

**SEIU Local 721**  
**City of Los Angeles**

**Los Angeles**  
**Professional Managers' Association**  
**MOU 36**

**Memorandum of Understanding**

**July 1, 2015,**  
**through**  
**June 30, 2018**





**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING NO. 36  
REGARDING THE MANAGEMENT EMPLOYEES UNIT**

**THIS AMENDMENT NO. 1 to the Management Employees Unit  
Memorandum of Understanding No. 36 is made and entered into  
this 26<sup>th</sup> day of October, 2016.**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES  
(herein after referred to as "Management")**

**AND THE**

**LOS ANGELES PROFESSIONAL MANAGERS' ASSOCIATION REPRESENTING  
THE MANAGEMENT EMPLOYEES UNIT  
(hereinafter referred to as "Union")**

**JULY 1, 2015 THROUGH JUNE 30, 2018**

Amend the following class and salaries as indicated below:

**Appendix A – Salaries Effective July 1, 2015**

| <u>Class Code</u> | <u>Title</u>              | <u>Range #</u> | <u>Salary Range/Rate</u> |
|-------------------|---------------------------|----------------|--------------------------|
| 7274-1            | Chief Airport Engineer I  | 6537           | \$136,492 - \$183,952    |
| 7274-2            | Chief Airport Engineer II | 6901           | \$144,092 - \$194,204    |

Note: Salary adjustments shall be made for the incumbents to effectuate the above salaries effective July 1, 2013.

**Appendix B – Salaries Effective December 13, 2015**

| <u>Class Code</u> | <u>Title</u>              | <u>Range #</u> | <u>Salary Range/Rate</u> |
|-------------------|---------------------------|----------------|--------------------------|
| 7274-1            | Chief Airport Engineer I  | 6026           | \$129,288 - \$183,952    |
| 7274-2            | Chief Airport Engineer II | 6362           | \$136,492 - \$194,204    |

Add **Appendix B-1 – Salaries Effective March 6, 2016**, which amends the following salaries:

| <u>Class Code</u> | <u>Title</u>           | <u>Range #</u> | <u>Salary Range/Rate</u> |
|-------------------|------------------------|----------------|--------------------------|
| 7258-1            | Chief of Operations I  | 4134           | \$ 88,698 - \$126,156    |
| 7258-2            | Chief of Operations II | 4361           | \$ 93,563 - \$133,130    |
| 9279-1            | Harbor Engineer I      | 5622           | \$120,623 - \$171,591    |
| 9279-2            | Harbor Engineer II     | 5938           | \$127,388 - \$181,259    |
| 9286              | Chief Harbor Engineer  | 6956           | \$149,104 - \$212,328    |

**Appendix C – Salaries Effective June 25, 2017**

| <u>Class Code</u> | <u>Title</u>              | <u>Range #</u> | <u>Salary Range/Rate</u> |
|-------------------|---------------------------|----------------|--------------------------|
| 7274-1            | Chief Airport Engineer I  | 6146           | \$131,857 - \$187,648    |
| 7274-2            | Chief Airport Engineer II | 6489           | \$139,206 - \$198,109    |
| 7258-1            | Chief of Operations I     | 4217           | \$ 90,473 - \$128,725    |
| 7258-2            | Chief of Operations II    | 4450           | \$ 95,463 - \$135,845    |
| 9279-1            | Harbor Engineer I         | 5734           | \$123,024 - \$175,037    |
| 9279-2            | Harbor Engineer II        | 6056           | \$129,936 - \$184,892    |
| 9286              | Chief Harbor Engineer     | 7094           | \$152,194 - \$216,588    |

**Appendix D – Salaries Effective January 7, 2018**

| <u>Class Code</u> | <u>Title</u>              | <u>Range #</u> | <u>Salary Range/Rate</u> |
|-------------------|---------------------------|----------------|--------------------------|
| 7274-1            | Chief Airport Engineer I  | 6146           | \$131,857 - \$192,805    |
| 7274-2            | Chief Airport Engineer II | 6489           | \$139,206 - \$203,559    |
| 7258-1            | Chief of Operations I     | 4217           | \$ 90,473 - \$132,274    |
| 7258-2            | Chief of Operations II    | 4450           | \$ 95,463 - \$139,582    |
| 9279-1            | Harbor Engineer I         | 5734           | \$123,024 - \$179,860    |
| 9279-2            | Harbor Engineer II        | 6056           | \$129,936 - \$189,987    |
| 9286              | Chief Harbor Engineer     | 7094           | \$152,194 - \$222,539    |

## **Appendix E – Salary Notes**

Add a new Salary Note 22 that shall read in its entirety as follows:

Note 22: Effective March 6, 2016, employee, Roberto Loya, while employed in the class of Chief Construction Inspector, Code 7296, at the Los Angeles World Airports, shall receive a pensionable bi-weekly cash bonus of \$500 while serving as the Quality Assurance Manager. This salary note shall sunset on June 30, 2018, at which time the bonus will be eligible for review during negotiations to determine if it is still necessary and applicable.

Add a new Salary Note 23 that shall read in its entirety as follows:

Note 23: Effective March 6, 2016, employee, John Kostrencich, while employed in the class of Chief Construction Inspector, Code 7296, at the Harbor Department, shall receive a pensionable bi-weekly cash bonus of \$250. This salary note shall sunset on June 30, 2018, at which time the bonus will be eligible for review during negotiations to determine if it is still necessary and applicable.

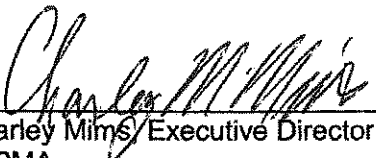
Add a new Salary Note 24 that shall read in its entirety as follows:

Note 24: Effective March 6, 2016, any employee in the classification of Sanitation Wastewater Manager, Code 4128, when assigned to oversee a 24/7 operation and submit legal reports to regulatory agencies, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade. Additional compensation is pensionable when regularly assigned.

Except for the Appendices and Salary Notes specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 36 shall remain in full force and effect during the term of the MOU.

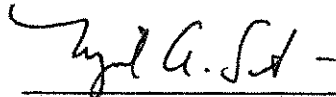
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No. 1 to MOU 36, the day, month and year written below.

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
Charley Mims/Executive Director  
LAPMA

September 29, 2016  
Date

FOR MANAGEMENT:

  
\_\_\_\_\_  
Miguel A. Santana  
City Administrative Officer

10/26/16  
Date

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Office of the City Attorney

9/26/16  
Date

**MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION TO THE CITY COUNCIL  
REGARDING THE MANAGEMENT EMPLOYEES UNIT  
(MOU #36)**

**THIS MEMORANDUM OF UNDERSTANDING (hereinafter "MOU") made and  
entered into this 4<sup>th</sup> day of December, 2015**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES  
(hereinafter referred to as "The City")**

**AND THE**

**LOS ANGELES PROFESSIONAL MANAGERS' ASSOCIATION  
(hereinafter referred to as "Association")  
REPRESENTING THE MANAGEMENT EMPLOYEES UNIT**

**July 1, 2015 through June 30, 2018**





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Appendix E – Salary Notes

### **LETTER OF INTENT**

Salary Review

## **ARTICLE 1            RECOGNITION**

The City hereby recognizes the Los Angeles Professional Managers' Association (herein after Association or Union), as the exclusive representative of the managers in the Management Employees Unit for which the Association was certified as the majority representative by the Employee Relations Board on December 8, 1988. The Association shall be the exclusive representative of employees in the Management Employees Unit, subject to the right of each employee to self-representation. The term "employee" or "employees" as used herein, shall refer only to employees in the classifications listed in the Salary Appendices, Salaries, as well as such classes as may be added hereafter to the Unit by the Employee Relations Board.

## **ARTICLE 2            IMPLEMENTATION OF MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (MOU) constitutes a joint recommendation of the City and the Association. It shall not be binding in whole or in part on the parties listed below unless and until:

- A.     The Association has notified the City Administrative Officer (CAO) in writing that it has approved this MOU in its entirety; and
- B.     The heads of those departments, offices or bureaus represented herein have taken such actions as might be required to implement fully the provisions of this MOU; and
- C.     The Los Angeles City Council has approved this MOU in its entirety; amended applicable sections of the LAAC; amended departmental personnel ordinances and applicable codes; and, appropriated the funds necessary to implement those provisions which require funding.

## **ARTICLE 3            PARTIES TO MEMORANDUM OF UNDERSTANDING**

This MOU is entered into between the CAO, as authorized management representative of the City Council, and the authorized management representatives of the City departments, offices and bureaus authorized to employ persons in the classes listed in the salary Appendices (hereinafter referred to as "the City"), as well as such classes as may be added hereafter to the Unit by the Employee Relations Board, and authorized representatives of the Association as the exclusive recognized employee organization for the Management Employees Unit.

## **ARTICLE 4            TERM**

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 2, Implementation of MOU, are fully met, except to the extent that the parties have agreed in Letters of Agreement to continue to meet and

confer after implementation, but in no event shall said MOU become effective prior to 12:00 a.m. on July 1, 2015. This MOU shall expire and otherwise be fully terminated at 12:00 a.m. on June 30, 2018. The MOU in effect on June 29, 2014 shall have remained in effect through June 30, 2015.

#### **ARTICLE 5            CALENDAR FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING**

In the event the Association or the City desires a successor MOU, said party shall serve upon the other between April 1, 2018, and April 30, 2018, its initial written proposals for such successor MOU. Meet and confer sessions shall begin no later than thirty (30) calendar days following the submission of such proposals.

#### **ARTICLE 6            CONTRACT CONTINUATION UPON EXPIRATION OF MEMORANDUM OF UNDERSTANDING**

Notwithstanding the above, the provisions of this MOU shall remain in effect until a successor MOU is implemented as long as the parties have met their obligations under the provisions of Article 5, Calendar for a Successor MOU to their mutual satisfaction and are continuing to meet and confer in good faith.

#### **ARTICLE 7            FULL UNDERSTANDING**

This MOU plus any amendments to this MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understandings or agreements by the parties, whether formal or informal, regarding these matters are hereby superseded or terminated in their entirety.

#### **ARTICLE 8            AMENDMENT OF MEMORANDUM OF UNDERSTANDING TO INCLUDE NEW CLASSES**

Upon written notification from the CAO to the Controller, this MOU shall be amended to incorporate the class and salary of any class accreted to this bargaining unit after the adoption of the MOU.

#### **ARTICLE 9            NON-DISCRIMINATION**

The parties mutually recognize and agree fully to protect the rights of all employees hereby to join and participate in the activities of the Association.

The parties mutually reaffirm their respective policies of nondiscrimination in the treatment of any employee because of race, religious creed, color, sex, sexual orientation, marital status, age, disability, Association activity, national origin, ancestry, or political beliefs.

In accordance with the above policy, the Association agrees not to discriminate against an employee because of the exercise of his/her rights granted pursuant to LAAC Section 4.857 - Employee Relations Ordinance, or with respect to admission to membership, and the rights of membership.

## **ARTICLE 10            PROVISIONS OF LAW AND SEPARABILITY**

It is understood and agreed that this MOU is subject to all applicable Federal and State laws, City ordinances and regulations, the Charter of the City of Los Angeles, and any lawful rules and regulations enacted by the City's Civil Service Commission, Employee Relations Board, or similar independent Commissions of the City. If any article, part or provision of this MOU is in conflict or inconsistent with such applicable provisions of Federal, State, or local law or regulations, or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such Article, part or provisions shall be suspended and superseded by such applicable laws or regulations and the remainder of this MOU shall not be affected thereby.

## **ARTICLE 11            UNIT MEMBERSHIP LIST**

The City will provide the Association in writing, within thirty (30) days from the effective date of this MOU and each thirty (30) days thereafter an alphabetized list of employees subject to this MOU, of such employee's name, employee number, class title, class code, Association membership status, and location by department and division, as applicable. Home addresses shall be provided within sixty (60) days from the effective date of this MOU and each ninety (90) days thereafter.

The City will provide the Association, within ninety (90) days from the effective date of this MOU and each ninety (90) days thereafter, an alphabetized list of employees subject to this MOU, grouped by class within departmental fund number and indicating each employee's name, employee number, class code, class title, membership status, and location by division, as applicable. This information will be provided electronically or in a printed report as requested by the Association.

## **ARTICLE 12            WORK ACCESS**

An Association Representative shall have access to the facilities of the departments, offices or bureaus represented herein during working hours for the purpose of assisting employees covered under this MOU in the adjusting of grievances when such Association assistance is requested by the grievant(s), or investigating matters arising out of the application of the provisions of this MOU. Said Representative shall request authorization for such visit by contacting the designated representative of the head of the office, department or bureau. In the event immediate access cannot be authorized, the designated representative shall inform the staff representative as to the earliest time when access can be granted.

The Association shall give to all heads of departments, offices or bureaus represented herein and the CAO a written list of its Association Representatives, which shall be kept current by the Association.

This Article shall not be construed as a limitation on the power of the head of a department, office or bureau to restrict access to areas designated for security or confidential purposes.

### **ARTICLE 13            NEW EMPLOYEE INFORMATION**

Each employee who is hired in a classification represented by the Association shall be given a packet of union materials by the hiring department no later than the end of the first week of employment. The hiring department shall send the union a card (supplied by the union) on which the name, classification, work address and location, and telephone number of the new employee is printed. This card shall be signed by the designated department representative, dated, and returned by the department to the union in an envelope provided by the union no later than the day following the employee's receipt of the packet of union materials.

### **ARTICLE 14            EMPLOYMENT OPPORTUNITIES**

The Personnel Department will notify the Association of all job bulletins. Tentative examination bulletins approved by the Head of the Selection Division of the Personnel Department, will be provided seven (7) calendar days in advance of the approved final bulletin for the examination.

### **ARTICLE 15            USE OF CITY FACILITIES**

The Association shall be permitted to use City facilities, on prior approval, for the purpose of holding meetings to the extent that such facilities can be made available, and to the extent that the use of a facility will not interfere with departmental operations. Participating employees will attend said meetings on their own time.

If the use of a facility requires a fee for rental or special set-up, security, and/or cleanup service, the Association will provide or assume the cost of such service(s) for the facility.

### **ARTICLE 16            PAYROLL DEDUCTION AND DUES**

Association dues and such other deductions as may be properly requested and lawfully permitted will be deducted by the Controller biweekly, in twenty-four (24) increments annually from the salary of each employee in the unit who files with the Controller written authorization that such deduction(s) be taken.

Remittance of the aggregate amount of all dues and other proper deductions taken from the salaries of employees covered hereunder shall be made to the Association by the

Controller within thirty (30) working days after the end of the month in which the deduction(s) was/were taken.

A fee of nine cents (\$.09) for the processing of each such deduction shall be assessed by the Controller.

Notwithstanding any provisions of Section 4.203 of the LAAC that may conflict:

- A. Payroll deductions which have been authorized by employees in this unit for the purpose of obtaining membership and/or benefits offered by any bargaining organization\* other than the Association will not be accepted by the Controller.
- B. Payroll deductions which are now being remitted to any bargaining organization\* other than the Association will be terminated by the Controller at the end of the first payroll period after the effective date of this MOU.

The Association agrees to indemnify and hold harmless the City against all claims, including costs of suits and reasonable attorneys' fees and/or other forms of liability arising from the implementation of the provisions of this Article.

\*For the purpose of this Article, bargaining organization means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.

#### Union Security

Any employees in this Unit who have authorized Union dues deductions on the effective date of this MOU or at any time subsequent to the effective date of this MOU shall continue to have such dues deductions made by the City during the term of this MOU; provided, however, that any employee in the Unit may terminate such Union dues during the thirty-day period commencing ninety days before the expiration of the MOU by notifying the Union of their termination of Union dues deduction. Such notification shall be by certified mail and should be in the form of a letter containing the following information: employee name, employee number, job classification, department name and name of Union from which dues deductions are to be cancelled. The Union will provide to the City with the appropriate documentation to process these membership dues cancellations within ten (10) business days after the close of the withdrawal period.

## **ARTICLE 17            GRIEVANCE PROCEDURE**

### **STATEMENT OF INTENT**

Management and the Union have a mutual interest in resolving workplace issues appropriately, expeditiously and at the lowest level possible. In recognition of this mutual interest, the parties acknowledge that the grievance process is not a

replacement for daily communication between the employee and the supervisor, nor is it inherently an adversarial process. Rather, it is a process to mutually resolve workplace issues to the maximum extent possible within the organization.

## **DEFINITION**

A grievance is defined as a dispute concerning the interpretation or application of this written MOU, or departmental rules and regulations governing personnel practices or working conditions applicable to employees covered by this MOU. The parties agree that the following shall not be subject to the grievance procedure:

1. An impasse in meeting and conferring upon the terms of a proposed Memorandum of Understanding.
2. Any matter for which an administrative remedy is provided before the Civil Service Commission.
3. Any issue that the parties agree to refer to another administrative resolution process.
4. Evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d).
5. Employee Comment Sheet (Comment Card) – LAPD

Employee Comment Sheets (Comment Cards) are used to document positive and negative conduct or incidences. Employee Comment Sheets (Comment Cards) are not considered disciplinary in nature and shall not be placed in the employee's official personnel file. It is mutually agreed that in the Los Angeles Police Department an "Employee Comment Sheet" (Comment Card) is not grievable or arbitrable. An employee may use an Employee's Report, Form 15.7, to make a written response to the Employee Comment Sheet (Comment Card) within thirty (30) days after it is served.

## **GENERAL PROVISIONS**

### **1. BINDING ELECTION OF PROCEDURE**

Where a matter within the scope of this grievance procedure is alleged to be both a grievance and an unfair labor practice under the jurisdiction of the Employee Relations Board, the employee must elect to pursue the matter under either the grievance procedure herein provided, or by action before the Employee Relations Board. The employee's election of either procedure shall constitute a binding election of the procedure chosen and a waiver of the alternate procedure.



## 2. GRIEVANCE PROCESS RIGHTS

No grievant shall lose his/her right to process his/her grievance because of Management-imposed limitations in scheduling meetings.

