

Load Dispatcher MOU

Four-year and 9-month term from January 1, 2026 through September 30, 2030.

LRO Request Criteria #: Per e-mail from LRO Utility Administrator Mary Merrell on January 23, 2026. Additional information provided by LRO Utility Administrators Mary Merrell and Orlando Lepe in subsequent correspondence.

Fiscal Impact Summary

- 1) Estimated one-time retroactive payment : \$78,300
- 2) Estimated ongoing annual fiscal impact:
 - Cumulative Fiscal Impact: \$11,157,580 - \$16,333,301 based on 2.5% COLA Floor and 5.5% COLA Ceiling, respectively
 - Year Over Year Fiscal Impact: \$4,187,439 - \$6,342,679 based on 2.5% COLA Floor and 5.5% COLA Ceiling, respectively

Summary Tables - See Tabs 1-5 For Assumptions and Detail Support

| One-Time Retroactive Payment for Tier 2 Supplemental Tax-Deferred Savings Plan Item 16 (see Tab 1) | | |
|---|--------------------------|---------------------|
| Retro Period | Retro Period (in Months) | Total Retro Payment |
| 07/01/24 - 12/31/25 | 18 Months | \$78,300 |

| Ongoing Annual Fiscal Impact with COLA: Ceiling 2.5% | | | | | | | | | | | | | |
|--|--|---|------------------|--------------------------|------------------------------|-------------------------------------|--|--|--|---|------------------------|--------------------------------|------------------------------------|
| Effective Period | Adjustment Description | Salary Adjustment Items 2 & 3 and COLA : Floor 2.5% (see Tab 2) | | | | | Non-Salary Items (Annual Payments and Tier 2 Savings Plan) | | | | | Total Cumulative Fiscal Impact | Total Year Over Year Fiscal Impact |
| | | Proposed Salaries | Current Salaries | Cumulative Fiscal Impact | Effective Period (in Months) | Cumulative Fiscal Impact (Prorated) | Year Over Year Fiscal Impact | Item 5 (see Tab 3) \$2500 Annual Payment | Item 6 (see Tab 4) \$7500 Annual Payment | Item 16 (see Tab 5) Tier 2 Savings Plan | Total Non-Salary Items | | |
| 01/01/2026 - 09/30/2026 | (Item 2) 1/1/26 8% Salary Adjustment for all LD/SLD employees, except trainees | \$15,677,450 | \$14,618,562 | \$1,058,888 | 9 | \$794,166 | \$794,166 | \$150,000 | \$37,500 | \$39,150 | \$226,650 | \$1,020,816 | \$1,020,816 |
| 10/01/2026 - 09/30/2027 | 2.5% COLA Effective 10/1/26 | \$16,069,386 | \$14,618,562 | \$1,450,824 | 12 | \$1,450,824 | \$656,658 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$1,690,524 | \$896,358 |
| 10/01/2027 - 09/30/2028 | (Item 3) 10/1/27 2% Salary Adjustment for all LD/SLD employees, except trainees plus 2.5% COLA Effective 10/1/27 | \$16,771,494 | \$14,618,562 | \$2,152,932 | 12 | \$2,152,932 | \$702,108 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$2,392,632 | \$941,808 |
| 10/01/2028 - 09/30/2029 | 2.5% COLA Effective 10/1/28 | \$17,190,782 | \$14,618,562 | \$2,572,219 | 12 | \$2,572,219 | \$419,287 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$2,811,919 | \$658,987 |
| 10/01/2029 - 09/30/2030 | 2.5% COLA Effective 10/1/29 | \$17,620,551 | \$14,618,562 | \$3,001,989 | 12 | \$3,001,989 | \$429,770 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$3,241,689 | \$669,470 |
| Total Cumulative Fiscal Impact: | | | | | | | \$9,972,130 | \$750,000 | \$187,500 | \$247,950 | \$1,185,450 | \$11,157,580 | |
| Total Year Over Year Impact: | | | | | | | \$3,001,989 | \$750,000 | \$187,500 | \$247,950 | \$1,185,450 | \$4,187,439 | |

| Ongoing Annual Fiscal Impact with COLA: Ceiling 5.5% | | | | | | | | | | | | | |
|--|--|---|------------------|--------------------------|------------------------------|-------------------------------------|--|--|--|---|------------------------|--------------------------------|------------------------------------|
| Effective Period | Adjustment Description | Salary Adjustment Items 2 & 3 and COLA : Floor 5.5% (see Tab 2) | | | | | Non-Salary Items (Annual Payments and Tier 2 Savings Plan) | | | | | Total Cumulative Fiscal Impact | Total Year Over Year Fiscal Impact |
| | | Proposed Salaries | Current Salaries | Cumulative Fiscal Impact | Effective Period (in Months) | Cumulative Fiscal Impact (Prorated) | Year Over Year Fiscal Impact | Item 5 (see Tab 3) \$2500 Annual Payment | Item 6 (see Tab 4) \$7500 Annual Payment | Item 16 (see Tab 5) Tier 2 Savings Plan | Total Non-Salary Items | | |
| 01/01/2026 - 09/30/2026 | (Item 2) 1/1/26 8% Salary Adjustment for all LD/SLD employees, except trainees | \$15,677,450 | \$14,618,562 | \$1,058,888 | 9 | \$794,166 | \$794,166 | \$150,000 | \$37,500 | \$39,150 | \$226,650 | \$1,020,816 | \$1,020,816 |
| 10/01/2026 - 09/30/2027 | 5.5% COLA Effective 10/1/26 | \$16,539,710 | \$14,618,562 | \$1,921,148 | 12 | \$1,921,148 | \$1,126,982 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$2,160,848 | \$1,366,682 |
| 10/01/2027 - 09/30/2028 | (Item 3) 10/1/27 2% Salary Adjustment for all LD/SLD employees, except trainees plus 5.5% COLA Effective 10/1/27 | \$17,767,607 | \$14,618,562 | \$3,149,045 | 12 | \$3,149,045 | \$1,227,898 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$3,388,745 | \$1,467,598 |
| 10/01/2028 - 09/30/2029 | 5.5% COLA Effective 10/1/28 | \$18,744,826 | \$14,618,562 | \$4,126,264 | 12 | \$4,126,264 | \$977,218 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$4,365,964 | \$1,216,918 |
| 10/01/2029 - 09/30/2030 | 5.5% COLA Effective 10/1/29 | \$19,775,791 | \$14,618,562 | \$5,157,229 | 12 | \$5,157,229 | \$1,030,965 | \$150,000 | \$37,500 | \$52,200 | \$239,700 | \$5,396,929 | \$1,270,665 |
| Total Cumulative Fiscal Impact: | | | | | | | \$15,147,851 | \$750,000 | \$187,500 | \$247,950 | \$1,185,450 | \$16,333,301 | |
| Total Year Over Year Impact: | | | | | | | \$5,157,229 | \$750,000 | \$187,500 | \$247,950 | \$1,185,450 | \$6,342,679 | |

