The Los Angeles Daily Journal

ORDINANCE NO. 154222 1989

An Ordinance providing for the implementation of the Memorandum of Understanding entered into between the City's Management Representative and the Los Angeles Department of Water and Power Management Employees Association for the DWP Management Employees Unit and providing employment benefits for employees in that representation unit and also establishing salaries for all employees in certain designated classes of positions.

THE PEOPLE OF THE CITY OF LOS ANGELES

DO ORDAIN AS FOLLOWS:

Section 1. Notwithstanding any provision of the Los Angeles Administrative Code or any other ordinance, resolution, rule, or regulation of the City or any agency thereof to the contrary, the following employment benefits are provided for employees within the DWP Management Employees Unit and also salaries established for all employees in certain designated classes of positions.

Section 2. All Managers shall have the right to accumulate overtime credits at the rate of one hour credit for each hour of overtime worked; additionally, any Manager may, with the approval of the Division Head, take a reasonable amount of equivalent time off with pay, for such overtime credits, subject to the operating needs of the Department.

Managers whose positions are compensated at or below salary grade 5, who elect to be paid for overtime, shall be paid at the double time rate for each hour of overtime worked on Sundays (or Sunday equivalent) or holidays (or holiday equivalent), or for each hour worked continuously after eight (8) hours of overtime have been worked continuously or for each hour worked continuously after sixteen (16) hours have been worked continuously. Such Managers shall be paid for each hour of all other overtime work at the time and one-half rate. Double time shall be the maximum rate applied to any hour of overtime worked.

Managers whose positions are compensated at or above salary grade 6 but below salary grade 21 who elect to be compensated in money for such work, shall be paid for each hour of authorized overtime worked at the time and one-half rate.

Managers whose positions are compensated at or above salary grade 21 shall only have a right to the accumulation and usage of overtime credits on an hour for hour basis.

Notwithstanding the provisions of this Section to the contrary, whenever a Manager is required to remain on duty or on the Department's premises in order to maintain department operations during a work stoppage by subordinate employees, the Manager will be considered to be on duty during all such hours and shall be paid or allowed to accumulate time off at the rate of time and one-half at the Manager's option. If any other provision in this Section provides greater overtime compensation, that provision shall prevail.

Section 3. Present practices with regard to vacations will be continued in accordance with Section 4.244-4.256 of the Los Angeles Administrative Code.

The Employer will also provide additional vacation credits to each Manager on the following basis:

| Years of Service Completed | Additional Annual vacation Days |
|---|---|
| 13 | 1 |
| 14 | 2 |
| 15 | 3 |
| 16 | 4 |

Section 4. 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.

To comply with such intent each fiscal year, an Annual Salary Adjustment for the unit shall be made consisting of an Interim Salary Adjustment at the beginning of the fiscal year and Modification of the Interim Salary Adjustment, if necessary.

Section 5. If the salary differential between the top salary step of Managers in the classes of Construction Maintenance Superintendent, Code 3129, or General Electrical Mechanic Supervisor, Code 3838, 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 City Administrative Officer may authorize the General Manager of the Department of Water and Power to pay such temporary bonus amount on an interim basis subject to annual concurrence by the City Council. 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%.

Section 6.

Step Placement on Assignment to a New or Different Position

A. Step Placement

Whenever a Manager is assigned or appointed from a position to another position, the following step placement procedures shall apply:

1. If the top step rate of the salary range for the new position is higher than the top step rate of salary range for the former position, the Manager shall be placed on the step within the salary range for the new position which provides at least 5 percent increase over the rate received in the former position.

2. If the top step rate of the salary range for the new position is the same as the top step rate of the salary range for the former position the Manager shall retain the salary step from the former position.

3. If the top step rate of the salary range for

the new position is lower than the top step rate of the salary range for the former position, the Manager shall receive the lower of:

(a) The top step rate of the salary range for the new position, or

(b) The next higher step in the salary range for the new position.

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 the 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.

4. In no case shall a Manager receive a salary that is lower than the lowest step rate of the salary range for the new position, or higher than the top step rate.

B. Change in Classification by the Civil Service Commission

Whenever a position is reclassified and a Manager is found "Legally Employed" or "Not Illegally Employed" by action of the Civil Service Commission, such Manager shall retain the salary step and anniversary date from the former classification.

C. Bonus/Premium Compensation Assignment

Assignment to a new position with a regularly assigned bonus or premium rate within the same class and paygrade does not change the Manager's step placement or step advancement anniversary date.

D. Salary Rate Comparisons

1. All salary rate comparisons shall be made in biweekly amounts for the step rates in the salary range.

2. Flat rate salary amounts shall be considered to be the top step of the salary range for the position.

E. Concurrent Step Advancement and Position Change

Managers who would receive a step advancement on the same date as they are appointed or assigned to a new position on a different salary range shall be deemed to have received the step advancement prior to the appointment or assignment to the new position.

F. Anniversary Date

1. A Manager who is appointed to a new position on a higher salary range shall be advacned to the

next higher step in the salary range at the beginning of the pay period in which the date six months from the date of the appointment to the higher level position falls. The date six months from the date of appointment shall be the Manager's anniversary date. Subsequent step advancements shall be on the first day of the payroll period which includes the Manager's anniversary date.

2. A Manager who is appointed to a new position on the same or lower salary range shall retain the step advancement anniversary date established for the former position.

Section 7.