## 3. TIME, TIME LIMITS AND WAIVERS

“Business days” shall be defined as Monday through Friday, exclusive of City Holidays, as enumerated in Article 34 of this MOU.

The time limits between steps of the grievance procedure provided herein may be extended by mutual agreement, not to exceed sixty (60) business days. In addition, the grievant and Management may jointly waive one level of review from this grievance procedure.

## 4. MEDIATION

At any step following the Informal Discussion in the grievance process, the Union or Management may request mediation, by letter to the department’s personnel officer. Within ten (10) business days of receipt of a request for mediation, the receiving party shall either return the request without action or request that the Employee Relations Board appoint a mediator. The Employee Relations Board shall attempt to obtain the services of a mediator from the State Mediation and Conciliation Service. If a State mediator is unavailable, Union and Management may jointly agree to a mediator selected by the Executive Director of the Employee Relations Board. The fees of such mediator shall be shared equally by Union and Management.

The primary effort of the mediator shall be to assist the parties in settling the grievance in a mutually satisfactory fashion. The mediation procedure shall be informal, i.e., court reporters shall not be allowed, the rules of evidence shall not apply, and no formal record shall be made. The mediator shall determine whether witnesses are necessary in the conduct of the proceedings.

If settlement is not possible, the mediator may be requested to provide the parties with an immediate oral opinion as to how the grievance would be decided if it went to arbitration. Such opinion shall be advisory only. Upon mutual agreement of the parties, the mediator may be requested to furnish such opinion in writing, along with a brief statement of the reasons for the opinion. Such opinion shall not be used during any subsequent arbitration.

Notwithstanding the above, and Section 4.865 of the Employee Relations Ordinance, the parties may mutually agree to accept the opinion of the mediator as binding.

If mediation does not resolve the issue, the grievant has ten (10) business days to file an appeal to the next level in the procedure.

## 5. EXPEDITED ISSUES

To resolve issues at the appropriate level, the following issues will be automatically waived to the General Manager level of the grievance process.

- Suspensions without pay
- Allegations of failure to accommodate medical restrictions
- Allegations of retaliation
- Whistleblower complaints

Additional issues may be waived to the General Manager level upon mutual agreement of the union and management.

## GRIEVANCE PROCESS

### STEP 1 - ISSUE IDENTIFICATION AND INFORMAL DISCUSSION

The employee shall discuss the issue with the immediate supervisor on an informal basis to identify and attempt resolution of the employee's issue within ten (10) business days following the day the issue arose. The employee shall have the affirmative responsibility to inform the supervisor that the issue is being raised pursuant to this grievance procedure.

The immediate supervisor shall meet with the employee, secure clarification of the issue, consider the employee's proposed solution, and discuss possible alternative solutions and/or other administrative remedies. The immediate supervisor shall inform the department's personnel office, and the personnel director shall inform the union of the grievance. The immediate supervisor shall respond verbally within ten (10) business days following the meeting with the employee. Failure of the supervisor to respond within the time limit shall entitle the employee to process the issue to the next step.

### STEP 2

If the issue is not resolved at Step 1, or jointly referred to another administrative procedure for resolution, the employee may, within ten (10) business days of receiving the response from the immediate supervisor, serve a grievance initiation form with the immediate supervisor (or another member of management if the immediate supervisor is not available within the ten day filing period), who will accept it on behalf of management and immediately forward it to the next level manager above the immediate supervisor who is not in the same bargaining unit as the employee.

The manager, or appropriate designee, shall meet with the employee within ten (10) business days of the date of service of the grievance form at this Step to discuss the facts and solicit information on possible solutions or other appropriate administrative

procedures. The manager will provide a written response to the employee within ten (10) business days of meeting with the employee. Failure of management to respond within the time limit shall entitle the grievant to process the grievance to the next step.

### STEP 3

If the grievance is not resolved at Step 2, the employee may serve a written appeal to the General Manager, or designee, within ten (10) business days following (a) receipt of the written response at Step 2, or (b) the last day of the response period provided for in Step 2. The General Manager or designee shall meet with the employee within ten (10) business days of the date of service of the appeal, discuss the facts, and solicit information on possible alternative solutions. A written response will be provided to the employee within twenty (20) business days from the date of meeting with the employee.

Los Angeles Police Department only:

If the grievance is not resolved at Step 2, or the Chief of Police, or designee, fails to respond within the time limit, the grievant may process the grievance to the next level. The employee may serve written notice of the grievance to the Police Commission, or designee, within ten (10) business days following (a) receipt of the written response at Step 3, or (b) the last day of the response period provided for in Step 3. Failure of the grievant to serve such notice shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within ten (10) business days of the receipt of the appeal, and a written decision shall be rendered within thirty (30) business days from the date of meeting with the employee.

### STEP 4 - ARBITRATION

If the written response at Step 3, or mediation, does not settle the grievance, or management fails to provide a written response within 30 business days of the Step 3 meeting, the Union may elect to serve a written request for arbitration with the Employee Relations Board. A copy of this notice shall be served upon the department's personnel officer. The request for arbitration must be filed with the Employee Relations Board within twenty (20) business days following (a) the date of service of the written response of the General Manager/Commission or the designee, or (b) the last day of the response period provided for in Step 3 or 3A. Failure of the Union to serve a written request for arbitration with the Employee Relations Board within said period shall constitute a waiver of the grievance.

If such written notice is served, the parties shall jointly select an arbitrator from a list of seven arbitrators furnished by the Employee Relations Board, within ten (10) business days following receipt of said list. Failure of the Union to notify the Employee Relations Board of the selected arbitrator within sixty (60) business days of receipt of said list shall constitute a waiver of the grievance.

1. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved. The proceedings shall be conducted in accordance with applicable rules and procedures adopted or specified by the Employee Relations Board, unless the parties hereto agree to other rules or procedures for the conduct of such arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being mutually understood that all other expenses including, but not limited to, fees for witnesses, transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual party incurring same.
2. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned.
3. The decision of an arbitrator resulting from any arbitration of grievances hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this MOU.

## **PROCEDURE FOR GRIEVANCES AFFECTING A GROUP OF EMPLOYEES**

The Union may elect to file a grievance on behalf of two or more employees. The facts and issues of the grievance must be the same.

### **PROCEDURE:**

#### **STEP 1**

The Union shall file the grievance in writing with the General Manager, or designee, of the affected department within twenty (20) business days following the day the issue arose. To the extent possible, the filing shall include the issue of the grievance, proposed solution(s), the names of the employees impacted by the issue, and the specific facts pertaining to each grievant. All employees participating in the grievance must waive their respective rights to file an individual grievance on the same issue by completing an individual grievance waiver form prior to the meeting with the General Manager.

The General Manager, or designee, shall provide written notification to the Employee Relations Division of the CAO of the receipt of the grievance. The General Manager, or designee, shall meet with the Union within twenty (20) business days of receipt of the grievance to review the facts, solicit information on the proposed solution(s), or consider other appropriate administrative procedures. The General Manager, or designee, may include department managers who have knowledge of the grievance issues and/or representatives from the CAO's Employee Relations Division in the meeting with the union. The General Manager, or designee, shall prepare a written response within twenty (20) business days of the meeting.

Los Angeles Police Department only:

If the grievance is not resolved at Step 1, or the Chief of Police, or designee, fails to respond within the time limit, the union may process the grievance to the next level. The union may serve written notice of the grievance to the Police Commission, or designee, within ten (10) business days following (a) receipt of the written response at Step 1, or (b) the last day of the response period provided for in Step 1. Failure of the union to serve such notice shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within ten (10) business days of the receipt of the appeal, and a written decision shall be rendered within 30 business days from the date of meeting with the union.

## STEP 2

If the grievance is not settled at Step 1, or Step 1A in the Police Department, the Union may file for arbitration pursuant to the procedure in Step 4 – Arbitration, above.

## **ARTICLE 18            UNION STEWARDS**

- A.     The Union may designate a reasonable number of Union Stewards who must be members of the Union, and shall provide all departments, offices or bureaus with a written list of employees who have been so designated, and revised lists within 30 calendar days of any changes in said designations. A steward may represent said grievant in the presenting of grievances at all levels of the grievance procedure. A steward may represent an employee in pre-disciplinary hearings (Skelly) or pre-disciplinary interviews where there is a reasonable expectation that disciplinary action will follow.

An employee and his/her steward may have a reasonable amount of paid time off for the above-listed activities. However, the steward will receive paid time off only if he/she is the representative of record; is a member of the Association; and is employed within a reasonable distance from the work location of the employee.

If a steward must leave his/her work location to represent an employee, he/she shall first obtain permission from his/her supervisor on a form provided for such purpose. Permission to leave will be granted unless such absence would cause an undue interruption of work. If such permission cannot be granted promptly, the grievance steward will be informed when time can be made available. Such time will not be more than forty-eight (48) hours after the time of the steward's request, excluding scheduled days off and/or legal holidays, unless otherwise mutually agreed to.

Denial of permission to leave at the time requested will automatically constitute an extension of time limits provided in the grievance procedure herein, equal to the amount of the delay.

Before leaving his/her work location, the steward shall call the requesting employee's supervisor to determine when the employee can be made available. Upon arrival, the steward will report to the employee's supervisor who will make arrangements for the meeting requested.

Time spent on grievances, or the pre-disciplinary representation activities described above, outside of regular working hours of the employee and/or his/her representative shall not be counted as work time for any purpose. Whenever these activities occur during the working hours of the employee and/or the steward, only that amount of time necessary to bring about a prompt disposition of the matter will be allowed. City time, as herein provided, is limited to the actual representation of employees and does not include time for investigation, preparation or any other preliminary activity.

- B. In order to facilitate the expeditious resolution of workplace disputes at the lowest possible level, the parties agree to establish a joint Labor-Management training program for stewards and front-line supervisors.

No later than March 18, 2016, the Union and City representatives will have established a curriculum and training program that will provide skills for both stewards and front-line supervisors in the processing and resolution of grievances and other workplace issues in a cooperative, problem-solving manner. Upon completion of the program, both union stewards and front-line supervisors will be certified. Stewards certified through this training shall be authorized to spend up to two (2) hours of City time to investigate each dispute raised under the Grievance Procedure of this MOU.

As is practicable, grievances will be heard by certified supervisors.

## **ARTICLE 19            PERSONNEL FOLDERS**

An employee shall be entitled to review the contents of his/her official departmental personnel folder at reasonable intervals, upon request, during hours when his/her personnel office is normally open for business. Such review shall not interfere with the normal business of the department, Office, or bureau.

The employee may authorize an Association staff representative to inspect the departmental folder, upon written consent of the employee. The written consent must be presented in person by the employee to the personnel office. The time to review the folder must be arranged by the staff representative. The staff representative may not remove or have a copy of any document in the folder. The employee or Association representative's review of the personnel folder shall not interfere with the normal business of the department.

No evaluation or disciplinary document may be placed in an employee's personnel file without his/her review and a copy of the document presented to him/her for his/her

records. The employee shall acknowledge that he/she has reviewed and received a copy of the document by signing it with the understanding that such signature does not necessarily indicate agreement with its contents.

## **ARTICLE 20 NOTICE OF CHANGES IN WORK RULES**

Whenever written departmental working rules are established or changes are made to existing written departmental working rules, which affect conditions of employment, the City shall give the Association an opportunity to meet with the City prior to placing the new rules or changes in such existing rules into effect.

Nothing contained in this Article shall be construed as a limitation of the right of the City to implement new written department working rules or make changes in such existing rules in cases of emergency. Provided, however, when such new work rules or changed existing work rules, as the case may be, must be adopted immediately, without prior notice to the Association, notice and the opportunity to consult shall be given at the earliest practical time following the adoption of such new work rules or changes in existing written department work rules, as the case may be.

The Association agrees to notify the City promptly after receiving notice of its intent to exercise its rights granted under this Article.

## **ARTICLE 21 PERSONAL LIABILITY**

The City agrees to indemnify and provide legal assistance to employees in this Unit who are prosecuted for actions or omissions while acting in their capacity as managers, in their regular positions as well as during work stoppages or emergencies, for the City of Los Angeles in accordance with applicable provisions of the Government Code of the State of California.

## **ARTICLE 22 EMPLOYEE RELATIONS**

Meetings at reasonable intervals will be scheduled at the request of the Association's Representative, or the City's Representative of a department, office, or bureau, for the purpose of informally discussing employer-employee relations problems.

## **ARTICLE 23 ACTIONS BY EMPLOYEE RELATIONS BOARD**

If any actions by the Employee Relations Board prior to the expiration of this MOU result in any significant changes to the composition of this representational unit, the parties to this MOU will meet as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

## **ARTICLE 24            FAIR LABOR STANDARDS ACT (FLSA)**

Pursuant to the Fair Labor Standards Act (FLSA) all employees shall have a fixed workweek that consists of a regular recurring period of 168 consecutive hours (seven 24-hour periods) which can begin and end on any day of the week and at any time of the day.

### **Section I - Hourly Employees (FLSA Non-Exempt)**

Employees in this Unit who are employed in a class or pay grade (if the class has multiple pay grades) with a top step regular biweekly rate, without bonuses, at or below the top step regular biweekly rate for the class of Telecommunications Regulatory Officer I (Code 7650-1) in Council-controlled departments, shall be treated as hourly employees, in accordance with the provisions of the FLSA.

### **Section II - Salaried Employees (FLSA Exempt)**

Employees in this Unit who qualify for exemption from the FLSA overtime provisions based upon duties and who are assigned to a class or pay grade (if the class has multiple pay grades) with a top step regular biweekly rate, without bonuses, above the top step regular biweekly rate for the class of Telecommunications Regulatory Officer I (Code 7650-1), shall be treated as salaried employees, in accordance with the provisions of the FLSA.

## **ARTICLE 25            SALARIED EMPLOYEES**

Notwithstanding any LAAC and MOU provisions, or other City department rules and regulations to the contrary, salaried employees shall not be required to record specific hours of work for compensation purposes, although hours may be recorded for other purposes. These employees will be paid the predetermined salary for each biweekly pay period, as indicated in the Appendices, and shall not receive overtime compensation. Salaried employees shall not be subject to any deductions from salary or any leave banks for any absence from work for less than a full workday. This provision does not apply to long-term or recurring partial day absences that are authorized by the appropriate supervisor designated by management (e.g. intermittent leave/reduced work schedule for purposes of Family/Medical Leave).

Salaried employees shall not be subject to disciplinary suspension for less than a workweek (seven days; half of the biweekly pay) unless based on violations of a safety rule of major significance. Salaried employees shall be subject to the revised Department of Labor FLSA regulations pertaining to disciplinary suspensions of FLSA exempt employees (§ 541.602(b)(5)) effective the start of the pay period following the date the City Council approves this MOU. Under said revised regulations, salaried employees shall not be subject to disciplinary suspension for less than a workweek (seven days; half of the biweekly pay) unless the discipline is based on violations of a safety rule of major significance or misconduct.



The appointing authority of each City department may grant time off for hours worked due to unusual situations.

## **ARTICLE 26           WORK SCHEDULES**

The City may assign employees to work a five/forty, four/ten, nine/eighty, or other work schedule. The City shall have the right to refuse an employee's request to work a four/ten, nine/eighty, or other modified work schedule, and to require the reversion to a five/forty work schedule, providing that the exercise of such right is not arbitrary, capricious or discriminatory. The parties further agree that the City may require employees to change their work schedules (working hours or change days off, except the split day) within the same FLSA workweek. The designated workweek for an employee may be changed only if the change is intended to be permanent and not designed to evade overtime requirements of the FLSA.

Hourly employees on a nine/eighty modified work schedule shall have designated a regular day off (also known as 9/80 day off) which shall remain fixed. Temporary changes to the designated 9/80 day off at the request of the City or the employee is prohibited unless it is intended for the employee to work additional hours (overtime).

## **ARTICLE 27           OVERTIME FOR HOURLY EMPLOYEES**

### **Section I - Assignment of Overtime**

The City will attempt to assign overtime work as equitably as possible among all qualified hourly employees in the same classification, in the same organizational unit and work location. However, the City may consider special skills required to perform particular work. The parties understand that no employee shall work overtime without prior approval from his or her supervisor and that unofficial overtime "white time" is absolutely prohibited. FLSA non-exempt (hourly) employees may not work outside of scheduled working hours, or during unpaid meal periods, without the prior approval of a supervisor consistent with department policy. Failure to secure prior approval may result in discipline.

### **Section II - Overtime Compensation**

Notwithstanding Sections 4.1133 - 4.117 of the LAAC, compensation for overtime shall be for all hours worked in excess of 40 hours in a workweek including all absences with pay authorized by law. Compensation for overtime worked by hourly employees in this Unit shall be in time off at the rate of one and one-half (1½) hours for each hour of overtime worked; or in cash at the rate of one and one-half (1½) times the employee's regular rate of compensation. Method of compensation shall be at the discretion of the City. Current practices in the Harbor Department, which may conflict with the referenced Administrative Code provisions shall be continued.

### **Section III - Compensatory Time Off**

Hourly employees may, subject to City's discretion, be permitted to accumulate up to 80 hours of compensatory time off (CTO). On occasion, employees may accumulate CTO in excess of 80 hours for a temporary period of time. If an employee does not schedule and take CTO over 80 hours prior to the end of the fiscal year in which the overtime was worked, the City may require employees to use CTO prior to the end of the fiscal year; require employees to use such time in lieu of vacation or other leave time; or authorize cash payment. In the event sufficient funds are not available to provide cash compensation for all or a portion of the CTO hours in excess of 80, the City may extend the time limit for a period not to exceed one year.

In accordance with FLSA, no employee shall lose CTO. Employees shall be permitted to take CTO for overtime worked upon request unless granting of such time would "unduly disrupt" the operations of the City department. This standard does not apply to non-FLSA overtime (i.e. overtime earned pursuant to this agreement that does not meet the FLSA definition of overtime).

Under no circumstances shall compensatory time off (CTO) in excess of 240 hours be accumulated.

