



# **Water Services Manager and Water Utility Superintendent Board Package**

To Implement Salary Adjustments for Water Services Manager and Water Utility Superintendent Job Classes, Revised Duties Description Records, Adopt the Salaries, and Amend the Annual Personnel Resolution for the Expanded Classification of Water Services Manager

# Purpose

Implement salary adjustments for Water Services Manager (WSM), Class Code 9602, and Water Utility Superintendent (WUS), Class Code 3980, revise Duties Description Records (DDRs), adopt the salaries, and amend the Annual Personnel Resolution for the expanded classification of Water Services Manager.

# Summary

- LADWP has seen a reduction of candidates for both the management-level WUS and the senior management-level WSM positions within the Water System. Due to an increased number of retirements and potential retirements, the current promotional structure, and other contributing factors, potential candidates are choosing not to apply for the WSM or WUS positions.
- By establishing lower paygrades in the WSM classification, equalizing the salaries with other similar LADWP management classes, such as Electrical Services Manager (ESM), and providing modest pay increases through the transition, LADWP will address a longstanding attraction and retention issue by drawing more employees into management-level positions.

# Summary

- The WSM classification is responsible for the planning, directing and administering through field superintendents, the construction, maintenance, installation, inspection, and system activities of a major area within the Water System.
- These similar levels of responsibilities and duties are conducted by ESMs within the Power System. In light of the required skills, knowledge and abilities being comparable for WSM and ESM, it is requested that the WSM DDRs be expanded to include four lower level DDRs to achieve parity with the ESM structure.
- Upon approval, all WUS incumbents will become legally employed as WSMs based upon their appropriate DDR level. The WUS job class will no longer be utilized by the department and the various Water supervisor job classes will be eligible for promotion to WSM based upon three (3) years of experience in the appropriate DDRs.

# Financial Summary

- LADWP is proposing WSM salary levels be commensurate with ESM salary levels.
- The WSM incumbents be retroactively compensated to January 1, 2022, October 1, 2022 and October 1, 2023.
- The WUS incumbents be retroactively compensated to January 1, 2022, October 1, 2022 and October 1, 2023.
- The ongoing annual fiscal impact associated with the approved salary adjustments range from approximately \$1,336,471 to \$1,398,592. Assumptions are based on a Cost-of-Living Adjustment (COLA) floor of 2.5 percent and ceiling of 5.5 percent, which are based upon the Consumer Price Index (CPI).

# Financial Summary

- WSM Level A at \$29,299.86;
- WSM Level B at \$27,751.26;
- WSM Level C at \$24,918.54;
- WSM Level D at \$23,615.28;
- WSM Level E at \$22,385.10; and
- WSM Level F at \$20,556.36.