

Resolution No. _____

WHEREAS, the Los Angeles Department of Water and Power (LADWP) proposes to amend the Annual Personnel Resolution (APR) to reflect the revision and/or establishment of the Duties Description Records (DDR) listed below, for the purpose of reflecting the revised established classification and salary adoptions of Water Services Manager (WSM), Class Code 9602, DDR Nos. 95-96021 through 95-96026, and retroactive salary adjustments of Water Utility Superintendent (WUS), Class Code 3980, DDR Nos. 95-39803 and 95-39803, including a salary footnote for two (2) WUS As in DDR 95-39803 to be compensated at the Electrical Services Manager (ESM) III level when acting as General Superintendents; and,

WATER SERVICES MANAGER (Class Code 9602)**EFFECTIVE JANUARY 1, 2022**

The WSM and WUS salaries below are effective retroactive to January 1, 2022.

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Services Manager "A" 95-96021	\$26,583.72	\$319,004.64	\$26,856.90	\$322,282.80	12424

Note: Salaries are depicted at the top salary step (Step 5) of the MEA MOU and for the Salary Adjustments effective 01/01/2022.

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Utility Superintendent 95-39803**	\$19,559.34	\$234,712.08	\$22,839.24	\$274,070.88	10565
Water Utility Superintendent 95-39803	\$17,579.22	\$210,950.64	\$20,519.82	\$246,237.84	9492

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Utility Superintendent 95-39801	\$14,685.60	\$176,227.20	\$18,844.20	\$226,130.40	8717

Note: Salaries are depicted at the top salary step (Step 5) of the MEA MOU and for the Salary Adjustments effective 01/01/2022.

**MEA MOU Footnote No. 9 allows two (2) WUSs to act as General Superintendent of the Water Distribution Division and be compensated commensurate with Construction & Maintenance Superintendent "A". The proposed salary increase to ESM III (DDR No. 95-52658) salary level is required to maintain the historical salary differential.

EFFECTIVE OCTOBER 1, 2022

The WSM and WUS salaries below are effective retroactive to October 1, 2022

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Services Manager "A" 95-96021	\$28,045.32	\$336,543.84	\$28,335.90	\$340,030.80	13107

Note: This table reflects a Cost of Living Adjustment of 5.5 percent, but is exclusive of the 15 percent salary adjustments (pursuant to maintaining historical salary differential under MEA MOU Article 13.1) to the ESM and TDDS classifications. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective 10/01/2022.

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Utility Superintendent 95-39803**	\$20,634.66	\$247,615.92	\$24,097.26	\$289,167.12	11147
Water Utility Superintendent 95-39803	\$18,546.66	\$222,559.92	\$21,649.08	\$259,788.96	10015

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Utility Superintendent 95-39801	\$15,492.96	\$185,915.52	\$19,881.24	\$238,574.88	9197

Note: This table reflects a Cost of Living Adjustment of 5.5 percent, but is exclusive of the 15 percent salary adjustments (pursuant to maintaining historical salary differential under MEA MOU Article 13.1) to the ESM and TDDS classifications. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective 10/1/2022.

**MEA MOU Footnote No. 9 allows two (2) WUSs to act as General Superintendent of the Water Distribution Division and be compensated commensurate with Construction & Maintenance Superintendent "A". The proposed salary increase to ESM III (DDR No. 95-52658) salary level is required to maintain the historical salary differential.

EFFECTIVE OCTOBER 1, 2023

The WSM salaries below are effective retroactive to October 1, 2023.

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Services Manager "A" 95-96021	\$28,998.84	\$347,986.08	\$29,299.86	\$351,598.32	13554
Water Services Manager "B" 95-96022	\$27,751.26	\$333,015.12	\$27,751.26	\$333,015.12	12837
Water Services Manager "C" 95-96023	N/A	N/A	\$24,918.54	\$299,022.48	11527
Water Services Manager "D" 95-96024	TBD	TBD	\$23,615.28	\$283,383.36	10924
Water Services Manager "E" 95-96025	N/A	N/A	\$22,385.10	\$268,621.20	10356

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Services Manager "F" 95-96026	N/A	N/A	\$20,556.36	\$246,676.32	9509

Note: This table reflects a Cost of Living Adjustment of 3.4 percent, but is exclusive of the 15 percent and 5 percent salary adjustments (pursuant to maintaining historical salary differential under MEA MOU Article 13.1) to ESM. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective 10/01/2023.