#### **ARTICLE 28            1040/2080 PLAN**

The City reserves the right to develop 26-week/1040 or 52-week/2080 hours' work periods under FLSA Section 7(b) [29 USC §207(b)(1) and (2)] during the term of this MOU for the purpose of increasing scheduling flexibility. Implementation of this work schedule is subject to agreement by the parties and certification of the Union as bona fide by the Employee Relations Board (ERB).

#### **ARTICLE 29            JURY SERVICE**

An employee duly summoned to attend any court of competent jurisdiction for the purpose of performing jury service shall, for those days during which jury service is actually performed and those days necessary to qualify for jury service, receive his/her regular salary. The absence of the employee for the purpose of performing jury service shall be deemed to be an authorized absence with pay within the meaning of Section 4.75 of the LAAC.

During the time the employee is actually reporting for jury service, the head of the department, office, or bureau, or his/her designee will convert the employee's usual shift to a regular five-day, Monday through Friday day shift. However, employees may choose to remain on an alternative work schedule (9/80, 4/10, or 3/12) or on an off-watch schedule during jury service with the understanding that jury service on a regularly scheduled day off (RDO) will not be compensated. Employees must report for work on any day of his/her converted shift that he/she is not required by the court to perform jury service.

Compensation for mileage paid by the courts for jury service shall be retained by the employee.

Employees performing jury service on a designated City holiday shall be compensated for the designated City holiday; additional time off for that holiday shall not be provided.

### **ARTICLE 30            CIVIC DUTY**

Whenever an employee is served with a subpoena by a court of competent jurisdiction which compels his/her presence as a witness during his/her normal working period, unless he/she is a party to the litigation or an expert witness, such employee shall be granted time off with pay in the amount of the difference between the employee's regular earnings and any amount he/she receives for appearance. This Article is not applicable to appearances for which the employee receives compensation in excess of his/her regular earnings.

A court of competent jurisdiction is defined as a court within the County in which the employee resides or if outside the county of residence, the place of appearance must be within 150 miles of the employee's residence.

### **ARTICLE 31            COURT APPEARANCES**

When an hourly employee in this Unit is required to appear in a court of competent jurisdiction outside of his/her normal duty hours but on a matter arising within the scope of his/her employment, said employee shall be entitled to receive a minimum of one hour at one and one-half (1½) times his/her regular rate of pay. Time spent in excess of the one-hour minimum guarantee shall also be at the rate of one and one-half (1½) times the employee's regular rate of pay, payable in 6-minute increments. Provided however, that no such compensation shall be allowed unless the employee is in actual attendance in court. Such compensation for court appearances may be in either time off or cash. Current practices in the Police Department shall continue.

The provisions of this Article shall not apply to an employee in this Unit who is an assistant general manager of a City department or an assistant bureau director of the Department of Public Works or any unit employee who is a salaried employee. However, such employees may be granted time off in unusual cases subject to the approval of the appointing authority.

### **ARTICLE 32            SALARIES**

The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in the attached Salary Appendices. These appendices shall incorporate the agreement of the parties that effective December 13, 2015, employees will be subject to a new salary step structure and that effective June 25, 2017, employees covered by this MOU shall receive a two percent (2%) salary increase.

A. SALARY STEPS

Effective December 13, 2015, notwithstanding LAAC Section 4.92, a new 12-step salary structure will be established as follows:

1. Three additional salary steps will be added to the lower end of each salary range (Steps 1, 2, and 3). These new steps shall be separated by one premium level.\*
  - a. Employees hired into trainee-level positions shall be hired at Step 1 and shall remain on Step 1 for the duration of a twelve (12) month probationary period. Trainee-level position hourly wages will begin one premium level below the entry level of the targeted Civil Service classification which will not be below \$15.00 per hour.
  - b. Employees hired into non-trainee positions shall be hired at Step 2 (or appropriate higher step in accordance with applicable MOU provisions or LAAC Section 4.90).
  - c. Employees shall remain on Steps 2 and 3 for nine (9) months each.
2. Current Steps 1 through 5 will be renumbered Steps 4 through 8. These steps will be separated by two premium levels (Step 4 will be one premium level above Step 3). Employees shall advance to each subsequent step after twelve (12) months.
3. Current Steps 6 through 8 will be renumbered Steps 9 through 11. These steps will be separated by one premium level (Step 9 will be one premium level above Step 8). Employees shall advance to each subsequent step after twelve (12) months.
4. A new Step 12 will be created which will be one premium level above Step 11. No employee shall be eligible to move to Step 12 sooner than January 7, 2018.

\*On the City's salary range tables, each premium level is equal to approximately 2.75%.

B. SALARY ADJUSTMENTS

1. Effective January 7, 2018, each employee who is compensated on a salary range will advance one step on the salary range regardless of their step or step anniversary date.
2. Effective January 7, 2018, each employee who is employed in a flat-rated classification shall receive a salary adjustment of 2.75%.

3. Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

C. EXTENSION OF STEP ADVANCEMENT DATE

Uncompensated absences of sixteen days (128 hours for employees on a work schedule other than 5/40) or less during the qualifying period and during each subsequent qualifying period shall not extend the step advancement date. The step advancement date shall be extended one working day for each working day absence (or one hour for each hour of aggregated uncompensated absence in excess of 128 hours). Employees who are injured on duty and are compensated in accordance with Division IV of the Labor Code of the State of California and LAAC Division 4, Article 7 shall not have their step advancement date changed due to their workers’ compensation status.

D. CONSECUTIVE APPOINTMENTS WITHIN A 12-MONTH PERIOD

Consecutive appointments or assignments to positions with the same top step salary rate in the 12-months (2,080 hours) following an appointment or assignment shall be treated as one appointment or assignment for step advancement purposes.

E. APPOINTMENTS TO NEW POSITIONS WITH THE SAME OR LOWER SALARY RANGE

An employee who is appointed or assigned to a new position on the same or lower salary range shall retain the step advancement date established for the former position.

F. CIVIL SERVICE EXEMPT HALF-TIME EMPLOYEES

The initial salary step advancement for a half-time, but less than full-time, employee in a position compensated on a salary range shall be in the payroll period following the completion of 1,040 regular paid hours and 12 months of service. Each subsequent step advancement shall be in the payroll period following the completion of 1,040 additional regular paid hours and one additional year of service. Hours of service in excess of those required for step advancement in a 12-month time period shall be carried forward for credit in the next 12-month time period.

G. PROMOTIONAL DIFFERENTIAL

Notwithstanding the rate provided for in LAAC Section 4.91, effective December 13, 2015, employees who receive a promotion shall be moved to the salary step

that provides a minimum 5.5% increase over the rate received in the former position. As provided in LAAC Section 4.91, any regularly assigned bonus or premium compensation amounts shall be included in calculating the step rate for the former position and added to the new salary, if applicable, after determining the appropriate salary step rate for the new position.

### **ARTICLE 33            ADVANCE STEP HIRE**

Notwithstanding LAAC Section 4.90, the department/bureau head may authorize the appointment of a civil service exempt assistant general manager to a step above the lowest step in the salary range, with the approval of the CAO.

### **ARTICLE 34            HOLIDAYS AND HOLIDAY PAY**

- A.     The following days shall be treated as holidays during the term of this MOU.
  - 1.   New Year's Day
  - 2.   Martin Luther King's Birthday (the third Monday in January)
  - 3.   President's Day (the third Monday in February)
  - 4.   Cesar E. Chavez Birthday (the last Monday in March)
  - 5.   Memorial Day (the last Monday in May)
  - 6.   Independence Day (July 4)
  - 7.   Labor Day (the first Monday in September)
  - 8.   Columbus day (the second Monday in October)
  - 9.   Veteran's Day (November 11)
  - 10. Thanksgiving Day (the fourth Thursday in November)
  - 11. The Friday after Thanksgiving Day
  - 12. Christmas Day (December 25)
  - 13. Any day or portion thereof declared to be a holiday by proclamation of the Mayor and the concurrence of the City Council by resolution.
  - 14. One unspecified holiday
- B.     When any holiday from 1 through 12 above falls on a Sunday, it shall be observed on the following Monday.
- C.     When any holiday from 1 through 12 above falls on a Saturday, it shall be observed on the preceding Friday.
- D.     Any holiday declared by proclamation of the Mayor, shall not be deemed to advance the last scheduled working day before a holiday for purposes of computing any additional time off.
- E.     The unspecified holiday shall be taken in accordance with the following requirements:

1. The holiday must be taken in one full normal working day increment of eight (8) hours during the calendar year in which it is credited or it will be forfeited. The request for such time off, if timely submitted by the employee, will be promptly approved by the City subject to the operating needs of the employee's department, office or bureau. If an unforeseen operating requirement prevents the employee from taking such previously-approved holiday, the City will reschedule the holiday so that it may be taken on some other reasonably satisfactory date within the calendar year.
  2. Any break in service (i.e., resignation, discharge, and retirement) prior to taking the holiday shall forfeit any right thereto.
  3. The holiday shall not be utilized to extend the date of any layoff.
  4. No employees shall be entitled to the unspecified holiday upon appointment to one of the classifications represented by the Association until he/she has completed six months of satisfactory City service.
  5. Employees who work on intermittent, on call, vacation relief, or seasonal positions shall not be entitled to an unspecified holiday.
  6. No employee shall receive more than one unspecified holiday each calendar year. Thus, (a) an employee transferring from the Department of Water and Power (DWP) to any other City department, office or bureau will not receive an unspecified holiday after taking such holiday prior to leaving DWP, and (b) employees who resign or are terminated and then rehired during the same calendar year, will not receive an additional unspecified holiday when rehired if such a holiday had been taken prior to resignation or termination.
- F. The provisions of the remainder of this Article, including subsections J, K, L and M shall not apply to any assistant general manager of a City department, or assistant bureau director of the Department of Public Works or any salaried employee in this unit, provided, however, that in unusual cases such employees may be granted time off for working on a holiday subject to the approval of the appointing authority.
- G. Whenever a holiday from 1 through 12 above occurs during an employee's regularly scheduled work week, eight (8) hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- H. Whenever a holiday listed under 13 and/or 14 above occurs during an employee's regularly scheduled workweek, the appropriate number of hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.

- I. Whenever a holiday falls on an employee's 9/80 or modified day off, the employee shall take an alternate day off within the same calendar week as the holiday.
- J. Holiday Premium Pay - Hourly employees in this Unit, who work on any holiday listed above shall receive eight (8) hours (or portion thereof as specified in A. 13 above) of holiday pay and one and one-half (1½) the hourly rate for all hours worked on the observed holiday. Employees shall not receive both overtime and holiday premium pay for the same hours.
- K. Hourly employees working (1) in excess of eight (8) hours on any holiday listed from 1 through 12 above, or (2) hours in excess of any day or portion thereof declared to be a holiday by proclamation of the Mayor shall be paid at the appropriate holiday premium pay rate for his/her class. Hours worked in excess of (1), or (2) above shall not be included when calculating the employee's workweek for overtime pay purposes.
- L. For each holiday listed above which results in time off with pay for employees working a Monday through Friday work week, employees who are scheduled to work other than the Monday through Friday work week shall be entitled to such day off with pay or shall be compensated in accordance with all pertinent provisions (B through K above). If such holiday falls on the employee's scheduled day off, an alternative day off in-lieu shall be scheduled within the same calendar week.
- M. The City shall have the sole authority and responsibility to determine whether the compensation for any holidays worked shall be in cash or paid leave time off.

## **ARTICLE 35            VACATIONS**

- A. Employees in the following classes and paygrades shall be entitled to vacation in accordance with Section B., below:

| <b><u>Class Code</u></b> | <b><u>Class Title</u></b>                            |
|--------------------------|--|
| 9206                     | 311 Director   |
| 9422-2                   | Airport Environmental Manager II                     |
| 7260-3                   | Airport Manager III                                  |
| 1957                     | Asset Manager  |
| 9232                     | Assistant City Librarian                             |
| 4219-2                   | Assistant Deputy Superintendent of Building II       |
| 7298                     | Assistant Director Bureau of Contract Administration |
| 7225                     | Assistant Director Bureau of Sanitation              |
| 7536                     | Assistant Director Bureau of Street Lighting         |
| 4156                     | Assistant Director Bureau of Street Services         |
| 9651                     | Assistant Director of Finance                        |



| <b><u>Class Code</u></b> | <b><u>Class Title</u></b>  |
|--------------------------|--|
| 9244                     | Assistant General Manager Animal Regulation                        |
| 9251                     | Assistant General Manager Community Development                    |
| 9694                     | Assistant General Manager Convention Center                        |
| 9248                     | Assistant General Manager Cultural Affairs                         |
| 9220                     | Assistant General Manager Department of Aging                      |
| 9701                     | Assistant General Manager El Pueblo Historic Monument              |
| 9273                     | Assistant General Manager Emergency Preparedness                   |
| 9257                     | Assistant General Manager General Services                         |
| 9271                     | Assistant General Manager Housing                                  |
| 9381                     | Assistant General Manager Information Technology                   |
| 9414                     | Assistant General Manager LACERS                                   |
| 9221                     | Assistant General Manager Neighborhood Empowerment                 |
| 9241                     | Assistant General Manager Recreation and Parks                     |
| 9263                     | Assistant General Manager Transportation                           |
| 0603                     | Assistant Inspector General  |
| 9646                     | Assistant Treasurer  |
| 3194-2                   | Building Construction and Maintenance General<br>Superintendent II |
| 7274-1                   | Chief Airports Engineer I  |
| 7274-2                   | Chief Airports Engineer II   |
| 9151                     | Chief Benefits Analyst   |
| 0302                     | Chief Deputy Controller  |
| 9230                     | Chief Financial Officer  |
| 9286                     | Chief Harbor Engineer  |
| 9374                     | Chief Information Officer  |
| 9147                     | Chief Investment Officer   |
| 9182                     | Chief Management Analyst   |
| 9180                     | Chief of Parking Enforcement Operations                            |
| 2384                     | Chief Police Psychologist  |
| 5154-1                   | Chief Port Pilot I   |
| 5154-2                   | Chief Port Pilot II  |
| 1949-2                   | Chief Real Estate Officer II                                       |
| 0604                     | Chief Special Investigator   |
| 1211-2                   | Chief Tax Compliance Officer II                                    |
| 7945-2                   | Chief of Airport Planning II                                       |
| 9424                     | Chief of Aviation Technology                                       |
| 9200                     | Chief of Transit Programs  |
| 7999                     | Chief Zoning Administrator   |
| 0566                     | City Attorney Chief Administrative Assistant                       |
| 9247                     | Concessions Manager  |
| 1610                     | Departmental Audit Manager   |
| 1593-4                   | Departmental Chief Accountant IV                                   |
| 9490-1                   | Deputy City Engineer I   |
| 9490-2                   | Deputy City Engineer II  |

| <b><u>Class Code</u></b> | <b><u>Class Title</u></b>                        |
|--------------------------|--|
| 1607                     | Deputy Director of Auditing                      |
| 9444                     | Deputy Director of Planning                      |
| 0162                     | Deputy General Manager Airports I                |
| 0163                     | Deputy General Manager Airports II               |
| 9201-1                   | Deputy Superintendent of Building I              |
| 9201-2                   | Deputy Superintendent of Building II             |
| 1768                     | Director of Air Service Marketing                |
| 9306                     | Director of Airport Safety Services              |
| 9302                     | Director of Airports Administration              |
| 9304                     | Director of Airports Operations                  |
| 1606                     | Director of Auditing                             |
| 1194                     | Director of Cash Management Services             |
| 7625                     | Director of Communications Services              |
| 4266                     | Director of Enforcement Operations               |
| 1608                     | Director of Financial Analysis and Reporting     |
| 3535                     | Director of Fleet Services                       |
| 1568                     | Director of Housing                              |
| 7270-2                   | Director of Maintenance Airports II              |
| 1858                     | Director of Materials Management Services        |
| 7974                     | Director of Materials Testing Services           |
| 3722-2                   | Director of Police Transportation II             |
| 9231                     | Director of Port Administration                  |
| 3123-2                   | Director of Port Construction and Maintenance II |
| 1782-2                   | Director of Port Marketing II                    |
| 9233                     | Director of Port Operations                      |
| 1863                     | Director of Supplies                             |
| 9375                     | Director of Systems                              |
| 6157                     | Division Librarian                               |
| 9486                     | Engineer of Surveys                              |
| 0017                     | Ethics Officer III                               |
| 9186                     | Executive Assistant Airports                     |
| 9252                     | Executive Director City Clerk                    |
| 2475                     | Executive Director Exposition Park Complex       |
| 9252                     | Executive Officer City Clerk                     |
| 9198-5                   | Financial Management Specialist V                |
| 9197                     | Fire Administrator                               |
| 0805                     | First Deputy General Manager Harbor              |
| 2458                     | Golf Manager                                     |
| 9279-2                   | Harbor Engineer II                               |
| 9234-2                   | Harbor Planning and Research Director II         |
| 4130                     | Hyperion Treatment Plant Manager                 |
| 1409-2                   | Information Systems Manager II                   |
| 2338                     | Medical Services Administrator                   |
| 3188-2                   | Municipal Police Captain II                      |

| <b><u>Class Code</u></b> | <b><u>Class Title</u></b>                                       |
|--------------------------|---|
| 6229-2                   | Observatory Director II   |
| 9264                     | Parking Administrator   |
| 5153                     | Pilot Services Manager  |
| 9196-1                   | Police Administrator I  |
| 9196-2                   | Police Administrator II   |
| 9196-3                   | Police Administrator III  |
| 7928                     | Principal Architect   |
| 7946                     | Principal City Planner  |
| 9489                     | Principal Civil Engineer  |
| 9653                     | Principal Deputy Controller                                     |
| 7875                     | Principal Environmental Engineer                                |
| 9266                     | Principal Transportation Engineer                               |
| 1964-4                   | Property Manager IV   |
| 1530-3                   | Risk Manager III  |
| 4126-2                   | Sanitation Solid Resources Manager II                           |
| 4128-3                   | Sanitation Wastewater Manager III                               |
| 0807                     | Second Deputy General Manager Harbor                            |
| 4160-2                   | Street Maintenance General Superintendent II                    |
| 2472                     | Superintendent of Recreation and Parks Operations               |
| 9237                     | Superintendent Planning and Development<br>Recreation and Parks |
| 1865-2                   | Supply Services Manager II                                      |
| 0803                     | Traffic Manager   |
| 4125-2                   | Wastewater Collection Manager II                                |
| 7880                     | Wastewater Residuals Research Engineer                          |
| 7840-3                   | Wastewater Treatment Laboratory Manager III                     |
| 3784-3                   | Wastewater Treatment Maintenance Manager III                    |
| 1766-2                   | Workers' Compensation Administrator II                          |
| 9501                     | Zoo Assistant General Manager                                   |

