



CITY HALL  
LOS ANGELES, CALIFORNIA 90012

August 9, 2011

Honorable Members of the Executive Employee Relations Committee  
200 North Spring Street, 3<sup>rd</sup> Floor  
Los Angeles, CA 90012

Dear Honorable Members of the Executive Employee Relations Committee,

The Department of Water and Power (DWP) presented a preliminary water and power rate increase proposal to the Board of Water and Power Commissioners on June 14, 2011. The DWP has proposed an average 5% annual increase for both water and power operations to comply with regulatory mandates and basic business needs.

The DWP's rate adjustment plan would implement an approximately 15% increase over a three year period effective November 1, 2011. From this three-year adjustment, total additional revenues for the water-side would amount to \$360 million, and for the power-side would amount to \$952 million.

The DWP plans to seek approval from its Board in August 2011. If approved, the Board will submit the proposal to the City Council for consideration in September 2011. The Council has stated that it will hold off approval of rate increases until a Ratepayer Advocate is in place.

The DWP notes, however, that the proposed rate increase will not provide enough to pay for other improvements, such as more aggressive water and energy conservation efforts and more rapid replacement of the City's aging pipelines and power poles. These additional improvements will cost approximately \$37 million to upgrade water pipelines, \$16 million to enhance water conservation programs, and \$366 million to cover improvements in conservation projects in DWP's electricity service.

The continuing economic hardships faced by the City's residents and businesses, combined with the financial challenges to maintain current water and power operations and implement future modernization efforts, requires that DWP seek creative opportunities to effect savings to reduce the burden to rate payers. The Los Angeles Unified School District (LAUSD) has reported that it anticipates spending \$67 million on power next fiscal year. As it continues to struggle with multi-million dollar debt, LAUSD's Superintendent has requested a discounted rate because the proposed rate increase will further strain its general fund, "diverting resources that could otherwise be spent on classrooms."

A partnership with the DWP labor organizations should be pursued to establish a mutual goal of achieving savings for the long-term benefit of water and power rate payers. The Mayor and City Council are aware such collaboration with labor organizations can yield significant successes. Council recently approved Memoranda of Understanding (MOU) for sworn and civilian non-DWP bargaining units that resulted in General Fund savings totaling approximately \$570 million over the term of these MOUs. While the agreements include modest cost-of-living increases, they also include increases to medical co-pays and other medical plan design changes (see attached "Plan Design Changes"), and employee contributions to retiree health benefits. Further, the Los Angeles Police Protective League agreed to a reduction in the starting salary for newly hired Police Officers. These provisions, and resulting savings, clearly demonstrate the City's commitment to "shared sacrifice" to maintain services to the public and to reduce the financial burden to tax payers.

The City Council has taken preliminary steps toward cost containment and mitigation of DWP health care costs by adopting a Motion on June 22, 2011 (Parks-Smith; C.F.11-0690 through 11-0690-S4) instructing the General Manager to take the following actions. (See attached "Comparison of DWP and City Health Care Costs".)

- Prior to Issuing a Request for Proposals (RFP) for the 2012 benefits coverage year, issue a Request for Information (RFI) to solicit health and dental care cost mitigation and containment measures within the health care industry.
- As part of the RFP process, explore all opportunities to include competitive bidding between the health and dental benefits providers embedded in the MOUs.
- Resolve all employee relations issues by including the Senior Deputy City Attorney, serving as Counsel to the Personnel Committee, in discussions of issues regarding: providers embedded in the MOU versus ability to engage in a competitive contract process; meet and confer versus meet and consult; program baseline versus cost baseline; and health benefits program administration versus department responsibility to rate payers for cost containment.
- Re-evaluate the effectiveness of DWP's current medical benefits consultant in meeting its contract responsibilities.
- Meet with the General Manager, Personnel Department and the City Attorney to model the City's recent approach in selecting providers for health and dental benefits.
- Model the City's programs and current efforts of freezing increases in retiree health care subsidies, and adding an annual contribution by active employees toward future retiree health benefits.

Another potential cost savings measure is applying the "Police Officer model" of reducing the starting salary for new hires to DWP. Reducing starting salaries would also reduce the DWP's pension liabilities, which are currently 40% of payroll. There are numerous City and DWP common job classes (197), and job classes performing similar duties (15), with higher salary differentials for most DWP positions. A recent review by the Personnel Department showed two of the 197 common classes receive a higher salary in City departments ranging from less than 1% to 2%. The remaining 195 classes receive a higher salary in DWP ranging from less than 1% to 43% with an average higher salary differential of 16.4%. For the 15 job classes performing similar duties, all positions at DWP receive higher salaries ranging from 6% to 35%, with an average higher salary differential of 18.1%. (See attached "City/DWP Common Classes" and "City/DWP Classes with Similar Duties".)