Load Dispatcher MOU

Four-year and 9-month term from January 1, 2026 through September 30, 2030.

LRO Request Criteria #: Per e-mail from LRO Utility Administrator Mary Merrell on January 23, 2026. Additional information provided by LRO Utility Administrators Mary Merrell and Orlando Lepe in subsequent correspondence.


MOU Term Criteria per Labor Relations Office:

- LRO Request Criteria #16) Retirement Benefits (Article 30.4) – Added "Me Too" clause for Tier 2 Supplemental Tax-Deferred Savings Plan and any other Department Per LRO (Orlando Lepe 2/5/25 email), there is a retroactive component for this item that will be the same as that implemented for IBEW Tier 2 members.

Assumptions Applied to Estimate Fiscal Impact:

- 1) Assume same clause for Tier 2 Supplemental Tax-Deferred Savings Plan as reflected in IBEW MOU in which LADWP will contribute \$150/month toward a Retirement Savings Fund for Tier 2 employees that are enrolled in WPERP Tier 2 as a full member and meet specified working hour requirements
- 2) Assume same retroactive start date for CC 5233 and CC 5235 occupants as established for IBEW members, which began July 2024 (per below Board Letter)
- 3) Count of current Tier 2 occupants provided by Labor Relations Office (Orlando Lepe email dated 2/26/25)
- 4) Assume same count of eligible occupants existed since July 2024


| Classification | Class Code | DDR | A | | C | | D+A*B/C |
|------------------------|------------|----------|--------------------------|-----------------------------|--|----------------------|-----------------|
| | | | Current Tier 2 Occupants | Monthly Contribution Amount | Retroactive Period 07/01/24 - 12/31/25 | Total Retro Payments | |
| LOAD DISPATCHER | 5233 | All DDRs | 25 | \$150.00 | 18 | | \$67,500 |
| SENIOR LOAD DISPATCHER | 5235 | 94-52058 | 4 | \$150.00 | 18 | | \$10,800 |
| | | | 29 | | | | \$78,300 |




Los Angeles Department of Water & Power

BOARD LETTER APPROVAL

RESOLUTION NO. _____



TRACEY PIERCE
Chief People Officer



JANISSE QUINONES
Chief Executive Officer and Chief Engineer

DATE: January 6, 2025


SUBJECT: Establishment of Employer Contributions to the City's Deferred Compensation Plan for Employees Represented by the International Brotherhood of Electrical Workers, Local 18, and Enrolled in Tier 2 of the Water and Power Employees' Retirement Plan

SUMMARY

The accompanying resolution, approved as to form and legally by the City Attorney, and the enclosed Letter of Intent (LOI), is to approve the agreement reached among the City of Los Angeles (City) and the International Brotherhood of Electrical Workers, Local 18 (IBEW) to provide for nonselective employer contributions to the City's Deferred Compensation Plan (DCP) by the Los Angeles Department of Water and Power (LADWP), on behalf of certain IBEW-represented employees enrolled in Tier 2 of the Water and Power Employees' Retirement Plan (WPERP). The DCP is a retirement savings program sponsored by the City and designed to complement an employee's pension benefit.

The LOI provides for a monthly contribution of \$150 to the DCP, commencing in January 2026, with the first payment to the employee's DCP account anticipated to be made in February 2026. In addition, in January 2026, a retroactive cash payment will be issued to eligible members for any IBEW-represented employee who was a member of WPERP Tier 2 as of July 2024.

RE: Request Fiscal Impact - LDA Successor MOU



Lepe, Orlando
To: @ Viki, Sunny @ Merrill, Mary
Cc: @ Santill, Ann @ Simonski, Thomas

You replied to this message on 2/10/2025 8:16 AM.

Reply Reply All Forward

Mon 2/10/2025 1:51 PM

Hello Sunny,

See table below with data for Items B and C.


| | Tier 2 | 20 years |
|---------------|--------|----------|
| LD (CC 5233) | 25 | 2 |
| SLD (CC 5235) | 4 | 3 |

Please note that for the Tier 2 Supplemental Tax-Deferred Savings Plan, it'll be the same as Local 18's, therefore, there will be a retro component.

Thank you again for your assistance and please let me know if you have any questions or if you need anything further.

Thanks!