- B. Persons employed in the classes listed in Section A, shall be entitled to the following number of vacation days with full pay accrued and credited at the rate indicated, subject to deduction for absences as provided in Section 4.246 of the LAAC:

| <b>Years of Service Completed</b>  | <b>Number of Vacation Hours</b> |
|--|---------------------------------|
| Upon permanent appointment, with less than 15 years of job-related work experience, as certified by the Personnel Department | 120                             |

| <b>Years of Service Completed</b>  | <b>Number of Vacation Hours</b> |
|--|---------------------------------|
| Upon permanent appointment, with 15 or more years of job-related work experience, as certified by the Personnel Department | 160                             |
| 1 year in a class listed in Section A.   | 168                             |
| 2 years in a class listed in Section A.  | 176                             |
| 3 years in a class listed in Section A.  | 184                             |
| 4 years in a class listed in Section A.  | 192                             |
| 5 years in a class listed in Section A.  | 200                             |

- C. Employees who currently have or will receive a permanent appointment to a class listed in Section A. who are accruing vacation at a higher rate than the rate provided for by Section B. shall continue to accrue at the higher rate.
- D. Employees who currently have or will receive a permanent appointment to a class listed in Section A. who are accruing vacation at a lower rate than provided by Section B. shall have their vacation accruals adjusted to be in conformance with Section B. Such employees shall be credited with additional vacation equal to the difference between the lower annual rate and the appropriate annual rate provided for in Section B., in addition to accruing at the higher monthly rate.
- E. Persons who receive an initial appointment to the City in one of the classes listed in Section A. shall receive the total number of vacation hours provided for in Section B., effective on the date of appointment. Monthly accrual for these employees shall be effective on the one-year vacation anniversary date.
- F. Persons who separate from City service prior to completing their initial year of City service will receive cash payment for any unused vacation hours proportionate to the number of months worked in that service year. Employees must work the entire month, excluding paid holidays, in order for the month to be included in the calculation.
- G. Employees in this unit in classes not listed in Section A. shall be entitled to the following number of vacation days with full pay based on the number of years of City service completed, accrued and credited at the rates indicated below, subject to deductions for absences as provided in Section 4.246 of the LAAC:

| <b>Years of Service Completed</b> | <b>Number of Vacation Days</b> | <b>Monthly Accrual Rate In hours/Minutes</b> |
|-----------------------------------|--------------------------------|--|
| 1                                 | 11                             | 7.20   |
| 5                                 | 17                             | 11.20  |
| 13                                | 18                             | 11.20  |

| <b>Years of Service Completed</b> | <b>Number of Vacation Days</b> | <b>Monthly Accrual Rate In hours/Minutes</b> |
|-----------------------------------|--------------------------------|--|
| 14                                | 19                             | 11.20  |
| 15                                | 20                             | 11.20  |
| 16                                | 21                             | 11.20  |
| 17                                | 22                             | 14.40  |
| 18                                | 23                             | 14.40  |
| 19                                | 24                             | 16.00  |
| 25                                | 25                             | 16.40  |

### **Vacation Accrual During Active Military Service**

Employees called into active military service following their qualifying year of service for vacation shall continue to accrue vacation during their military service, subject to the same maximum accrual requirements as active City employees. To avoid reaching maximum accrual during an extended leave, employees may request cash payment of vacation hours accrued as of the date of the commencement of their military leave. Such request may be for all accrued time or a portion of the accrued time. The request shall be made prior to the employee's first day of their leave of absence and shall be accompanied by orders or other evidence of entry into the armed forces of the United States. If an employee desires to cash out vacation during the period of the military leave, a signed authorization must be provided by the employee to his/her Department Personnel Section prior to the start of the leave allowing the Department to cash out specified amounts of vacation.

### **ARTICLE 36 MILEAGE**

Each employee who is authorized to use his/her own vehicle, pursuant to Division 4, Chapter 5, Article 2 of the LAAC, in the performance of his/her duties employee shall be reimbursed for transportation expenses for all miles traveled in any biweekly pay period in addition to any and all salaries and other compensation otherwise provided for by law. During the term of this MOU, the cents per mile reimbursement rate shall be adjusted to an amount equal to the annual standard car mileage allowance as determined by the Internal Revenue Service. The CAO shall certify to the Controller appropriate changes, if required, to become effective the beginning of the pay period in which January 1 falls.

Notwithstanding Section 4.231 of the LAAC, a limited number of unit employees who are required to furnish their own vehicles for the benefit of the City will receive credit for a minimum biweekly mileage guarantee of six hundred (600) miles. All miles traveled in a biweekly period which exceed six hundred shall be paid at the applicable mileage

rate. Employees shall be eligible for this minimum guarantee based on nomination by a general manager or bureau head and concurrence by the Mayor and City Council. Any approved application of this minimum guarantee shall be prospective.

### **ARTICLE 37            CIVILIAN MODIFIED FLEXIBLE BENEFITS PROGRAM**

During the term of this MOU, the City will provide benefits in accordance with the Civilian Modified Flexible Benefits Program ("Flex Program") and any modifications thereto as recommended by the Joint Labor-Management Benefits Committee ("JLMBC") and approved by the City Council.

During the term of this MOU, the City agrees that it will not unilaterally impose a reduction in plan design or benefits for any benefit plan applicable to employees covered by this MOU. Nothing in this MOU, however, shall prevent the parties from jointly reaching agreement on plan design or benefits applicable to employees covered by this MOU. Additionally, nothing in this MOU constitutes a waiver by the Union or the City with respect to making changes to plan design or benefits.

If there are any discrepancies between the benefits described herein and the Flex Program approved by the JLMBC, the Flex Program benefits will take precedence.

#### **Health and Wellness Bonus**

Effective December 25, 2016, employees who are eligible for and participate in the Flex Program shall receive a non-pensionable biweekly health and wellness bonus of 1.5% of base salary.

#### **Health and Wellness Contribution**

Effective December 25, 2016, employees who are eligible for and participate in the Flex Program without regard to whether an employee opts out of medical coverage shall make a pre-tax contribution equal to 1.5% of base salary to cover the cost of health care.

### **Section I - Health Plans**

The health plans offered and benefits provided by those plans shall be those approved by the City's JLMBC and administered by the Personnel Department in accordance with LAAC Section 4.303.

Effective January 1, 2015, the City agrees to contribute a monthly sum not to exceed the Kaiser Permanente family rate ("maximum monthly health care subsidy") per full-time employee toward the cost of a City-sponsored health plan for employees who are members of the Los Angeles City Employees' Retirement System (LACERS). During the term of this MOU, the City's monthly subsidy for full-time employees shall increase by the increase in the Kaiser Permanente family rate. Increases in this monthly health

care subsidy shall be effective at the beginning of the pay period in which the Kaiser yearly premium rate change is implemented.

The City will apply this subsidy first to the employee's coverage. Any remaining balance will be applied toward the coverage of the employee's dependents under the plan.

Management agrees to contribute for each half-time employee, as defined by Section 4.110 of the LAAC, who became a member of LACERS following July 24, 1989, and for each employee who transfers from full-time to half-time status following July 24, 1989, a monthly subsidy not to exceed the Kaiser employee-only rate, toward the cost of his/her Flex Program medical plan. Half-time employees who, prior to July 24, 1989, were receiving the same subsidy as full-time employees shall continue to receive that subsidy and shall be eligible to receive any increases applied to that subsidy as provided in this Article. During the term of this MOU, Management's monthly health care subsidy for half-time employees shall increase by the increase in the Kaiser Permanente single party rate. Increases in this monthly health care subsidy shall be effective at the beginning of the pay period in which the Kaiser Permanente yearly premium rate change is implemented.

Any employee who was receiving a full health subsidy as of July 24, 1989, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy and shall be subject to any adjustments applied to that subsidy as provided in this Article. This provision shall apply providing that such employee does not have a break in service subsequent to July 24, 1989. Any half-time employee with a break in service after July 24, 1989, shall be subject to the partial subsidy provisions in this Article.

Full-time employees who work a temporary reduced schedule under the provisions of Article 42, Family and Medical Leave, shall continue to receive the same subsidy as full-time employees and will be subject to any adjustments applied to that subsidy as provided in this Article as well as the required Health and Wellness Bonus and Contribution toward the cost of health care as described in this Article.

Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 24, 1989, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding his/her status as a member of LACERS.

During the term of this MOU, the JLMBC will review all rate changes and their impact on the Health Plans.

## **Section II - Dental Plans**

The dental plans offered shall be those approved by the City's JLMBC and administered by the Personnel Department in accordance with LAAC Section 4.303.

The City will expend for full-time employees in the classifications listed in this Unit, who are members of LACERS, the monthly sum necessary to cover the cost of employee only coverage under the City-sponsored Dental Plan Program. Coverage for dependents of eligible employees may be obtained in a City-sponsored plan at the employee's expense, provided that such sufficient enrollment is maintained to continue to make such coverage available.

For each half-time employee, as defined by Section 4.110 of the LAAC, who becomes a member of LACERS and for each employee who transfers from full-time to half-time status following July 24, 1989, the City will expend an amount equivalent to one-half of the cost of the employee only coverage of the most expensive plan under the City-sponsored Dental Program. Half-time employees who, prior to July 24, 1989, were receiving the full employee only subsidy shall continue to receive the full employee only subsidy.

Any employee who was receiving a full employee-only dental subsidy as of July 24, 1989, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy. This provision shall apply providing that such employee does not have a break in service subsequent to July 24, 1989. Any half-time employee with a break in service after July 24, 1989 shall be subject to the partial subsidy provisions in this Article.

Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 24, 1989, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding his/her status as a member of LACERS.

During the term of this MOU, the JLMBC will review all rate changes and their impact on the Dental Plans.

### **Section III - Definition of Dependents**

The definition of a dependent for health and dental plan coverage shall include the domestic partner of an employee and the dependents of such domestic partner. Any employee claiming a domestic partner and/or the dependents of such domestic partner for purposes of this Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

### **Section IV - General Provisions**

An open enrollment period of at least 30 days shall be declared by the Personnel Department each year. During this open period, employees may enroll themselves and, at their option, their dependents in the City-sponsored plan. Employees who fail to enroll during this open period will be ineligible to participate in City-sponsored plan unless



another open enrollment period is subsequently declared by the Personnel Department. However, employees may enroll in Association-sponsored programs in accordance with the procedures of those programs.

The City will retain all duties and responsibilities it has had for the administration of the City's Health and Dental Plans.

### **Section V - Subsidy During Family and Medical Leave**

For employees who are on Family or Medical Leave, under the provisions of Article 42 of this MOU, the City shall continue the City's medical and dental plan subsidies for employees who are enrolled in a City health and/or dental plan prior to the beginning of said leave. Employees shall be eligible for such continued subsidies while on a Family or Medical Leave in accordance with Article 42 herein. However, for any unpaid portion of Family or Medical Leave, health and/or dental plan subsidies shall be continued for a maximum of nine (9) pay periods, except while an employee is on a Pregnancy Disability Leave absence (up to 4 months), Management shall continue the City's subsidy for her pregnancy health coverage (medical plan subsidy) in compliance with the provisions of Government Code Sections 12945 and 12945.2 (amended in 2011).

### **Section VI - Benefit Protection Plan**

For employees who have approved disability claims (excluding those for work-related injuries) under the City's Flex disability insurance carrier, management shall continue the City's medical, dental, and basic life insurance plan subsidies for a maximum of two years or at the close of claim, whichever is less. Employees must have been enrolled in a Flex medical, dental and/or basic life plan prior to the beginning of the disability leave. Coverage in this program will end if the employee retires (service or disability) or leaves City service for any reason.

## **ARTICLE 38 RETIREMENT BENEFITS**

### **A. Benefits**

1. Effective July 1, 2011, for all Tier I employees regardless of their date of hire, the Tier I retirement formula and a flat-rated employee retirement contribution of seven percent (7%) was implemented and shall be continued. The employee retirement contribution rate shall return to six percent (6%) in accordance with the Early Retirement Incentive Program (ERIP) agreement dated October 26, 2009 and LAAC Section 4.1033, which provides that this seven percent (7%) employee retirement contribution will continue until June 30, 2026 or until the ERIP cost obligation is fully paid, whichever comes first.
2. For employees hired on or after the date of adoption of the Ordinance implementing LACERS Tier 3, the retirement formula for LACERS Tier 3

and a flat-rated employee retirement contribution of seven percent (7%) shall be continued during the term of the MOU.

**B. Retiree Health Benefits**

1. There is currently in effect a retiree health benefit program for retired members of LACERS under LAAC Division 4, Chapter 11. All covered employees who are members of LACERS, regardless of retirement tier, shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits as provided by this program. The retiree health benefit available under this program is a vested benefit for all covered employees who make this contribution, including employees enrolled in LACERS Tier 3.
2. With regard to LACERS Tier 1, as provided by LAAC Section 4.1111, the monthly Maximum Medical Plan Premium Subsidy, which represents the Kaiser 2-party non-Medicare Part A and Part B premium, is vested for all members who made the additional contributions authorized by LAAC Section 4.1003(c).
3. Additionally, with regard to Tier 1 members who made the additional contribution authorized by LAAC Section 4.1003(c), the maximum amount of the annual increase authorized in LAAC Section 4.1111(b) is a vested benefit that shall be granted by the LACERS Board.
4. With regard to LACERS Tier 3, the Implementing Ordinance shall provide that all Tier 3 members shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits, and shall amend LAAC Division 4, Chapter 11 to provide the same vested benefits to all Tier 3 members as currently are provided to Tier 1 members who make the same four percent (4%) contribution to LACERS under the retiree health benefit program.
5. The entitlement to retiree health benefits under this provision shall be subject to the rules under LAAC Division 4, Chapter 11 in effect as of the effective date of this provision, and the rules that shall be placed into LAAC Division 4, Chapters 10 and 11, with regard to Tier 3, by the Implementing Ordinance.
6. As further provided herein, the amount of employee contributions is subject to bargaining in future MOU negotiations.
7. The vesting schedule for the Maximum Medical Plan Premium Subsidy for employees enrolled in LACERS Tier 1 and LACERS Tier 3 shall be the same.

Employees whose Health Service Credit, as defined in LAAC Division 4, Chapter 11, is based on periods of part-time and less than full-time employment, shall receive full, rather than prorated, Health Service Credit for periods of service. The monthly retiree medical subsidy amount to which these employees are entitled shall be prorated based on the extent to which their service credit is prorated due to their less than full time status.

**C. Procedure for Benefits Modifications**

Proposals for major retirement benefit modifications will be negotiated in joint meetings with the certified employee organizations whose memberships will be directly affected. Agreements reached between the City and organizations whereby a majority of the members in the LACERS are affected shall be recommended to the City Council by the CAO as affecting membership of all employees in the LACERS. Such modifications need not be included in the MOU in order to be considered appropriately negotiated.

Proposals for minor benefit modifications and technical changes will be considered and reported on as appropriate, but no more than one a year, in a report from the CAO to the City Council. Affected organizations shall be given the opportunity to review the proposed minor changes prior to the release of the report, and their views shall be included in the report.

If agreement is not reached between the City and the organizations representing a majority of the members in the LACERS as to whether a particular proposal constitutes either a major or a minor modification, the proposal shall be treated as a major modification.

**ARTICLE 39 SICK LEAVE**

Management's practices with regard to sick leave benefits will be continued during the term of this MOU. Such practices shall be in accordance with Sections 4.126, 4.126.2 and 4.128 of the LAAC.

Except as provided in Article 27 – Overtime for Hourly Employees, the City's present practices with regard to allowances for sick leave will be continued during the term of this MOU. Such practices shall be in accordance with Sections 4.126 and 4.128 of the LAAC.

Employees shall be allowed 12 working days leave at full pay and five working days at 75% of full pay each calendar year plus the days of sick leave accrued and accumulated as provided herein. As of January 1, 1998, any unused balance sick leave at 50% of full pay shall be frozen with no further credits or withdrawals permitted.

If an employee becomes separated from the service of the City by reason of retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the date

of separation shall be compensated by cash payment at 25% of the employee's salary rate current at such date of separation. In no instance will an employee be compensated more than once for accumulated full pay sick leave and 50% sick leave upon retirement.

#### Preventive Medical Treatment

Effective December 27, 2015, notwithstanding Section 4.126(d) of the LAAC, forty (40) hours of one hundred percent (100%) sick leave for a full-time employee and twenty (20) hours of one hundred percent (100%) sick leave for a regular half-time employee may be used to secure preventive medical treatment for the employee and for the members of the employee's immediate family.

#### Sick Leave Benefit for Pregnancy

Every full-time and half-time employee in any Department of the City shall be entitled to use sick leave accrued pursuant to this Article if that employee is unable to work on account of her pregnancy, childbirth or related medical conditions (see "Family and Medical Leave" article).

### **ARTICLE 40           BEREAVEMENT LEAVE**

The City's present practices with regard to allowance for leave because of family deaths will be continued during the term of this MOU. Such practices of allowances for leave because of family deaths shall be in accordance with Section 4.127.1 of the LAAC.

Members of this Unit shall be entitled to use the bereavement leave granted under this Article up until 370 calendar days from the date of death of the qualifying immediate family member. Bereavement leave days not used prior to 370 calendar days from the date of said death shall be deemed waived and lost.