Implementing the above would result in substantial on-going DWP savings. These savings would enable a more comprehensive, strategic, and longer-range approach to planning and budgeting to meet not only DWP's continuing business needs, but also for critical upgrades to its aging infrastructure and enhancements to its conservation projects.

On March 8, 2011, the voters approved a Charter amendment (Measure I) that established the Office of Accountability (OPA) for DWP. Among its positions, the OPA will include a Ratepayer Advocate with responsibilities consisting of, but not limited to, the review of proposed DWP rate actions, and analysis of DWP renewable and conservation programs on rates. An integral part of the new Ratepayer Advocate's role should include evaluating salary and pension reduction strategies in ensuring that DWP's rate structure appropriately addresses rate payers' concerns, and is sufficient to address the Department's needs.

To provide a proper evaluation of the above issues, I request that the Executive Employee Relations Committee (EERC) include at its next scheduled meeting, consideration for instruction to:

1. The General Manager, Department of Water and Power report to the EERC within 60 days on an implementation schedule to comply with the Parks-Smith Motion (C.F. 11-0690 through 11-0690-S4) for medical benefits cost containment and mitigation; and
2. The General Manager, Department of Water and Power; City Administrative Officer; General Manager, Personnel Department; and the DWP Rate Payer Advocate report to the EERC on strategies for DWP salary and pension reductions as cost savings measures to minimize any water and power rate increases to meet DWP's needs to maintain business operations, provide infrastructure improvements and enhance conservation projects.

Very truly yours,

Bernard C. Parks  
Councilmember, 8<sup>th</sup> District

Jan Perry  
Councilmember, 8<sup>th</sup> District

Plan Design Changes

EAA Agreement      PY 2011 Mid-Year Open Enrollment      PY 2012 Plan Design Changes

Date:	Effective January 1, 2011	Effective July 1, 2011	Effective January 1, 2012
Estimated Annual Savings:	\$ 3,939,376	\$ 14,300,000	\$ 413,893
	5% of Health Premium Contribution	Eliminate FLEX Credits -\$7.50 PP for FT Employees	Raise Crowns and Restorations Co-Pay to 50/50 for Non-Network Dentists
	Eliminate FLEX Credits -\$7.50 PP for FT Employees	Raise HMO Office Visit Co-Pay to \$15 Raise PPO Office Visit Co-Pay to \$30	Raise Per Patient Deductible from \$25 to \$50 per Calendar Year
	Raise HMO Office Visit Co-Pay to \$20	Raise ER Co-Pay to \$100	Raise Per Family Deductible from \$75 to \$150 per Calendar Year

\* Change resulted in loss of "Grandfathered status" (National Health Care Reform) and increased costs to City by approximately \$532,000 per year.

Deductibles  
 PPO In-Network Single - \$750  
 PPO In-Network Family - \$1,500  
 PPO Non-Network Single - \$1,250  
 PPO Non-Network Family - \$2,500

Decrease PPO Dental Subsidy to 85% of the PPO Single-Party rate. This means employees that elect the PPO dental plan will have an increased cost of \$3.74 per payperiod.

Rx - See Below

	Anthem Blue Cross HMO	Kaiser HMO	Anthem Blue Cross PPO
<b>Pharmacy</b>			
Generic	\$10 for up to 30-day supply	\$10 for up to 30 day supply	\$10 for up to 30-day supply
Brand	\$20 for up to 30-day supply	\$20 for up to 30 day supply	\$20 for up to 30-day supply
Non-Formulary	\$40 for up to 30-day supply	\$20 for up to 30 day supply	\$40 for up to 30-day supply
<b>Mail Order</b>			
Generic	\$20 for up to 90-day supply	\$20 for up to 100 day supply	\$20 for up to 90-day supply
Brand	\$40 for up to 90-day supply	\$40 for up to 100 day supply	\$40 for up to 90-day supply
Non-Formulary	\$80 for up to 90-day supply	\$40 for up to 100 day supply	\$80 for up to 90-day supply

