Retirement Plan Manager shall be adjusted to the listed salary range as reflected.

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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 OF DRAFTING OPERATIONS	-- 7271		*	*	*	*	*	*	*	*	*	*
95-72713	NEW HOURLY		59.57	62.89	66.40	70.10	74.01					
	BIWEEKLY	4,765.60	5,031.20	5,312.00	5,608.00	5,920.80						
	MONTHLY	10,365.18	10,942.86	11,553.60	12,197.40	12,877.74						

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
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End of Report

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 OF DRAFTING OPERATIONS	-- 7271		*	*	*	*	*	*	*	*	*	*
95-72713	NEW HOURLY	60.75	64.14	67.72	71.50	75.49						
	BIWEEKLY	4,860.00	5,131.20	5,417.60	5,720.00	6,039.20						
	MONTHLY	10,570.50	11,160.36	11,783.28	12,441.00	13,135.26						

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT

End of Report

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 SERVICES MANAGER			-- 9602	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-96021	NEW HOURLY		96.69	102.08	107.77	113.78	120.12					
	BIWEEKLY		7,735.20	8,166.40	8,621.60	9,102.40	9,609.60					
	MONTHLY		16,824.06	17,761.92	18,751.98	19,797.72	20,900.88					
**												
B												
95-96022	NEW HOURLY		87.62	92.51	97.67	103.12	108.87					
	BIWEEKLY		7,009.60	7,400.80	7,813.60	8,249.60	8,709.60					
	MONTHLY		15,245.88	16,096.74	16,994.58	17,942.88	18,943.38					

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS

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 SERVICES	MANAGER		-- 9602	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-96021	NEW HOURLY		98.62	104.12	109.93	116.06	122.53					
	BIWEEKLY		7,889.60	8,329.60	8,794.40	9,284.80	9,802.40					
	MONTHLY		17,159.88	18,116.88	19,127.82	20,194.44	21,320.22					
**												
B												
95-96022	NEW HOURLY		89.40	94.38	99.64	105.20	111.07					
	BIWEEKLY		7,152.00	7,550.40	7,971.20	8,416.00	8,885.60					
	MONTHLY		15,555.60	16,422.12	17,337.36	18,304.80	19,326.18					

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS

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	SERVICES	MANAGER	-- 9602	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-96021	NEW HOURLY		103.56	109.33	115.43	121.87	128.67					
	BIWEEKLY		8,284.80	8,746.40	9,234.40	9,749.60	10,293.60					
	MONTHLY		18,019.44	19,023.42	20,084.82	21,205.38	22,388.58					
**												
B												
95-96022	NEW HOURLY		93.87	99.10	104.63	110.46	116.62					
	BIWEEKLY		7,509.60	7,928.00	8,370.40	8,836.80	9,329.60					
	MONTHLY		16,333.38	17,243.40	18,205.62	19,220.04	20,291.88					

ADOPT CODE: A=ADOPTED ONLY
 B=ADOPTED AND ALLOCA

D=DELETE

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
ASST	RET	PLN	MGR	-- 9415	*	*	*	*	*	*	*	*
	95-94150	NEW HOURLY	71.32	75.30	79.50	83.93	88.61					
		BIWEEKLY	5,705.60	6,024.00	6,360.00	6,714.40	7,088.80					
		MONTHLY	12,409.68	13,102.20	13,833.00	14,603.82	15,418.14					

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT

End of Report

APPENDIX A-3

LISTING OF CLASSES AND SALARY RANGES

Effective October 1, 2016, salary ranges shall be increased by two (2) percent.