### **ARTICLE 41           FAMILY ILLNESS**

The City's present practices of allowances for leave for family illness will be continued during the term of this MOU, except that the aggregate number of working days allowed in any one calendar year with full pay shall not exceed twelve (12). Such practice of allowance for leave of illness in family shall be in accordance with Section 4.127 of the LAAC. Effective December 27, 2015, the aggregate number of working days allowed in any one calendar year with full pay shall not exceed fifteen (15) days. Upon the adoption of a child, an employee will be permitted to use fifteen (15) days of family illness sick leave.

The definition of "immediate family" shall include: the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, foster child, great/grandparents, great/grandchildren, step-parents, step-children of any employee of the City, the domestic partner of the employee, a household member (any person residing in the

immediate household of the employee at the time of the illness or injury) and the following relatives of an employee's domestic partner: child, grandchild, mother, father.

Any employee claiming a domestic partner for purposes of the Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

## **ARTICLE 42            FAMILY AND MEDICAL LEAVE**

### **I.            Authorization for Leave**

During the term of this MOU, up to four (4) months (nine [9] pay periods [720 hours]) of family or medical leave shall be provided for the purpose of childbirth, adoption, foster care of a child, or serious health condition of an immediate family member (as defined in Article 41), upon the request of the employee, or the designation of Management in accordance with applicable Federal or State law, notwithstanding any other provisions of this MOU or the LAAC to the contrary.

An employee may take leave under the provisions of this Article if he/she has a serious health condition that makes him/her unable to perform the functions of his/her position.

Leave under the provisions of this Article shall be limited to four (4) months (nine [9] pay periods [720 hours]) during a twelve (12) month period, regardless of the number of incidents. A 12-month period shall begin on the first day of leave for each individual taking such leave. The succeeding 12-month period will begin the first day of leave taken under the provisions of this Article after completion of the previous 12-month period.

**Exception:** Under the provisions of this Article, a pregnant employee may be eligible for up to four (4) months (nine [9] pay periods [720 hours]) for childbirth disability and up to an additional four (4) months (nine [9] pay periods [720 hours]) for purposes of bonding. (See Section IV of this Article.)

### **II.           Definitions**

- A.     **Spouse** means a husband or wife as defined or recognized under State law for purposes of marriage in this state.
- B.     **Domestic Partner** means a named domestic partner in a confidential affidavit declaring the existence of said domestic partner and signed by the City employee, which is on file in the Employee Benefits Office, Personnel Department.

- C. **Parent** means a biological, step, adoptive or foster parent, an individual who stands or stood *in loco parentis* to an employee, or a legal guardian. This term does not mean parents-in-law. Persons who are *in loco parentis* include those with day-to-day responsibilities to care for or financially support a child or, in the case of a parent of an employee, that person who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.
- D. **Child** means a biological, adopted, or foster child, a stepchild, a legal ward or a child of a person standing *in loco parentis*, who is either under age 18 or age 18 or older and incapable of self-care because of a mental or a physical disability.

### III. Eligibility

- A. The provisions of this Article shall apply to all employees in this Unit in all City departments who have been employed by the City for at least 12 months and who have worked at least 1,040 hours during the 12 months immediately preceding the beginning of the leave.

**Exception:** In accordance with Pregnancy Disability Leave under the California Fair Employment and Housing Act (FEHA), on the first day of employment with the City, pregnant employees are eligible for up to four (4) months (nine [9] pay periods [720 hours]) of leave if disabled due to pregnancy.

- B. Parents (including those who are domestic partners) who both work for the City may take leave under the provisions of this Article at the same time to care for a new child by birth or adoption or foster care of a child, however, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee.

Spouses or domestic partners who both work for the City may take leave under the provisions of this Article at the same time to care for a sick parent, however, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee.

Each employee must notify his/her employing department at the time the leave is requested of the name and department of the other City employee who is requesting leave for the same incident. Such notification must include the starting and ending dates of the time period for which each employee is requesting leave.

The time limitation described above does not apply to leave taken by one spouse or domestic partner to care for the other who is seriously ill, or to care for a child with a serious health condition.

#### IV. Conditions

- A. **Pregnancy** - The start of leave for a pregnant employee shall be at the beginning of the employee's pregnancy-related disability that a health care provider certifies as necessary. Leave for the non-disability portion of childbirth may be taken before or after delivery.

In accordance with Pregnancy Disability Leave (PDL) under the California FEHA, pregnant employees who are disabled due to pregnancy, childbirth, or related medical conditions are eligible for up to four (4) months (nine (9) pay periods [720 hours]) of leave with medical certification certifying the employee as unable to work due to a pregnancy-related condition. PDL under the FEHA may be taken before or after the birth of the child, and shall run concurrently with pregnancy leave under the federal Family and Medical Leave Act of 1993, which must be concluded within one year of the child's birth.

Employees (either parent) are also eligible for family leave ("bonding") under the California Family Rights Act, which shall be limited to four months (nine (9) pay periods [720 hours]) and must be concluded within one year of the child's birth. Whereas bonding leave for the pregnant employee may be taken before or after delivery, bonding leave for the non-pregnant employee shall be taken on or after the anticipated delivery or placement date of the child except as may be necessary under Subsection IV.B "Adoption". (The administration of such leave shall be in accordance with Sections III.B. and IV.F of this Article.)

- B. **Adoption** - The start of a family leave for adoption or foster care shall begin on a date reasonably close to the date the child is placed in the custody of the employee. Leave may be granted prior to placement if an absence from work is required.
- C. **Family Illness** - The start of a family leave for a serious health condition of a family member shall begin on the date requested by the employee or designated by Management.
- D. **Employee's Own Health Condition** - The start of a leave for the employee's own serious health condition shall begin on the date requested by the employee or designated by Management.
- E. A **Serious Health Condition** is defined as an illness, injury, impairment, or physical or mental condition that involves:
1. Any period of incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility; or

2. A period of incapacity requiring an absence of greater than three days involving continuing treatment by or under the supervision of a health care provider; or
3. Any period of incapacity (or treatment therefore) due to a chronic or serious health condition; or
4. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective; or
5. Any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a health care provider for a condition that likely would result in incapacity or more than three consecutive days if left untreated; or
6. Any period of incapacity due to pregnancy or for prenatal care.

**F. Continuous, Intermittent, and Reduced Work Schedule Leave** - All leave granted under this Article shall normally be for a continuous period of time for each incident.

An employee shall be permitted to take intermittent leave or work on a reduced schedule to take care of a family member with a serious health condition or for his/her own serious health condition when it is medically necessary. The City may require the employee to transfer temporarily to an available alternative position with equivalent compensation for which the employee is qualified that accommodates recurring periods of leave better than the employee's regular position. Employees who elect a part-time schedule shall receive prorated compensated time off benefits in accordance with Section 4.110 of the LAAC during the duration of their part-time schedule.

In accordance with the California Family Rights Act (CFRA), leave for the birth, adoption or foster care placement of a child of an employee ("bonding" leave) does not have to be taken in one continuous period of time. Under CFRA, the basic minimum duration of bonding leave is two weeks, and on any two occasions an employee is entitled to such bonding leave for a time period of not less than one day but less than two weeks' duration. Any other form of intermittent leave, or work on a reduced schedule, for the purpose of bonding leave shall only be permitted at the discretion of Management. Bonding leave must be concluded within one year of the birth or placement of the child.

**G.** If any employee requires another leave for a separate incident under the provisions of this Article during the same 12 month period, a new request must be submitted.



- H. A personal leave beyond the four (4) month (nine [9] pay periods [720 days]) leave provided in this Article may be requested, subject to the approval of the appointing authority and, if required, the Personnel Department, as provided under other City leave provisions.
- I. An employee receiving temporary workers' compensation benefits (either IOD or the rate provided in Division IV of the California Labor Code) who meets the eligibility requirements in III.A. of this Article shall automatically be considered to be on family and medical leave, effective the first day of the employee's absence.
- J. The City has the right to verify the certification of a serious health condition by a health care provider for a leave under the provisions of this Article. The City shall allow the employee at least 15 calendar days to obtain the medical certification.
- K. Upon return from family or medical leave, an employee shall be returned to his/her original job or to an equivalent job.

## **V. Notice Requirements**

### **A. Employee**

When an employee requests family or medical leave, he/she must state the reason for the requested leave (e.g., childbirth, to care for an immediate family member with a serious health condition, etc.). When the necessity for a leave is foreseeable, the employee must provide at least 30 days' notice. However, if the leave must begin in less than 30 days, the employee must provide as much advance notice as is practicable.

### **B. The City**

In response to employee's request for family or medical leave, the City shall indicate whether or not the employee is eligible for such leave, if such leave will be counted against the employee's annual family or medical leave entitlement, and any requirement for the employee to furnish medical certification. The City may designate leave, paid or unpaid, taken by an employee as family or medical leave-qualifying regardless of whether or not the employee initiates a request to take family or medical leave.

## **VI. Applicable Time Off**

Employees who are granted leave in accordance with this Article shall take time off in the following order:

**A. Childbirth (Mother)**

1. Accrued sick leave (100% and 75%) or vacation for the entire period of disability that a health care provider certifies is necessary (including prenatal care or the mother's inability to work prior to the birth), may be taken at the employee's discretion.
2. For the non-disability portion of childbirth leave (before delivery or after ["bonding"]), accrued vacation available at the start of the leave shall be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with the City approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

**B. Childbirth (Father or Domestic Partner), Adoption, Foster Care, or Family Illness**

1. Annual family illness sick leave up to fifteen (15) days may be used at the employee's discretion. Such leave may be taken before or after the vacation described in 2 below.
2. Accrued vacation available at the start of the leave shall be taken. Such time must be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.

4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with the City approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

**C. Personal Medical Leave**

1. Accrued 100% sick leave may be used at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
2. Accrued 75% sick leave may be used following use of all 100% sick leave at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
3. Accrued vacation time.
4. Unpaid leave.
5. Accrued Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with the City approval, after exhaustion of 100% sick leave (No. 1 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

**VII. Sick Leave Rate of Pay**

Payment for sick leave usage under VI.A.3. and VI.B.3. shall be at the regular accrued rate of 100% or 75% as appropriate.

## **VIII. Monitoring**

The City shall maintain such records as are required to monitor the usage of leave as defined in this Article. Such records are to be made available to the Association upon request.

It is the intent of the parties that the provisions and administration of this Article be in compliance with the Family and Medical Leave Act of 1993, the California Family Rights Act of 1993, and the Pregnancy Disability Leave provisions of the California Fair Employment and Housing Act.

### **ARTICLE 43 BILINGUAL DIFFERENTIAL**

The City's present practices with regard to premium pay for employees required to use a language other than English will be continued during the term of this MOU. Such practices of additional compensation for employees required to use a language other than English shall be in accordance with Section 4.84 of the LAAC.

Such compensation shall be retroactive to the employee's first day in a bilingual position. However, such compensation shall not be paid unless the employee has been properly certified in accordance with the provisions of Section 4.84 of the Los Angeles Administrative Code. Additional compensation is pensionable when regularly assigned and non-pensionable when assigned on a daily basis.

### **ARTICLE 44 SAFETY**

#### **Section I**

Safety clothing and devices currently provided by the City shall continue to be provided, as long as the need exists; the Association will encourage all employees in the Unit to utilize said safety clothing and devices to the fullest extent possible.

#### **Section II**

The City will make every reasonable effort to provide safe working conditions. The Association will encourage all employees in the Unit to perform their work in a safe manner. Each employee should be alert to unsafe practices, equipment and conditions, and should report any hazardous condition promptly to his/her immediate supervisor. Said supervisor must:

- A. Correct or eliminate the hazardous condition if correction or elimination thereof is within the authority and capability of the supervisor; or
- B. Safeguard a hazardous condition in such a manner as to preclude injury to personnel and/or property damage, and promptly report the nature and location of the hazardous condition to the next level of supervision designated by

departmental management for said purpose, if elimination of the hazardous condition is not within the immediate supervisor's capability.

- C. If elimination of the hazardous condition is not within the capability of the second level of supervision to correct, he/she shall promptly report the problem to the next designated level of supervision or inform the Departmental Safety Coordinator about the problem.

### **Section III**

If the procedures for handling a reported hazardous condition are not initiated, or if initiated, fail to affect a satisfactory solution of the problem within a reasonable time, the employee or his/her representative may call the City Occupational Safety Office and report such hazard.

Unresolved complaints hereunder may be referred to the State Safety Engineer for processing under the CAL/OSHA rules and regulations.

#### **ARTICLE 45         RAIN GEAR**

The City shall provide rain gear for employees who are required to work outside in inclement weather as a normal part of their job duties. The City shall replace rain gear when no longer serviceable.

#### **ARTICLE 46         MILITARY LEAVE**

The City's present practices with regard to military leave with pay will be continued during the term of this MOU. Such practices shall be in accordance with Section 4.123 of the LAAC.

#### **ARTICLE 47         PROFESSIONAL/MANAGEMENT DEVELOPMENT LEAVE**

The City and the Association agree that each employee shall be entitled, with prior approval of the employee's immediate supervisor, to forty (40) hours of paid administrative leave each fiscal year for the purpose of professional and/or management development. Approval of the leave shall be based on the operational needs of the department. The leave must be utilized within the fiscal year and cannot be accumulated. Such leaves can be taken in increments of a full work day.

#### **ARTICLE 48         SHIFT DIFFERENTIAL**

The City's present practice of providing adjusted compensation for work performed between the hours of 5:00 p.m. and 8:00 a.m. as described in Note N of Schedule A of Section 4.61 of the LAAC will be continued during the term of this MOU. The procedure for the payment of adjusted compensation for work performed under the provisions of Note N shall be in accordance with Sections 4.72, 4.74 and 4.75 of the LAAC.

Additional compensation is pensionable when regularly assigned and non-pensionable when assigned on a daily basis.

#### **ARTICLE 49            TRAINING AND PROFESSIONAL DEVELOPMENT**

The parties agree to continue the Joint Labor Management Committee for Training and Development (JL-MCTD) for the period this MOU is effective. The JL-MCTD will be responsible for developing and approving training programs for unit members and allocating the professional development funds provided below. The JL-MCTD will be composed of ten members with five appointed by the Association and five appointed by the City (i.e. General Manager Personnel). The JL-MCTD will choose its own chairperson from among its appointed members. The position of Chairperson shall rotate annually between Association- and City-appointed members.

The City will establish a trust fund for professional training and development to be administered by the Personnel Department consistent with the decisions of the JL-MCTD. The City shall deposit \$143,000 into the trust fund on or after the start of the pay period following Council adoption of this MOU, and \$143,000 on July 1, 2016, and July 1, 2017. Unspent funds shall not revert to the City's General Fund at the end of the fiscal year, but shall remain in the trust fund. However, any unspent or unencumbered funds in the trust fund shall revert to the General Fund upon the implementation of a successor MOU.

The parties agree to reopen this Article on or after July 1, 2016 to discuss whether additional funding is available from the City for the trust fund.

#### **ARTICLE 50            PROFESSIONAL DUES/REGISTRATION**

Employees in classifications represented by the Association, which require registration or professional membership as a condition of employment will have such expenses paid by the City. Payment may either be made directly by the City to the appropriate organization or agency or may be reimbursed to the employee. In either case payment will only be on the basis of adequate documentation as required by the employee's appointing authority.

#### **ARTICLE 51            WORKERS' COMPENSATION**

Management agrees to adhere to the City's policies with regard to the Citywide Temporary Modified Duty (Return to Work) Program.

During the term of this 2015-2018 MOU, Management agrees to continue providing Workers' Compensation benefits in accordance with Section 4.104 of the LAAC, except that salary continuation payments during absences for temporary disabilities arising from job-related injuries or illnesses shall be in an amount equal to the employee's regular biweekly, take-home pay at the time of incurring the disability condition. For the purposes of this article, take-home pay is defined as an employee's biweekly gross

salary rate less the mandatory deductions for Federal and State income tax withholding, and employee retirement contributions.

## **ARTICLE 52            LIFE INSURANCE**

The City of Los Angeles will contract with an insurance carrier of its choice to provide to each unit employee a City-paid life insurance benefit equal to the employees base annual salary at the time of death rounded to the nearest \$1,000. The life insurance benefit will be subject to the following provisions:

- A.     The life insurance benefit will be reduced to 65% of base annual salary at the time of death rounded to the nearest \$1,000 on the first of the month of the employees 65th birthday.
- B.     The life insurance benefit will be reduced to 50% of base annual salary at the time of death rounded to the nearest \$1,000 on the first of the month of the employees 70th birthday.
- C.     The life insurance benefit will terminate upon retirement or separation from City service but may be converted to an individual policy.
- D.     If an employee is totally and permanently disabled before his/her 60th birthday, the insurance company will continue the benefit until the earlier of his/her 65th birthday or the date the employee is no longer disabled.
- E.     The life insurance benefit will include a living benefits rider allowing terminally ill employees to elect to have a portion of the coverage paid prior to death.
- F.     Federal law requires that an additional amount of income be added to an employee's taxable earnings for the premium the City pays for coverage in excess of \$50,000. The amount varies based on age.

The provisions listed above are descriptive of standard group term life insurance plans. In all cases the specific benefits provided will be in accordance with the contracted group term life insurance policy and the California Insurance Code.

## **ARTICLE 53            UNIFORMS**

- A.     An allowance of twenty dollars (\$20.00) each pay period will be given to each employee in the classes listed below. Effective December 13, 2015, the twenty dollars \$20.00 shall be increased to forty-five (\$45.00) per pay period.

| <b><u>Class</u></b>                     | <b><u>Class Code</u></b> |
|---|--------------------------|
| Chief of Parking Enforcement Operations | 9180                     |
| Parking Enforcement Manager I           | 9025-1                   |
| Parking Enforcement Manager II          | 9025-2                   |

- B. Effective December 13, 2015 an allowance of fifty dollars (\$50.00) each pay period will be given to each employee in the classes listed below:

**Class**

|                             |        |
|-----------------------------|--------|
| Municipal Police Captain I  | 3118-G |
| Municipal Police Captain II | 3118-S |

- C. The City will provide an annual cash payment of one hundred dollars (\$100.00) to each employee in the classes listed below for the purchase or replacement of uniform shoes. Effective December 13, 2015, the one hundred (\$100.00) shoe allowance shall increase to one hundred and fifty dollars (\$150.00).

