ORDINANCE NO. 155176

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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. 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 range 1158, 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 range 1193 but below salary range 1713 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 range 1713 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.

Managers whose positions are compensated at or below salary range 1158 who are called out, shall receive a minimum of two (2) hours pay at the double time rate. Managers above the salary range 1158 shall receive a minimum of two (2) hours at the applicable overtime rate as set forth in this

Section.

Managers who are called out and directed to immediately report for overtime work, shall receive paid time starting 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 this section shall not apply to cumulative-hour employees.

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 Memorandum of Understanding, 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 five percent (5%), the parties shall meet and consult over a temporary bonus amount to be paid to Managers in those classes to re-establish a five percent (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 five percent (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 five percent (5%) 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, failure to complete 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 Board of Civil Service Commissioners, 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 shall 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 advanced 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 Ordinance 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. 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 all 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 a 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 to his normal shift but who is not working all of 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.

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	2528
	Director of Financial Planning and Administration	92-15002	2407
3715	ASSISTANT AUTOMOTIVE SUPERINTENDENT		
	Assistant Automotive Superintendent	45-37124	1670
9377	ASSISTANT DIRECTOR INFORMATION SYSTEMS		
	Assistant Director-Information Systems (Operations)	22-14046	1836
	Manager-Performance Evaluation and Planning	22-17012	1836
	Manager of Systems and Programming	22-14049	2211
0590	ASSISTANT MEDICAL DIRECTOR		
	Assistant Medical Director	10-02302	2143
	Assistant Medical Director	91-02302	2143
1857	ASSISTANT PURCHASING AGENT		
	Assistant Purchasing Agent	27-18108	1670
9415	ASSISTANT RETIREMENT PLAN MANAGER		
	Assistant Retirement Plan Administrator	05-94102	1670
3720	AUTOMOTIVE SUPERINTENDENT		
	Automotive Superintendent	45-35004	1836

Code	Title		DDR	Salary Range
3179	BUILDING MAINTENANCE SUPERINTENDENT			
	Building Maintenance Supervisor		45-31100	1670
1254	CHIEF CLERK ACCOUNTING			
	Chief Timekeeper		23-11130	1228
	Supervisor of Accounts Payable		23-11148	1364
5237	CHIEF ELECTRIC PLANT OPERATOR			
	Assistant Chief Electric Plant Operator-Hydroelectric	(B)	82-52139	1158
	Chief Operator-Sylmar		82-52061	1158
	Assistant Area Superintendent -Substations (B)		82-52141	1158
	Chief Electric Plant Operator		94-52142	1158
	Chief Electric Plant Operator	(A)	82-52048	1329
	Chief Electric Plant Operator-Boulder		82-52302	1329
	Area Superintendent-Substations	(A)	82-52140	1364
7295	CHIEF ENGINEERING INSPECTOR			
	Chief Inspection Engineer		72-72122	1670
1950	CHIEF LAND OFFICER			
	Chief Land Officer		17-19103	2211
5238	CHIEF LOAD DISPATCHER			
	Assistant Chief Load Dispatcher	(B)	82-52040	1570
	Chief Load Dispatcher	(A)	82-52043	1753
7271	CHIEF OF DRAFTING OPERATIONS			
	Assistant Chief Draftsman-Power	(B)	72-72018	1535
	Chief Draftsman-Power	(A)	72-75097	1670
9159	CHIEF POWER UTILIZATION EXECUTIVE			
	Manager of Power Services		66-16213	2528
3129	CONSTRUCTION AND MAINTENANCE SUPERINTENDENT			
	Construction and Maintenance Superintendent		45-31015	1501
	District Superintendent Maintenance and Construction Southern Aqueduct		38-31012	1501
	Construction and Maintenance Superintendent		93-31031	1501
	Construction and Maintenance Superintendent-North District		38-31016	1636
	Principal Maintenance and Construction Foreman	(B)	72-31106	1753
	Construction Superintendent		72-31118	1836
	Superintendent of Building Construction	(A)	72-31108	1878
9589	CUSTOMER SERVICES DIRECTOR			
	Commercial Director		25-16035	2407
9155	CUSTOMER SERVICES EXECUTIVE			
	Supervisor of Commercial Service and Bookkeeping		25-16016	1501
	Customer Relations Manager		25-16041	1501
	Commercial Executive-Field Services		25-16060	1501
	Commercial Executive Customer Services		25-16061	1501
	Commercial Executive-Credit Collections, Special Billings and Special Desk-Valley District		25-16128	1501
	Commercial Executive-Credit Collections, Special Billings, Special Desk Act. RO & ML PR		25-16129	1501
	Customer Services Executive		91-91133	1501