Return from Layoff or Separation from City Service

A. When a Manager returns to a position in a classification in accordance with Charter Section 125b, the Manager shall be placed on the same step in the salary range for the position that was occupied prior to the layoff; and the anniversary date for such Manager shall be the date of completion of an aggregate of one year of service at that salary step. If any other Section of this Appendix provides a higher salary rate than is provided by this Section, that other Section shall govern the Manager's step placement.

B. If a Manager returns to City service within three years of the date of separation from City service, the General Manager may authorize placement of the Manager on the step in the salary range for the position in accordance with this Section as though the Manager had not been separated from City service, but no step advancement credit will be given for the time of the separation. In such cases, the Manager's step advancement anniversary date shall be the date of completion of the aggregate number of months required for step advancement at the time of separation from City service.

Section 8. Managers in the class Chief Load Dispatcher, Code 5238, shall be compensated for the period April 7, 1980 to June 29, 1980 as follows:

DDR 82-52040 $3,045/month

DDR 82-52043 $3,405/month

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Section 9. The employment classes and salary ranges shall be as follows:

## APPENDIX A

### Listing of Classes and Salary Ranges

| Code | Title | DDR | Salary Range |
|---|---|---|---|
| 9655 | ASSISTANT AUDITOR | | |
| | Chief Accountant | 23-15119 | 33 |
| | Director of Financial Planning and Administration | 92-15002 | 32 |
| 3715 | ASSISTANT AUTOMOTIVE SUPERINTENDENT | | |
| | Assistant Automotive Superintendent | 45-37124 | 20 |
| 9377 | ASSISTANT DIRECTOR INFORMATION SYSTEMS | | |
| | Assistant Director-Information Systems (Operations) | 22-14046 | 24 |
| | Manager-Performance Evaluation and Planning | 22-17012 | 24 |
| | Manager of Systems and Programming | 22-14049 | 30 |
| 0590 | ASSISTANT MEDICAL DIRECTOR | | |
| | Assistant Medical Director | 10-02302 | 29 |
| | Assistant Medical Director | 91-02302 | 29 |
| 1857 | ASSISTANT PURCHASING AGENT | | |
| | Assistant Purchasing Agent | 27-18108 | 20 |
| 9415 | ASSISTANT RETIREMENT PLAN MANAGER | | |
| | Assistant Retirement Plan Administrator | 05-94102 | 20 |
| 3720 | AUTOMOTIVE SUPERINTENDENT | | |
| | Automotive Superintendent | 45-35004 | 24 |
| 3179 | BUILDING MAINTENANCE SUPERINTENDENT | | |
| | Building Maintenance Supervisor | 45-31100 | 20 |
| 1254 | CHIEF CLERK ACCOUNTING | | |
| | Chief Timekeeper | 23-11130 | 7 |
| | Supervisor of Accounts Payable | 23-11148 | 11 |
| 5237 | CHIEF ELECTRIC PLANT OPERATOR | | |
| | Assistant Chief Electric Plant Operator-Hydroelectric | 82-52139 | 5 |
| | Chief Operator-Sylmar | 82-52061 | 5 |

| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| | Assistant Area Superintendent-Substations | (B) | 82-52141 | 5 |
| | Chief Electric Plant Operator | | 94-52142 | 5 |
| | Chief Electric Plant Operator | | 82-52048 | 10 |
| | Chief Electric Plant Operator-Boulder | | 82-52302 | 10 |
| | Area Superintendent-Substations | (A) | 82-52140 | 11 |
| 7295 | CHIEF ENGINEERING INSPECTOR | | | |
| | Chief Inspection Engineer | | 72-72122 | 20 |
| 1950 | CHIEF LAND OFFICER | | | |
| | Chief Land Officer | | 17-19103 | 30 |
| 5238 | CHIEF LOAD DISPATCHER | | | |
| | Assistant Chief Load Dispatcher | (B) | 82-52040 | 17 |
| | Chief Load Dispatcher | (A) | 82-52043 | 22 |
| 7271 | CHIEF OF DRAFTING OPERATIONS | | | |
| | Assistant Chief Draftsman-Power | (B) | 72-72018 | 16 |
| | Chief Draftsman-Power | (A) | 72-75097 | 20 |
| 9159 | CHIEF POWER UTILIZATION EXECUTIVE | | | |
| | Manager of Power Services | | 66-16213 | 33 |
| 3129 | CONSTRUCTION AND MAINTENANCE SUPERINTENDENT | | | |
| | Construction and Maintenance Superintendent | | 45-31015 | 15 |
| | District Superintendent Maintenance and Construction Southern Aqueduct | | 38-31012 | 15 |
| | Construction and Maintenance Superintendent | | 93-31031 | 15 |
| | Construction and Maintenance Superintendent-North District | | 38-31016 | 19 |
| | Principal Maintenance and Construction Foreman | (B) | 72-31106 | 22 |
| | Construction Superintendent | | 72-31118 | 24 |
| | Superintendent of Building Construction | (A) | 72-31108 | 25 |
| 9589 | CUSTOMER SERVICES DIRECTOR | | | |
| | Commercial Director | | 25-16035 | 32 |
| 9155 | CUSTOMER SERVICES EXECUTIVE | | | |
| | Supervisor of Commercial Service and Bookkeeping | | 25-16016 | 15 |