**Comparison of DWP and City Health Care Costs**

<b>Avg. PERM (Medical)</b>	<b>Monthly</b>	<b>Annual</b>
Civilian	\$ 793	\$ 9,516
Police	\$ 909	\$ 10,908
Fire	\$ 972	\$ 11,664
DWP Sponsored Plans	\$ 1,116	\$ 13,392
DWP IBEW Local 18	\$ 1,100	\$ 13,200

<b>Maximum Subsidies (Medical)</b>	<b>Monthly</b>	<b>Annual</b>
Civilian (Non-EAA)	\$ 1,098.26	\$ 13,179
Civilian (EAA)	\$ 1,043.34	\$ 12,520
Police	\$ 1,060.54	\$ 12,726
Fire	\$ 1,060.54	\$ 12,726
DWP Sponsored Plans	\$ 1,373.61	\$ 16,483
DWP IBEW Local 18	\$ 1,373.61	\$ 16,483

<b>Avg. PERM (Dental)</b>	<b>Monthly</b>	<b>Annual</b>
Civilian	\$ 34	\$ 408
Police	\$ 72	\$ 864
Fire	\$ 71	\$ 852
DWP Sponsored Plans	\$ 72	\$ 864
DWP IBEW Local 18	\$ 138	\$ 1,656

<b>Maximum Subsidies (Dental)</b>	<b>Monthly</b>	<b>Annual</b>
Civilian (varies depending on plan)	\$17 / \$42	\$204 / \$504
Police (varies depending on plan)	\$70 / \$73	\$ 858
Fire	\$ 72.00	\$ 864
DWP Sponsored Plans	\$ 143.93	\$ 1,727
DWP IBEW Local 18	\$ 143.93	\$ 1,727

PEPM: Per Employee Per Month

City / DWP Common Classes

	CLASS TITLE	CITY SALARY	DWP SALARY	SALARY DIFFERENCE	PERCENTAGE DIFFERENCE
1	Air Conditioning Mechanic	\$78,718	\$97,968	\$19,250	19.65%
2	Air Conditioning Mechanic Supv	\$90,390	\$115,488	\$25,098	21.73%
3	Applications Programmer	\$70,386	\$83,076	\$12,690	15.28%
4	Architect	\$110,226	\$136,728	\$26,502	19.38%
5	Architectural Associate	\$110,226	\$125,484	\$15,258	12.16%
6	Architectural Drafting Technician	\$61,930	\$81,264	\$19,334	23.79%
7	Audio Visual Technician	\$73,059	\$80,184	\$7,125	8.89%
8	Auto Body Builder and Repairer	\$72,976	\$84,852	\$11,876	14.00%
9	Auto Body Repair Supervisor	\$78,133	\$95,232	\$17,099	17.96%
10	Auto Electrician	\$72,976	\$80,724	\$7,748	9.60%
11	Auto Painter	\$72,976	\$79,620	\$6,644	8.34%
12	Automotive Dispatcher	\$60,176	\$101,292	\$41,116	40.59%
13	Automotive Engineer	\$129,665	\$136,728	\$7,063	5.17%
14	Automotive Supervisor	\$85,274	\$104,208	\$18,934	18.17%
15	Benefits Specialist	\$66,064	\$69,276	\$3,212	4.64%
16	Building Repair Supervisor	\$89,304	\$106,692	\$17,388	16.30%