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CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
ASST DIR INFO SYS			-- 9377	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-93773	NEW HOURLY		83.76	88.43	93.36	98.57	104.07					
	BIWEEKLY	6,700.80	7,074.40	7,468.80	7,885.60	8,325.60						
	MONTHLY	14,574.24	15,386.82	16,244.64	17,151.18	18,108.18						
**												
B												
95-93772	NEW HOURLY		76.47	80.73	85.23	89.98	95.00					
	BIWEEKLY	6,117.60	6,458.40	6,818.40	7,198.40	7,600.00						
	MONTHLY	13,305.78	14,047.02	14,830.02	15,656.52	16,530.00						
**												
C												
95-93771	NEW HOURLY		69.54	73.42	77.51	81.83	86.39					
	BIWEEKLY	5,563.20	5,873.60	6,200.80	6,546.40	6,911.20						
	MONTHLY	12,099.96	12,775.08	13,486.74	14,238.42	15,031.86						
ASST RET PLN MGR			-- 9415	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-94150	NEW HOURLY		72.75	76.81	81.09	85.61	90.38					
	BIWEEKLY	5,820.00	6,144.80	6,487.20	6,848.80	7,230.40						
	MONTHLY	12,658.50	13,364.94	14,109.66	14,896.14	15,726.12						
CHIEF ELECTRIC PLANT OPERATOR			-- 5237	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-52372	NEW HOURLY		59.82	63.16	66.68	70.40	74.33					
	BIWEEKLY	4,785.60	5,052.80	5,334.40	5,632.00	5,946.40						
	MONTHLY	10,408.68	10,989.84	11,602.32	12,249.60	12,933.42						
**												
B												
95-52371	NEW HOURLY		52.52	55.45	58.54	61.80	65.25					
	BIWEEKLY	4,201.60	4,436.00	4,683.20	4,944.00	5,220.00						
	MONTHLY	9,138.48	9,648.30	10,185.96	10,753.20	11,353.50						
CHIEF HELICOPTER PILOT			-- 3562	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-35621	NEW HOURLY		59.06	62.35	65.83	69.50	73.38					
	BIWEEKLY	4,724.80	4,988.00	5,266.40	5,560.00	5,870.40						
	MONTHLY	10,276.44	10,848.90	11,454.42	12,093.00	12,768.12						
**												
B												
95-35620	NEW HOURLY		55.93	59.05	62.34	65.82	69.49					
	BIWEEKLY	4,474.40	4,724.00	4,987.20	5,265.60	5,559.20						
	MONTHLY	9,731.82	10,274.70	10,847.16	11,452.68	12,091.26						
CHIEF INVESTMENT OFFICER			-- 9147	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-91471	NEW HOURLY		72.75	76.81	81.09	85.61	90.38					
	BIWEEKLY	5,820.00	6,144.80	6,487.20	6,848.80	7,230.40						
	MONTHLY	12,658.50	13,364.94	14,109.66	14,896.14	15,726.12						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
CHIEF LOAD DISPATCHER			-- 5238	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-52382	NEW HOURLY	71.30	75.28	79.48	83.91	88.59						
	BIWEEKLY	5,704.00	6,022.40	6,358.40	6,712.80	7,087.20						
	MONTHLY	12,406.20	13,098.72	13,829.52	14,600.34	15,414.66						
**												
B 16/												
95-52381	NEW HOURLY	66.54	70.25	74.17	78.31	82.68						
	BIWEEKLY	5,323.20	5,620.00	5,933.60	6,264.80	6,614.40						
	MONTHLY	11,577.96	12,223.50	12,905.58	13,625.94	14,386.32						
CHIEF OF DRAFTING OPERATIONS			-- 7271	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-72713	NEW HOURLY	61.97	65.43	69.08	72.93	77.00						
	BIWEEKLY	4,957.60	5,234.40	5,526.40	5,834.40	6,160.00						
	MONTHLY	10,782.78	11,384.82	12,019.92	12,689.82	13,398.00						
CHIEF REAL ESTATE OFFICER			-- 1949	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-19493	NEW HOURLY	83.76	88.43	93.36	98.57	104.07						
	BIWEEKLY	6,700.80	7,074.40	7,468.80	7,885.60	8,325.60						
	MONTHLY	14,574.24	15,386.82	16,244.64	17,151.18	18,108.18						
**												
B												
95-19492	NEW HOURLY	63.37	66.90	70.63	74.57	78.73						
	BIWEEKLY	5,069.60	5,352.00	5,650.40	5,965.60	6,298.40						
	MONTHLY	11,026.38	11,640.60	12,289.62	12,975.18	13,699.02						
**												
C												
95-19491	NEW HOURLY	58.19	61.43	64.86	68.48	72.30						
	BIWEEKLY	4,655.20	4,914.40	5,188.80	5,478.40	5,784.00						
	MONTHLY	10,125.06	10,688.82	11,285.64	11,915.52	12,580.20						
CLAIMS AGENT			-- 1767	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-17672	NEW HOURLY	52.96	55.91	59.03	62.32	65.79						
	BIWEEKLY	4,236.80	4,472.80	4,722.40	4,985.60	5,263.20						
	MONTHLY	9,215.04	9,728.34	10,271.22	10,843.68	11,447.46						
**												
B												
95-17671	NEW HOURLY	43.47			51.15	54.00						
	BIWEEKLY				4,092.00	4,320.00						
	MONTHLY				8,900.10	9,396.00						
CONSTR & MTNC SUPT			-- 3129	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-31295	NEW HOURLY	77.73	82.06	86.64	91.47	96.57						
	BIWEEKLY	6,218.40	6,564.80	6,931.20	7,317.60	7,725.60						
	MONTHLY	13,525.02	14,278.44	15,075.36	15,915.78	16,803.18						