Orlando Lepe
Labor Relations Office
Office: (213) 367-2029
Cell: (213) 774-8653



**ARTICLE 37
EMPLOYEE'S RETIREMENT PLAN**

37.9 – IBEW Sponsored Retirement Savings Fund

During the term of this MOU, in accordance with established practice, the LADWP shall seek approval of the Los Angeles City Council and agree that IBEW, Local 18, will establish an IBEW sponsored Retirement Savings Fund (Retirement Savings Fund) on behalf of IBEW-represented employees who are employed by the LADWP and who are members of the WPERP Tier 2. The following conditions shall apply:

- 1) LADWP will contribute \$150 per month for each IBEW-represented employee who is enrolled in WPERP Tier 2 as a full member. Full membership begins after six months of full-time employment at the LADWP. LADWP shall make no contribution on behalf of employees who are enrolled in WPERP Tier 1.
- 2) The agreement would require that all members of the covered class, Tier 2 Employees, receive a monthly contribution from the employer to the Retirement Savings Fund. Each employee will be auto-enrolled in an account that will receive the employer contribution. The contribution will be deposited into a default investment option if the employee does not choose one of the investment options available in the Retirement Savings Fund. The employee is not required to choose an investment option.

IBEW will determine the investment options that are available for the employees to choose in the Retirement Savings Fund, and LADWP will have no responsibility for those available investment options or the investments chosen by the employees.
- 3) The contribution per employee shall not increase during the MOU term.
- 4) All contributions made by the LADWP will sunset upon expiration of the MOU (in September 2026). Continuation of LADWP's contributions will require affirmative, mutual renegotiation in a successor MOU.
- 5) The Retirement Savings Fund will be a bona fide retirement plan, administered by a third party, that includes standard provisions, including but not limited to penalties for early withdrawal and employee portability.
- 6) LADWP's participation in the Retirement Savings Fund will be strictly limited to the negotiated contribution per month per WPERP Tier 2 employee. LADWP will not be responsible for the design or administration of the Retirement Savings Fund. LADWP will not be responsible for administrative fees or other costs, such as penalties for early withdrawal of funds, incurred by the Retirement Savings Fund or incurred as a cost of employees being members of the Retirement Savings Fund. IBEW will pay for any administrative or other costs incurred.
- 7) IBEW will indemnify and hold the City harmless from any and all liabilities that may potentially arise from the design of the Retirement Savings Fund (including the available investment options) and the administration of the Retirement Savings Fund, or as a result of penalties that individual plan participants may incur.
- 8) Department contributions will be deposited into each employee's personal Retirement Savings Fund accounts and shall be controlled by each employee. Enrolled employees shall maintain full control of their accounts and investments.
- 9) Retirement Savings Fund officers or board members employed by the LADWP will not be compensated in any manner to administer the trust or be on the board, including but not limited to drawing a salary or stipend.
- 10) An annual audit will be conducted by the Third-Party Administrator (TPA) as part of the Form 5500 filing. This information is available to the public. Participants will receive quarterly statements as well as daily account values via the internet. The sponsor, IBEW Local 18, will receive monthly general plan level reports from the TPA.
- 11) Contributions shall be made on a retroactive basis looking back one (1) month. An employee's account will be credited \$150 per month if the employee was compensated for at least 80 hours of work hours or work-related time, e.g., vacation, compensated family medical leave active payroll status, as opposed to an unpaid leave of absence, for the month prior to the contribution.
- 12) LADWP will make no contributions for any employee who is on an unpaid leave of absence from the Department, whether personal or disability/workers compensation leave, that results in the employee being compensated for less than 80 hours in a month.
- 13) Payments shall commence on a go-forward basis within no more than two (2) months after the plan has been legally established. There shall be no retroactive payments for the time period during which IBEW is creating the plan documents and structure.
- 14) LADWP shall not be responsible for making any contribution if IBEW cannot establish a bona fide plan, whether legally or in the absence of an agreement to the terms contained herein and as subsequently negotiated.
- 15) IBEW shall receive no direct financial benefit in the Retirement Savings Fund whether in the form of management fees or otherwise.

MEA Successor MOU
January 1, 2022 - September 30, 2026
Table 1 - COLA Only

Load Dispatcher MOU

Four-year and 9-month term from January 1, 2026 through September 30, 2030.

LRO Request Criteria #: Per e-mail from LRO Utility Administrator Mary Merrell on January 23, 2026. Additional information provided by LRO Utility Administrators Mary Merrell and Orlando Lepe in subsequent correspondence.

MOU Term Criteria per Labor Relations Office:

- (LRO Request Criteria #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. 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.

Assumptions Applied to Estimate Fiscal Impact:

- 1) Assume all occupants in Load Dispatcher CC 5233 and Sr. Load Dispatcher CC 5235 receive \$2500 annual one-time payment for each year in MOU Term
- 2) Occupancy based on Workday PPE 1/25/26 Data -Assume same count of eligible occupants for duration of MOU Term

| Classification | Class Code | DDR | Occupancy 1/25/26 | Annual Payment per Employee | Total Annual Payment | D=A*B | E=A*B | F=A*B | G=A*B | H=A*B |
|-------------------------|------------|---|----------------------|-----------------------------------|-------------------------|---|---|---|---|---|
| | | | | | | MOU Period: 01/01/2026 - 09/30/2026 | MOU Period: 10/01/2026 - 09/30/2027 | MOU Period: 10/01/2027 - 09/30/2028 | MOU Period: 10/01/2028 - 09/30/2029 | MOU Period: 10/01/2029 - 09/30/2030 |
| | | | | | | 7/1/26 Payment | 7/1/27 Payment | 7/1/28 Payment | 7/1/29 Payment | 7/1/30 Payment |
| LOAD DISPATCHER | 5233 | 94-52059, 94-52060, 94-52061, 94-52057 | 32 | \$ 2,500 | 80,000 | 80,000 | 80,000 | 80,000 | 80,000 | 80,000 |
| LOAD DISPATCHER TRAINEE | 5233 | 94-52056 | 8 | \$ 2,500 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 |
| SENIOR LOAD DISPATCHER | 5235 | 94-52058 | 20 | \$ 2,500 | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 |
| | | | 60 | | | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 |

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January 1, 2022 - September 30, 2026
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Four-year and 9-month term from January 1, 2026 through September 30, 2030.