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| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| | Customer Relations Manager | | 25-16041 | 15 |
| | Commercial Executive-Field Services | | 25-16060 | 15 |
| | Commercial Executive-Customer Services | | 25-16061 | 15 |
| | Commercial Executive-Credit Collections, Special Billings and Special Desk-Valley District | | 25-16128 | 15 |
| | Commercial Executive-Credit Collections, Special Billings, Special Desk Act. RO & ML PR | | 25-16129 | 15 |
| | Customer Services Executive | | 91-91133 | 15 |
| | Deputy Director-Systems Administration | | 25-16130 | 18 |
| | Deputy Director of Valley District Commercial Operations | | 25-16131 | 21 |
| | Deputy Director of Metropolitan District Commercial Operations (Assistant Commercial Director) | | 25-16132 | 23 |
| 1259 | CUSTOMER SERVICES MANAGER | | | |
| | Manager Bookkeeping and Service Records | | 25-11105 | 5 |
| | Manager of District Branch Offices | | 25-12007 | 5 |
| | Manager Special Billings, Adjustment and Special Desks-LA Metro District | | 25-12010 | 5 |
| | | | 25-12010 | 5 |
| | Manager of Credit and Collections Valley District | | 25-12011 | 5 |
| | Manager of Meter Reading, Field Service and Field Collections | | 25-11184 | 7 |
| | Manager of Systems CNT Data Control, Data Entry and Pending Orders | | 25-12008 | 7 |
| | Manager of Special Billings, Adjustments and Special Desks-Valley District | | 25-12009 | 7 |
| | Manager of Credit and Collections-Collections-L.A. Metro District | | 25-12012 | 7 |
| | Customer Service Manager | | 25-12019 | 7 |
| 9376 | DIRECTOR OF INFORMATION SYSTEMS | | | |
| | Deputy Director-M.I.S. | | 22-14018 | 30 |
| 5264 | ELECTRIC PLANT SUPERINTENDENT | | | |
| | Assistant Superintendent Boulder Generating Plant | (B) | 82-52041 | 15 |
| | Assistant Superintendent of Receiving and Distributing Stations | (B) | 82-52123 | 15 |
| | Superintendent Boulder Generating Plant | (A) | 82-52046 | 21 |
| | Hydroelectric Plant Superintendent | | 82-52049 | 22 |

| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| | Superintendent of Receiving and Distributing Stations | (A) | 82-52047 | 22 |
| 3718 | GENERAL AUTOMOTIVE SUPERVISOR | | | |
| | General Automotive and Equipment Repair Foreman | | 45-37015 | 19 |
| 3838 | GENERAL ELECTRICAL MECHANIC SUPERVISOR | | | |
| | Assistant Construction Superintendent -Electrical | | 72-38014 | 17 |
| | Principal Electrical Mechanic Foreman | (B) | 72-38102 | 23 |
| | Construction Superintendent Power Projects | | 72-38012 | 24 |
| | Superintendent Electrical Construction | (A) | 72-38103 | 26 |
| 3858 | GENERAL ELECTRICAL REPAIR SUPERVISOR | | | |
| | General Electrical Repair Foreman | | 45-38101 | 19 |
| 3888 | GENERAL LINE MECHANIC SUPERVISOR | | | |
| | Assistant General Superintendent of Overhead Distribution | (B) | 82-38150 | 20 |
| | General Superintendent of Overhead Distribution | (A) | 82-38046 | 24 |
| | General Superintendent of Transmission and Trouble-Street Light Maintenance | (A) | 82-38106 | 24 |
| 9601 | GENERAL SERVICES MANAGER | | | |
| | Assistant General Services Manager | (B) | 45-75007 | 30 |
| | General Services Manager | (A) | 45-75100 | 34 |
| 3817 | GENERAL UNDERGROUND SUPERVISOR | | | |
| | Assistant General Superintendent Underground Distribution | (B) | 82-38091 | 20 |
| | General Superintendent Underground Distribution | (A) | 82-38016 | 24 |
| 1409 | INFORMATION SYSTEMS MANAGER | | | |
| | Information Systems Manager | | 91-14020 | 20 |
| | Information Systems Manager | | 91-11027 | 20 |
| | Senior Information Systems Manager | | 91-11028 | 20 |
| 1408 | INFORMATION SYSTEMS RESEARCH AND PLANNING MANAGER | | | |
| | Manager-Management Planning | | 22-17011 | 24 |
| 2334 | MEDICAL DIRECTOR | | | |
| | Medical Director | | 10-02301 | 34 |
| | Medical Director | | 91-02301 | 34 |

| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| 3778 | POWER GENERAL SHOPS SUPERVISOR | | | |
| | General Machine Shops Foreman | | 45-37016 | 19 |
| 1689 | POWER UTILIZATION EXECUTIVE | | | |
| | Manager of Conservation and Energy Utilization | | 66-16225 | 21 |
| | Residential Sales Manager | | 66-16164 | 24 |
| | Industrial Sales Manager | | 66-75112 | 24 |
| 9489 | PRINCIPAL CIVIL ENGINEER | | | |
| | Engineer of Civil and Structural Design and Engineering Services | | 72-72057 | 32 |
| 9451 | PRINCIPAL POWER ENGINEER | | | |
| | Engineer of Nuclear Quality Assurance | | 60-75114 | 30 |
| | Assistant Engineer of System Development | (B) | 62-75019 | 30 |
| | Allen Project Manager | | 72-75424 | 30 |
| | Fuel Supply Administrator | | 94-75006 | 30 |
| | Principal Power Engineer D | | 94-94003 | 30 |
| | Engineer of Construction | | 72-75136 | 32 |
| | Engineer of Mechanical Design | | 72-75326 | 32 |
| | Engineer of Station Electrical Design | | 72-75363 | 32 |
| | Nuclear Power Plant Project Manager | | 72-75396 | 32 |
| | Engineer of Transmission and Distribution Electrical Design | | 72-75415 | 32 |
| | Engineer in Charge of Substation Maintenance and Operation | | 82-75033 | 32 |
| | Engineer of Distribution | | 82-75049 | 32 |
| | Engineer of Transmission and Communications | | 82-75103 | 32 |
| | Engineer of Generation | | 82-75153 | 32 |
| | Engineer of System Development | (A) | 62-75001 | 33 |
| | Assistant Engineer of Design and Construction | (B) | 72-75430 | 33 |
| | Assistant Electrical Engineer in Charge of Operation | (B) | 82-75124 | 33 |
| | Principal Power Engineer B | | 94-94001 | 33 |
| | Engineer of Design and Construction Power System | (A) | 72-07502 | 34 |
| | Engineer of Operation and Maintenance | (A) | 82-07501 | 34 |
| | Principal Power Engineer "A" Division Head | (A) | 94-94000 | 34 |
| 1675 | PRINCIPAL POWER SERVICES REPRESENTATIVE | | | |
| | Manager New Construction Sales | | 66-16165 | 15 |
| | Administrative Services Manager | | 66-16219 | 15 |

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| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| 1958 | PRINCIPAL REAL ESTATE OFFICER | | | |
| | Principal Real Estate Agent | | 17-19131 | 16 |
| | Assistant Chief Land Officer | | 17-19129 | 20 |
| 1531 | PRINCIPAL UTILITY ACCOUNTANT | | | |
| | Financial Planning Analyst | | 20-15117 | 12 |
| | Staff Accountant | | 20-15109 | 12 |
| | Supervisor of General Accounting | | 23-15109 | 12 |
| | Supervisor of Cost Accounting | | 23-15111 | 12 |
| | Staff Services Accountant | | 23-15125 | 12 |
| | Supervisor-Cost and Plant Accounting | | 92-15130 | 12 |
| | Supervisor-Administrative Services and Risk Management | | 92-15131 | 12 |
| | Supervisor-General Accounting | | 92-15132 | 12 |
| | Manager-Payroll and Timekeeping | | 92-15135 | 12 |
| | Financial Planning Analyst | | 92-15138 | 12 |
| | Assistant Chief Internal Auditor | | 91-15109 | 12 |
| | Principal Utility Accountant | | 91-15139 | 12 |
| | Budget Manager | | 20-15115 | 20 |
| | Chief Internal Auditor | | 21-15108 | 20 |
| 9102 | PRIINCIPAL UTILITY MANAGEMENT ASSISTANT | | | |
| | Chief Clerk (Water Operating) | | 42-11113 | 15 |
| | Senior Administrative Assistant Commercial | | 25-91101 | 15 |
| | Chief Clerk Design and Construction Division | | 72-11038 | 15 |
| | Chief Clerk Operating Division | | 82-11044 | 15 |
| | Chief Clerk Power Executive | | 60-11106 | 15 |
| | Executive Assistant New Business and Statistics | | 30-91101 | 15 |
| | Division Clerical Manager | | 45-11114 | 15 |
| | Supervisor of Administrative Services | | 82-17000 | 15 |
| | Supervisor of Administrative Services | | 92-17000 | 15 |
| | Executive Office Assistant | | 10-17107 | 17 |
| | Director-Power Budget and Cost Control | | 60-17108 | 17 |
| 1696 | PRINCIPAL WATER SERVICES REPRESENTATIVE | | | |
| | Administrator of New Business | | 34-16100 | 8 |
| 9409 | PRIINCIPAL WATERWORKS ENGINEER | | | |
| | Assistant Engineer of Water Operating | (B) | 42-72032 | 30 |
| | Assistant Engineer of Design | (B) | 93-72178 | 30 |
| | Principal Sanitary Engineer | | 52-78029 | 33 |
| | Executive Assistant to the Chief Engineer of Waterworks | | 30-72126 | 34 |
| | Engineer of Design | (A) | 34-72177 | 34 |
| | Principal Waterworks Engineer | | 93-72177 | 34 |

| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| | Engineer in Charge of Aqueduct Division | | 38-72109 | 34 |
| | Engineer of Operating | (A) | 42-72121 | 34 |
| 9679 | PURCHASING AGENT | | | |
| | Purchasing Agent | | 27-18011 | 30 |
| 3807 | SENIOR CABLE SUPERVISOR | | | |
| | Senior Cable Foreman | | 82-38172 | 9 |
| | Assistant Underground District Superintendent | (B) | 82-38309 | 11 |
| | Underground District Superintendent | (A) | 82-38015 | 17 |
| 3690 | SENIOR COMMUNICATIONS ELECTRICIAN SUPERVISOR | | | |
| | Superintendent of Communications Maintenance and Construction | | 82-36118 | 12 |
| 9485 | SENIOR CIVIL ENGINEER | | | |
| | Senior Civil Engineer Civil Structural Design and Engineering Services | | 72-72189 | 24 |
| | Office Engineer (Power Executive) | | 60-75115 | 26 |
| 3886 | SENIOR LINE MECHANIC SUPERVISOR | | | |
| | Assistant Superintendent Street Light | (B) | 82-38178 | 11 |
| | Assistant Pole Location Layout Supervisor | | 72-75451 | 11 |
| | Assistant Superintendent of Transmission | (B) | 82-38134 | 11 |
| | Assistant Superintendent of Electric Trouble | (B) | 82-38152 | 11 |
| | Assistant Superintendent of Overhead District | (B) | 82-38173 | 11 |
| | Pole Location Layout Supervisor | | 72-75450 | 13 |
| | Senior Line Foreman (Owens Valley) | | 83-38183 | 17 |
| | Superintendent of Transmission Patrol and Maintenance | (A) | 82-38137 | 17 |
| | Superintendent of Electric Trouble | (A) | 82-38138 | 17 |
| | Superintendent Overhead District/ Street Light | (A) | 82-38174 | 17 |
| 9450 | SENIOR POWER ENGINEER | | | |
| | Senior Mechanical Engineer General Plant | | 45-75108 | 23 |
| | Executive Engineer of Coordination, Planning and Cost Control | | 72-72170 | 23 |
| | Assistant Engineer of Distribution | | 82-75048 | 23 |
| | Senior Electrical Engineer -Communications | | 82-75169 | 23 |
| | Senior Power Engineer | | 60-75117 | 24 |