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											
	95-31294	NEW HOURLY	73.63	77.74	82.07	86.65	91.48					
		BIWEEKLY	5,890.40	6,219.20	6,565.60	6,932.00	7,318.40					
		MONTHLY	12,811.62	13,526.76	14,280.18	15,077.10	15,917.52					
**												
	C											
	95-31293	NEW HOURLY	69.72	73.61	77.71	82.04	86.61					
		BIWEEKLY	5,577.60	5,888.80	6,216.80	6,563.20	6,928.80					
		MONTHLY	12,131.28	12,808.14	13,521.54	14,274.96	15,070.14					
**												
	D 16/											
	95-31292	NEW HOURLY	61.98	65.44	69.09	72.94	77.01					
		BIWEEKLY	4,958.40	5,235.20	5,527.20	5,835.20	6,160.80					
		MONTHLY	10,784.52	11,386.56	12,021.66	12,691.56	13,399.74					
**												
	E											
	95-31291	NEW HOURLY	56.93	60.10	63.45	66.99	70.73					
		BIWEEKLY	4,554.40	4,808.00	5,076.00	5,359.20	5,658.40					
		MONTHLY	9,905.82	10,457.40	11,040.30	11,656.26	12,307.02					
	DIRECTOR OF HUMAN RESOURCES		-- 9558	*	*	*	*	*	*	*	*	*
	A											
	95-95582	NEW HOURLY	78.99	83.39	88.04	92.95	98.13					
		BIWEEKLY	6,319.20	6,671.20	7,043.20	7,436.00	7,850.40					
		MONTHLY	13,744.26	14,509.86	15,318.96	16,173.30	17,074.62					
**												
	B											
	95-95581	NEW HOURLY	69.85	73.74	77.85	82.19	86.77					
		BIWEEKLY	5,588.00	5,899.20	6,228.00	6,575.20	6,941.60					
		MONTHLY	12,153.90	12,830.76	13,545.90	14,301.06	15,097.98					
	DIRECTOR OF SECURITY SERVICES 15/		-- 3208	*	*	*	*	*	*	*	*	*
	A											
	95-32080	NEW HOURLY	48.68	51.39	54.26	57.29	60.48					
		BIWEEKLY	3,894.40	4,111.20	4,340.80	4,583.20	4,838.40					
		MONTHLY	8,470.32	8,941.86	9,441.24	9,968.46	10,523.52					
	ELECTRICAL SERVICE MANAGER 23/24/		-- 5265	*	*	*	*	*	*	*	*	*
	A											
	95-52656	NEW HOURLY	106.74	112.69	118.97	125.60	132.60					
		BIWEEKLY	8,539.20	9,015.20	9,517.60	10,048.00	10,608.00					
		MONTHLY	18,572.76	19,608.06	20,700.78	21,854.40	23,072.40					
**												
	B											
	95-52655	NEW HOURLY	101.08	106.72	112.67	118.95	125.58					
		BIWEEKLY	8,086.40	8,537.60	9,013.60	9,516.00	10,046.40					
		MONTHLY	17,587.92	18,569.28	19,604.58	20,697.30	21,850.92					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
	C											
	95-52654	NEW HOURLY	95.74	101.08	106.72	112.67	118.95					
		BIWEEKLY	7,659.20	8,086.40	8,537.60	9,013.60	9,516.00					
		MONTHLY	16,658.76	17,587.92	18,569.28	19,604.58	20,697.30					
**												
	D											
	95-52653	NEW HOURLY	87.29	92.16	97.30	102.73	108.46					
		BIWEEKLY	6,983.20	7,372.80	7,784.00	8,218.40	8,676.80					
		MONTHLY	15,188.46	16,035.84	16,930.20	17,875.02	18,872.04					
**												
	E											
	95-52652	NEW HOURLY	82.41	87.00	91.85	96.97	102.38					
		BIWEEKLY	6,592.80	6,960.00	7,348.00	7,757.60	8,190.40					
		MONTHLY	14,339.34	15,138.00	15,981.90	16,872.78	17,814.12					
**												
	F											
	95-52651	NEW HOURLY	73.35	77.44	81.76	86.32	91.13					
		BIWEEKLY	5,868.00	6,195.20	6,540.80	6,905.60	7,290.40					
		MONTHLY	12,762.90	13,474.56	14,226.24	15,019.68	15,856.62					
	FLEET SERVICES MANAGER		-- 9103	*	*	*	*	*	*	*	*	*
	A											
	95-91033	NEW HOURLY	68.51	72.33	76.36	80.62	85.12					
		BIWEEKLY	5,480.80	5,786.40	6,108.80	6,449.60	6,809.60					
		MONTHLY	11,920.74	12,585.42	13,286.64	14,027.88	14,810.88					
**												
	B											
	95-91032	NEW HOURLY	53.67	56.66	59.82	63.16	66.68					
		BIWEEKLY	4,293.60	4,532.80	4,785.60	5,052.80	5,334.40					
		MONTHLY	9,338.58	9,858.84	10,408.68	10,989.84	11,602.32					
**												
	C											
	95-91031	NEW HOURLY	47.99	50.67	53.50	56.48	59.63					
		BIWEEKLY	3,839.20	4,053.60	4,280.00	4,518.40	4,770.40					
		MONTHLY	8,350.26	8,816.58	9,309.00	9,827.52	10,375.62					
	GENERAL AUTOMOTIVE SUPERVISOR 16/		-- 3718	*	*	*	*	*	*	*	*	*
	95-37180	NEW HOURLY	63.37	66.90	70.63	74.57	78.73					
		BIWEEKLY	5,069.60	5,352.00	5,650.40	5,965.60	6,298.40					
		MONTHLY	11,026.38	11,640.60	12,289.62	12,975.18	13,699.02					
	GENERAL SERVICES MANAGER 4/		-- 9601	*	*	*	*	*	*	*	*	*
	A											
	95-96012	NEW HOURLY	105.64	111.53	117.75	124.32	131.25					
		BIWEEKLY	8,451.20	8,922.40	9,420.00	9,945.60	10,500.00					
		MONTHLY	18,381.36	19,406.22	20,488.50	21,631.68	22,837.50					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**	B											
	95-96011	NEW HOURLY	95.74	101.08	106.72	112.67	118.95					
		BIWEEKLY	7,659.20	8,086.40	8,537.60	9,013.60	9,516.00					
		MONTHLY	16,658.76	17,587.92	18,569.28	19,604.58	20,697.30					
	INDUSTRIAL GRAPHICS SUPERVISOR--	1490	*	*	*	*	*	*	*	*	*	*
	A											
	95-14902	NEW HOURLY	59.64			70.19	74.10					
		BIWEEKLY				5,615.20	5,928.00					
		MONTHLY				12,213.06	12,893.40					
**	B											
	95-14901	NEW HOURLY	39.86			46.91	49.53					
		BIWEEKLY				3,752.80	3,962.40					
		MONTHLY				8,162.34	8,618.22					
	INFORMATION SYSTEMS MANAGER	--	1409	*	*	*	*	*	*	*	*	*
	A											
	95-14092	NEW HOURLY	66.39	70.09	74.00	78.13	82.49					
		BIWEEKLY	5,311.20	5,607.20	5,920.00	6,250.40	6,599.20					
		MONTHLY	11,551.86	12,195.66	12,876.00	13,594.62	14,353.26					
**	B											
	95-14091	NEW HOURLY	58.19	61.43	64.86	68.48	72.30					
		BIWEEKLY	4,655.20	4,914.40	5,188.80	5,478.40	5,784.00					
		MONTHLY	10,125.06	10,688.82	11,285.64	11,915.52	12,580.20					
	INVESTMENT OFFICER	--	9146	*	*	*	*	*	*	*	*	*
	95-91462	NEW HOURLY	60.12	63.47	67.01	70.75	74.69					
		BIWEEKLY	4,809.60	5,077.60	5,360.80	5,660.00	5,975.20					
		MONTHLY	10,460.88	11,043.78	11,659.74	12,310.50	12,996.06					
**	95-91450	NEW HOURLY	56.96	60.14	63.49	67.03	70.77					
		BIWEEKLY	4,556.80	4,811.20	5,079.20	5,362.40	5,661.60					
		MONTHLY	9,911.04	10,464.36	11,047.26	11,663.22	12,313.98					
	95-91461	SAME AS ABOVE										
	MEDICAL DIRECTOR	--	2334	*	*	*	*	*	*	*	*	*
	95-23340	NEW HOURLY	100.60	106.21	112.13	118.38	124.98					
		BIWEEKLY	8,048.00	8,496.80	8,970.40	9,470.40	9,998.40					
		MONTHLY	17,504.40	18,480.54	19,510.62	20,598.12	21,746.52					
	MNGG WTR UTLTY ENGR	--	9406	*	*	*	*	*	*	*	*	*
	A											
	95-94065	NEW HOURLY	101.64	107.31	113.29	119.61	126.28					
		BIWEEKLY	8,131.20	8,584.80	9,063.20	9,568.80	10,102.40					
		MONTHLY	17,685.36	18,671.94	19,712.46	20,812.14	21,972.72					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
**												
	B											
	95-94064	NEW HOURLY	96.27	101.64	107.31	113.29	119.61					
		BIWEEKLY	7,701.60	8,131.20	8,584.80	9,063.20	9,568.80					
		MONTHLY	16,750.98	17,685.36	18,671.94	19,712.46	20,812.14					
**												
	C											
	95-94063	NEW HOURLY	91.19	96.27	101.64	107.31	113.29					
		BIWEEKLY	7,295.20	7,701.60	8,131.20	8,584.80	9,063.20					
		MONTHLY	15,867.06	16,750.98	17,685.36	18,671.94	19,712.46					
**												
	D											
	95-94062	NEW HOURLY	75.12	79.31	83.73	88.40	93.33					
		BIWEEKLY	6,009.60	6,344.80	6,698.40	7,072.00	7,466.40					
		MONTHLY	13,070.88	13,799.94	14,569.02	15,381.60	16,239.42					
**												
	E											
	95-94061	NEW HOURLY	71.15	75.12	79.31	83.73	88.40					
		BIWEEKLY	5,692.00	6,009.60	6,344.80	6,698.40	7,072.00					
		MONTHLY	12,380.10	13,070.88	13,799.94	14,569.02	15,381.60					
PL ELTC TRBL DSPR			-- 3830	*	*	*	*	*	*	*	*	*
A												
	95-38302	NEW HOURLY	48.51			57.08	60.26					
		BIWEEKLY				4,566.40	4,820.80					
		MONTHLY				9,931.92	10,485.24					
**												
	B											
	95-38301	NEW HOURLY	45.95			54.07	57.08					
		BIWEEKLY				4,325.60	4,566.40					
		MONTHLY				9,408.18	9,931.92					
PL GRNDS MTNC SUPV			-- 3147	*	*	*	*	*	*	*	*	*
A												
	95-31470	NEW HOURLY	41.35			48.66	51.37					