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MOU Term Criteria per Labor Relations Office:

- (LRO Request Criteria #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. This also applies to 1/1/2026.

Assumptions Applied to Estimate Fiscal Impact:

- 1) Current eligible occupants with 20 years in class series provided by Labor Relations Office. (Orlando Lepe email dated 2/9/26)
- 2) Assume same eligible occupant count for duration of MOU Term

| Classification | Class Code | DDR | Occupancy 1/25/26 | Occupants with 20 Years in Class Series | Annual Payment per Employee | Total Annual Payment | A | B | C=A*B | D=A*B | E=A*B | F=A*B | G=A*B | H=A*B |
|-------------------------|------------|---|----------------------|---|-----------------------------------|-------------------------|---|---|---|---|---|---------------|---------------|---------------|
| | | | | | | | MOU Period: 01/01/2026 - 09/30/2026 | MOU Period: 10/01/2026 - 09/30/2027 | MOU Period: 10/01/2027 - 09/30/2028 | MOU Period: 10/01/2028 - 09/30/2029 | MOU Period: 10/01/2029 - 09/30/2030 | | | |
| LOAD DISPATCHER | 5233 | 94-52059, 94-52060, 94-52061, 94-52057 | 32 | 2 | \$ 7,500 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 |
| LOAD DISPATCHER TRAINEE | 5233 | 94-52056 | 8 | 0 | \$ 7,500 | - | - | - | - | - | - | - | - | - |
| SENIOR LOAD DISPATCHER | 5235 | 94-52058 | 20 | 3 | \$ 7,500 | 22,500 | 22,500 | 22,500 | 22,500 | 22,500 | 22,500 | 22,500 | 22,500 | 22,500 |
| | | | 60 | 5 | | | 37,500 | 37,500 | 37,500 | 37,500 | 37,500 | 37,500 | 37,500 | 37,500 |

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January 1, 2022 - September 30, 2026
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LRO Request Criteria #: Per e-mail from LRO Utility Administrator Mary Merrell on January 23, 2026. Additional information provided by LRO Utility Administrators Mary Merrell and Orlando Lepe in subsequent correspondence.

MOU Term Criteria per Labor Relations Office:

- (LRO Request Criteria #16) Retirement Benefits (Article 30.4) – Added “Me Too” clause for Tier 2 Supplemental Tax-Deferred Savings Plan and any other Department contribution towards Tier 2

Assumptions Applied to Estimate Fiscal Impact:

- 1) Assume same clause as reflected in IBEW MOU Article 37.9 IBEW Sponsored Retirement Savings Fund in which LADWP will contribute \$150/month toward a Retirement Savings Fund for Tier 2 employees that are enrolled in WPERP Tier 2 as a full member and meet specified working hour requirements
- 2) Assume all Tier 2 employees in CC 5233 and CC 5235 receive the full contribution for every month within the MOU Term.
- 3) Count of current Tier 2 occupants provided by Labor Relations Office (Orlando Lepe email dated 2/9/26) -Assume same count of eligible occupants for duration of MOU Term

| Classification | Class Code | DDR | A | B | C=A*B*9 Mos. | D=A*B*12 Mos. | E=A*B*12 Mos. | F=A*B*12 Mos. | G=A*B*12 Mos. |
|------------------------|------------|----------|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | | | Current Tier 2 Occupants | Monthly Deferred Comp Contributions | MOU Period: 01/01/2026 - 09/30/2026 | MOU Period: 10/01/2026 - 09/30/2027 | MOU Period: 10/01/2027 - 09/30/2028 | MOU Period: 10/01/2028 - 09/30/2029 | MOU Period: 10/01/2029 - 09/30/2030 |
| | | | | | 9 Months | 12 Months | 12 Months | 12 Months | 12 Months |
| LOAD DISPATCHER | 5233 | All DDRs | 25 | \$150.00 | 33,750 | 45,000 | 45,000 | 45,000 | 45,000 |
| SENIOR LOAD DISPATCHER | 5235 | 94-52058 | 4 | \$150.00 | 5,400 | 7,200 | 7,200 | 7,200 | 7,200 |
| | | | 29 | | 39,150 | 52,200 | 52,200 | 52,200 | 52,200 |

**ARTICLE 37
EMPLOYEE'S RETIREMENT PLAN**

37.9 – IBEW Sponsored Retirement Savings Fund

During the term of this MOU, in accordance with established practice, the LADWP shall seek approval of the Los Angeles City Council and agree that IBEW, Local 18, will establish an IBEW sponsored Retirement Savings Fund (Retirement Savings Fund) on behalf of IBEW-represented employees who are employed by the LADWP and who are members of the WPERP Tier 2. The following conditions shall apply.

- 1) LADWP will contribute \$150 per month for each IBEW-represented employee

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| Classification | Class Code | DDR | Current Tier 2 Occupants | Monthly Deferred Comp Contributions | MOU Period: 01/01/2026 - 09/30/2026 | MOU Period: 10/01/2026 - 09/30/2027 | MOU Period: 10/01/2027 - 09/30/2028 | MOU Period: 10/01/2028 - 09/30/2029 | MOU Period: 10/01/2029 - 09/30/2030 |
|----------------|------------|-----|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
|----------------|------------|-----|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|

who is enrolled in WPERP Tier 2 as a full member. Full membership begins after six months of full-time employment at the LADWP. LADWP shall make no contribution on behalf of employees who are enrolled in WPERP Tier 1.