Code	Title		DDR	Salary Range
	Deputy Director-Systems Administration		25-16130	1602
	Deputy Director of Valley District Commercial Operations		25-16131	1713
	Deputy Director of Metropolitan District Commercial Operations (Assistant Commercial Director)		25-16132	1794
1259	CUSTOMER SERVICES MANAGER			
	Manager Bookkeeping and Service Records		25-11105	1158
	Manager of District Branch Offices		25-12007	1158
	Manager of Special Billings, Adjustments and Special Desks-LA Metro District		25-12010	1158
	Manager of Credit and Collections Valley District		25-12011	1158
	Manager of Meter Reading, Field Service and Field Collections		25-11184	1228
	Manager of Systems CNT Data Control, Data Entry and Pending Orders		25-12008	1228
	Manager of Special Billings, Adjustments and Special Desks-Valley District		25-12009	1228
	Manager of Credit and Collections-L.A. Metro District		25-12012	1228
	Customer Service Manager		25-12019	1228
9376	DIRECTOR OF INFORMATION SYSTEMS			
	Deputy Director-M.I.S.		22-14018	2211
5264	ELECTRIC PLANT SUPERINTENDENT			
	Assistant Superintendent Boulder Generating Plant	(B)	82-52041	1501
	Assistant Superintendent of Receiving and Distributing Stations	(B)	82-52123	1501
	Superintendent Boulder Generating Plant	(A)	82-52046	1753
	Hydroelectric Plant Superintendent		82-52049	1753
	Superintendent of Receiving and Distributing Stations	(A)	82-52047	1753
3718	GENERAL AUTOMOTIVE SUPERVISOR			
	General Automotive and Equipment Repair Foreman		45-37015	1636
3838	GENERAL ELECTRICAL MECHANIC SUPERVISOR			
	Assistant Construction Superintendent -Electrical		72-38014	1570
	Principal Electrical Mechanic Foreman(B)		72-38102	1794
	Construction Superintendent Power Projects		72-38012	1836
	Superintendent Electrical Construction	(A)	72-38103	1944
3858	GENERAL ELECTRICAL REPAIR SUPERVISOR			
	General Electrical Repair Foreman		45-38101	1636
3888	GENERAL LINE MECHANIC SUPERVISOR			
	Assistant General Superintendent of Overhead Distribution	(B)	82-38150	1670
	General Superintendent of Overhead Distribution	(A)	82-38046	1836