**Class**

**Class Code**

|   |        |
|---|--------|
| Chief of Parking Enforcement Operations | 9180   |
| Parking Enforcement Manager I           | 9025-1 |
| Parking Enforcement Manager II          | 9025-2 |
| Municipal Police Captain I              | 3118-G |
| Municipal Police Captain II             | 3118-S |

**ARTICLE 54      ACTING PAY**

**Section I**

Whenever the General Manager/Bureau Head assigns an employee to perform the full duties of a higher level classification in this bargaining unit, such employee shall become eligible for additional compensation upon completion of a qualifying period of four consecutive months in such assignment at his/her regular rate of compensation. Paid leave time taken during a qualifying period shall extend the qualifying period by the length of the absence. All other absences shall constitute a disqualifying break in the four-month qualifying period requirement, necessitating the initiation and completion of a new qualifying period.

Acting pay is not intended as compensation for a long-term out-of-class assignment, and effective December 13, 2015, shall not extend past one (1) year.

Effective upon Council adoption of this 2015-2018 MOU, higher level assignments shall be credited as qualifying experience for promotional purposes.

**Section II**

An employee qualifying for additional compensation as provided for in Section I above shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for his/her class. Additional compensation is non-pensionable.



### Section III

The City Administrative Officer shall review and approve the appropriateness of the acting assignment for positions at the Chief Management Analyst salary level and above prior to the employee receiving the additional compensation as provided in Section II above.

#### **ARTICLE 55 SEVERANCE OR DOWNGRADE OF EXEMPT MANAGER**

The parties will reopen the MOU to meet and confer regarding salary protection and/or severance benefits for an exempt manager who is downgraded to a lower pay grade or class, or is terminated. Nothing in this Article obligates the City to recommend or agree to salary protection or severance benefits.

#### **ARTICLE 56 RELEASE TIME**

The appointing authority may grant elected officers or appointed representatives of the Union time off for employee organization representation activities. No more than one (1) employee in a Department or Bureau of the Department Public Works may be designated for such release time. A total of no more than ten (10) employees for all bargaining units (4, 8, 14, 15, 17, 18, and 36) shall be allowed release time under this Article.

- A. The Union shall submit a written request for release of an employee to that employee's Department Management, which shall include a list of all employees currently on release time for these Units. Such request shall be submitted at least 21 calendar days prior to the effective release date, specifying the starting and ending dates of release. The Union shall provide a copy of said request to the CAO. The employee shall fill out any necessary paperwork required by Management for his/her release.
- B. Whenever operationally feasible, the Department shall grant the time off request. When it is not possible to immediately grant the request, the Department shall provide an explanation in writing and specify a date when the employee can be released.
- C. Release time shall be granted for a maximum of one year in any three-year period unless additional release time is approved by the CAO and the affected department.
- D. Employees shall be paid the employee's current salary by the City while the employee is performing these duties for the Union.
- E. Employees shall retain all of the existing benefits, including but not limited to medical, dental, deferred compensation plan, retirement benefits and seniority accrual in their civil service class.

- F. The Union shall reimburse the City for all salary and benefits costs incurred as a result of release time, including, but not limited to, vacation, sick leave, compensated time off, retirement, short-term disability, life insurance, medical, dental and workers' compensation. The benefits cost shall be based on the benefits rates established by the CAO as contained in the City Budget in effect during the period of release time, and the cost of other benefits approved by the Joint Labor Management Benefits Committee that become effective during this period.
- G. Payment of any overtime worked while on release time shall be the responsibility of the Union.
- H. The CAO shall bill the Union and Union shall make payments to the CAO of all reimbursable costs identified in Section F above.
- I. An employee on release time shall submit weekly timesheets signed by the employee and the Union to their respective Personnel Director specifying the number of hours worked and use of any sick leave, vacation time or compensated time off.
- J. Should an employee incur a work-related injury while on release time, he/she shall remain on release time with the Union during the period of injury-on-duty (IOD), or until the release time has ended, and shall continue to be counted in determining the ten (10) employee maximum, as provided for above. The Union will reimburse the City for all IOD and Workers' Compensation related costs.
- K. When the employee returns from release time, he/she shall return to his/her civil service classification and pay grade at the time of release.
- L. The employee must have passed probation in his/her current class to be eligible for release time.
- M. The Union shall indemnify, defend and hold the City and its officers and employees harmless against any and all claims, suits, demands or other forms of liability that might arise out of or result from any action taken by an employee in the service of the Union.

The CAO shall maintain a list of employees who have been approved for release time and the approved duration.

## **ARTICLE 57 POST CERTIFICATE AND TRAINING BONUSES**

Employees in the class of Municipal Police Captain I & II, Code 3188-1 & 2, shall be eligible for the Peace Officer Standards and Training (POST) and Continuing Education bonuses in accordance with the following provisions:

- A. **POST Bonus** - Employees shall be paid a pension-based bonus of three percent (3%) of regular pay for possession of a Supervisory or Management POST Certificate. The effective date for the bonus is the beginning of the payroll period next succeeding the date the employee presents the Supervisory or Management POST Certificate to the appointing authority.
- B. **Command Officer POST Bonus** - Employees who have completed the required POST annual in-service training for the most recent calendar year, shall be paid a pension-based bonus of one percent (1%) of regular pay. The bonus shall become effective at the beginning of the payroll period during which the employee meets the eligibility requirements for the bonus and presents acceptable proof to the appointing authority that the annual service training has been completed.
- C. **Continuing Education Bonus (CEB)** - Employees who successfully complete the training requirements specified below shall be paid a pension-based Continuing Education bonus of one percent (1%) of regular pay.
- D. 1. **CEB**
- Employees must submit proof of completing forty (40) hours of continuing professional development training in leadership, management, or other area of advanced professional training (excluding POST in-service training hours) or two college or graduate level course (6 semester units or 68 quarter units) each fiscal year in order to qualify for the Continuing Education bonus commencing July 1<sup>st</sup> of each year.
2. **CEB Eligibility**
- a. Employees must submit proof of qualifying for the Continuing Education Bonus to the Chief of Police or the Chief's designee by June 30 of each fiscal year in order to continue to receive this bonus. If an employee fails to meet the CEB requirements or fails to submit proof of qualification for the CEB by June 30, the bonus shall automatically cease on July 1<sup>st</sup>.
- b. The continuing education courses and professional training must be pre-approved by the Chief of Police or designee. The purpose of the continuing education courses is to provide command officers with professional development training.
- c. Employees must successfully complete (passing grade) continuing education courses and professional training pre-approved by management.

- d. Employees must submit proof of continuing education course(s) or professional training completion such as a transcript or certificate of completion.
- e. If an employee is ineligible for the CEB or fails to submit proof of CEB eligibility the Continuing Education bonus shall automatically cease and any CEB overpayments will be returned to the City.

## **ARTICLE 58            EXECUTIVE DIRECTOR CLASSES ASSIGNED TO CHIEF ADMINISTRATIVE OFFICER/ MERIT PAY PLAN**

Effective the start of the pay period following the adoption of this MOU by the City Council, the classes of Executive Director Commission on the Status of Women, Code 9225, and Executive Director Human Relations Commission, Code 9020, shall be evaluated and compensated in accordance with the Chief Administrative Officer/ Merit Pay Plan, in accordance with Charter Section 508. Both classes shall be assigned to Salary Range M-6.

The Association agrees that evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d) shall not be grievable. Furthermore, the Association agrees that any changes to the process used under Charter Section 508(d) to evaluate or set the level of compensation for Executive Directors shall not be subject to meet-and-confer, as long as any such changes apply to all positions in the Chief Administrative Officer/Merit Pay Plan.

## **ARTICLE 59            EXECUTIVE OFFICER BONUSES**

One employee in each of the classes listed below may be designated by the respective General Manager/ Bureau Director as the Executive Officer for the department/bureau. While serving as the Executive Officer, the employee will receive a two premium level bonus. Additional compensation is pensionable.

|   |           |
|---|-----------|
| Assistant Director Bureau of Sanitation     | Code 7225 |
| Assistant General Manager Convention Center | Code 9694 |
| Assistant General Manager Transportation    | Code 9263 |
| First Deputy General Manager Harbor         | Code 0805 |
| Ethics Officer III                          | Code 0017 |

One employee in each of the classes listed below may be designated by the respective General Manager/ Bureau Director as the Executive Officer for the department/bureau. While serving as the Executive Officer, the employee will receive a four premium level bonus. Additional compensation is pensionable.

|   |           |
|---|-----------|
| Assistant General Manager Recreation and Parks          | Code 9241 |
| Assistant General Manager Information Technology Agency | Code 9381 |
| Assistant General Manager Housing                       | Code 9271 |

## **ARTICLE 60            SERVICE AND WORKFORCE RESTORATION**

- A. The City and Union will mutually designate trainee-level positions in applicable bargaining units and design training programs for targeted entry-level Civil Service classifications.
- B. Trainee-level positions will only be used by mutual agreement of the parties, contingent and specifically conditioned on the City funding Civil Service positions in department budgets.

## **ARTICLE 61            CONTRACTING OF UNIT WORK**

The parties agree that during the term of this MOU the following terms and conditions shall apply to the contracting of unit work:

- A. No bargaining unit employee shall be laid off, demoted or suffer loss of pay or benefits as a result of the contracting of unit work.
- B. If any employee subject to the provisions herein is displaced as a result of contracting, he/she shall be retained in a position within a classification represented by the Union.
- C. Notwithstanding any provision of this MOU to the contrary and excluding the provisions of paragraph 6 below, the provisions of this article shall be subject to advisory arbitration only.
- D. In lieu of the meet-and-confer process prescribed by the Employee Relations Ordinance (ERO), the parties agree to meet and discuss, in accordance with the provisions outlined below, all contracts to perform unit work except for contracts required by bona fide emergencies.
- E. The parties agree that the following expedited procedure shall replace the impasse resolution provisions of the ERO for disputes arising out of the meet-and-discuss process specified above:
  - 1. The City shall provide timely notice, through the existing "clearinghouse" procedure, of proposed contracts to perform unit work. In addition, the City shall provide the union a list of individuals responsible for coordinating contracting information in each department.
  - 2. The Union may request to meet and discuss such proposed contracts within fifteen (15) calendar days of the Charter 1022 notification. Failure by the union to request such meeting(s) within the prescribed fifteen (15) days shall constitute a waiver of the union's right to continue this process.

3. Meeting(s), if requested, shall begin within five (5) working days following notice to the City by the Union of its desire to discuss the proposed contract(s).
  4. If the parties cannot reach agreement through the meet-and-discuss process, the Union may request expedited advisory arbitration within five (5) working days following the last meet-and-discuss session. Failure by the Union to request arbitration within the specified five days shall constitute a waiver of the Union's right to continue in this process. The parties will attempt to establish a mutually agreeable, expedited process for selecting arbitrators. Absent any such agreement, arbitrators will be selected in accordance with Rules 11.03 and 11.04 of the Employee Relations Board.
  5. The parties agree that for contracts with a value of less than \$1 million, the hearing and issuance of the advisory decision by the arbitrator shall be concluded within thirty (30) calendar days following request for arbitration; and within (90) calendar days for contracts of \$1 million or more.
  6. The arbitrator's advisory decision and recommendation shall be transmitted to the appropriate determining body simultaneously with the proposed contract.
  7. The time limits in this process may be extended only by the mutual, written agreement of the parties.
  8. The expedited arbitration process herein shall be informal. Court reporters shall not be used; rules of evidence shall be informal; the production of witnesses and documentary evidence shall be at the discretion of each party; the arbitrator's notes, exhibits (if any), and the written advisory decision and recommendation shall constitute the record of the proceedings; post hearing briefs shall not be required or submitted.
  9. Arbitration fees shall be shared equally by the Union and the City.
- F. Disputes over the practical consequences of the contracting of unit work, other than those occurring under paragraphs 4 and 5 above, shall be resolved in accordance with the provisions of the Grievance Procedure, Article 17 of the MOU, and shall not delay the implementation of the contract if all other provisions of this article have been met.

The parties agree that the review of "practical consequence" grievances shall begin with the first formal level of review of the grievance procedure and that said grievances shall be subject to advisory arbitration, except as provided in the Arbitration step (Step 4) of the Grievance Procedure.

- G. The parties agree that, effective December 13, 2015, the Union may file a grievance regarding the Charter 1022 notification.
1. A grievance challenging the 1022 notification shall be filed within fifteen (15) calendar days of the Union's knowledge of the alleged deficient notification.
  2. The grievance will be submitted to an expedited informal arbitration process. The arbitration shall be conducted within thirty (30) days of filing of the Union's grievance. The arbitration fees shall be shared equally between the Union and the City.
  3. The arbitrator shall determine if the City has violated the 1022 notification procedures. The arbitrator's remedy shall be limited to ordering the City to reissue the 1022 notification. In no event will the arbitrator have the authority to void a Council-approved contract. The arbitrator's decision is binding on the parties.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.


LOS ANGELES PROFESSIONAL  
MANAGER'S ASSOCIATION/  
SEIU Local 721  
Management Employees Unit

CITY OF LOS ANGELES  
Representatives

  
Jody Klipple, Chief Negotiator  
SEIU Local 721

  
Miguel A. Santana  
City Administrative Officer

  
Charley Mims, Executive Director  
LAPMA

  
David Lara, President

  
Jeff Whitmore, Vice-President

  
Roger Fernandez, Treasurer

  
Robert Potter, Member

  
James Treadaway, Member

As to form:

  
City Attorney's Office

  
Date



**Appendix A**  
**MOU 36**  
**Operative on July 1, 2015**

| CLASS CODE |                          | TITLE | RANGE # | SALARY RANGE/RATE |    |            |
|------------|--------------------------|-------|---------|-------------------|----|------------|
| 9206-0     | 311 DIRECTOR             |       | 6099    | \$ 127,347        | -- | \$ 171,613 |
| 9422-1     | AIRP ENVRNMTL MGR I      |       | 5078    | \$ 106,029        | -- | \$ 142,903 |
| 9422-2     | AIRP ENVRNMTL MGR II     |       | 6099    | \$ 127,347        | -- | \$ 171,613 |
| 3331-0     | AIRP MAINTENANCE SUPT    |       | 4479    | \$ 93,522         | -- | \$ 126,053 |
| 7260-1     | AIRP MANAGER I           |       | 4868    | \$ 101,644        | -- | \$ 136,994 |
| 7260-2     | AIRP MANAGER II          |       | 5343    | \$ 111,562        | -- | \$ 150,378 |
| 7260-3     | AIRP MANAGER III         |       | 6623    | \$ 138,288        | -- | \$ 186,396 |
| 1788-1     | AIRP PUB/COMM REL DIR I  |       | 4301    | \$ 89,805         | -- | \$ 121,020 |
| 1788-2     | AIRP PUB/COMM REL DIR II |       | 5489    | \$ 114,610        | -- | \$ 154,449 |
| 1957-0     | ASSET MANAGER            |       | 6099    | \$ 127,347        | -- | \$ 171,613 |
| 7998-0     | ASSOC ZONING ADMINSTR    |       | 5797    | \$ 121,041        | -- | \$ 163,115 |
| 1577-0     | ASST CH GRANTS ADMINSTR  |       | 5075    | \$ 105,966        | -- | \$ 142,819 |
| 9232-0     | ASST CITY LIBRARIAN      |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 4219-1     | ASST DEP SUP OF BLDG I   |       | 5768    | \$ 120,436        | -- | \$ 162,363 |
| 4219-2     | ASST DEP SUP OF BLDG II  |       | 6099    | \$ 127,347        | -- | \$ 171,613 |
| 7298-0     | ASST DIR BUR CONTR ADMN  |       | 6721    | \$ 140,334        | -- | \$ 189,152 |
| 7536-0     | ASST DIR BUR OF ST LTG   |       | 6099    | \$ 127,347        | -- | \$ 171,613 |
| 4156-0     | ASST DIR BUR OF ST SVCS  |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 7225-0     | ASST DIR BUR SANITATION  |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 9651-0     | ASST DIR OF FINANCE      |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 9244-0     | ASST GM ANIMAL REGULATN  |       | 6721    | \$ 140,334        | -- | \$ 189,152 |
| 9251-0     | ASST GM COMMUNITY DEV    |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 9694-0     | ASST GM CONVENTION CTR   |       | 6099    | \$ 127,347        | -- | \$ 171,613 |
| 9248-0     | ASST GM CULTURAL AFFAIR  |       | 5326    | \$ 111,207        | -- | \$ 149,877 |
| 9220-0     | ASST GM DEPT OF AGING    |       | 6099    | \$ 127,347        | -- | \$ 171,613 |
| 9701-0     | ASST GM EL PUEBLO HIST   |       | 5326    | \$ 111,207        | -- | \$ 149,877 |
| 9273-0     | ASST GM EMERG PREP DEPT  |       | 5650    | \$ 117,972        | -- | \$ 159,001 |
| 9257-0     | ASST GM GEN SVCS DEPT    |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 9381-0     | ASST GM INFO TECH AGENCY |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 9271-0     | ASST GM LA HOUSING DEPT  |       | 6986    | \$ 145,868        | -- | \$ 196,585 |
| 9221-0     | ASST GM NEIGH EMPOWERMT  |       | 5650    | \$ 117,972        | -- | \$ 159,001 |