Classification/ DDR	Current		Proposed		Salary Range
	Monthly Salary*	Annual Salary*	Monthly Salary*	Annual Salary*	
Water Utility Superintendent 95-39803**	\$21,335.88	\$256,030.56	\$24,918.54	\$299,022.48	11527
Water Utility Superintendent 95-39803	\$19,176.54	\$230,118.48	\$22,385.10	\$268,621.20	10356
Water Utility Superintendent 95-39801	\$16,020.18	\$192,242.16	\$20,556.36	\$246,676.32	9509

Note: This table reflects a Cost of Living Adjustment of 3.4 percent, but is exclusive of the 15 percent and 5 percent salary adjustments (pursuant to maintaining historical salary differential under MEA MOU Article 13.1) to ESM. Salaries are depicted at the top salary step (Step 5) of the MEA MOU for the Cost of Living Adjustments, effective 10/01/2023.

**MEA MOU Footnote No. 9 allows two (2) WUSs to act as General Superintendent of the Water Distribution Division and be compensated commensurate with Construction & Maintenance Superintendent "A". The proposed salary increase to ESM III (DDR No. 95-52658) salary level is required to maintain the historical salary differential.

WHEREAS, LADWP proposes to amend the APR to reflect the establishment of the DDRs listed below, for the purpose of reflecting the newly established class specification and salary adoptions of Water Services Manager, Class Code 9602;

Organization Unit	Class Title	DDR No.	Budgeted	Substitute	Authorized Total	Occupied Total
Water Distribution (Orgs. 44000 and 45000)	Water Services Manager "A"	95-96021	1	1	1	1
Water Distribution (Orgs. 44000 and 45000)	Water Services Manager "B"	95-96022	1	1	1	1
Water Distribution (Orgs. 44000 and 45000)	Water Services Manager "C"	95-96023	2	2	4	1
Water Distribution (Orgs. 44000 and 45000)	Water Services Manager "D"	95-96024	2	2	4	2
Water Distribution (Orgs. 44000 and 45000)	Water Services Manager "E"	95-96025	11	11	22	11
Water Distribution (Orgs. 44000 and 45000)	Water Services Manager "F"	95-96026	15	11	26	15

and,

WHEREAS, salaries are set by collective bargaining agreement approved by the Los Angeles City Council (City Council) in accordance with the City of Los Angeles City Charter, Section 219; and,

WHEREAS, pursuant to negotiations with the Management Employees Association, as part of the collective bargaining agreements reached for the term of January 1, 2022, to December 31, 2025 it was agreed to establish new DDRs and establish the salary for the classification of Water Services Manager, Class Code 9602, DDR Nos. 95-96021 through 95-96026, and amend the APR to reflect the four (4) new DDRs as listed above; and

WHEREAS, the actions specified above shall be effective on the date the Board of Water and Power Commissioners takes action by adoption of this Resolution.

NOW, THEREFORE, BE IT RESOLVED that the DDRs identified by the DDR numbers listed above, are hereby adopted for the purpose of fixing the duties and responsibilities of the positions created thereunder, the number of positions authorized are hereby fixed as set forth above, and Schedule "B" of the Position Evaluation and

Compensation Plan (Resolution No. 327, adopted October 9, 1947) as amended, the Departmental Personnel Resolution (Resolution No. 328, adopted October 9, 1947) as amended, and the Resolution No. 018-234, adopted on May 22, 2018, are hereby further amended to reflect this action.

BE IT FURTHER RESOLVED that the Resolution, approved as to form and legality by the City Attorney, and filed with the Secretary of the Board, is hereby approved.

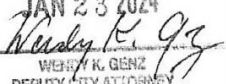
BE IT FURTHER RESOLVED that the Chief Accounting Employee of LADWP, upon proper certification, is authorized and directed to draw demands on the Water and Power Revenue Funds, in accordance with the terms of this Resolution.

BE IT FURTHER RESOLVED that the President or Vice President, or the General Manager, or such person as the General Manager shall designate in writing, and the Secretary, Assistant Secretary, or the Acting Secretary of the Board are hereby authorized and directed to execute said Resolution for and on behalf of LADWP upon approval by the City Council pursuant to City Charter Section 219.

I HEREBY CERTIFY that the foregoing is a full, true, and correct copy of the Resolution adopted by the Board of Water and Power Commissioners of the City of Los Angeles at its meeting held

Secretary

APPROVED AS TO FORM AND LEGALITY
HYDÉE FELDBERGER-SCHULZ, CLU

JAN 23 2024
BY 
WENDY K. GENZ
DEPUTY CITY ATTORNEY