| Code | Title | DDR | Salary Range |
|---|---|---|---|
| | Senior System Planning Engineer | 62-75002 | 24 |
| | Senior Resources Planning Engineer | 62-75003 | 24 |
| | Senior Resource Contract Engineer | 62-75029 | 24 |
| | Senior Electrical Engineer | 72-75201 | 24 |
| | Senior Engineer-Mechanical Design | 72-75329 | 24 |
| | Senior Electrical Engineer Transmission and Distribution Design | 72-75353 | 24 |
| | Senior Mechanical Engineer -Assistant Nuclear Project Manager | 72-75397 | 24 |
| | Senior Electrical Engineer -Control Systems | 72-75441 | 24 |
| | Engineer of Load Dispatching and Station Maintenance | 82-75047 | 24 |
| | Senior Engineer-Operating Engineering | 82-75175 | 24 |
| | Senior Power Engineer-Operation and Maintenance | 94-75467 | 24 |
| | Senior Power Engineer C | 94-94105 | 24 |
| | Fuel Supply Administrator | 60-75004 | 25 |
| | Senior Electrical Engineer Station Design | 72-75202 | 25 |
| | Assistant Engineer Transmission and Distribution Design | 72-75354 | 25 |
| | Senior Mechanical Engineer -Mechanical Design | 72-75355 | 25 |
| | Engineer of Hydroelectric Plants | 82-75149 | 25 |
| | Senior Power Engineer B | 94-94102 | 25 |
| | Engineer of Environmental Coordination | 60-75113 | 26 |
| | Superintendent of Testing Laboratories | 72-75612 | 26 |
| | Engineer of Steam Plants | 82-75046 | 26 |
| | Senior Power Engineer A | 94-94101 | 26 |
| | Assistant Engineer of Construction | 72-75133 | 28 |
| 7288 | SENIOR SURVEY SUPERVISOR | | |
| | Chief of Surveys | 34-72138 | 18 |
| | Chief of Surveys | 72-72016 | 18 |
| 9425 | SENIOR STRUCTURAL ENGINEER | | |
| | Senior Structural Engineer | 72-79015 | 25 |
| | Senior Structural Engineer-Civil and Structural Design and Engineering Services | 72-79010 | 25 |
| 9101 | SENIOR UTILITY MANAGEMENT ASSISTANT | | |
| | Project Chief Clerk | 72-11048 | 7 |
| | Chief Clerk | 34-11123 | 7 |
| | Stores Accounting and Clerical Supervisor | 45-11126 | 7 |

| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| | Senior Utility Management Assistant | | 91-17024 | 7 |
| | Stastical Unit Supervisor (Water Executive) | | 37-17101 | 7 |
| | Senior Utility Management Assistant | | 91-17106 | 7 |
| | Senior Management Analyst -Executive Office | | 93-17106 | 7 |
| | Senior Utility Management Assistant | | 94-17109 | 7 |
| | Senior Utility Management Assistant | | 91-17130 | 7 |
| | Senior Utility Management Assistant | | 91-91003 | 7 |
| | Senior Management Assistant -Budget and Personnel | | 93-17009 | 11 |
| | Senior Management Assistant -Budget and Finance | | 60-17106 | 11 |
| | Senior Management Assistant -Chief Administrative Office | | 02-17116 | 11 |
| | Legislative Assistant | | 02-17119 | 11 |
| | Senior Management Assistant -Budget and Personnel | | 10-91004 | 11 |
| | Senior Management Assistant -Budget and Personnel | | 92-91004 | 11 |
| 9405 | SENIOR WATERWORKS ENGINEER | | | |
| | Senior Waterworks Engineer | | 30-72127 | 24 |
| | Senior Engineer-Southern District | | 38-72135 | 24 |
| | Senior Engineer-Northern District | | 38-72136 | 24 |
| | Senior Waterworks Engineer | | 42-72029 | 24 |
| | Assistant Engineer of Aqueduct Division | | 38-72134 | 28 |
| | District Operations Engineer | | 42-72129 | 28 |
| | Senior Construction Engineer | | 45-72103 | 28 |
| | Senior Waterworks Engineer A | | 93-72134 | 28 |
| 3780 | SHOPS SUPERINTENDENT | | | |
| | Assistant Shops Superintendent | (B) | 45-37120 | 22 |
| | General Shops Superintendent | (A) | 45-37017 | 25 |
| 5650 | STEAM PLANT SUPERINTENDENT | | | |
| | Assistant Superintendent -Generating Station | (B) | 82-56131 | 15 |
| | Superintendent-Generating Station | (A) | 82-56130 | 22 |
| 1850 | STORES SUPERINTENDENT | | | |
| | Assistant Stores Superintendent | | 45-18134 | 11 |
| | Assistant Power Stores Superintendent | (B) | 45-18124 | 15 |
| | Stores Superintendent | (A) | 45-18150 | 23 |