		BIWEEKLY				3,892.80	4,109.60					
		MONTHLY				8,466.84	8,938.38					
PL PUB RELS REPTV			-- 1786	*	*	*	*	*	*	*	*	*
A												
	95-17863	NEW HOURLY	56.36			66.32	70.02					
		BIWEEKLY				5,305.60	5,601.60					
		MONTHLY				11,539.68	12,183.48					
**												
	B											
	95-17862	NEW HOURLY	52.47			61.75	65.19					
		BIWEEKLY				4,940.00	5,215.20					
		MONTHLY				10,744.50	11,343.06					
**												
	C											
	95-17861	NEW HOURLY	47.31			55.68	58.78					
		BIWEEKLY				4,454.40	4,702.40					
		MONTHLY				9,688.32	10,227.72					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
PL WKR CMPNSTN ANLST			-- 1777	* *	* *	* *	* *	* *	* *	* *	* *	* *
95-17770	NEW HOURLY		52.47	55.40	58.49	61.75	65.19					
	BIWEEKLY		4,197.60	4,432.00	4,679.20	4,940.00	5,215.20					
	MONTHLY		9,129.78	9,639.60	10,177.26	10,744.50	11,343.06					
POWER ENGINEERING MANAGER			-- 9453	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-94536	NEW HOURLY		107.29	113.27	119.59	126.26	133.30					
	BIWEEKLY		8,583.20	9,061.60	9,567.20	10,100.80	10,664.00					
	MONTHLY		18,668.46	19,708.98	20,808.66	21,969.24	23,194.20					
**												
B												
95-94535	NEW HOURLY		101.64	107.31	113.29	119.61	126.28					
	BIWEEKLY		8,131.20	8,584.80	9,063.20	9,568.80	10,102.40					
	MONTHLY		17,685.36	18,671.94	19,712.46	20,812.14	21,972.72					
**												
C												
95-94534	NEW HOURLY		96.27	101.64	107.31	113.29	119.61					
	BIWEEKLY		7,701.60	8,131.20	8,584.80	9,063.20	9,568.80					
	MONTHLY		16,750.98	17,685.36	18,671.94	19,712.46	20,812.14					
**												
D												
95-94533	NEW HOURLY		91.19	96.27	101.64	107.31	113.29					
	BIWEEKLY		7,295.20	7,701.60	8,131.20	8,584.80	9,063.20					
	MONTHLY		15,867.06	16,750.98	17,685.36	18,671.94	19,712.46					
**												
E												
95-94532	NEW HOURLY		75.12	79.31	83.73	88.40	93.33					
	BIWEEKLY		6,009.60	6,344.80	6,698.40	7,072.00	7,466.40					
	MONTHLY		13,070.88	13,799.94	14,569.02	15,381.60	16,239.42					
**												
F												
95-94531	NEW HOURLY		71.15	75.12	79.31	83.73	88.40					
	BIWEEKLY		5,692.00	6,009.60	6,344.80	6,698.40	7,072.00					
	MONTHLY		12,380.10	13,070.88	13,799.94	14,569.02	15,381.60					
PRINCIPAL STOREKEEPER			-- 1839	* *	* *	* *	* *	* *	* *	* *	* *	* *
A												
95-18393	NEW HOURLY		43.72	46.16	48.73	51.45	54.32					
	BIWEEKLY		3,497.60	3,692.80	3,898.40	4,116.00	4,345.60					
	MONTHLY		7,607.28	8,031.84	8,479.02	8,952.30	9,451.68					
**												
B 7/												
95-18392	NEW HOURLY		39.74			46.77	49.38					
	BIWEEKLY					3,741.60	3,950.40					
	MONTHLY					8,137.98	8,592.12					
**												
C												
95-18391	NEW HOURLY		37.64			44.30	46.77					
	BIWEEKLY					3,544.00	3,741.60					
	MONTHLY					7,708.20	8,137.98					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
PRINCIPAL UTILITY ACCOUNTANT <u>5/</u>			-- 1589	*	*	*	*	*	*	*	*	*
A												
95-15893	NEW HOURLY	95.87	101.22	106.86	112.82	119.11						
	BIWEEKLY	7,669.60	8,097.60	8,548.80	9,025.60	9,528.80						
	MONTHLY	16,681.38	17,612.28	18,593.64	19,630.68	20,725.14						
**												
B												
95-15894	NEW HOURLY	71.15	75.12	79.31	83.73	88.40						
	BIWEEKLY	5,692.00	6,009.60	6,344.80	6,698.40	7,072.00						
	MONTHLY	12,380.10	13,070.88	13,799.94	14,569.02	15,381.60						
**												
C												
95-15892	NEW HOURLY	63.37	66.90	70.63	74.57	78.73						
	BIWEEKLY	5,069.60	5,352.00	5,650.40	5,965.60	6,298.40						
	MONTHLY	11,026.38	11,640.60	12,289.62	12,975.18	13,699.02						
**												
D <u>2/</u>												
95-15891	NEW HOURLY	55.56	58.66	61.93	65.38	69.03						
	BIWEEKLY	4,444.80	4,692.80	4,954.40	5,230.40	5,522.40						
	MONTHLY	9,667.44	10,206.84	10,775.82	11,376.12	12,011.22						
PROPERTY MANAGER			-- 1964	*	*	*	*	*	*	*	*	*
A												
95-19642	NEW HOURLY	72.26	76.29	80.54	85.03	89.77						
	BIWEEKLY	5,780.80	6,103.20	6,443.20	6,802.40	7,181.60						
	MONTHLY	12,573.24	13,274.46	14,013.96	14,795.22	15,619.98						
**												
B												
95-19641	NEW HOURLY	59.92	63.26	66.79	70.51	74.44						
	BIWEEKLY	4,793.60	5,060.80	5,343.20	5,640.80	5,955.20						
	MONTHLY	10,426.08	11,007.24	11,621.46	12,268.74	12,952.56						
**												
C												
95-19640	NEW HOURLY	54.98	58.05	61.29	64.71	68.32						
	BIWEEKLY	4,398.40	4,644.00	4,903.20	5,176.80	5,465.60						
	MONTHLY	9,566.52	10,100.70	10,664.46	11,259.54	11,887.68						
RATES MANAGER <u>3/</u>			-- 5601	*	*	*	*	*	*	*	*	*
A												
95-56012	NEW HOURLY	71.15	75.12	79.31	83.73	88.40						
	BIWEEKLY	5,692.00	6,009.60	6,344.80	6,698.40	7,072.00						
	MONTHLY	12,380.10	13,070.88	13,799.94	14,569.02	15,381.60						
**												
B												
95-56011	NEW HOURLY	60.52	63.89	67.45	71.21	75.18						
	BIWEEKLY	4,841.60	5,111.20	5,396.00	5,696.80	6,014.40						
	MONTHLY	10,530.48	11,116.86	11,736.30	12,390.54	13,081.32						
RETIREMENT PLAN MANAGER			-- 9149	*	*	*	*	*	*	*	*	*
91-91001	NEW HOURLY	78.42	82.79	87.41	92.28	97.43						
	BIWEEKLY	6,273.60	6,623.20	6,992.80	7,382.40	7,794.40						
	MONTHLY	13,645.08	14,405.46	15,209.34	16,056.72	16,952.82						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
RISK MANAGER			-- 1530	*	*	*	*	*	*	*	*	*
A												
95-15303	NEW HOURLY	68.08	71.88	75.89	80.12	84.59						
	BIWEEKLY	5,446.40	5,750.40	6,071.20	6,409.60	6,767.20						
	MONTHLY	11,845.92	12,507.12	13,204.86	13,940.88	14,718.66						
**												
B												
95-15302	NEW HOURLY	58.16	61.40	64.82	68.43	72.25						
	BIWEEKLY	4,652.80	4,912.00	5,185.60	5,474.40	5,780.00						
	MONTHLY	10,119.84	10,683.60	11,278.68	11,906.82	12,571.50						
**												
C												
95-15301	NEW HOURLY	47.04	49.66	52.43	55.35	58.44						
	BIWEEKLY	3,763.20	3,972.80	4,194.40	4,428.00	4,675.20						
	MONTHLY	8,184.96	8,640.84	9,122.82	9,630.90	10,168.56						
SAFETY ADMINISTRATOR			-- 1728	*	*	*	*	*	*	*	*	*
95-17281	NEW HOURLY	57.91	61.14	64.55	68.15	71.95						
	BIWEEKLY	4,632.80	4,891.20	5,164.00	5,452.00	5,756.00						
	MONTHLY	10,076.34	10,638.36	11,231.70	11,858.10	12,519.30						
SENIOR ARCHITECT 11/			-- 7927	*	*	*	*	*	*	*	*	*
95-79270	NEW HOURLY	60.23	63.59	67.14	70.88	74.83						
	BIWEEKLY	4,818.40	5,087.20	5,371.20	5,670.40	5,986.40						
	MONTHLY	10,480.02	11,064.66	11,682.36	12,333.12	13,020.42						
SENIOR INDUSTRIAL HYGIENIST			-- 2331	*	*	*	*	*	*	*	*	*
95-23310	NEW HOURLY	54.85	57.91	61.14	64.55	68.15						
	BIWEEKLY	4,388.00	4,632.80	4,891.20	5,164.00	5,452.00						
	MONTHLY	9,543.90	10,076.34	10,638.36	11,231.70	11,858.10						
SENIOR SURVEY SUPERVISOR			-- 7288	*	*	*	*	*	*	*	*	*
95-72880	NEW HOURLY	60.71	64.09	67.66	71.43	75.41						
	BIWEEKLY	4,856.80	5,127.20	5,412.80	5,714.40	6,032.80						
	MONTHLY	10,563.54	11,151.66	11,772.84	12,428.82	13,121.34						
SHOPS SUPERINTENDENT 20/			-- 3780	*	*	*	*	*	*	*	*	*
A												
95-37802	NEW HOURLY	76.52	80.79	85.29	90.05	95.07						
	BIWEEKLY	6,121.60	6,463.20	6,823.20	7,204.00	7,605.60						
	MONTHLY	13,314.48	14,057.46	14,840.46	15,668.70	16,542.18						
**												
B												
95-37801	NEW HOURLY	67.89	71.68	75.68	79.90	84.35						
	BIWEEKLY	5,431.20	5,734.40	6,054.40	6,392.00	6,748.00						
	MONTHLY	11,812.86	12,472.32	13,168.32	13,902.60	14,676.90						
SR COMMUNIC ELTN SUPV 16/			-- 3691	*	*	*	*	*	*	*	*	*
A												
95-36913	NEW HOURLY	66.39	70.09	74.00	78.13	82.49						
	BIWEEKLY	5,311.20	5,607.20	5,920.00	6,250.40	6,599.20						
	MONTHLY	11,551.86	12,195.66	12,876.00	13,594.62	14,353.26						