Code	Title		DDR	Salary Range
	General Superintendent of Transmission and Trouble-Street Light Maintenance	(A)	82-38106	1836
9601	GENERAL SERVICES MANAGER			
	Assistant General Services Manager	(B)	45-75007	2211
	General Services Manager	(A)	45-75100	2655
3817	GENERAL UNDERGROUND SUPERVISOR			
	Assistant General Superintendent Underground Distribution	(B)	82-38091	1670
	General Superintendent Underground Distribution	(A)	82-38016	1836
1409	INFORMATION SYSTEMS MANAGER			
	Information Systems Manager		91-11027	1670
	Senior Information Systems Manager		91-14020	1670
	Senior Information Systems Manager		91-11028	1670
1408	INFORMATION SYSTEMS RESEARCH AND PLANNING MANAGER			
	Manager-Management Planning		22-17011	1836
2334	MEDICAL DIRECTOR			
	Medical Director		10-02301	2655
	Medical Director		91-02301	2655
3778	POWER GENERAL SHOPS SUPERVISOR			
	General Machine Shops Foreman		45-37016	1636
1689	POWER UTILIZATION EXECUTIVE			
	Manager of Conservation and Energy Utilization		66-16225	1713
	Residential Sales Manager		66-16164	1836
	Industrial Sales Manager		66-75112	1836
9489	PRINCIPAL CIVIL ENGINEER			
	Engineer of Civil and Structural Design and Engineering Services		72-72057	2407
9451	PRINCIPAL POWER ENGINEER			
	Engineer of Nuclear Quality Assurance		60-75114	2211
	Assistant Engineer of System Development (B)		62-75019	2211
	Allen Project Manager		72-75424	2211
	Fuel Supply Administrator		94-75006	2211
	Principal Power Engineer D	(B)	94-94003	2211
	Engineer of Construction		72-75136	2407
	Engineer of Mechanical Design		72-75326	2407
	Engineer of Station Electrical Design		72-75363	2407
	Nuclear Power Plant Project Manager		72-75396	2407
	Engineer of Transmission and Distribution Electrical Design		72-75415	2407
	Engineer in Charge of Substation Maintenance and Operation		82-75033	2407
	Engineer of Distribution		82-75049	2407
	Engineer of Transmission and Communications		82-75103	2407
	Engineer of Generation		82-75153	2407
	Engineer of System Development	(A)	62-75001	2528
	Assistant Engineer of Design and Construction	(B)	72-75430	2528
	Assistant Electrical Engineer in Charge of Operation	(B)	82-75124	2528
	Principal Power Engineer B	(A) (B)	94-94001	2528

Code	Title		DDR	Salary Range
	Engineer of Design and Construction Power System	(A)	72-07502	2655
	Engineer of Operation and Maintenance	(A)	82-07501	2655
	Principal Power Engineer "A" Division Head	(A)	94-94000	2655
1675	PRINCIPAL POWER SERVICES REPRESENTATIVE			
	Manager New Construction Sales		66-16165	1501
	Administrative Services Manager		66-16219	1501
1958	PRINCIPAL REAL ESTATE OFFICER			
	Principal Real Estate Agent		17-19131	1535
	Assistant Chief Land Officer		17-19129	1670
1531	PRINCIPAL UTILITY ACCOUNTANT			
	Financial Planning Analyst		20-15117	1397
	Staff Accountant		20-15109	1397
	Supervisor of General Accounting		23-15109	1397
	Supervisor of Cost Accounting		23-15111	1397
	Staff Services Accountant		23-15125	1397
	Supervisor-Cost and Plant Accounting		92-15130	1397
	Supervisor-Administrative Services and Risk Management		92-15131	1397
	Supervisor-General Accounting		92-15132	1397
	Manager-Payroll and Timekeeping		92-15135	1397
	Financial Planning Analyst		92-15138	1397
	Assistant Chief Internal Auditor	(B)	91-15109	1397
	Principal Utility Accountant		91-15139	1397
	Budget Manager		20-15115	1670
	Chief Internal Auditor	(A)	21-15108	1670
9102	PRINCIPAL UTILITY MANAGEMENT ASSISTANT			
	Chief Clerk (Water Operating)		42-11113	1501
	Senior Administrative Assistant Commercial		25-91101	1501
	Chief Clerk Design and Construction Division		72-11038	1501
	Chief Clerk Operating Division		82-11044	1501
	Chief Clerk Power Executive		60-11106	1501
	Executive Assistant New Business and Statistics		30-91101	1501
	Division Clerical Manager		45-11114	1501
	Supervisor of Administrative Services		82-17000	1501
	Supervisor of Administrative Services		92-17000	1501
	Executive Office Assistant		10-17107	1570
	Director-Power Budget and Cost Control		60-17108	1570
1696	PRINCIPAL WATER SERVICES REPRESENTATIVE			
	Administrator of New Business		34-16100	1263
9409	PRINCIPAL WATERWORKS ENGINEER			
	Assistant Engineer of Water Operating	(B)	42-72032	2211
	Assistant Engineer of Design	(B)	93-72178	2211
	Principal Sanitary Engineer		52-78029	2528
	Executive Assistant to the Chief Engineer of Waterworks		30-72126	2655
	Engineer of Design	(A)	34-72177	2655
	Engineer in Charge of Aqueduct Division		38-72109	2655
	Engineer of Operating	(A)	42-72121	2655
	Principal Waterworks Engineer	(A)	93-72177	2655

