

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 31, 2026

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **APPROVAL OF SUCCESSOR MEMORANDA OF UNDERSTANDING (MOU) FOR THE LOAD DISPATCHERS UNIT (MOU 44) BETWEEN THE CITY OF LOS ANGELES, THE LOS ANGELES DEPARTMENT OF WATER AND POWER AND THE WATER AND POWER DISPATCHERS ASSOCIATION (C.F. [26-0448](#))**

RECOMMENDATIONS

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the successor Memoranda of Understanding (MOU) for the Load Dispatchers Unit (MOU 44); and
2. Authorize the Los Angeles Department of Water and Power (LADWP) to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with instructions issued by the Executive Employee Relations Committee (EERC), the successor MOU codifies agreements reached by the City of Los Angeles, LADWP, and the Los Angeles Water and Power Dispatchers Association (LDA) for the Load Dispatchers Unit, MOU 44.

Key provisions of the agreement include:

- **Term:** Four years (January 1, 2026 through September 30, 2026).
- **Cost of Living Adjustment:** Effective October 1 of each year of the agreement, salaries shall be increased by a percentage equal to the percentage increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (not less than 2.5% nor greater than 5.5%).

- **Targeted Base Wage Increases:** (8% in January 2026; 2% in October 2026) in exchange for the inclusion of additional duties and responsibilities incorporated into the LDA and Senior LDA Duties Description Records.
- **Longevity Pay:** From 2.5% of base wage to \$7,500 for employees with an aggregate of 20 years of service in the Load Dispatcher or Senior Load Dispatcher class series.
- **Health Care Benefit:** Provide the same enhanced health care plan and subsidy afforded to classes that promote into the LDA bargaining unit.
- **Annual Cash Payment:** Continue an annual, taxable cash payment of \$2,500 for employees who are not enrolled in the enhanced health care plan.
- **WPERP Tier 2 Employer Contribution:** LADWP shall contribute \$150 per month to the deferred compensation account of a qualifying bargaining unit member who is covered by the Water and Power Employees' Retirement Plan Tier 2.

The LADWP recommends approving the successor MOU for LDA.

FISCAL IMPACT

The proposed agreements in MOU 44 will not impact the City's General Fund. All costs associated with MOU 44 will be borne solely by LADWP. LADWP estimates the fiscal impact of the LDA MOU will be \$1.1 million over the term of the contract.