17	Building Repairer	\$68,422	\$79,944	\$21,522	26.92%
18	Cabinet Maker	\$71,911	\$84,204	\$12,293	14.60%
19	Carpenter	\$71,911	\$82,704	\$10,793	13.05%
20	Carpenter Supervisor	\$82,622	\$95,940	\$13,318	13.88%
21	Cement Finisher	\$66,023	\$77,820	\$11,797	15.16%
22	Cement Finisher Supervisor	\$79,240	\$89,592	\$10,352	11.55%
23	Chemist	\$81,453	\$116,784	\$35,331	30.25%
24	Chief Comm Operator	\$73,853	\$77,568	\$3,715	4.79%
25	Chief Investment Officer	\$149,856	\$150,300	\$444	0.30%
26	Chief Real Estate Officer	\$149,856	\$200,808	\$50,952	25.37%
27	Chief Security Officer	\$73,581	\$89,748	\$16,167	18.01%
28	Civil Eng Drafting Tech	\$61,930	\$83,076	\$21,146	25.45%
29	Civil Engineer	\$110,226	\$142,884	\$32,658	22.86%
30	Civil Engineering Associate	\$110,226	\$125,484	\$15,258	12.16%
31	Clerk	\$43,994	\$52,092	\$8,098	15.55%
32	Clerk Stenographer	\$49,277	\$54,492	\$5,215	9.57%
33	Clerk Typist	\$45,748	\$54,492	\$8,744	16.05%
34	Comm Cable Supervisor	\$86,485	\$112,752	\$26,267	23.30%
35	Comm Electrician Supv	\$86,756	\$112,752	\$25,996	23.06%
36	Comm Information Rep	\$60,761	\$61,116	\$355	0.58%
37	Communications Cable Worker	\$74,562	\$92,076	\$17,514	19.02%
38	Communications Electrician	\$75,502	\$93,816	\$18,314	19.52%
39	Computer Operator	\$59,070	\$68,136	\$9,066	13.31%
40	Construction & Maint Supv	\$105,799	\$141,024	\$35,225	24.98%
41	Construction Equip Serv Worker	\$52,033	\$66,360	\$14,327	21.59%
42	Construction Estimator	\$87,905	\$94,752	\$6,847	7.23%
43	Custodian	\$37,939	\$51,384	\$13,445	26.17%
44	Custodian Supervisor	\$45,310	\$70,596	\$25,286	35.82%
45	Data Base Architect	\$116,677	\$124,824	\$8,147	6.53%
46	Data Entry Operator	\$52,012	\$58,740	\$6,728	11.45%
47	Data Processing Technician	\$59,070	\$66,360	\$7,290	10.99%
48	Delivery Driver	\$52,430	\$54,492	\$2,062	3.78%
49	Director of Security Services	\$94,900	\$116,676	\$21,776	18.66%
50	Drafting Aide	\$52,451	\$63,264	\$10,813	17.09%
51	Duplicating Machine Operator	\$50,759	\$62,196	\$11,437	18.39%
52	Electric Pumping Plant Operator	\$67,108	\$72,636	\$5,528	7.61%