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| Code | Title | | DDR | Salary Range |
|---|---|---|---|---|
| 3790 | SUPERINTENDENT ELECTRIC STATION MAINTENANCE | | | |
| | Assistant Superintendent of Station Maintenance | (B) | 82-38094 | 15 |
| | Superintendent of Station Maintenance | (A) | 82-38095 | 22 |
| 1744 | TRAINING DIRECTOR | | | |
| | Director of Training | | 10-17113 | 21 |
| 3875 | TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR | | | |
| | Assistant District Superintendent | (B) | 94-38153 | 11 |
| | District Superintendent | (A) | 94-38152 | 17 |
| 3974 | TRANSMISSION AND DISTRIBUTION SUPERINTENDENT | | | |
| | General Superintendent | (B) | 94-38150 | 20 |
| | General Superintendent-Distribution | (A) | 94-38151 | 24 |
| 9528 | UTILITY PUBLIC RELATIONS DIRECTOR | | | |
| | Director of Public Affairs | | 15-17108 | 30 |
| 1631 | UTILITIES SERVICE INVESTIGATOR | | | |
| | Special Agent | | 10-16103 | 3 |
| | Staff Special Agent | | 10-16102 | 9 |
| 3779 | WATER GENERAL SHOPS SUPERVISOR | | | |
| | General Shops Foreman | | 45-37142 | 17 |
| 3980 | WATER UTILITY SUPERINTENDENT | | | |
| | Assistant District Superintendent | | 42-39116 | 11 |
| | Assistant District Superintendent | | 93-39128 | 11 |
| | Harbor District Superintendent-Water | | 42-39115 | 16 |
| | District Superintendent-Water | | 42-39114 | 19 |

Note 1. 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.

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Note 2. Managers permanently assigned to the Castaic Generating Station shall be compensated in the amount of $10 (ten dollars) per day for each day such Manager reports to duty at said Station. If any subordinate employees receive any other compensation amount or benefit in-lieu of this payment, the other compensation amount or benefit shall be extended to such Managers.

Note 3. Notwithstanding any other provision of this MOU, the Managers who occupied the DDR's shown below on June 30, 1980, will be compensated in accordance with the salary ranges shown below as long as they continue to occupy those DDR's.

| DDR No. | Salary Range |
|---|---|
| 45-11129 | MC 11 |
| 20-15112 | MC 26 |

Section 10. The management compensation schedule shall be as follows:

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# APPENDIX B

## Management Compensation Schedule

June 30, 1980

| Range No. | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|---|
| 1 | BW | $ 785.60 | $ 816.80 | $ 849.60 | $ 883.20 | $ 918.40 | $ 955.20 | $ 993.60 |
| | MO | 1709 | 1777 | 1848 | 1921 | 1998 | 2078 | 2161 |
| | YR | 20,504 | 21,318 | 22,175 | 23,052 | 23,970 | 24,931 | 25,933 |
| 2 | BW | 812.00 | 844.80 | 878.40 | 913.60 | 950.40 | 988.00 | 1027.20 |
| | MO | 1766 | 1837 | 1911 | 1987 | 2067 | 2149 | 2234 |
| | YR | 21,193 | 22,049 | 22,926 | 23,845 | 24,805 | 25,787 | 26,810 |
| 3 | BW | 839.20 | 872.80 | 908.00 | 944.00 | 981.60 | 1020.80 | 1061.60 |
| | MO | 1825 | 1898 | 1975 | 2053 | 2135 | 2220 | 2309 |
| | YR | 21,903 | 22,780 | 23,699 | 24,638 | 25,620 | 26,643 | 27,708 |
| 4 | BW | 862.40 | 896.80 | 932.80 | 970.40 | 1009.60 | 1050.40 | 1092.80 |
| | MO | 1876 | 1951 | 2029 | 2111 | 2196 | 2285 | 2377 |
| | YR | 22,509 | 23,406 | 24,346 | 25,327 | 26,351 | 27,415 | 28,522 |
| 5 | BW | 891.20 | 927.20 | 964.00 | 1002.40 | 1042.40 | 1084.00 | 1127.20 |
| | MO | 1938 | 2017 | 2097 | 2180 | 2267 | 2358 | 2452 |
| | YR | 23,260 | 24,200 | 25,164 | 26,163 | 27,207 | 28,292 | 29,420 |
| 6 | BW | 916.00 | 952.80 | 991.20 | 1031.20 | 1072.80 | 1116.00 | 1160.80 |
| | MO | 1992 | 2072 | 2156 | 2243 | 2333 | 2427 | 2525 |
| | YR | 23,908 | 24,868 | 25,870 | 26,914 | 28,000 | 29,128 | 30,297 |
| 7 | BW | 944.80 | 982.40 | 1021.60 | 1062.40 | 1104.80 | 1148.80 | 1194.40 |
| | MO | 2055 | 2137 | 2222 | 2311 | 2403 | 2499 | 2598 |
| | YR | 24,659 | 25,641 | 26,664 | 27,729 | 28,835 | 29,984 | 31,174 |