Code	Title		DDR	Salary Range
9679	PURCHASING AGENT			
	Purchasing Agent		27-18011	2211
3807	SENIOR CABLE SUPERVISOR			
	Senior Cable Foreman		82-38172	1296
	Assistant Underground District Superintendent	(B)	82-38309	1364
	Underground District Superintendent	(A)	82-38015	1570
3690	SENIOR COMMUNICATIONS ELECTRICIAN SUPERVISOR			
	Superintendent of Communications Maintenance and Construction		82-36118	1397
9485	SENIOR CIVIL ENGINEER			
	Senior Civil Engineer Civil Structural Design and Engineering Services		72-72189	1836
	Office Engineer (Power Executive)		60-75115	1944
3886	SENIOR LINE MECHANIC SUPERVISOR			
	Assistant Superintendent Street Light	(B)	82-38178	1364
	Assistant Pole Location Layout Supervisor		72-75451	1364
	Assistant Superintendent of Transmission	(B)	82-38134	1364
	Assistant Superintendent of Electric Trouble	(B)	82-38152	1364
	Assistant Superintendent of Overhead District	(B)	82-38173	1364
	Pole Location Layout Supervisor		72-75450	1431
	Senior Line Foreman (Owens Valley)		82-38183	1570
	Superintendent of Transmission Patrol and Maintenance	(A)	82-38137	1570
	Superintendent of Electric Trouble	(A)	82-38138	1570
	Superintendent Overhead District/Street Light	(A)	82-38174	1570
9450	SENIOR POWER ENGINEER			
	Senior Mechanical Engineer General Plant		45-75108	1794
	Executive Engineer of Coordination, Planning and Cost Control		72-72170	1794
	Assistant Engineer of Distribution		82-75048	1794
	Senior Electrical Engineer -Communications		82-75169	1794
	Senior Power Engineer		60-75117	1836
	Senior System Planning Engineer		62-75002	1836
	Senior Resources Planning Engineer		62-75003	1836
	Senior Resource Contract Engineer		62-75029	1836
	Senior Civil Engineer Civil Structural Design and Engineering Services		72-72189	1836
	Senior Electrical Engineer		72-75201	1836
	Senior Engineer-Mechanical Design		72-75329	1836
	Senior Electrical Engineer Transmission and Distribution Design		72-75353	1836
	Senior Mechanical Engineer -Assistant Nuclear Project Manager		72-75397	1836
	Senior Electrical Engineer -Control Systems		72-75441	1836
	Engineer of Load Dispatching and Station Maintenance		82-75047	1836

Code	Title	DDR	Salary Range
	Senior Engineer-Operating Engineering	82-75175	1836
	Senior Power Engineer-Operation and Maintenance	94-75467	1836
	Senior Power Engineer C	94-94105	1836
	Fuel Supply Administrator	60-75004	1878
	Senior Electrical Engineer Station Design	72-75202	1878
	Assistant Engineer Transmission and Distribution Design	72-75354	1878
	Senior Mechanical Engineer -Mechanical Design	72-75355	1878
	Senior Structural Engineer-Civil and Structural Design and Engineering Services	72-79010	1878
	Senior Structural Engineer	72-79015	1878
	Engineer of Hydroelectric Plants	82-75149	1878
	Senior Power Engineer B	94-94102	1878
	Engineer of Environmental Coordination	60-75113	1944
	Office Engineer (Power Executive)	60-75115	1944
	Superintendent of Testing Laboratories	72-75612	1944
	Engineer of Steam Plants	82-75046	1944
	Senior Power Engineer A	94-94101	1944
	Assistant Engineer of Construction	72-75133	2077
7288	SENIOR SURVEY SUPERVISOR		
	Chief of Surveys	34-72138	1602
	Chief of Surveys	72-72016	1602
9425	SENIOR STRUCTURAL ENGINEER		
	Senior Structural Engineer	72-79015	1878
	Senior Structural Engineer-Civil and Structural Design and Engineering Services	72-79010	1878
9101	SENIOR UTILITY MANAGEMENT ASSISTANT		
	Project Chief Clerk	72-11048	1228
	Chief Clerk	34-11123	1228
	Stores Accounting and Clerical Supervisor	45-11126	1228
	Senior Utility Management Assistant	91-17024	1228
	Stastical Unit Supervisor (Water Executive)	30-17101	1228
	Senior Utility Management Assistant	91-17106	1228
	Senior Management Analyst -Executive Office	93-17106	1228
	Senior Utility Management Assistant	94-17109	1228
	Senior Utility Management Assistant	91-17130	1228
	Senior Utility Management Assistant	91-91003	1228
	Senior Management Assistant -Budget and Personnel	93-17009	1364
	Senior Management Assistant -Budget and Finance	60-17106	1364
	Senior Management Assistant -Chief Administrative Office	02-17116	1364
	Legislative Assistant	02-17119	1364
	Senior Management Assistant -Budget and Personnel	10-91004	1364
	Senior Management Assistant -Budget and Personnel	92-91004	1364