City / DWP Common Classes

	CLASS TITLE	CITY SALARY	DWP SALARY	SALARY DIFFERENCE	PERCENTAGE DIFFERENCE
53	Electrical Craft Helper	\$52,993	\$70,596	\$17,603	24.93%
54	Electrical Eng Drafting Tech	\$61,930	\$81,264	\$19,334	23.79%
55	Electrical Engineering Associate	\$110,226	\$125,484	\$15,258	12.16%
56	Electrician	\$75,502	\$89,592	\$14,090	15.73%
57	Elevator Mechanic	\$84,042	\$95,688	\$11,646	12.17%
58	Emergency Preparedness Coord	\$122,378	\$132,792	\$10,414	7.84%
59	Engineering Designer	\$81,056	\$88,632	\$7,576	8.55%
60	Engineering Geologist	\$137,035	\$137,412	\$377	0.27%
61	Engineering Geologist Associate	\$110,226	\$125,484	\$15,258	12.16%
62	Environmental Affairs Officer	\$123,213	\$136,988	\$13,755	10.04%
63	Environmental Eng Associate	\$110,226	\$125,484	\$15,258	12.16%
64	Environmental Engineer	\$110,226	\$136,728	\$26,502	19.38%
65	Environmental Specialist	\$101,435	\$109,476	\$8,041	7.34%
66	Environmental Supervisor	\$110,226	\$122,484	\$12,258	10.01%
67	Equipment Mechanic	\$65,542	\$85,968	\$20,426	23.76%
68	Equipment Operator	\$78,780	\$86,796	\$8,016	9.24%
69	Equipment Repair Supervisor	\$82,539	\$92,212	\$9,673	10.49%
70	Equipment Specialist	\$84,877	\$94,752	\$9,875	10.42%
71	Field Engineering Aide	\$74,416	\$86,484	\$12,068	13.95%
72	Garage Attendant	\$46,792	\$72,642	\$25,850	35.59%
73	Gardener Caretaker	\$48,191	\$57,420	\$9,229	16.07%
74	Graphics Designer	\$77,319	\$91,224	\$13,905	15.24%
75	Graphics Supervisor	\$104,149	\$110,058	\$5,909	5.37%
76	Heavy Duty Equip Mechanic	\$73,518	\$85,107	\$11,589	13.62%
77	Heavy Duty Truck Operator	\$57,023	\$74,103	\$17,080	23.05%
78	Industrial Hygienist	\$105,653	\$117,283	\$11,630	9.92%
79	Info Systems Oper Manager	\$103,085	\$130,124	\$27,039	20.78%
80	Information Systems Manager	\$149,856	\$159,144	\$9,288	5.84%
81	Instrument Mech Supv	\$105,465	\$112,752	\$7,287	6.46%
82	Instrument Mechanic	\$87,404	\$93,516	\$6,112	6.54%
83	Investment Officer	\$133,799	\$144,132	\$10,333	7.17%
84	Labor Supervisor	\$56,710	\$92,208	\$35,498	38.50%
85	Laboratory Technician	\$63,830	\$87,362	\$23,532	26.94%
86	Land Surveying Assistant	\$81,056	\$95,688	\$14,632	15.29%
87	Light Equipment Operator	\$55,165	\$72,432	\$17,267	23.84%
88	Locksmith	\$70,052	\$88,404	\$18,352	20.76%
89	Machinist	\$71,347	\$97,196	\$25,849	26.60%
90	Machinist Supervisor	\$84,230	\$112,752	\$28,522	25.30%
91	Maint and Construction Helper	\$48,191	\$70,595	\$22,404	31.74%
92	Maintenance Laborer	\$45,581	\$56,898	\$11,317	19.89%
93	Management Aide	\$59,529	\$72,662	\$13,133	18.07%
94	Management Analyst	\$83,750	\$93,396	\$9,646	10.33%
95	Management Assistant	\$59,529	\$72,662	\$13,133	18.07%
96	Materials Testing Eng Assoc	\$110,226	\$125,484	\$15,258	12.16%
97	Materials Testing Engineer	\$129,665	\$134,989	\$5,324	3.94%
98	Materials Testing Technician	\$67,442	\$86,484	\$19,042	22.02%
99	Mech Eng Associate	\$110,226	\$125,489	\$15,263	12.16%
100	Mechanical Helper	\$50,822	\$70,595	\$19,773	28.01%
101	Mechanical Repair Gen Supv	\$105,799	\$116,782	\$10,983	9.40%
102	Mechanical Repairer	\$69,322	\$72,662	\$3,340	4.60%
103	Medical Director	\$184,350	\$241,164	\$56,814	23.56%
104	Messenger Clerk	\$35,621	\$41,363	\$5,742	13.88%

