

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: January 31, 2025

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **DEPARTMENT OF WATER AND POWER NON-REPRESENTED EMPLOYEE SALARY ADJUSTMENTS FOR THE PERIOD JULY 1, 2024 THROUGH JULY 3, 2028 – ORDINANCE AMENDING SCHEDULE “B” OF LOS ANGELES ADMINISTRATIVE CODE SECTION 4.900.1**

RECOMMENDATIONS

The City Administrative Officer (CAO) recommends the following actions by the City Council and Mayor:

1. That the City Council, subject to the approval of the Mayor, adopt the attached ordinance, approved as to form and legality by the City Attorney, amending Schedule “B” of Los Angeles Administrative Code Section 4.900.1, to update the classification listings, and increase the base wage salaries of non-represented classifications, employed in the Department of Water and Power, as follows; and
 - 4% effective July 1, 2024
 - 2% effective December 30, 2024
 - 4% effective June 30, 2025
 - 2% effective December 29, 2025
 - 4% effective June 29, 2026
 - 2% effective December 28, 2026
 - 2% effective June 28, 2027
 - 2% effective December 27, 2027
 - 0% effective July 3, 2028
2. That the City Council authorize the Controller and the CAO to correct any clerical or technical errors in the above ordinance.

SUMMARY

A long-standing practice has been to provide non-represented classifications employed by the Department of Water and Power (DWP) with the same base wage adjustments provided to the non-represented classifications employed by other City departments. On

July 10, 2024, the City Council approved an amendment to Los Angeles Administrative Code (LAAC) Section 4.61 to provide base wage adjustments to non-represented classifications in other City departments in Fiscal Years 2024-25 through 2028-29. (See Council File No. [24-0777](#).) The last salary adjustment provided to DWP non-represented classifications was 1.5% effective June 19, 2023, the same adjustment provided to other non-represented classifications. Since that time non-represented classifications in other City departments have received salary increases that have not been provided to DWP non-represented classifications.

At its meeting on October 22, 2024, the Executive Employee Relations Committee (EERC) approved the recommendations of the CAO to provide the same increases for DWP non-represented classifications, but timed consistent with the beginning of a DWP pay period (which begins on a Monday as opposed to a City pay period that begins on a Sunday).

In addition, an ordinance is required to effectuate technical changes to Schedule "B" of Section 4.900.1 of the LAAC. These technical changes include various corrections and updates to classification listings. The ordinance submitted herein provides for amending LAAC Section 4.900.1 Schedule "B" as described above.

FISCAL IMPACT

The General Fund will not be impacted. Any increase in salary costs for non-represented classifications will be absorbed within budgeted funds by the DWP.

MWS:MCB:PAG:MHA:CEC:JMB:0725050

Attachment