

November 12, 2024

The Honorable City Council  
c/o Office of the City Clerk  
Room 395, City Hall  
Mail Stop 160

Honorable Members:

Subject: Request for Amendment to Footnote 2 of the 2022-2025 Management Employees Unit Memorandum of Understanding

This letter recommends the City Council approve the proposed amendment to Footnote 2 of the 2022-2025 Management Employees Unit Memorandum of Understanding (MOU) approved by the Executive Employee Relations Committee (EERC) at its meeting on October 22, 2024.

The Los Angeles Department of Water and Power (LADWP) requests approval of an amendment to Footnote 2 of the 2022-2025 Management Employees Unit MOU to add Principal Utility Accountant (PUA), Class Code 1589, Duties Description Records (DDR) 95-15893.

Application of Footnote 2 will be retroactive to the beginning of the Management Employees Unit MOU, dated January 1, 2022.

### **Background**

Footnote 2 identifies PUA, DDR No. 95-15891, as the only DDR that is eligible to receive compensation of two salary levels above their assigned range when granted the authority by the State of California to use the term of Certified Public Accountant.

LADWP has consulted with the Management Employees Association (MEA) and MEA has notified LADWP that it supports the amendment to Footnote 2, adding DDR No. 95-15893. LADWP and MEA have signed an Agreement to modify Footnote 2 of the Management Employees Unit MOU.

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### **Fiscal Impact**

There is no fiscal impact to the City's General Fund. LADWP has sufficient budgeted funds to cover premiums granted to the individuals in DDR No. 95-15893 who meet the criteria.

The fiscal impact of the proposed retroactive payments for the existing DDR No. 95-15893 who have been granted the authority to use the term Certified Public Accountant from January 1, 2022, through October 31, 2024 (34 months), is a one-time amount of approximately \$285,564.

The estimated ongoing annual fiscal impact range is \$108,031 to \$109,473. Assumptions are based on Cost-of-Living Adjustments (COLA) floor of two and one half percent (2.5%) and ceiling of five and one half percent (5.5%), which are based on Consumer Price Index (CPI).

### **Recommendation**

LADWP respectfully requests approval from the City Council relative to the proposed amendment of MOU Footnote 2 summarized above.

If you have any questions or require additional information, please contact Mr. Thomas Simonovski, Director of Labor Relations, at (213) 367-1951.

Sincerely,



Janisse Quiñones  
Chief Executive Officer and Chief Engineer

JQ:mm

c. Mr. Matthew Szabo, City Administrative Officer  
Mr. Paul A. Girard, Employee Relations Chief  
Ms. Tracey K. Pierce  
Mr. Thomas Simonovski

May 21, 2024

Mr. Matthew W. Szabo  
City Administrative Officer  
Room 1500, City Hall East  
Mail Stop 130

Dear Mr. Szabo:

Subject: Request for Amendment to Footnote 2 of the 2022-2025 Management Employees Unit Memorandum of Understanding

The Los Angeles Department of Water and Power (LADWP) requests approval of an amendment to Footnote 2 of the 2022-2025 Management Employees Unit Memorandum of Understanding (MOU) to add Duties Description Record (DDR) No. 95-15893 in the Class of Principal Utility Accountant, Class Code No. 1589.

### **Background**

Footnote 2 identifies LADWP DDRs that are eligible to receive a compensation of two salary levels above their assigned range when granted the authority by the State of California to use the term of Certified Public Accountant.

LADWP has consulted with the Management Employees Association (MEA) and MEA has notified LADWP that it supports the revision to Footnote 2. LADWP and MEA have signed a Settlement Agreement and Release to modify Footnote 2 of the Management Employees Unit MOU.

### **Fiscal Impact**

There is no fiscal impact to the City's General Fund. LADWP has sufficient budgeted funds to cover premiums granted to the individuals in the DDR listed above who meet the criteria.

The fiscal impact of the proposed retroactive payments for the existing DDR No. 95-15893 who have been granted the authority to use the term Certified Public Accountant from January 1, 2022, through May 31, 2024 (29 months), is a one-time amount of approximately \$241,923.

Mr. Matthew W. Szabo  
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The estimated ongoing annual fiscal impact range is \$106,021 to \$108,186. Assumptions are based on Cost-of-Living Adjustments (COLA) floor of two and one half percent (2.5%) and ceiling of five and one half percent (5.5%), which are based on Consumer Price Index (CPI).

**Recommendation**

LADWP respectfully requests approval from the Executive Employee Relations Committee relative to the amendment of Footnote 2.

Should you have any questions or require further information, please contact Mr. Thomas Simonovski, Director of Labor Relations, at (213) 367-1951.

Sincerely,



Janisse Quiñones  
Chief Executive Officer and Chief Engineer

TS:mm

Enclosure

c: Mr. Paul A. Girard, Employee Relations Chief  
Mr. Aram Benyamin  
Ms. Deitra O. Barnett  
Mr. Thomas Simonovski



BUILDING A STRONGER L.A.

Karen Bass, Mayor

Board of Commissioners  
Richard Katz, President  
George S. McGraw, Vice President  
Nurit D. Katz  
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Wilma J. Pinder  
Chante L. Mitchell, Secretary

Martin L. Adams, General Manager and Chief Engineer

**SETTLEMENT AGREEMENT AND RELEASE**  
**Grievance No. M-025-23 Principal Utility Accountant "A" – DDR No. 95-15893**

The Los Angeles Department of Water and Power (LADWP) and the Management Employees Association (MEA), (hereinafter referred to as the "Parties"), have entered into the following Settlement Agreement and Release (hereinafter referred to as the "Agreement"), for the purpose of settling the matter that was raised via Grievance No. M-025-23.

1. LADWP and MEA agree to jointly request an amendment to Footnote 2 to the City Administrative Officer for consideration by the Executive Employee Relations Committee. That footnote amendment shall be effective January 1, 2022, and state:

Note 2: Any incumbent occupying the position identified by DDR No. 95-15891 and DDR No. 95-15893 in the Class of Principal Utility Accountant (Class Code No. 1589) who has been granted the authority by the State of California to use the term of Certified Public Accountant shall be compensated two salary levels above the assigned range for that position.

2. Recognizing that under the City Charter, the City Council retains the final authority over salaries, in the event that the amendment to the footnote in Item No. 1 above is not approved, the Parties agree to continue negotiations to find a mutually agreeable resolution that accomplishes an equivalent to this proposal.
3. In consideration of the terms of this Agreement, MEA agrees to withdraw Grievance No. M-025-23.

For the Parties:

  
MARTIN L. ADAMS  
General Manager and Chief Engineer  
Los Angeles Department of Water and Power

  
JOHN SMITH  
President  
Management Employees Association

Date: 5/9/2024

Date: 5/9/2024