



RESOLUTION NO. 026 182

BOARD LETTER APPROVAL

A handwritten signature in blue ink, appearing to read 'Tracey K. Pierce'.

TRACEY K. PIERCE
Chief People Officer

A handwritten signature in black ink, appearing to read 'Janisse Quiñones'.

JANISSE QUIÑONES
Chief Executive Officer and Chief Engineer

DATE: February 25, 2026

SUBJECT: Approval of the Memorandum of Understanding for the Load Dispatchers Unit Represented by the Los Angeles Water and Power Dispatchers Association, for the Contract Term of January 1, 2026 through September 30, 2030.

SUMMARY

The LADWP and the Los Angeles Water and Power Load Dispatchers Association (LDA) have reached an agreement on the terms and conditions of the attached Memorandum of Understanding (MOU) for the period January 1, 2026 through September 30, 2030.

City Council approval is required in accordance with City Charter Sections 219 and 373.

RECOMMENDATION

It is recommended that the Board of Water and Power Commissioners (Board) adopt the attached Resolution approving the benefits and recommending City Council approval of the salaries agreed to in the LDA MOU for the period of January 1, 2026 through September 30, 2030.

FINANCIAL INFORMATION

The estimated average year over year financial impact associated with the proposed contract ranges from approximately \$4.2 million to \$6.3 million. Assumptions are based on Cost-of-Living Adjustments (COLA) floor of 2.5 percent (2.5%) and ceiling of 5.5 percent (5.5%), which are based on Consumer Price Index (CPI), salary adjustments, and other identified miscellaneous new MOU provisions.

BACKGROUND

The following is a summary of the MOU Amendments recommended for approval:

- 1) Four (4) year and nine (9) month term from January 1, 2026 through September 30, 2030.
- 2) Effective January 1, 2026, the Department will provide a targeted base wage adjustment of eight percent (8%) (pension based) increase for accepting additional duties in emerging technologies including but not limited to power duty officer* responsibilities, marketing desk, Extended Day-Ahead Market (EDAM), etc. Applies to all Load Dispatchers and Senior Load Dispatchers. Does not apply to Trainees (DDR† 94-52056).

* Tentatively to amend DDR†; will be filled with dedicated personnel, number of positions to be determined.

- 3) Effective October 1, 2027, a targeted base wage adjustment of two percent (2%) (pension based) increase for accepting additional duties in emerging technologies including but not limited to power duty officer* responsibilities, marketing desk, EDAM, etc. Applies to all Load Dispatcher and Senior Load Dispatchers. Does not apply to Trainees (DDR† 94-52056).

* Tentatively to amend DDR†; will be filled with dedicated personnel, number of positions to be determined.

- 4) Effective October 1 of each year of the Agreement, COLA based on CPI. Salary ranges shall be increased by a percentage equal to the percentage increase in the CPI for Urban Wage Earners and Clerical Workers as measured from August of the prior year to August of the current year for United States City Average (1982-84=100); provided, however, that if the CPI increases less than or equal to two and one-half percent (2.5%), the salary ranges shall be increased by two and one-half percent (2.5%), and if the CPI increases by five and one-half percent (5.5%) or more, the salary ranges shall be increased by five and one-half percent (5.5%).
- 5) Supplemental Payments (Article 30.5) – On July 1st of each year, each employee shall be paid a one-time taxable payment of \$2,500. At the employee's option, this cash payment may be used for health-related expenses that are not covered by the employee's health care coverage such as orthodontia, chiropractic or acupuncture services, vision care, etc.

†Duties Description Record (DDR) refers to the illustrative description of duties for a specific classification.

Approval of MOU for the LDA for the Contract Term of January 1, 2026, through September 30, 2030/February 25, 2026

Any bargaining unit employee who is enrolled in the United Health Care Select Plus non-differential PPO plan (or its equivalent) will forfeit the one-time supplemental payment provided to bargaining unit members on active payroll distributed during the month of July.

- 6) Additional Payments (Footnote 2) – On January 1 of each year, all employees with an aggregate of 20 years in Load Dispatcher and/or Senior Load Dispatcher class series shall receive a one-time taxable payment of \$7,500.
- 7) Specialist Premium (Footnote 3) – Added language to compensate employees filling a specialist support position temporarily (e.g., vacation or sick relief, etc.) two (2) premium levels above their existing salary range while on assignment.
- 8) Health Plan (Article 21) – Add subsection (3) Any other Department-sponsored health care plan adopted by the LADWP Board of Administration, excluding the Owen’s Valley Non-Differential PPO Plan, but including the United Health Care Select Plus PPO Plan. Notwithstanding any other provision to the contrary, the Department will make available on behalf of an eligible employee to whom an annual salary is applicable, and who is a member of the Department’s Retirement Plan, and on behalf of their eligible dependents, if any, the employee’s full contribution to the United Healthcare Select Plus PPO Plan (or a comparable plan in the future).
- 9) Family and Medical Leave Act and the California Family Rights Act (Article 15.C.4) – Updated the language and provided definitions to clarify family relationships.
- 10) Paid Parental Leave (Article 15.D) – Cleanup provision to add the Paid Parental Leave benefit.
- 11) Bereavement Leave (Article 15.E) – Clean up provision to update the Bereavement Leave benefit.
- 12) Shift Differential (Article 17) – Clarified the language to properly compensate an employee who is assigned by management to work on a different shift that has a pay differential.
- 13) Family Death Benefits (Article 30.3) – Updated the language of the Family Death Benefit in accordance with Section VI of the Water and Power Employees’ Death Benefit Plan.

- 14) Retirement Benefits (Article 30.4) – Added “Me Too” clause for Tier 2 Supplemental Tax-Deferred Savings Plan if another LADWP bargaining unit receives a Department contribution towards Tier 2 members.
- 15) Holidays (Article 16) – Added the Juneteenth Day – June 19th holiday.

ENVIRONMENTAL DETERMINATION

Determine item is exempt pursuant to California Environmental Quality Act (CEQA) Guideline Section 15060(c)(3). In accordance with this section, an activity is not subject to CEQA if it does not meet the definition of a project. Section 15378(b)(5) states that organizational or administrative activities that will not result in direct or indirect physical changes in the environment do not meet that definition. Therefore, approval of the MOU for the Load Dispatchers Unit, represented by the LDA is not an action subject to CEQA.

CITY ATTORNEY

The Office of the City Attorney reviewed and approved the Resolution as to form and legality.

ATTACHMENT

- Resolution
- Memorandum of Understanding
- Load Dispatcher 2026-2030 MOU Fiscal Impact