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
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**												
	B											
	95-36912	NEW HOURLY	61.40	64.82	68.43	72.25	76.28					
		BIWEEKLY	4,912.00	5,185.60	5,474.40	5,780.00	6,102.40					
		MONTHLY	10,683.60	11,278.68	11,906.82	12,571.50	13,272.72					
**												
	C											
	95-36911	NEW HOURLY	54.23	57.25	60.44	63.81	67.37					
		BIWEEKLY	4,338.40	4,580.00	4,835.20	5,104.80	5,389.60					
		MONTHLY	9,436.02	9,961.50	10,516.56	11,102.94	11,722.38					
SR UG	DISTRBN	CONSTR	SUPV	16/17/	--	3815	*	*	*	*	*	*
	A											
	95-38152	NEW HOURLY	56.46			66.44	70.14					
		BIWEEKLY				5,315.20	5,611.20					
		MONTHLY				11,560.56	12,204.36					
**												
	B											
	95-38151	NEW HOURLY	48.62			57.21	60.40					
		BIWEEKLY				4,576.80	4,832.00					
		MONTHLY				9,954.54	10,509.60					
STAFF ASSISTANT	TO GENERAL	W&P--	9185	*	*	*	*	*	*	*	*	*
	95-91850	NEW HOURLY	70.45	74.38	78.53	82.91	87.53					
		BIWEEKLY	5,636.00	5,950.40	6,282.40	6,632.80	7,002.40					
		MONTHLY	12,258.30	12,942.12	13,664.22	14,426.34	15,230.22					
STORES SUPERVISOR		--	1866	*	*	*	*	*	*	*	*	*
	95-18660	NEW HOURLY	48.49	51.19	54.04	57.05	60.23					
		BIWEEKLY	3,879.20	4,095.20	4,323.20	4,564.00	4,818.40					
		MONTHLY	8,437.26	8,907.06	9,402.96	9,926.70	10,480.02					
STREET TREE SUPERINTENDENT		--	3160	*	*	*	*	*	*	*	*	*
	95-31600	NEW HOURLY	58.56	61.83	65.28	68.92	72.76					
		BIWEEKLY	4,684.80	4,946.40	5,222.40	5,513.60	5,820.80					
		MONTHLY	10,189.44	10,758.42	11,358.72	11,992.08	12,660.24					
SUPPLY SERVICES MANAGER		--	1865	*	*	*	*	*	*	*	*	*
	A											
	95-18653	NEW HOURLY	83.76	88.43	93.36	98.57	104.07					
		BIWEEKLY	6,700.80	7,074.40	7,468.80	7,885.60	8,325.60					
		MONTHLY	14,574.24	15,386.82	16,244.64	17,151.18	18,108.18					
**												
	B											
	95-18652	NEW HOURLY	68.08	71.88	75.89	80.12	84.59					
		BIWEEKLY	5,446.40	5,750.40	6,071.20	6,409.60	6,767.20					
		MONTHLY	11,845.92	12,507.12	13,204.86	13,940.88	14,718.66					
**												
	C											
	95-18651	NEW HOURLY	58.66	61.93	65.38	69.03	72.88					
		BIWEEKLY	4,692.80	4,954.40	5,230.40	5,522.40	5,830.40					
		MONTHLY	10,206.84	10,775.82	11,376.12	12,011.22	12,681.12					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
TRANS & DISTR DIST SUPV 16/ A			-- 3875	*	*	*	*	*	*	*	*	*
95-38754	NEW HOURLY	73.35	77.44	81.76	86.32	91.13						
	BIWEEKLY	5,868.00	6,195.20	6,540.80	6,905.60	7,290.40						
	MONTHLY	12,762.90	13,474.56	14,226.24	15,019.68	15,856.62						
**												
B												
95-38753	NEW HOURLY	67.35	71.11	75.07	79.26	83.68						
	BIWEEKLY	5,388.00	5,688.80	6,005.60	6,340.80	6,694.40						
	MONTHLY	11,718.90	12,373.14	13,062.18	13,791.24	14,560.32						
**												
C												
95-38752	NEW HOURLY	61.30	64.72	68.33	72.14	76.16						
	BIWEEKLY	4,904.00	5,177.60	5,466.40	5,771.20	6,092.80						
	MONTHLY	10,666.20	11,261.28	11,889.42	12,552.36	13,251.84						
**												
D												
95-38751	NEW HOURLY	58.29	61.54	64.97	68.59	72.41						
	BIWEEKLY	4,663.20	4,923.20	5,197.60	5,487.20	5,792.80						
	MONTHLY	10,142.46	10,707.96	11,304.78	11,934.66	12,599.34						
UTILITIES SERVICE INVESTIGATOR-- 1631			*	*	*	*	*	*	*	*	*	*
A												
95-16312	NEW HOURLY	51.74	54.62	57.67	60.89	64.28						
	BIWEEKLY	4,139.20	4,369.60	4,613.60	4,871.20	5,142.40						
	MONTHLY	9,002.76	9,503.88	10,034.58	10,594.86	11,184.72						
**												
B												
95-16311	NEW HOURLY	44.01	46.46	49.05	51.78	54.67						
	BIWEEKLY	3,520.80	3,716.80	3,924.00	4,142.40	4,373.60						
	MONTHLY	7,657.74	8,084.04	8,534.70	9,009.72	9,512.58						
UTILITY ADMINISTRATOR			-- 9105	*	*	*	*	*	*	*	*	*
A												
95-91054	NEW HOURLY	66.16	69.85	73.74	77.85	82.19						
	BIWEEKLY	5,292.80	5,588.00	5,899.20	6,228.00	6,575.20						
	MONTHLY	11,511.84	12,153.90	12,830.76	13,545.90	14,301.06						
**												
B												
95-91053	NEW HOURLY	57.38	60.58	63.96	67.53	71.30						
	BIWEEKLY	4,590.40	4,846.40	5,116.80	5,402.40	5,704.00						
	MONTHLY	9,984.12	10,540.92	11,129.04	11,750.22	12,406.20						
**												
C												
95-91052	NEW HOURLY	53.11	56.07	59.20	62.50	65.98						
	BIWEEKLY	4,248.80	4,485.60	4,736.00	5,000.00	5,278.40						
	MONTHLY	9,241.14	9,756.18	10,300.80	10,875.00	11,480.52						