- 2) The agreement would require that all members of the covered class, Tier 2 Employees, receive a monthly contribution from the employer to the Retirement Savings Fund. Each employee will be auto-enrolled in an account that will receive the employer contribution. The contribution will be deposited into a default investment option if the employee does not choose one of the investment options available in the Retirement Savings Fund. The employee is not required to choose an investment option.

IBEW will determine the investment options that are available for the employees to choose in the Retirement Savings Fund, and LADWP will have no responsibility for those available investment options or the investments chosen by the employees.

- 3) The contribution per employee shall not increase during the MOU term.
- 4) All contributions made by the LADWP will sunset upon expiration of the MOU (in September 2026). Continuation of LADWP's contributions will require affirmative, mutual renegotiation in a successor MOU.
- 5) The Retirement Savings Fund will be a bona fide retirement plan, administered by a third party, that includes standard provisions, including but not limited to penalties for early withdrawal and employee portability.
- 6) LADWP's participation in the Retirement Savings Fund will be strictly limited to the negotiated contribution per month per WPERP Tier 2 employee. LADWP will not be responsible for the design or administration of the Retirement Savings

Fund. LADWP will not be responsible for administrative fees or other costs, such as penalties for early withdrawal of funds, incurred by the Retirement Savings Fund or incurred as a cost of employees being members of the Retirement Savings Fund. IBEW will pay for any administrative or other costs incurred.

- 7) IBEW will indemnify and hold the City harmless from any and all liabilities that may potentially arise from the design of the Retirement Savings Fund (including

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January 1, 2022 - September 30, 2026
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| Classification | Class Code | DDR | Current Tier 2 Occupants | Monthly Deferred Comp Contributions | MOU Period: 01/01/2026 - 09/30/2026 | MOU Period: 10/01/2026 - 09/30/2027 | MOU Period: 10/01/2027 - 09/30/2028 | MOU Period: 10/01/2028 - 09/30/2029 | MOU Period: 10/01/2029 - 09/30/2030 |
|----------------|------------|-----|--------------------------|-------------------------------------|---|---|---|---|---|
|----------------|------------|-----|--------------------------|-------------------------------------|---|---|---|---|---|

the available investment options) and the administration of the Retirement Savings Fund, or as a result of penalties that individual plan participants may incur.

- 8) Department contributions will be deposited into each employee's personal Retirement Savings Fund accounts and shall be controlled by each employee. Enrolled employees shall maintain full control of their accounts and investments.
- 9) Retirement Savings Fund officers or board members employed by the LADWP will not be compensated in any manner to administer the trust or be on the board, including but not limited to drawing a salary or stipend.
- 10) An annual audit will be conducted by the Third-Party Administrator (TPA) as part of the Form 5500 filing. This information is available to the public. Participants will receive quarterly statements as well as daily account values via the internet. The sponsor, IBEW Local 18, will receive monthly general plan level reports from the TPA.
- 11) Contributions shall be made on a retroactive basis looking back one (1) month. An employee's account will be credited \$150 per month if the employee was compensated for at least 80 hours of work hours or work-related time, e.g., vacation, compensated family medical leave active payroll status, as opposed to on an unpaid leave of absence, for the month prior to the contribution.
- 12) LADWP will make no contributions for any employee who is on an unpaid leave of absence from the Department, whether personal or disability/workers compensation leave, that results in the employee being compensated for less than 80 hours in a month.
- 13) Payments shall commence on a go-forward basis within no more than two (2) months after the plan has been legally established. There shall be no retroactive payments for the time period during which IBEW is creating the plan documents and structure.
- 14) LADWP shall not be responsible for making any contribution if IBEW cannot establish a bona fide plan, whether legally or in the absence of an agreement to the terms contained herein and as subsequently negotiated.
- 15) IBEW shall receive no direct financial benefit in the Retirement Savings Fund

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| Classification | Class Code | DDR | Current Tier 2 Occupants | Monthly Deferred Comp Contributions | MOU Period: 01/01/2026 - 09/30/2026 | MOU Period: 10/01/2026 - 09/30/2027 | MOU Period: 10/01/2027 - 09/30/2028 | MOU Period: 10/01/2028 - 09/30/2029 | MOU Period: 10/01/2029 - 09/30/2030 |
|----------------|------------|-----|--------------------------|-------------------------------------|---|---|---|---|---|
|----------------|------------|-----|--------------------------|-------------------------------------|---|---|---|---|---|

10) IDEVY shall receive no direct financial benefit in the Retirement Savings Fund whether in the form of management fees or otherwise.

Workday Data:

- Workday 1/23/26 APR Report used to obtain DDR information by employee
- Workday Payroll PPE 1/25/26 Data used to obtain salary information