Code	Title		DDR	Salary Range
9405	SENIOR WATERWORKS ENGINEER			
	Senior Waterworks Engineer		30-72127	1836
	Senior Engineer-Southern District		38-72135	1836
	Senior Engineer-Northern District		38-72136	1836
	Senior Waterworks Engineer		42-72029	1836
	Assistant Engineer of Aqueduct Division		38-72134	2077
	District Operations Engineer		42-72129	2077
	Senior Construction Engineer		45-72103	2077
	Senior Waterworks Engineer A		93-72134	2077
3780	SHOPS SUPERINTENDENT			
	Assistant Shops Superintendent	(B)	45-37120	1753
	General Shops Superintendent	(A)	45-37017	1878
5650	STEAM PLANT SUPERINTENDENT			
	Assistant Superintendent -Generating Station	(B)	82-56131	1501
	Superintendent-Generating Station	(A)	82-56130	1753
1850	STORES SUPERINTENDENT			
	Assistant Stores Superintendent		45-18134	1364
	Assistant Power Stores Superintendent	(B)	45-18124	1501
	Stores Superintendent	(A)	45-18150	1794
3790	SUPERINTENDENT ELECTRIC STATION MAINTENANCE			
	Assistant Superientendent of Station Maintenance	(B)	82-38094	1501
	Superintendent of Station Maintenance	(A)	82-38095	1753
1744	TRAINING DIRECTOR			
	Director of Training		10-17113	1713
3875	TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR			
	Assistant District Superintendent I		94-38154	1364
	Assistant District Superintendent II	(B)	94-38153	1501
	District Superintendent	(A)	94-38152	1636
3974	TRANSMISSION AND DISTRIBUTION SUPERINTENDENT			
	Assistant General Superintendent I		94-38149	1836
	Assistant General Superintendent II	(B)	94-38150	1878
	General Superintendent-Transmission and Distribution	(A)	94-38151	1944
3754	UTILITY CONSERVATION MANAGER			
	Conservation Manager		91-16123	1501
	Administrative Services Manager		66-16219	1501
	Manager New Construction Sales		66-16165	1501
	Conservation Executive		91-16124	1836
	Industrial Sales Manager		66-75112	1836
	Residential Sales Manager		66-16164	1836
	Conservation Director		91-16125	2528
	Manager of Power Services		66-16213	2528
9528	UTILITY PUBLIC RELATIONS DIRECTOR			
	Director of Public Affairs		15-17108	2211
1631	UTILITIES SERVICE INVESTIGATOR			
	Special Agent		10-16103	1090
	Staff Special Agent		10-16102	1296
3779	WATER GENERAL SHOPS SUPERVISOR			
	General Shops Foreman		45-37142	1570

Code	Title	DDR	Salary Range
3980	WATER UTILITY SUPERINTENDENT		
	Assistant District Superintendent	42-39116	1364
	Assistant District Superintendent	93-39128	1364
	Harbor District Superintendent-Water	42-39115	1535
	District Superintendent-Water	42-39114	1636

Note 1. Notwithstanding any other provision of this ordinance 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. Managers permanently assigned to the Castaic Generating Station shall be compensated in the amount of twelve dollars and fifty cents ($12.50) 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. This provision shall apply under the following conditions:

a. The Manager must be assigned to the Castaic Power Plant as a permanent reporting location.

b. No Manager may receive a travel allowance of more than twelve dollars and fifty cents ($12.50) per day worked.

c. The travel allowance shall not apply to any Manager so assigned who, for operating reasons, drives a Department car to and from work.