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											
	95-91051	NEW HOURLY	46.63	49.23	51.97	54.87	57.93					
		BIWEEKLY	3,730.40	3,938.40	4,157.60	4,389.60	4,634.40					
		MONTHLY	8,113.62	8,566.02	9,042.78	9,547.38	10,079.82					
	UTILITY SERVICES MANAGER		-- 9106	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
	95-91066	NEW HOURLY	95.87	101.22	106.86	112.82	119.11					
		BIWEEKLY	7,669.60	8,097.60	8,548.80	9,025.60	9,528.80					
		MONTHLY	16,681.38	17,612.28	18,593.64	19,630.68	20,725.14					
**												
	B											
	95-91065	NEW HOURLY	73.72	77.83	82.17	86.75	91.59					
		BIWEEKLY	5,897.60	6,226.40	6,573.60	6,940.00	7,327.20					
		MONTHLY	12,827.28	13,542.42	14,297.58	15,094.50	15,936.66					
**												
	C											
	95-91064	NEW HOURLY	69.80	73.69	77.80	82.14	86.72					
		BIWEEKLY	5,584.00	5,895.20	6,224.00	6,571.20	6,937.60					
		MONTHLY	12,145.20	12,822.06	13,537.20	14,292.36	15,089.28					
**												
	D											
	95-91063	NEW HOURLY	65.00	68.62	72.45	76.49	80.75					
		BIWEEKLY	5,200.00	5,489.60	5,796.00	6,119.20	6,460.00					
		MONTHLY	11,310.00	11,939.88	12,606.30	13,309.26	14,050.50					
**												
	E											
	95-91062	NEW HOURLY	56.93	60.10	63.45	66.99	70.73					
		BIWEEKLY	4,554.40	4,808.00	5,076.00	5,359.20	5,658.40					
		MONTHLY	9,905.82	10,457.40	11,040.30	11,656.26	12,307.02					
**												
	F											
	95-91061	NEW HOURLY	47.56	50.21	53.01	55.97	59.09					
		BIWEEKLY	3,804.80	4,016.80	4,240.80	4,477.60	4,727.20					
		MONTHLY	8,275.44	8,736.54	9,223.74	9,738.78	10,281.66					
	WATER SERVICES MANAGER		-- 9602	* *	* *	* *	* *	* *	* *	* *	* *	* *
	A											
	95-96021	NEW HOURLY	105.64	111.53	117.75	124.32	131.25					
		BIWEEKLY	8,451.20	8,922.40	9,420.00	9,945.60	10,500.00					
		MONTHLY	18,381.36	19,406.22	20,488.50	21,631.68	22,837.50					
**												
	B											
	95-96022	NEW HOURLY	95.74	101.08	106.72	112.67	118.95					
		BIWEEKLY	7,659.20	8,086.40	8,537.60	9,013.60	9,516.00					
		MONTHLY	16,658.76	17,587.92	18,569.28	19,604.58	20,697.30					