**Appendix A**

**MOU 36**

**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>             | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |    |            |
|-------------------|--------------------------|----------------|--------------------------|----|------------|
| 9241-0            | ASST GM REC & PARKS      | 6986           | \$ 145,868               | -- | \$ 196,585 |
| 9263-0            | ASST GM TRANSPORTATION   | 6986           | \$ 145,868               | -- | \$ 196,585 |
| 9414-0            | ASST GM-LACERS           | 6986           | \$ 145,868               | -- | \$ 196,585 |
| 0603-0            | ASST INSPECTOR GENERAL   | 6613           | \$ 138,079               | -- | \$ 186,103 |
| 9415-0            | ASST RETIRE PLAN MGR     | 5650           | \$ 117,972               | -- | \$ 159,001 |
| 9646-0            | ASST TREASURER           | 6440           | \$ 134,467               | -- | \$ 181,218 |
| 3194-1            | BUILD CON & MT GN SUP I  | 5489           | \$ 114,610               | -- | \$ 154,449 |
| 3194-2            | BUILD CON & MT GN SUP II | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 3124-0            | BUILD CON & MT SUPT      | 5489           | \$ 114,610               | -- | \$ 154,449 |
| 1592-0            | CH ACCT CONTROLLER       | 5177           | \$ 108,096               | -- | \$ 145,722 |
| 7945-1            | CH AIRPORT PLAN I        | 5344           | \$ 111,583               | -- | \$ 150,399 |
| 7945-2            | CH AIRPORT PLAN II       | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 7274-1            | CH AIRPORTS ENGR I       | 5650           | \$ 117,972               | -- | \$ 159,001 |
| 7274-2            | CH AIRPORTS ENGR II      | 6623           | \$ 138,288               | -- | \$ 186,396 |
| 1528-1            | CH AUDITOR CONTROLLER I  | 4538           | \$ 94,753                | -- | \$ 127,702 |
| 1528-2            | CH AUDITOR CONTROLLER II | 5075           | \$ 105,966               | -- | \$ 142,819 |
| 9151-0            | CH BENEFITS ANALYST      | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 7296-0            | CH CONSTR INSPECTOR      | 5256           | \$ 109,745               | -- | \$ 147,914 |
| 0302-0            | CH DEPUTY CONTROLLER     | 7786           | \$ 162,572               | -- | \$ 219,094 |
| 4229-0            | CH ELECTRICAL INSPECTOR  | 5256           | \$ 109,745               | -- | \$ 147,914 |
| 9230-0            | CH FINANCIAL OFFICER     | 7098           | \$ 148,206               | -- | \$ 199,759 |
| 9286-0            | CH HARBOR ENGINEER       | 6986           | \$ 145,868               | -- | \$ 196,585 |
| 4250-1            | CH HEAT & REF INSP I     | 4082           | \$ 85,232                | -- | \$ 114,882 |
| 4250-2            | CH HEAT & REF INSP II    | 4803           | \$ 100,287               | -- | \$ 135,177 |
| 9374-0            | CH INFORMATION OFFICER   | 8023           | \$ 167,520               | -- | \$ 225,755 |
| 4254-0            | CH INSPECTOR             | 5256           | \$ 109,745               | -- | \$ 147,914 |
| 1619-0            | CH INTERNAL AUDITOR      | 5650           | \$ 117,972               | -- | \$ 159,001 |
| 9147-0            | CH INVESTMENT OFCR       | 8877           | \$ 185,352               | -- | \$ 249,808 |
| 9182-0            | CH MANAGEMENT ANALYST    | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 9424-0            | CH OF AVIATION TECH      | 6607           | \$ 137,954               | -- | \$ 185,936 |
| 7258-1            | CH OF OPERATIONS I       | 4373           | \$ 91,308                | -- | \$ 123,067 |

**Appendix A**

**MOU 36**

**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                    | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |    |            |  |
|-------------------|---------------------------------|----------------|--------------------------|----|------------|--|
| 7258-2            | CH OF OPERATIONS II             | 4614           | \$ 96,340                | -- | \$ 129,853 |  |
| 9200-0            | CH OF TRANSIT PROGRAMS          | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 3165-0            | CH PARK MAINT SUPVR             | 4687           | \$ 97,865                | -- | \$ 131,878 |  |
| 1968-0            | CH PARK RANGER                  | 5074           | \$ 105,945               | -- | \$ 142,777 |  |
| 4239-0            | CH PLUMBING INSPECTOR           | 5256           | \$ 109,745               | -- | \$ 147,914 |  |
| 2384-0            | CH POLICE PSYCHOLOGIST          | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 5154-1            | CH PORT PILOT I                 | 10001 (4)      | \$ 245,737               | -- | \$ 281,462 |  |
| 5154-2            | CH PORT PILOT II                | 10762 (4)      | \$ 264,424               | -- | \$ 302,844 |  |
| 9180-0            | CH PRKG ENFORCE OPERTNS         | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 1949-1            | CH REAL ESTATE OFCR I           | 5095           | \$ 106,384               | -- | \$ 143,383 |  |
| 1949-2            | CH REAL ESTATE OFCR II          | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 4269-0            | CH SAFETY ENG ELEVATOR          | 5256           | \$ 109,745               | -- | \$ 147,914 |  |
| 4260-0            | CH SAFETY ENG PRES VES          | 4538           | \$ 94,753                | -- | \$ 127,702 |  |
| 4286-1            | CH ST SVC INVEST I              | 4250           | \$ 88,740                | -- | \$ 119,580 |  |
| 4286-2            | CH ST SVC INVEST II             | 5256           | \$ 109,745               | -- | \$ 147,914 |  |
| 2360-0            | CH VETERINARIAN                 | 5513           | \$ 115,111               | -- | \$ 155,159 |  |
| 1189-1            | CH WHARFINGER I                 | 3469           | \$ 72,433                | -- | \$ 97,614  |  |
| 1189-2            | CH WHARFINGER II                | 4549           | \$ 94,983                | -- | \$ 128,036 |  |
| 7999-0            | CH ZONING ADMINSTR              | 6434           | \$ 134,342               | -- | \$ 181,071 |  |
| 0604-0            | CHIEF SPECIAL INVESTIGATOR      | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 1211-1            | CHIEF TAX COMPLIANCE OFFICER I  | 5037           | \$ 105,173               | -- | \$ 141,775 |  |
| 1211-2            | CHIEF TAX COMPLIANCE OFFICER II | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 2492-0            | CHILD CARE PROGRAM MGR          | 3626           | \$ 75,711                | -- | \$ 102,020 |  |
| 0566-0            | CITY ATTY CH ADMIN ASST         | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 0536-0            | CITY ATTY FINANCIAL MGR         | 4464           | \$ 93,208                | -- | \$ 125,614 |  |
| 8500-0            | COMMNTY HSG PROGRMS MGR         | 5037           | \$ 105,173               | -- | \$ 141,775 |  |
| 2496-0            | COMNTY AFFRS ADVOCATE           | 5075           | \$ 105,966               | -- | \$ 142,819 |  |
| 9247-0            | CONCESSIONS MANAGER             | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9168-0            | CONTRACT ADMINISTRATOR          | 5337           | \$ 111,437               | -- | \$ 150,211 |  |
| 9165-1            | CONTRACT CMPL PRG MGR I         | 4493           | \$ 93,814                | -- | \$ 126,449 |  |
| 9165-2            | CONTRACT CMPL PRG MGR II        | 5611           | \$ 117,158               | -- | \$ 157,895 |  |

**Appendix A**

**MOU 36**

**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |    |            |  |
|-------------------|-------------------------|----------------|--------------------------|----|------------|--|
| 3330-1            | CONV CTR BLDG SUPT I    | 4622           | \$ 96,507                | -- | \$ 130,062 |  |
| 3330-2            | CONV CTR BLDG SUPT II   | 5489           | \$ 114,610               | -- | \$ 154,449 |  |
| 1610-0            | DEPARTMENTAL AUDIT MGR  | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 1593-1            | DEPT CHIEF ACCT I       | 4555           | \$ 95,108                | -- | \$ 128,182 |  |
| 1593-2            | DEPT CHIEF ACCT II      | 4807           | \$ 100,370               | -- | \$ 135,261 |  |
| 1593-3            | DEPT CHIEF ACCT III     | 5650           | \$ 117,972               | -- | \$ 159,001 |  |
| 1593-4            | DEPT CHIEF ACCT IV      | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9490-1            | DEPUTY CITY ENGINEER I  | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 9490-2            | DEPUTY CITY ENGINEER II | 7786           | \$ 162,572               | -- | \$ 219,094 |  |
| 1607-0            | DEPUTY DIR OF AUDITING  | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9444-0            | DEPUTY DIR OF PLANNING  | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 0162-0            | DEPUTY G M AIRPT / 1    | 9652           | \$ 201,534               | -- | \$ 271,607 |  |
| 0163-0            | DEPUTY G M AIRPT / 2    | 7893           | \$ 164,806               | -- | \$ 222,142 |  |
| 9201-1            | DEPUTY SUPT OF BLDG I   | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 9201-2            | DEPUTY SUPT OF BLDG II  | 7786           | \$ 162,572               | -- | \$ 219,094 |  |
| 1806-0            | DEVELPMNT & MRKTNG DIR  | 5022           | \$ 104,859               | -- | \$ 141,337 |  |
| 1768-0            | DIR AIR SERV MARKETING  | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 1194-0            | DIR CASH MGMT SERVICES  | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 4266-0            | DIR ENFORCEMENT OPER    | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9302-0            | DIR OF AIRPRTS ADMIN SN | 7173           | \$ 149,772               | -- | \$ 201,868 |  |
| 9304-0            | DIR OF AIRPRTS OPERATNS | 7173           | \$ 149,772               | -- | \$ 201,868 |  |
| 9306-0            | DIR OF AIRPRTS SFTY OFC | 7893           | \$ 164,806               | -- | \$ 222,142 |  |
| 1606-0            | DIR OF AUDITING         | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 9259-0            | DIR OF BLDG SERVICES    | 5489           | \$ 114,610               | -- | \$ 154,449 |  |
| 7625-0            | DIR OF COMMUNICATN SVCS | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 4321-0            | DIR OF FIELD OPERATIONS | 5047           | \$ 105,381               | -- | \$ 142,026 |  |
| 1608-0            | DIR OF FIN ANAL &REPORT | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 3535-0            | DIR OF FLEET SERVICES   | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 1568-0            | DIR OF HOUSING          | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 1858-0            | DIR OF MATL MGMT SVCS   | 5343           | \$ 111,562               | -- | \$ 150,378 |  |
| 7974-0            | DIR OF MATL TESTNG SVCS | 6099           | \$ 127,347               | -- | \$ 171,613 |  |

**Appendix A**

**MOU 36**

**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |              |            |
|-------------------|-------------------------|----------------|--------------------------|--------------|------------|
| 7270-1            | DIR OF MTCE AIRPORTS I  | 5489           | \$ 114,610               | --           | \$ 154,449 |
| 7270-2            | DIR OF MTCE AIRPORTS II | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 3722-1            | DIR OF POLICE TRANSP I  | 4807           | \$ 100,370               | --           | \$ 135,261 |
| 3722-2            | DIR OF POLICE TRANSP II | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 9231-0            | DIR OF PORT ADMINSTRN   | 6768           | \$ 141,316               | --           | \$ 190,446 |
| 3123-1            | DIR OF PORT CON & MT I  | 5489           | \$ 114,610               | --           | \$ 154,449 |
| 3123-2            | DIR OF PORT CON & MT II | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 1782-1            | DIR OF PORT MRKTNG I    | 4963           | \$ 103,627               | --           | \$ 139,666 |
| 1782-2            | DIR OF PORT MRKTNG II   | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 9233-0            | DIR OF PORT OPERATIONS  | 6422           | \$ 134,091               | --           | \$ 180,716 |
| 1488-0            | DIR OF PRINTING SVCS    | 5831           | \$ 121,751               | --           | \$ 164,075 |
| 1857-1            | DIR OF PURCHSG SVCS I   | 4555           | \$ 95,108                | --           | \$ 128,182 |
| 1857-2            | DIR OF PURCHSG SVCS II  | 5343           | \$ 111,562               | --           | \$ 150,378 |
| 3208-0            | DIR OF SECURITY SVCS    | 3863           | \$ 80,659                | --           | \$ 108,680 |
| 1863-0            | DIR OF SUPPLIES         | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 9375-0            | DIR OF SYSTEMS          | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 6157-0            | DIVISION LIBRARIAN      | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 9486-0            | ENGINEER OF SURVEYS     | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 3750-0            | EQUIPMNT SUPERINTENDENT | 5143           | \$ 107,386               | --           | \$ 144,740 |
| 0015-0            | ETHICS OFFICER I        | 4093           | \$ 85,462                | --           | \$ 115,195 |
| 0016-0            | ETHICS OFFICER II       | 5076           | \$ 105,987               | --           | \$ 142,840 |
| 0017-0            | ETHICS OFFICER III      | 6160           | \$ 128,621               | --           | \$ 173,346 |
| 3170-0            | EVENT SERVICES MANAGER  | 5205           | \$ 108,680               | --           | \$ 146,431 |
| 9186-0            | EXEC ASST AIRPORTS      | 6566           | \$ 137,098               | --           | \$ 184,788 |
| 9186-0            | EXEC ASST AIRPORTS      | 6566           | \$ 137,098               | --           | \$ 184,788 |
| 9225-0            | EXEC DIR COMM ST WOMEN  |                |                          | \$4859.20/BW |            |
| 2475-0            | EXEC DIR EXPO PK COMPLX | 6099           | \$ 127,347               | --           | \$ 171,613 |
| 9020-0            | EXEC DIR HUM REL COMMSN |                |                          | \$5328.80/BW |            |
| 9252-0            | EXEC OFCR CITY CLERK    | 6986           | \$ 145,868               | --           | \$ 196,585 |
| 1557-1            | FINANCIAL MANAGER I     | 4538           | \$ 94,753                | --           | \$ 127,702 |
| 1557-2            | FINANCIAL MANAGER II    | 5650           | \$ 117,972               | --           | \$ 159,001 |

**Appendix A**

**MOU 36**

**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |    |            |  |
|-------------------|-----------------------------|----------------|--------------------------|----|------------|--|
| 9198-1            | FINANCIAL MGMT SPEC I       | 3504           | \$ 73,164                | -- | \$ 98,595  |  |
| 9198-2            | FINANCIAL MGMT SPEC II      | 4142           | \$ 86,485                | -- | \$ 116,552 |  |
| 9198-3            | FINANCIAL MGMT SPEC III     | 5126           | \$ 107,031               | -- | \$ 144,260 |  |
| 9198-4            | FINANCIAL MGMT SPEC IV      | 5396           | \$ 112,668               | -- | \$ 151,860 |  |
| 9198-5            | FINANCIAL MGMT SPEC V       | 6160           | \$ 128,621               | -- | \$ 173,346 |  |
| 9197-0            | FIRE ADMINISTRATOR          | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 0805-0            | FIRST DEPUTY GM HARBOR      | 9652           | \$ 201,534               | -- | \$ 271,607 |  |
| 2458-0            | GOLF MANAGER                | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9279-1            | HARBOR ENGINEER I           | 5650           | \$ 117,972               | -- | \$ 159,001 |  |
| 9279-2            | HARBOR ENGINEER II          | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9234-1            | HARBOR PLAN/RESCH DR I      | 4555           | \$ 95,108                | -- | \$ 128,182 |  |
| 9234-2            | HARBOR PLAN/RESCH DR II     | 5343           | \$ 111,562               | -- | \$ 150,378 |  |
| 9480-0            | HARBOR PUB&COMM REL DIR     | 5343           | \$ 111,562               | -- | \$ 150,378 |  |
| 4130-0            | HYPERION TRMT PLNT MGR      | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 1409-1            | INFO SYSTEM MGR I           | 5143           | \$ 107,386               | -- | \$ 144,740 |  |
| 1409-2            | INFO SYSTEM MGR II          | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 4281-1            | LOT CLEANING SUPT I         | 4250           | \$ 88,740                | -- | \$ 119,580 |  |
| 4281-2            | LOT CLEANING SUPT II        | 4691           | \$ 97,948                | -- | \$ 132,024 |  |
| 9437-1            | MARINE ENVIRON MGR I        | 5286           | \$ 110,372               | -- | \$ 148,770 |  |
| 9437-2            | MARINE ENVIRON MGR II       | 5876           | \$ 122,691               | -- | \$ 165,370 |  |
| 9635-0            | MARKETING MANAGER           | 5343           | \$ 111,562               | -- | \$ 150,378 |  |
| 2338-0            | MED SERVS ADMIN             | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 3188-1            | MUNICIPAL POLICE CAPTAIN I  | 5551           | \$ 115,905               | -- | \$ 156,224 |  |
| 3188-2            | MUNICIPAL POLICE CAPTAIN II | 5937           | \$ 123,965               | -- | \$ 167,061 |  |
| 6229-1            | OBSERVATORY DIRECTOR I      | 5075           | \$ 105,966               | -- | \$ 142,819 |  |
| 6229-2            | OBSERVATORY DIRECTOR II     | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9264-0            | PARKING ADMINISTRATOR       | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 9025-1            | PARKING ENFORCE MGR I       | 4379           | \$ 91,434                | -- | \$ 123,213 |  |
| 9025-2            | PARKING ENFORCE MGR II      | 5143           | \$ 107,386               | -- | \$ 144,740 |  |
| 5153-0            | PILOT SERVICE MANAGER       | 11354          | \$ 237,072               | -- | \$ 319,548 |  |
| 9196-1            | POLICE ADMIN I              | 6099           | \$ 127,347               | -- | \$ 171,613 |  |