City / DWP Common Classes

	CLASS TITLE	CITY SALARY	DWP SALARY	SALARY DIFFERENCE	PERCENTAGE DIFFERENCE
105	Occupational Health Nurse	\$77,402	\$81,683	\$4,281	5.24%
106	Office Engineering Technician	\$67,442	\$91,935	\$24,493	26.64%
107	Oper and Statl Research Analyst	\$104,692	\$137,411	\$32,719	23.81%
108	Painter	\$68,925	\$88,009	\$19,084	21.68%
109	Painter Supervisor	\$79,240	\$92,916	\$13,676	14.72%
110	Park Maintenance Supervisor	\$63,580	\$79,219	\$15,639	19.74%
111	Personnel Records Supervisor	\$70,386	\$77,987	\$7,601	9.75%
112	Photographer	\$74,959	\$75,732	\$773	1.02%
113	Pipefitter	\$78,718	\$89,826	\$11,108	12.37%
114	Plumber	\$78,718	\$89,826	\$11,108	12.37%
115	Plumber Supervisor	\$90,390	\$101,706	\$11,316	11.13%
116	Power Shovel Operator	\$79,490	\$91,517	\$12,027	13.14%
117	Pr Civil Eng Drafting Tech	\$81,056	\$115,487	\$34,431	29.81%
118	Pr Communications Operator	\$70,011	\$71,785	\$1,774	2.47%
119	Pr Public Relations Rep	\$81,265	\$135,234	\$53,969	39.91%
120	Pr Security Officer	\$61,680	\$74,436	\$12,756	17.14%
121	Pr Storekeeper	\$86,694	\$104,818	\$18,124	17.29%
122	Pr Workers' Comp Analyst	\$103,962	\$125,781	\$21,819	17.35%
123	Programmer Analyst	\$108,722	\$115,487	\$6,765	5.86%
124	Property Manager	\$158,124	\$173,200	\$15,076	8.70%
125	Public Relations Specialist	\$67,964	\$96,319	\$28,355	29.44%
126	Real Estate Associate	\$71,410	\$74,750	\$3,340	4.47%
127	Real Estate Officer	\$93,626	\$104,400	\$10,774	10.32%
128	Reprographics Operator	\$54,017	\$72,433	\$18,416	25.42%
129	Reprographics Supervisor	\$72,809	\$80,994	\$8,185	10.11%
130	Risk Manager	\$149,856	\$163,224	\$13,368	8.19%
131	Roofer	\$64,227	\$71,496	\$7,269	10.17%
132	Safety Administrator	\$132,233	\$137,640	\$5,407	3.93%
133	Safety Engineer	\$103,962	\$128,808	\$24,846	19.29%
134	Safety Engineer Pressure Vessels	\$91,663	\$100,164	\$8,501	8.49%
135	Safety Engineering Associate	\$84,877	\$102,084	\$17,207	16.86%
136	Security Officer	\$50,321	\$59,738	\$9,417	15.76%
137	Sheet Metal Worker	\$75,774	\$89,820	\$14,046	15.64%
138	Sign Painter	\$68,925	\$79,224	\$10,299	13.00%
139	Sr Architect	\$129,864	\$141,108	\$11,444	8.11%
140	Sr Architectural Drafting Tech	\$69,008	\$97,512	\$28,504	29.23%
141	Sr Civil Eng Drafting Tech	\$69,008	\$97,512	\$28,504	29.23%
142	Sr Clerk	\$56,501	\$66,360	\$9,859	14.86%
143	Sr Clerk Stenographer	\$56,501	\$66,360	\$9,859	14.86%
144	Sr Clerk Typist	\$56,501	\$66,360	\$9,859	14.86%
145	Sr Comm Electrician Supv	\$91,016	\$159,144	\$68,128	42.81%
146	Sr Communications Electrician	\$82,914	\$105,888	\$22,974	21.70%
147	Sr Communications Operator	\$66,440	\$84,396	\$17,956	21.28%
148	Sr Computer Operator	\$73,351	\$84,396	\$11,045	13.09%
149	Sr Custodian	\$43,389	\$59,628	\$16,239	27.23%
150	Sr Data Processing Technician	\$73,351	\$88,404	\$15,053	17.03%
151	Sr Duplicating Machine Operator	\$56,856	\$72,432	\$15,576	21.50%
152	Sr Electrical Eng Drafting Tech	\$69,008	\$97,512	\$28,504	29.23%
153	Sr Electrician	\$82,894	\$107,328	\$24,434	22.77%
154	Sr Equipment Mechanic	\$69,426	\$87,720	\$18,294	20.85%
155	Sr Gardener	\$54,079	\$73,044	\$18,965	25.96%
156	Sr Heavy Duty Equip Mechanic	\$77,611	\$93,336	\$15,725	16.85%