BW: Bi-weekly amount
MO: Estimated monthly amount
YR: Estimated annual amount

| Range No. | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|---|
| 8 | BW | 970.40 | 1009.60 | 1049.60 | 1091.20 | 1135.20 | 1180.80 | 1228.00 |
| | MO | 2111 | 2196 | 2283 | 2373 | 2469 | 2568 | 2671 |
| | YR | 25,327 | 26,351 | 27,395 | 28,480 | 29,629 | 30,819 | 32,051 |
| 9 | BW | 995.20 | 1035.20 | 1076.80 | 1120.00 | 1164.80 | 1211.20 | 1260.00 |
| | MO | 2165 | 2252 | 2342 | 2436 | 2533 | 2634 | 2740 |
| | YR | 25,975 | 27,019 | 28,104 | 29,232 | 30,401 | 31,612 | 32,886 |
| 10 | BW | 1023.20 | 1064.00 | 1106.40 | 1150.40 | 1196.00 | 1244.00 | 1293.60 |
| | MO | 2225 | 2314 | 2406 | 2502 | 2601 | 2706 | 2814 |
| | YR | 26,706 | 27,770 | 28,877 | 30,025 | 31,216 | 32,468 | 33,763 |
| 11 | BW | 1048.80 | 1090.40 | 1134.40 | 1180.00 | 1227.20 | 1276.00 | 1327.20 |
| | MO | 2281 | 2372 | 2467 | 2566 | 2669 | 2775 | 2887 |
| | YR | 27,374 | 28,459 | 29,608 | 30,798 | 32,030 | 33,304 | 34,640 |
| 12 | BW | 1075.20 | 1118.40 | 1163.20 | 1209.60 | 1257.60 | 1308.00 | 1360.00 |
| | MO | 2339 | 2433 | 2530 | 2631 | 2735 | 2845 | 2958 |
| | YR | 28,063 | 29,190 | 30,360 | 31,571 | 32,823 | 34,139 | 35,496 |
| 13 | BW | 1100.80 | 1144.80 | 1190.40 | 1238.40 | 1288.00 | 1339.20 | 1392.80 |
| | MO | 2394 | 2490 | 2589 | 2694 | 2801 | 2913 | 3029 |
| | YR | 28,731 | 29,879 | 31,069 | 32,322 | 33,617 | 34,953 | 36,352 |
| 14 | BW | 1126.40 | 1171.20 | 1218.40 | 1267.20 | 1317.60 | 1370.40 | 1425.60 |
| | MO | 2450 | 2547 | 2650 | 2756 | 2866 | 2981 | 3101 |
| | YR | 29,399 | 30,568 | 31,800 | 33,074 | 34,389 | 35,767 | 37,208 |
| 15 | BW | 1154.40 | 1200.80 | 1248.80 | 1298.40 | 1350.40 | 1404.00 | 1460.00 |
| | MO | 2511 | 2612 | 2716 | 2824 | 2937 | 3054 | 3176 |
| | YR | 30,130 | 31,341 | 32,594 | 33,888 | 35,245 | 36,644 | 38,106 |
| 16 | BW | 1180.80 | 1228.00 | 1276.80 | 1328.00 | 1380.80 | 1436.00 | 1493.60 |
| | MO | 2568 | 2671 | 2777 | 2888 | 3003 | 3123 | 3249 |
| | YR | 30,819 | 32,051 | 33,324 | 34,661 | 36,039 | 37,480 | 38,983 |

| Range No. | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|---|
| 17 | BW | 1206.40 | 1254.40 | 1304.80 | 1356.80 | 1411.20 | 1468.00 | 1526.40 |
| | MO | 2624 | 2728 | 2838 | 2951 | 3069 | 3193 | 3320 |
| | YR | 31,487 | 32,740 | 34,055 | 35,412 | 36,832 | 38,315 | 39,839 |
| 18 | BW | 1232.00 | 1281.60 | 1332.80 | 1386.40 | 1441.60 | 1499.20 | 1559.20 |
| | MO | 2680 | 2787 | 2899 | 3015 | 3135 | 3261 | 3391 |
| | YR | 32,155 | 33,450 | 34,786 | 36,185 | 37,626 | 39,129 | 40,695 |
| 19 | BW | 1257.60 | 1308.00 | 1360.00 | 1414.40 | 1471.20 | 1530.40 | 1592.00 |
| | MO | 2735 | 2845 | 2958 | 3076 | 3200 | 3329 | 3463 |
| | YR | 32,823 | 34,139 | 35,496 | 36,916 | 38,398 | 39,943 | 41,551 |
| 20 | BW | 1285.60 | 1336.80 | 1390.40 | 1445.60 | 1503.20 | 1563.20 | 1625.60 |
| | MO | 2796 | 2908 | 3024 | 3144 | 3269 | 3400 | 3536 |
| | YR | 33,554 | 34,890 | 36,289 | 37,730 | 39,234 | 40,800 | 42,428 |
| 21 | BW | 1316.80 | 1369.60 | 1421.80 | 1481.60 | 1540.80 | 1602.40 | 1666.40 |
| | MO | 2864 | 2979 | 3099 | 3222 | 3351 | 3485 | 3624 |
| | YR | 34,368 | 35,747 | 37,187 | 38,670 | 40,215 | 41,822 | 43,493 |
| 22 | BW | 1348.80 | 1402.40 | 1458.40 | 1516.80 | 1577.60 | 1640.80 | 1706.40 |
| | MO | 2934 | 3050 | 3172 | 3299 | 3431 | 3569 | 3711 |
| | YR | 35,204 | 36,603 | 38,064 | 39,588 | 41,175 | 42,825 | 44,537 |
| 23 | BW | 1379.20 | 1434.40 | 1492.00 | 1552.00 | 1614.40 | 1679.20 | 1746.40 |
| | MO | 3000 | 3120 | 3245 | 3376 | 3511 | 3652 | 3798 |
| | YR | 35,997 | 37,438 | 38,941 | 40,507 | 42,136 | 43,827 | 45,581 |
| 24 | BW | 1412.00 | 1468.80 | 1527.20 | 1588.00 | 1651.20 | 1717.60 | 1786.40 |
| | MO | 3071 | 3195 | 3322 | 3454 | 3591 | 3736 | 3885 |
| | YR | 36,853 | 38,336 | 39,860 | 41,447 | 43,096 | 44,829 | 46,625 |
| 25 | BW | 1445.60 | 1503.20 | 1563.20 | 1625.60 | 1690.40 | 1758.40 | 1828.80 |
| | MO | 3144 | 3269 | 3400 | 3536 | 3677 | 3825 | 3978 |
| | YR | 37,730 | 39,234 | 40,800 | 42,428 | 44,119 | 45,894 | 47,732 |