CLASS	DDRNO	PAY RATE	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7	STEP-8	STEP-9	STEP-10
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
WATER UTILITY SUPERINTENDENT <u>18/</u> -- 3980			*	*	*	*	*	*	*	*	*	*
A												
95-39803	NEW HOURLY	69.86	73.76	77.87	82.21	86.79						
	BIWEEKLY	5,588.80	5,900.80	6,229.60	6,576.80	6,943.20						
	MONTHLY	12,155.64	12,834.24	13,549.38	14,304.54	15,101.46						
**												
B												
95-39802	NEW HOURLY	65.64	69.30	73.16	77.24	81.55						
	BIWEEKLY	5,251.20	5,544.00	5,852.80	6,179.20	6,524.00						
	MONTHLY	11,421.36	12,058.20	12,729.84	13,439.76	14,189.70						
**												
C												
95-39801	NEW HOURLY	58.35	61.60	65.03	68.66	72.49						
	BIWEEKLY	4,668.00	4,928.00	5,202.40	5,492.80	5,799.20						
	MONTHLY	10,152.90	10,718.40	11,315.22	11,946.84	12,613.26						

ADOPT CODE: A=ADOPTED ONLY D=DELETE
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT

End of Report

APPENDIX B

RETIREE HEALTH BENEFITS FUND

During the term of this MOU, the Los Angeles Department of Water and Power shall provide to the Department's *Retiree Health Benefits Fund* a yearly amount not to exceed the Annual Required Contribution as identified in the yearly actuarial valuation. The funding shall be provided in accordance with the following:

1. Effective October 1, 2013 through September 30, 2014, LADWP shall contribute an amount equal to two percent (2%) of each Unit member's bi-weekly base wage rate (salary range) to the *Retiree Health Benefits Fund* on behalf of the employee to fund Retiree Health benefits.
2. Effective October 1, 2013 through September 30, 2014, LADWP shall also contribute the remainder of the funds necessary to meet the annual required contribution to the *Retiree Health Benefits Fund* as determined by the yearly actuarial valuation.
3. Effective October 1, 2014 through September 30, 2015, LADWP shall contribute an amount equal to two percent (2%) of each Unit member's bi-weekly base wage rate (salary range) to the *Retiree Health Benefits Fund* on behalf of the employee to fund Retiree Health benefits.
4. Effective October 1, 2014 through September 30, 2015, LADWP shall also contribute the remainder of the funds necessary to meet the annual required contribution to the *Retiree Health Benefits Fund* as determined by the yearly actuarial valuation.
5. Effective October 1, 2015 through September 30, 2016, LADWP shall contribute an amount equal to four percent (4%) of each Unit member's bi-weekly base wage rate (salary range) to the *Retiree Health Benefits Fund* on behalf of the employee to fund Retiree Health Benefits.
6. Effective October 1, 2015 through September 30, 2016, LADWP shall also contribute the remainder of the funds necessary to meet the annual required contribution to the *Retiree Health Benefits Fund* as determined by the yearly actuarial valuation.
7. Effective October 1, 2016 through September 30, 2017, LADWP shall contribute an amount equal to four percent (4%) of each Unit member's bi-weekly base wage rate (salary range) to the *Retiree Health Benefits Fund* on behalf of the employee to fund Retiree Health benefits.
8. Effective October 1, 2016 through September 30, 2017, LADWP shall also contribute the remainder of the funds necessary to meet the annual required contribution to the *Retiree Health Benefits Fund* as determined by the yearly actuarial valuation.