Note 3. Notwithstanding any other provision of the Memorandum of Understanding, 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	1364
20-15112	1944
22-17011	1900

Note 4. Shift differential rates shall be retroactive to June 30, 1980 for straight time hours only. Other provisions relative to the applicability of shift differentials shall be effective at the beginning of the payroll period following adoption of the Memorandum of Understanding.

Note 5. Any incumbent occupying the position identified by DDR number 91-15109 who has been granted the authority by the State of California to use the title of Certified Public Accountant shall be compensated two salary levels above the assigned range for that position. This provision to be effective September 22, 1980.

Note 6. Beginning June 30, 1980, one individual in the class of Electric Plant Superintendent assigned to DDR 82-52046, shall be compensated at salary range 1753.

Note 7. Effective September 22, 1980, Appendix A shall be modified by Appendix A-1 for those positions listed therein.

Note 8. Conversion to City Salary Ranges.

The step on whch each manager is placed as a result of

the conversion to City salary ranges will be in accordance with the table shown below. Time earned while occupying a step on the management compensation schedule prior to June 30, 1980, shall be credited towards step advancement on the City salary range which becomes effective June 30, 1980.

Step Placement on 6-30-80 As Provided in MOU Entered into on 7-11-80	Steps on City Salary Range Effective Retroactively to 6-30-80
1	1
2	2
3	2
4	3
5	4
6	5
7	5

APPENDIX A-1

Salaries to be Effective September 22, 1980

Code	Title		DDR	Salary Range
1254	Chief Clerk Accounting		23-11148	1465
9589	Customer Services Director		25-16035	2528
5237	Chief Electric Plant Operator		82-52061	1228
5237	Chief Electric Plant Operator	(B)	82-52141	1228
5237	Chief Electric Plant Operator		94-52142	1228
5237	Chief Electric Plant Operator	(A)	82-52048	1397
5237	Chief Electric Plant Operator	(A)	82-52140	1397
5237	Chief Electric Plant Operator	(B)	82-52139	1228
5237	Chief Electric Plant Operator		82-52302	1397
5238	Chief Load Dispatcher		82-52040	1636
9601	General Services Manager	(B)	45-75007	2407
1409-1	Information Systems Manager I		91-14021	1535
1409-2	Information Systems Manager II		91-14020	1753
1409-2	Information Systems Manager II		91-11027	1753
1409-2	Information Systems Manager II		91-11028	1753
9102	Principal Utility Management Assistant		10-17107	1602
9102	Principal Utility Management Assistant		60-17108	1602
9102	Principal Utility Management Assistant		30-91101	1602
1531	Principal Utility Accountant		20-15109	1465
9409	Principal Waterworks Engineer	(B)	93-72178	2407
9409	Principal Waterworks Engineer	(B)	42-72032	2407
1696	Principal Water Services Representative		34-16100	1296
9405	Senior Waterworks Engineer		93-72134	2143
9405	Senior Waterworks Engineer		45-72103	2143
9405	Senior Waterworks Engineer		42-72129	2143
9405	Senior Waterworks Engineer		38-72134	2143
1631	Utility Services Investigator		10-16102	1364
1631	Utility Services Investigator		10-16103	1158

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Sec. 10. 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 introduced at the meeting of the Council of the City of Los Angeles of APR 15 1981 and was passed at its meeting of APR 22 1981

REX E. LAYTON, City Clerk,

By Edward W Nicholson
Deputy

Approved APR 30 1981

Tom Bradley
Mayor

File No. _____

SHELLEY I. ROSENFIELD

File No. 80-3466

City Clerk Form No. 23 8