| Range No. | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|---|
| 26 | BW | 1495.20 | 1555.20 | 1617.60 | 1682.40 | 1749.60 | 1819.20 | 1892.00 |
| | MO | 3252 | 3383 | 3518 | 3659 | 3805 | 3957 | 4115 |
| | YR | 39,025 | 40,591 | 42,219 | 43,911 | 45,665 | 47,481 | 49,381 |
| 27 | BW | 1545.60 | 1607.20 | 1671.20 | 1738.40 | 1808.00 | 1880.00 | 1955.20 |
| | MO | 3362 | 3496 | 3635 | 3781 | 3932 | 4089 | 4253 |
| | YR | 40,340 | 41,948 | 43,618 | 45,372 | 47,189 | 49,068 | 51,031 |
| 28 | BW | 1597.60 | 1661.60 | 1728.00 | 1796.80 | 1868.80 | 1943.20 | 2020.80 |
| | MO | 3475 | 3614 | 3758 | 3908 | 4065 | 4226 | 4395 |
| | YR | 41,697 | 43,368 | 45,101 | 46,896 | 48,776 | 50,718 | 52,743 |
| 29 | BW | 1648.80 | 1714.40 | 1783.20 | 1854.40 | 1928.80 | 2005.60 | 2085.60 |
| | MO | 3586 | 3729 | 3878 | 4033 | 4195 | 4362 | 4536 |
| | YR | 43,034 | 44,746 | 46,542 | 48,400 | 50,342 | 52,346 | 54,434 |
| 30 | BW | 1700.80 | 1768.80 | 1839.20 | 1912.80 | 1989.60 | 2068.80 | 2151.20 |
| | MO | 3699 | 3847 | 4000 | 4160 | 4327 | 4500 | 4679 |
| | YR | 44,391 | 46,166 | 48,003 | 49,924 | 51,929 | 53,996 | 56,146 |
| 31 | BW | 1774.40 | 1845.60 | 1919.20 | 1996.00 | 2076.00 | 2159.20 | 2245.60 |
| | MO | 3859 | 4014 | 4174 | 4341 | 4515 | 4696 | 4884 |
| | YR | 46,312 | 48,170 | 50,091 | 52,096 | 54,184 | 56,355 | 58,610 |
| 32 | BW | 1852.00 | 1926.40 | 2003.20 | 2083.20 | 2166.40 | 2252.80 | 2343.20 |
| | MO | 4028 | 4190 | 4357 | 4531 | 4712 | 4900 | 5096 |
| | YR | 48,337 | 50,279 | 52,284 | 54,372 | 56,543 | 58,798 | 61,158 |
| 33 | BW | 1945.60 | 2023.20 | 2104.00 | 2188.00 | 2275.20 | 2366.40 | 2460.80 |
| | MO | 4232 | 4400 | 4576 | 4759 | 4949 | 5147 | 5352 |
| | YR | 50,780 | 52,806 | 54,914 | 57,107 | 59,383 | 61,763 | 64,227 |
| 34 | BW | 2043.20 | 2124.80 | 2209.60 | 2297.60 | 2389.60 | 2484.80 | 2584.00 |
| | MO | 4444 | 4621 | 4806 | 4997 | 5197 | 5404 | 5620 |
| | YR | 53,328 | 55,457 | 56,671 | 59,967 | 62,369 | 64,853 | 67,442 |

Section 11. The salaries shown in Section 10, Appendix B, shall be effective June 30, 1980.

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**Sec.....The City Clerk shall certify to the passage of this ordinance and cause the same to be published in some daily newspaper printed and published in the City of Los Angeles.**

I hereby certify that the foregoing ordinance was passed by the Council of the City of Los Angeles, by a vote of not less than two-thirds of all of its members, at its meeting of JUL 22 1980

REX E. LAYTON, City Clerk,

By Edward W Ashdown, Deputy.

Approved JUL 24 1980

Tom Bradley, Mayor.

Approved as to Form and Legality

BURT PINES, City Attorney,

By Shelley Ilene Rosenfield Deputy.

Shelley I. Rosenfield

File No. 80-3466

City Clerk Form No. 23 8