CC 5233

| Workday APR 01-23-26 | | Workday Payroll PPE 01-25-26 Data | | | | | Total Monthly Salary |
|-----------------------|-----------|-----------------------------------|------|------------------------------------|-------------|------------------------------------|----------------------|
| CC | DDR | Empl ID | CC | Monthly | Add-on | PPE | with Add-on |
| 5233 | 9452056 | 315 | 5233 | \$ 12,801.18 | \$ - | 20260125 | \$ 12,801.18 |
| 5233 | 9452056 | 316 | 5233 | \$ 12,801.18 | \$ 1,050.96 | 20260125 | \$ 13,852.14 |
| 5233 | 9452056 | 96926 | 5233 | \$ 15,903.60 | \$ 1,306.74 | 20260125 | \$ 17,210.34 |
| 5233 | 9452056 | 187597 | 5233 | \$ 14,268.00 | \$ 1,171.02 | 20260125 | \$ 15,439.02 |
| 5233 | 9452056 | 603535 | 5233 | \$ 13,514.58 | \$ 1,110.12 | 20260125 | \$ 14,624.70 |
| 5233 | 9452056 | 678336 | 5233 | \$ 12,801.18 | \$ 1,050.96 | 20260125 | \$ 13,852.14 |
| 5233 | 9452056 | 853451 | 5233 | \$ 13,514.58 | \$ 1,110.12 | 20260125 | \$ 14,624.70 |
| 5233 | 9452056 | 938535 | 5233 | \$ 12,801.18 | \$ - | 20260125 | \$ 12,801.18 |
| # of Occupants | 8 | | | Average Salary \$ 13,550.69 | | Average Salary w/ Add-on \$ | 14,400.68 |
| | | | | Avg Annual \$ 162,608.22 | | Avg Annual \$ | 172,808.10 |
| 5233 | 9452061 | 32349 | 5233 | \$ 19,728.12 | \$ 2,154.09 | 20260125 | \$ 21,882.21 |
| 5233 | 9452061 | 36090 | 5233 | \$ 19,728.12 | \$ 998.74 | 20260125 | \$ 20,726.86 |
| 5233 | 9452061 | 38698 | 5233 | \$ 19,728.12 | \$ 1,099.68 | 20260125 | \$ 20,827.80 |
| 5233 | 9452061 | 47151 | 5233 | \$ 17,699.28 | \$ - | 20260125 | \$ 17,699.28 |
| 5233 | 9452061 | 55909 | 5233 | \$ 19,728.12 | \$ - | 20260125 | \$ 19,728.12 |
| 5233 | 9452061 | 114505 | 5233 | \$ 19,728.12 | \$ - | 20260125 | \$ 19,728.12 |
| 5233 | 9452061 | 180944 | 5233 | \$ 18,685.86 | \$ - | 20260125 | \$ 18,685.86 |
| 5233 | 9452061 | 230719 | 5233 | \$ 15,879.24 | \$ - | 20260125 | \$ 15,879.24 |
| 5233 | 9452061 | 259071 | 5233 | \$ 19,728.12 | \$ - | 20260125 | \$ 19,728.12 |
| 5233 | 9452061 | 283852 | 5233 | \$ 19,728.12 | \$ - | 20260125 | \$ 19,728.12 |
| 5233 | 9452061 | 330576 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 366529 | 5233 | \$ 18,685.86 | \$ - | 20260125 | \$ 18,685.86 |
| 5233 | 9452061 | 419050 | 5233 | \$ 19,728.12 | \$ 998.74 | 20260125 | \$ 20,726.86 |
| 5233 | 9452061 | 432936 | 5233 | \$ 19,728.12 | \$ 2,154.09 | 20260125 | \$ 21,882.21 |
| 5233 | 9452061 | 459212 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 487990 | 5233 | \$ 15,879.24 | \$ - | 20260125 | \$ 15,879.24 |
| 5233 | 9452061 | 514224 | 5233 | \$ 19,728.12 | \$ 2,154.09 | 20260125 | \$ 21,882.21 |
| 5233 | 9452061 | 575853 | 5233 | \$ 19,728.12 | \$ 998.74 | 20260125 | \$ 20,726.86 |
| 5233 | 9452061 | 584918 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 594745 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 596182 | 5233 | \$ 19,728.12 | \$ 998.74 | 20260125 | \$ 20,726.86 |
| 5233 | 9452061 | 619436 | 5233 | \$ 17,699.28 | \$ - | 20260125 | \$ 17,699.28 |
| 5233 | 9452061 | 712942 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 734276 | 5233 | \$ 19,728.12 | \$ 998.74 | 20260125 | \$ 20,726.86 |
| 5233 | 9452061 | 761131 | 5233 | \$ 19,728.12 | \$ - | 20260125 | \$ 19,728.12 |
| 5233 | 9452061 | 835506 | 5233 | \$ 19,728.12 | \$ 998.74 | 20260125 | \$ 20,726.86 |
| 5233 | 9452061 | 868069 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 870023 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 886166 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| 5233 | 9452061 | 911557 | 5233 | \$ 16,764.90 | \$ - | 20260125 | \$ 16,764.90 |
| 5233 | 9452061 | 937376 | 5233 | \$ 19,728.12 | \$ 2,154.09 | 20260125 | \$ 21,882.21 |
| 5233 | 9452061 | 942411 | 5233 | \$ 19,728.12 | \$ 493.21 | 20260125 | \$ 20,221.33 |
| # of Occupants | 32 | | | Average Salary \$ 19,203.02 | | Average Salary w/ Add-on \$ | 19,832.63 |
| | | | | Avg Annual \$ 230,436.25 | | Avg Annual \$ | 237,991.51 |

Workday Data:

- Workday 1/23/26 APR Report used to obtain DDR information by employee

- Workday Payroll PPE 1/25/26 Data used to obtain salary information

CC 5235

| Workday APR 01-23-26 | | Workday Payroll PPE 01-25-26 Data | | | | Total Monthly Salary with Add-on |
|-----------------------|-----------|-----------------------------------|----------------------|---------------------------------|-------------|----------------------------------|
| CC | DDR | Empl ID | CC | Monthly | Add-on | PPE |
| 5235 | 9452058 | 5342 | 5235 | \$ 21,904.86 | \$ 2,392.26 | 20260125 |
| 5235 | 9452058 | 132694 | 5235 | \$ 21,904.86 | \$ 547.63 | 20260125 |
| 5235 | 9452058 | 275490 | 5235 | \$ 21,904.86 | \$ 1,799.64 | 20260125 |
| 5235 | 9452058 | 307809 | 5235 | \$ 21,904.86 | \$ 1,799.64 | 20260125 |
| 5235 | 9452058 | 345624 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| 5235 | 9452058 | 359782 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| 5235 | 9452058 | 439559 | 5235 | \$ 21,904.86 | \$ 547.63 | 20260125 |
| 5235 | 9452058 | 520432 | 5235 | \$ 21,904.86 | \$ 1,799.64 | 20260125 |
| 5235 | 9452058 | 542252 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| 5235 | 9452058 | 640552 | 5235 | \$ 21,904.86 | \$ 2,392.26 | 20260125 |
| 5235 | 9452058 | 703024 | 5235 | \$ 21,904.86 | \$ 547.63 | 20260125 |
| 5235 | 9452058 | 707235 | 5235 | \$ 21,904.86 | \$ 2,392.26 | 20260125 |
| 5235 | 9452058 | 750641 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| 5235 | 9452058 | 751732 | 5235 | \$ 21,904.86 | \$ 2,392.26 | 20260125 |
| 5235 | 9452058 | 800317 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| 5235 | 9452058 | 847315 | 5235 | \$ 21,904.86 | \$ 2,392.26 | 20260125 |
| 5235 | 9452058 | 855189 | 5235 | \$ 21,904.86 | \$ 2,392.26 | 20260125 |
| 5235 | 9452058 | 904320 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| 5235 | 9452058 | 932951 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| 5235 | 9452058 | 988786 | 5235 | \$ 21,904.86 | \$ 1,108.94 | 20260125 |
| # of Occupants | 20 | Average Salary | \$ 21,904.86 | Average Salary w/ Add-on | | \$ 23,418.20 |
| | | Avg Annual | \$ 262,858.32 | Avg Annual | | \$ 281,018.45 |

Request Fiscal Impact - LDA Successor MOU



Merrell, Mary

To Viets, Sunny

Cc Santilli, Ann; Simonovski, Thomas; Lepe, Orlando

You replied to this message on 2/10/2026 2:17 PM.



Fri 1/23/2026 8:39 AM

Good morning,

LRO is preparing the Board Package for the LDA Successor MOU.

Can you please assist with the Financial Information section of the Board Letter.

Here's a summary of the changes. I've added a few comments in **green**.

- 1) Four-year and 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 8% (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 Dispatchers and Senior Load Dispatchers. Does not apply to Trainees.
- 3) Effective October 1, 2027, a targeted base wage adjustment of 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. **They will also receive the COLA.**

* 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.

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. **This also applies to 1/1/2026.**
- 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 – Add subsection (c) 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.
- 9) Overtime (Article 13) – Establishing annual accumulated overtime accrual limit of 360 hours.
- 10) 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.
- 11) Paid Parental Leave (Article 15.D) – Added the Paid Parental Leave benefit.
- 12) Bereavement Leave (Article 15.E) – Updated the Bereavement Leave benefit.
- 13) 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. **It's a pay differential of 4% for PM and 7% for AM shift. The shift differential applies to both the Load Dispatcher and Senior Load Dispatchers. The change to the MOU is that if an employee is assigned by management to work in shift that's not their bidded shift, they should be entitled to the shift differential that is applicable.**

- 14) Meal Allowance (Article 19.1.B) – Clarified the overtime meal allowance language for continuous-operation employees.

- 15) 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.
- 16) Retirement Benefits (Article 30.4) – Added “Me Too” clause for Tier 2 Supplemental Tax-Deferred Savings Plan and any other Department contribution towards Tier 2 members.
- 17) Holidays – Added the Juneteenth Day – June 19th holiday.

I have included Orlando Lepe, should additional information be needed.

**Thank you,
Mary Merrell
Utility Administrator
Los Angeles Department of Water and Power
Labor Relations Office
(213) 367-1954**