The amount of contributions indicated above to be paid on behalf of the employee is not taxable under current, applicable law, but will nonetheless be notated on the Unit member's bi-weekly pay stub to reflect a "healthcare contribution on employee's behalf." Notwithstanding the above, it is mutually understood and agreed by LADWP and the Management Employees' Association that the contributions specified in this Appendix B shall not result in any obligation by LADWP to pay any additional contribution to retiree health care above or beyond what LADWP currently contributes to the Retiree Health Benefits Fund pursuant to Board Resolution No. 007-048 as amended.

MANAGEMENT EMPLOYEES UNIT FOOTNOTES

Note 1: Notwithstanding Article 13.7 to the contrary whenever a Manager who has occupied an Assistant level DDR, designated by a (B) is advanced in the same classification to a Manager-in-Charge DDR designated by an (A), the Manager will retain the same step and anniversary date from the Assistant (B) DDR assignment.

Note 2: Any incumbent occupying the position identified by DDR No. 95-15891 in the Class of Principal Utility Accountant (Class Code No. 1589) who has been granted the authority by the State of California to use the term of Certified Public Accountant shall be compensated two salary levels above the assigned range for that position.

Note 3: Operative October 1, 1985, one incumbent in the class of Rates Manager, (Class Code No. 5601) that occupies a position identified by DDR No. 95-56011, and is regularly assigned to supervise another filled position identified by the same DDR number, shall be compensated at the second (2nd) premium level above the salary range for that position. If a position identified by DDR No. 95-56012 in the same classification is filled, the provisions of this Note shall cease to be operative.

Note 4: Effective October 1, 1987, two (2) persons employed in either the class of Principal Waterworks Engineer (Class Code No. 9409) or General Services Manager (Class Code No. 9601) who are regularly assigned to supervise two or more filled positions identified by Duties Description Record Nos. 95-94093 or 95-96012 shall be compensated in accordance with the salary range fixed for Duties Description Record No. 95-94525 (Principal Power Engineer, Class Code No. 9452).

Note 5: Effective April 7, 2009, two (2) persons employed in the class of Principal Utility Accountant (Class Code No. 1589) who are regularly assigned to assist the Auditor in negotiating bond sales, developing financial policies and programs, and administering accounting, internal auditing, and risk management activities shall be compensated at the second (2nd) premium level rate above the appropriate step rate in the salary range prescribed for the class.

Note 6: Deleted

Note 7: Deleted 1/1/2014

Note 8: Deleted

Note 9: Deleted

Note 10: Deleted

Note 11: One Senior Architect (Class Code No. 7927), who supervises one or more Architects (Class Code No. 7925), shall receive compensation at the appropriate step of the range for Senior Architect, or at the second premium level above the step of the range for Architect at which his/her highest paid subordinate in the class of Architect is compensated, whichever provides the higher salary.

Note 12: Deleted

Note 13: Deleted

Note 14: Deleted

Note 15: One Director of Security Services position (Class Code No. 3208), while supervising the A-level Utilities Service Investigator, shall be compensated at the "B" level Salary Range (DDR No. 95-91053) prescribed for the class of Utility Administrator (Class Code No. 9105).

Note 16: The following classifications and pay levels, which are considered critical for maintaining, on a day-to-day basis, an uninterrupted supply of water and electricity to the City of Los Angeles, are to be treated as non-salaried positions:

- Chief Load Dispatcher-B (5238)
- Construction and Maintenance Superintendent-D (3129)
- General Automotive Supervisor (3718)
- Senior Communications Electrician Supervisor (3691)
- Senior Underground Distribution Construction Supervisor (3815)
- Transmission and Distribution District Supervisor (3875)

Added 10/1/97:

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 the 10/1/97 Cost-of-Living Adjustments:

- Assistant Automotive Superintendent (3715)
- Building Maintenance Superintendent (3179)
- Director of Information Systems (9376)
- General Electrical Repair Supervisor (3858)
- General Mechanical Repair Supervisor (3778)
- Training Director (1744)
- Utility Public Relations Director (9528)

Note 17: Effective July 15, 1998, one Senior Underground Distribution Construction Supervisor (Class Code No. 3815), who acts as the Manager in Charge of the Underground Distribution Construction Business Group, shall be compensated at the "A" level Salary Range (DDR No. 95-38754) prescribed for the class of Transmission and Distribution District Supervisor (Class Code No. 3875).

Note 18: Effective July 15, 1998, one Water Utility Superintendent (Class Code No. 3980), who acts as the Manager of the Construction Business Group of the Water Distribution Division, shall be compensated at the "A" level Salary Range (DDR No. 95-31295) prescribed for the class of Construction and Maintenance Superintendent (Class Code No. 3129).

Note 19: Deleted

Note 20: Deleted

Note 21: Effective January 5, 1998, one Senior Waterworks Engineer (Class Code No. 9405), who acts as the Water Services Director, shall be compensated at the Salary Range (DDR No. 91-05125) prescribed for the class of Assistant General Manager I Water and Power (Class Code No. 0151).

Note 22: Deleted

Note 23: One person, when designated to represent the Department 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 No. 5265). The provisions of this footnote shall be effective October 1, 2002.

Note 24: One person, when designated to represent the Department 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 No. 5265). The provisions of this footnote shall be effective October 1, 2002.

Note 25: Effective March 4, 1996, annual-rated employees, when assigned to Castaic Power Plant as a permanent reporting location, shall receive an amount not to exceed \$7.50 per day worked as a travel allowance. This travel allowance shall not apply to any employee so assigned who, for operating reasons, drives a Department vehicle to and from work.

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