City / DWP Common Classes

	CLASS TITLE	CITY SALARY	DWP SALARY	SALARY DIFFERENCE	PERCENTAGE DIFFERENCE
157	Sr Painter	\$79,031	\$94,332	\$15,301	16.22%
158	Sr Park Maintenance Supervisor	\$86,067	\$89,592	\$3,525	3.93%
159	Sr Personnel Analyst	\$120,185	\$137,556	\$17,371	12.63%
160	Sr Plumber	\$86,464	\$96,324	\$9,860	10.24%
161	Sr Real Estate Officer	\$101,769	\$115,488	\$13,719	11.88%
162	Sr Roofer	\$70,574	\$77,568	\$6,994	9.02%
163	Sr Safety Eng Pressure Vessels	\$102,312	\$111,708	\$9,396	8.41%
164	Sr Security Officer	\$55,332	\$67,356	\$12,024	17.85%
165	Sr Storekeeper	\$55,102	\$84,204	\$29,102	34.56%
166	Sr Survey Supervisor	\$124,069	\$145,512	\$21,443	14.74%
167	Sr Systems Analyst	\$122,545	\$135,996	\$13,451	9.89%
168	Sr Workers' Comp Analyst	\$83,729	\$103,584	\$19,855	19.17%
169	Storekeeper	\$56,501	\$74,100	\$17,599	23.75%
170	Stores Supervisor	\$103,230	\$116,220	\$12,990	11.18%
171	Street Tree Superintendent	\$128,412	\$140,400	\$11,988	8.54%
172	Structural Engineer	\$116,636	\$142,884	\$26,248	18.37%
173	Structural Engineering Associate	\$110,226	\$125,484	\$15,258	12.16%
174	Supply Services Manager	\$149,856	\$200,808	\$50,952	25.37%
175	Supv Occupational Health Nurse	\$77,715	\$84,852	\$7,137	8.41%
176	Survey Party Chief	\$97,572	\$114,252	\$16,680	14.60%
177	Survey Supervisor	\$109,202	\$127,452	\$18,250	14.32%
178	Systems Aide	\$59,529	\$65,412	\$5,883	8.99%
179	Systems Analyst	\$83,750	\$93,336	\$9,586	10.27%
180	Systems Programmer	\$121,167	\$134,028	\$12,861	9.60%
181	Tire Repairer	\$52,033	\$73,680	\$21,647	29.38%
182	Title Examiner	\$67,442	\$88,632	\$21,190	23.91%
183	Tree Surgeon	\$58,297	\$79,428	\$21,131	26.60%
184	Tree Surgeon Assistant	\$45,581	\$59,400	\$13,819	23.26%
185	Tree Surgeon Supervisor	\$67,818	\$101,748	\$33,930	33.35%
186	Truck Operator	\$58,422	\$68,844	\$10,422	15.14%
187	Upholsterer	\$65,793	\$74,100	\$8,307	11.21%
188	Warehouse and Toolroom Worker	\$50,550	\$67,356	\$16,806	24.95%
189	Water Biologist	\$93,698	\$107,676	\$13,978	12.98%
190	Water Microbiologist	\$93,698	\$106,452	\$12,754	11.98%
191	Water Utility Worker	\$58,422	\$84,000	\$25,578	30.45%
192	Welder	\$71,347	\$91,116	\$19,769	21.70%
193	Welder Supervisor	\$84,230	\$103,080	\$18,850	18.29%
194	Workers' Comp Claims Assistant	\$60,448	\$68,928	\$8,480	12.30%
195	Workers' Compensation Analyst	\$70,992	\$91,644	\$20,652	22.54%
				Average	16.41%
196	Sr Project Coordinator	\$93,125	\$93,120	(\$5)	-0.01%
197	Physician II	\$166,393	\$163,616	(\$2,777)	-1.70%
	Total			Average	-0.85%

CITY / DWP CLASSES WITH SIMILAR DUTIES

	CITY	CITY SALARY	DWP **	DWP SALARY	SALARY DIFFERENCE	PERCENTAGE DIFFERENCE
1	Communications Information Representative	\$60,761	Customer Service Representative	\$72,432	\$11,671	18.11%
2	Personnel Director	\$144,406	Director of Human Resources	\$189,360	\$44,954	23.74%
3	Pr Clerk	\$66,064	Pr Clerk Utility - B	\$82,272	\$16,208	19.70%
	Ch Clerk	\$78,905	Pr Clerk Utility - A	\$85,812	\$6,907	8.05%
4	Pr Accountant	\$100,182	Pr Utility Accountant - D	\$133,188	\$33,006	24.78%
	Deptl Chief Accountant	\$149,856	Pr Utility Accountant - B	\$170,568	\$20,712	12.14%
5	Comm Exec Asst	\$83,750	Secretary Water & Power Comm	\$113,316	\$29,566	26.09%
6	Sr Accountant	\$82,601	Sr Utility Accountant	\$126,552	\$43,951	34.73%
7	Procurement Supv	\$98,909	Sr Utility Buyer	\$111,084	\$12,175	10.96%
8	Accountant	\$65,709	Utility Accountant	\$93,396	\$27,687	29.64%
9	Sr Admin Analyst	\$120,185	Utility Administrator III	\$137,556	\$17,371	12.63%
10	Sr Mgmt Analyst	\$122,524	Utility Administrator III	\$137,556	\$15,032	10.93%
11	Sr Personnel Analyst	\$120,185	Utility Administrator III	\$137,556	\$17,371	12.63%
12	Chief Mgmt Analyst	\$149,856	Utility Administrator IV	\$158,604	\$8,748	5.52%
13	Procurement Analyst	\$83,750	Utility Buyer	\$91,512	\$7,762	8.48%
14	Secretary	\$61,387	Utility Executive Secretary (DDR #91-13005)	\$88,536	\$27,149	30.66%
15	Exec Admin Assistant	\$79,198	Utility Executive Secretary (DDR #91-13026)	\$99,852	\$20,654	20.68%
					AVERAGE	18.09%

\*\* Highest DWP salary used unless indicated by an "alpha", paygrade or DDR #