| Item # | Item Description per Labor Relations LRO Mary Merrell 1/23/26 Email | Discussion Notes (2/3/26 Meeting with LRO Mary Merrell and Orlando Lepe) | Fiscal Impact Estimated? |
|--------|---|--|--------------------------|
| 1 | 1. Four-year and 9-month term from January 1, 2026, through September 30, 2030. | | |
| 2 | 2. Effective January 1, 2026, the Department will provide a targeted base wage adjustment of 8% (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 Dispatchers and Senior Load Dispatchers. Does not apply to Trainees. | Per LRO Orlando Lepe, this 8% wage adjustment is to be applied to all occupants in the Load Dispatchers (CC 5233) and Sr. Load Dispatchers (CC 5235), except trainees in DDR 94-52056. | Yes |
| 3 | 3. Effective October 1, 2027, a targeted base wage adjustment of 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. They will also receive the COLA | Per LRO Orlando Lepe, this 2% wage adjustment is to be applied to all occupants in the Load Dispatchers (CC 5233) and Sr. Load Dispatchers (CC 5235), except trainees in DDR 94-52056. | Yes |
| | * Tentatively to amend DDR; will be filled with dedicated personnel, number of positions to be determined. | Per LRO Orlando Lepe, this note can be ignored as it does not have a fiscal impact. | |
| 4 | 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%). | | Yes |
| 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. 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 payment. | For estimation purposes, we will assume that all occupants receive the \$2,500 one-time payment, as we cannot estimate count of employees that would forfeit this one-time payment to enroll in the United Health Care Select Plus non-differential PPO plan (or its equivalent) . | Yes |
| 6 | 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 . This also applies to 1/1/2026. | LRO Orlando Lepe provided count of current occupants that have an aggregate of 20 years in Load Dispatcher and/or Senior Load Dispatcher class series. | Yes |
| 7 | 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. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 8 | 8. Health Plan – Add subsection (c) Any other Department-sponsored health care plan adopted by the LADWP Board of Administration, excluding the Owen's Valle Non-Differential PPO Plan, but including the United Health Care Select Plus PPO Plan. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 9 | 9. Overtime (Article 13) – Establishing annual accumulated overtime accrual limit of 360 hours | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 10 | 10. 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. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 11 | 11. Paid Parental Leave (Article 15.D) – Added the Paid Parental Leave benefit. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 12 | 12. Bereavement Leave (Article 15.E) – Updated the Bereavement Leave benefit. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 13 | 13. 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. It's a pay differential of 4% for PM and 7% for AM shift. The shift differential applies to both the Load Dispatcher and Senior Load Dispatchers. The change to the MOU is that if an employee is assigned by management to work in shift that's not their bidded shift they should be entitled to the shift differential that is applicable | Per discussion and agreement with LRO, no fiscal impact to estimate for this item as we cannot reasonably estimate the occurrence of employees assigned to work different shifts with pay differential. | No |
| 14 | 14. Meal Allowance (Article 19.1.B) – Clarified the overtime meal allowance language for continuous-operation employees. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 15 | 15. 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. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |
| 16 | 16. Retirement Benefits (Article 30.4) – Added "Me Too" clause for Tier 2 Supplemental Tax-Deferred Savings Plan and any other Department contribution towards Tier 2 members. | LRO Orlando Lepe provided count of current Tier 2 members in Load Dispatcher (CC 5233) and Sr. Load Dispatcher (CC 5235) series. The count will be assumed to remain the same for duration of MOU for estimation purposes. Per LRO (Orlando Lepe 2/9/26 email), there is a retroactive component for this item that will be the same as that implemented for IBEW Tier 2 members. | Yes |
| 17 | 17. Holidays – Added the Juneteenth Day – June 19th holiday. | Per discussion and agreement with LRO, no fiscal impact to estimate for this item | No |

Summary of MOU Salary Adjustments and One-time Payments

| | | | | |
|-----------------|-----------|--------|--|-------------------|
| 1/1/26-9/30/26 | 1/1/2026 | Item 6 | \$7500 if 20 years in LD or Sr.LD class | One-Time Payment |
| | | Item 2 | 8% for accepting additional duties | Salary Adjustment |
| | 7/1/2026 | Item 5 | \$2500 if not enrolled in United Health Care PPO | One-Time Payment |
| 10/1/26-9/30/27 | 10/1/2026 | Item 4 | COLA 2.5% Min / 5.5% Max | COLA |
| | 1/1/2027 | Item 6 | \$7500 if 20 years in LD or Sr.LD class | One-Time Payment |
| | 7/1/2027 | Item 5 | \$2500 if not enrolled in United Health Care PPO | One-Time Payment |
| 10/1/27-9/30/28 | 10/1/2027 | Item 3 | 2% for accepting additional duties | Salary Adjustment |
| | | Item 4 | COLA 2.5% Min / 5.5% Max | COLA |
| | 1/1/2028 | Item 6 | \$7500 if 20 years in LD or Sr.LD class | One-Time Payment |
| | 7/1/2028 | Item 5 | \$2500 if not enrolled in United Health Care PPO | One-Time Payment |
| 10/1/28-9/30/29 | 10/1/2028 | Item 4 | COLA 2.5% Min / 5.5% Max | COLA |
| | 1/1/2029 | Item 6 | \$7500 if 20 years in LD or Sr.LD class | One-Time Payment |
| | 7/1/2029 | Item 5 | \$2500 if not enrolled in United Health Care PPO | One-Time Payment |
| 10/1/29-9/30/30 | 10/1/2029 | Item 4 | COLA 2.5% Min / 5.5% Max | COLA |
| | 1/1/2030 | Item 6 | \$7500 if 20 years in LD or Sr.LD class | One-Time Payment |
| | 7/1/2030 | Item 5 | \$2500 if not enrolled in United Health Care PPO | One-Time Payment |
| | 9/30/2030 | | MOU ends | |

Example Cumulative vs Year Over Year Fiscal Impact

ie. \$100,000 current salary with 5% increase in Year 1 of MOU

| Estimated Fiscal Impact | | | | | | | |
|--|---|-------------------|------------------|--------------------------|------------------------------|-------------------------------------|------------------------------|
| Effective Period | Adjustment Description | Proposed Salaries | Current Salaries | Cumulative Fiscal Impact | Effective Period (in Months) | Cumulative Fiscal Impact (Prorated) | Year Over Year Fiscal Impact |
| 01/01/2026 - 09/30/2026 | 5% Increase applied to salaries of \$100K | \$105,000 | \$100,000 | \$5,000 | 9 | \$3,750 | \$3,750 |
| 10/01/2026 - 09/30/2027 | no additional changes | \$105,000 | \$100,000 | \$5,000 | 12 | \$5,000 | \$1,250 |
| 10/01/2027 - 09/30/2028 | no additional changes | \$105,000 | \$100,000 | \$5,000 | 12 | \$5,000 | \$0 |
| 10/01/2028 - 09/30/2029 | no additional changes | \$105,000 | \$100,000 | \$5,000 | 12 | \$5,000 | \$0 |
| 10/01/2029 - 09/30/2030 | no additional changes | \$105,000 | \$100,000 | \$5,000 | 12 | \$5,000 | \$0 |
| Total Cumulative Fiscal Impact: | | | | | | \$23,750 | |
| Total Year Over Year Impact: | | | | | | | \$5,000 |