**Appendix A**

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**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |    |            |  |
|-------------------|-----------------------------|----------------|--------------------------|----|------------|--|
| 9196-2            | POLICE ADMIN II             | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 9196-3            | POLICE ADMIN III            | 7957           | \$ 166,142               | -- | \$ 223,917 |  |
| 1781-0            | PORT MARKETING MANAGER      | 4201           | \$ 87,717                | -- | \$ 118,223 |  |
| 7928-0            | PR ARCHITECT                | 6649           | \$ 138,831               | -- | \$ 187,106 |  |
| 7946-0            | PR CITY PLANNER             | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9489-0            | PR CIVIL ENGINEER           | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9653-0            | PR DEPUTY CONTROLLER        | 6986           | \$ 145,868               | -- | \$ 196,585 |  |
| 7875-0            | PR ENVRMNTL ENGR            | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 3147-1            | PR GROUNDS MAINT SUPV I     | 3353           | \$ 70,011                | -- | \$ 94,336  |  |
| 3147-2            | PR GROUNDS MAINT SUPVII     | 4170           | \$ 87,070                | -- | \$ 117,346 |  |
| 2464-1            | PR REC SUPERVISOR I         | 3626           | \$ 75,711                | -- | \$ 102,020 |  |
| 2464-2            | PR REC SUPERVISOR II        | 4170           | \$ 87,070                | -- | \$ 117,346 |  |
| 9266-0            | PR TRANSP ENGINEER          | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 1964-1            | PROPERTY MANAGER I          | 4807           | \$ 100,370               | -- | \$ 135,261 |  |
| 1964-2            | PROPERTY MANAGER II         | 5343           | \$ 111,562               | -- | \$ 150,378 |  |
| 1964-3            | PROPERTY MANAGER III        | 5786           | \$ 120,812               | -- | \$ 162,864 |  |
| 1964-4            | PROPERTY MANAGER IV         | 6434           | \$ 134,342               | -- | \$ 181,071 |  |
| 1800-1            | PUB INFO DIRECTOR I         | 4301           | \$ 89,805                | -- | \$ 121,020 |  |
| 1800-2            | PUB INFO DIRECTOR II        | 5053           | \$ 105,507               | -- | \$ 142,193 |  |
| 1282-0            | RECORDS MGMT OFFICER        | 5074           | \$ 105,945               | -- | \$ 142,777 |  |
| 1620-0            | REVENUE MANAGER             | 5921           | \$ 123,630               | -- | \$ 166,643 |  |
| 1530-1            | RISK MANAGER I              | 4103           | \$ 85,671                | -- | \$ 115,466 |  |
| 1530-2            | RISK MANAGER II             | 5075           | \$ 105,966               | -- | \$ 142,819 |  |
| 1530-3            | RISK MANAGER III            | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 7982-0            | RISK MGT/PREV PROG MGR      | 5078           | \$ 106,029               | -- | \$ 142,903 |  |
| 1728-0            | SAFETY ADMINISTRATOR        | 5381           | \$ 112,355               | -- | \$ 151,422 |  |
| 4128-1            | SANITATION WSTWATER MGR I   | 4622           | \$ 96,507                | -- | \$ 130,062 |  |
| 4128-2            | SANITATION WSTWATER MGR II  | 5489           | \$ 114,610               | -- | \$ 154,449 |  |
| 4128-3            | SANITATION WSTWATER MGR III | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 0807-0            | SECOND DEPUTY GM HARBOR     | 8198           | \$ 171,174               | -- | \$ 230,724 |  |
| 3832-0            | SIGNAL SYS SUPT             | 4687           | \$ 97,865                | -- | \$ 131,878 |  |

**Appendix A**

**MOU 36**

**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                            | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |    |            |
|-------------------|---|----------------|--------------------------|----|------------|
| 4126-1            | SOLID RESOURCES MGR I                   | 5489           | \$ 114,610               | -- | \$ 154,449 |
| 4126-2            | SOLID RESOURCES MGR II                  | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 3146-0            | SR PARK MAINT SUPVR                     | 3503           | \$ 73,143                | -- | \$ 98,574  |
| 3820-1            | ST LIGHTING CONTRUCTION & MAINT SUPT I  | 3704           | \$ 77,340                | -- | \$ 104,254 |
| 3820-2            | ST LIGHTING CONTRUCTION & MAINT SUPT II | 4687           | \$ 97,865                | -- | \$ 131,878 |
| 4160-1            | ST SVCS GEN SUPT I                      | 5226           | \$ 109,119               | -- | \$ 147,079 |
| 4160-2            | ST SVCS GEN SUPT II                     | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 4158-1            | ST SVCS SUPT I                          | 4250           | \$ 88,740                | -- | \$ 119,580 |
| 4158-2            | ST SVCS SUPT II                         | 4691           | \$ 97,948                | -- | \$ 132,024 |
| 3160-1            | ST TREE SUPT I                          | 4250           | \$ 88,740                | -- | \$ 119,580 |
| 3160-2            | ST TREE SUPT II                         | 5226           | \$ 109,119               | -- | \$ 147,079 |
| 1850-0            | STORES SUPERINTENDENT                   | 4555           | \$ 95,108                | -- | \$ 128,182 |
| 1865-1            | SUPPLY SVCS MANAGER I                   | 5074           | \$ 105,945               | -- | \$ 142,777 |
| 1865-2            | SUPPLY SVCS MANAGER II                  | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 2472-0            | SUPT OF R/P OPERATIONS                  | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 9237-0            | SUPT PLAN/DEVELOP R&P                   | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 8870-0            | TAXICAB ADMINISTRATOR                   | 5037           | \$ 105,173               | -- | \$ 141,775 |
| 7640-0            | TELECOM PLN & UTIL OFCR                 | 4938           | \$ 103,105               | -- | \$ 138,956 |
| 7650-1            | TELECOM REG OFFICER I                   | 4543           | \$ 94,858                | -- | \$ 127,827 |
| 7650-2            | TELECOM REG OFFICER II                  | 4938           | \$ 103,105               | -- | \$ 138,956 |
| 7650-3            | TELECOM REG OFFICER III                 | 5368           | \$ 112,084               | -- | \$ 151,067 |
| 0803-0            | TRAF MANAGER                            | 6768           | \$ 141,316               | -- | \$ 190,446 |
| 4125-1            | W/WTR COLL MGR I                        | 4555           | \$ 95,108                | -- | \$ 128,182 |
| 4125-2            | W/WTR COLL MGR II                       | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 7880-0            | W/WTR RES RSRCH ENGR                    | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 7840-1            | W/WTR TRMT LAB MGR I                    | 4543           | \$ 94,858                | -- | \$ 127,827 |
| 7840-2            | W/WTR TRMT LAB MGR II                   | 5343           | \$ 111,562               | -- | \$ 150,378 |
| 7840-3            | W/WTR TRMT LAB MGR III                  | 6099           | \$ 127,347               | -- | \$ 171,613 |
| 3784-1            | W/WTR TRMT MT MGR I                     | 4622           | \$ 96,507                | -- | \$ 130,062 |
| 3784-2            | W/WTR TRMT MT MGR II                    | 5489           | \$ 114,610               | -- | \$ 154,449 |
| 3784-3            | W/WTR TRMT MT MGR III                   | 6099           | \$ 127,347               | -- | \$ 171,613 |



**Appendix A**

**MOU 36**

**Operative on July 1, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>           | <b>RANGE #</b> | <b>SALARY RANGE/RATE</b> |    |            |  |
|-------------------|------------------------|----------------|--------------------------|----|------------|--|
| 4127-1            | W/WTR TRMT PLT MGR I   | 4614           | \$ 96,340                | -- | \$ 129,853 |  |
| 4127-2            | W/WTR TRMT PLT MGR II  | 4852           | \$ 101,310               | -- | \$ 136,555 |  |
| 4127-3            | W/WTR TRMT PLT MGR III | 5385           | \$ 112,439               | -- | \$ 151,526 |  |
| 1766-1            | WORKERS COMP ADMNTR I  | 5075           | \$ 105,966               | -- | \$ 142,819 |  |
| 1766-2            | WORKERS COMP ADMNTR II | 6099           | \$ 127,347               | -- | \$ 171,613 |  |
| 9501-0            | ZOO ASST GM            | 6721           | \$ 140,334               | -- | \$ 189,152 |  |

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> |       | <b>TITLE</b>        | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-------|---------------------|----------------|--|----|------------|
| 9206-0            | 311   | DIRECTOR            | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9422-1            | AIRP  | ENVRNMTL MGR I      | 4682           | \$ 100,454   | -- | \$ 142,903 |
| 9422-2            | AIRP  | ENVRNMTL MGR II     | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 3331-0            | AIRP  | MAINTENANCE SUPT    | 4129           | \$ 88,594  | -- | \$ 126,053 |
| 7260-1            | AIRP  | MANAGER I           | 4630           | \$ 99,326  | -- | \$ 141,378 |
| 7260-2            | AIRP  | MANAGER II          | 5251           | \$ 112,648   | -- | \$ 160,296 |
| 7260-3            | AIRP  | MANAGER III         | 6177           | \$ 132,525   | -- | \$ 188,567 |
| 1788-1            | AIRP  | PUB/COMM REL DIR I  | 3966           | \$ 85,086  | -- | \$ 121,041 |
| 1788-2            | AIRP  | PUB/COMM REL DIR II | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 1957-0            | ASSET | MANAGER             | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 7998-0            | ASSOC | ZONING ADMINSTR     | 5344           | \$ 114,652   | -- | \$ 163,156 |
| 1577-0            | ASST  | CH GRANTS ADMINSTR  | 4679           | \$ 100,391   | -- | \$ 142,819 |
| 9232-0            | ASST  | CITY LIBRARIAN      | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 4219-1            | ASST  | DEP SUP OF BLDG I   | 5318           | \$ 114,088   | -- | \$ 162,363 |
| 4219-2            | ASST  | DEP SUP OF BLDG II  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 7298-0            | ASST  | DIR BUR CONTR ADMN  | 6197           | \$ 132,943   | -- | \$ 189,194 |
| 7536-0            | ASST  | DIR BUR OF ST LTG   | 6197           | \$ 132,943   | -- | \$ 189,194 |
| 4156-0            | ASST  | DIR BUR OF ST SVCS  | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 7225-0            | ASST  | DIR BUR SANITATION  | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9651-0            | ASST  | DIR OF FINANCE      | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9244-0            | ASST  | GM ANIMAL REGULATN  | 6197           | \$ 132,943   | -- | \$ 189,194 |
| 9251-0            | ASST  | GM COMMUNITY DEV    | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9694-0            | ASST  | GM CONVENTION CTR   | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9248-0            | ASST  | GM CULTURAL AFFAIR  | 4910           | \$ 105,340   | -- | \$ 149,877 |
| 9220-0            | ASST  | GM DEPT OF AGING    | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9701-0            | ASST  | GM EL PUEBLO HIST   | 4910           | \$ 105,340   | -- | \$ 149,877 |
| 9273-0            | ASST  | GM EMERG PREP DEPT  | 5209           | \$ 111,750   | -- | \$ 159,022 |
| 9257-0            | ASST  | GM GEN SVCS DEPT    | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9381-0            | ASST  | GM INFO TECH AGENCY | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9271-0            | ASST  | GM LA HOUSING DEPT  | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9221-0            | ASST  | GM NEIGH EMPOWERMT  | 5209           | \$ 111,750   | -- | \$ 159,022 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>             | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|--------------------------|----------------|--|----|------------|
| 9241-0            | ASST GM REC & PARKS      | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9263-0            | ASST GM TRANSPORTATION   | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9414-0            | ASST GM-LACERS           | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 0603-0            | ASST INSPECTOR GENERAL   | 6096           | \$ 130,792   | -- | \$ 186,103 |
| 9415-0            | ASST RETIRE PLAN MGR     | 5209           | \$ 111,750   | -- | \$ 159,022 |
| 9646-0            | ASST TREASURER           | 5937           | \$ 127,368   | -- | \$ 181,218 |
| 3194-1            | BUILD CON & MT GN SUP I  | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 3194-2            | BUILD CON & MT GN SUP II | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 3124-0            | BUILD CON & MT SUPT      | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 1592-0            | CH ACCT CONTROLLER       | 4773           | \$ 102,396   | -- | \$ 145,722 |
| 7945-1            | CH AIRPORT PLAN I        | 4928           | \$ 105,736   | -- | \$ 150,399 |
| 7945-2            | CH AIRPORT PLAN II       | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 7274-1            | CH AIRPORTS ENGR I       | 6026           | \$ 129,289   | -- | \$ 183,953 |
| 7274-2            | CH AIRPORTS ENGR II      | 6362           | \$ 136,493   | -- | \$ 194,205 |
| 1528-1            | CH AUDITOR CONTROLLER I  | 4184           | \$ 89,763  | -- | \$ 127,702 |
| 1528-2            | CH AUDITOR CONTROLLER II | 4679           | \$ 100,391   | -- | \$ 142,819 |
| 9151-0            | CH BENEFITS ANALYST      | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 7296-0            | CH CONSTR INSPECTOR      | 4846           | \$ 103,962   | -- | \$ 147,914 |
| 0302-0            | CH DEPUTY CONTROLLER     | 7178           | \$ 153,990   | -- | \$ 219,115 |
| 4229-0            | CH ELECTRICAL INSPECTOR  | 4846           | \$ 103,962   | -- | \$ 147,914 |
| 9230-0            | CH FINANCIAL OFFICER     | 6544           | \$ 140,397   | -- | \$ 199,759 |
| 9286-0            | CH HARBOR ENGINEER       | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 4250-1            | CH HEAT & REF INSP I     | 3763           | \$ 80,722  | -- | \$ 114,903 |
| 4250-2            | CH HEAT & REF INSP II    | 4428           | \$ 95,004  | -- | \$ 135,198 |
| 9374-0            | CH INFORMATION OFFICER   | 7396           | \$ 158,667   | -- | \$ 225,755 |
| 4254-0            | CH INSPECTOR             | 4846           | \$ 103,962   | -- | \$ 147,914 |
| 1619-0            | CH INTERNAL AUDITOR      | 5209           | \$ 111,750   | -- | \$ 159,022 |
| 9147-0            | CH INVESTMENT OFCR       | 8183           | \$ 175,559   | -- | \$ 249,808 |
| 9182-0            | CH MANAGEMENT ANALYST    | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9424-0            | CH OF AVIATION TECH      | 6090           | \$ 130,646   | -- | \$ 185,936 |
| 7258-1            | CH OF OPERATIONS I       | 4031           | \$ 86,485  | -- | \$ 123,067 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                    | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|---------------------------------|----------------|--|----|------------|
| 7258-2            | CH OF OPERATIONS II             | 4255           | \$ 91,287  | -- | \$ 129,853 |
| 9200-0            | CH OF TRANSIT PROGRAMS          | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 3165-0            | CH PARK MAINT SUPVR             | 4321           | \$ 92,707  | -- | \$ 131,920 |
| 1968-0            | CH PARK RANGER                  | 4678           | \$ 100,370   | -- | \$ 142,798 |
| 4239-0            | CH PLUMBING INSPECTOR           | 4846           | \$ 103,962   | -- | \$ 147,914 |
| 2384-0            | CH POLICE PSYCHOLOGIST          | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 5154-1            | CH PORT PILOT I                 | 9220 (7)       | \$ 245,758   | -- | \$ 281,462 |
| 5154-2            | CH PORT PILOT II                | 9921 (7)       | \$ 264,445   | -- | \$ 302,864 |
| 9180-0            | CH PRKG ENFORCE OPERTNS         | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 1949-1            | CH REAL ESTATE OFCR I           | 4698           | \$ 100,788   | -- | \$ 143,425 |
| 1949-2            | CH REAL ESTATE OFCR II          | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 4269-0            | CH SAFETY ENG ELEVATOR          | 4846           | \$ 103,962   | -- | \$ 147,914 |
| 4260-0            | CH SAFETY ENG PRES VES          | 4184           | \$ 89,763  | -- | \$ 127,702 |
| 4286-1            | CH ST SVC INVEST I              | 4260           | \$ 91,392  | -- | \$ 130,082 |
| 4286-2            | CH ST SVC INVEST II             | 5060           | \$ 108,555   | -- | \$ 154,449 |
| 2360-0            | CH VETERINARIAN                 | 5084           | \$ 109,077   | -- | \$ 155,201 |
| 1189-1            | CH WHARFINGER I                 | 3678           | \$ 78,906  | -- | \$ 112,293 |
| 1189-2            | CH WHARFINGER II                | 4600           | \$ 98,679  | -- | \$ 140,418 |
| 7999-0            | CH ZONING ADMINSTR              | 5931           | \$ 127,243   | -- | \$ 181,071 |
| 0604-0            | CHIEF SPECIAL INVESTIGATOR      | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 1211-1            | CHIEF TAX COMPLIANCE OFFICER I  | 4644           | \$ 99,639  | -- | \$ 141,796 |
| 1211-2            | CHIEF TAX COMPLIANCE OFFICER II | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 2492-0            | CHILD CARE PROGRAM MGR          | 3343           | \$ 71,723  | -- | \$ 102,041 |
| 0566-0            | CITY ATTY CH ADMIN ASST         | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 0536-0            | CITY ATTY FINANCIAL MGR         | 4116           | \$ 88,302  | -- | \$ 125,635 |
| 8500-0            | COMMNTY HSG PROGRMS MGR         | 4644           | \$ 99,639  | -- | \$ 141,796 |
| 2496-0            | COMNTY AFFRS ADVOCATE           | 4679           | \$ 100,391   | -- | \$ 142,819 |
| 9247-0            | CONCESSIONS MANAGER             | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9168-0            | CONTRACT ADMINISTRATOR          | 4920           | \$ 105,548   | -- | \$ 150,211 |
| 9165-1            | CONTRACT CMPL PRG MGR I         | 4143           | \$ 88,886  | -- | \$ 126,470 |
| 9165-2            | CONTRACT CMPL PRG MGR II        | 5174           | \$ 110,998   | -- | \$ 157,915 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-------------------------|----------------|--|----|------------|
| 3330-1            | CONV CTR BLDG SUPT I    | 4260           | \$ 91,392  | -- | \$ 130,082 |
| 3330-2            | CONV CTR BLDG SUPT II   | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 1610-0            | DEPARTMENTAL AUDIT MGR  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 1593-1            | DEPT CHIEF ACCT I       | 4200           | \$ 90,118  | -- | \$ 128,203 |
| 1593-2            | DEPT CHIEF ACCT II      | 4432           | \$ 95,088  | -- | \$ 135,282 |
| 1593-3            | DEPT CHIEF ACCT III     | 5209           | \$ 111,750   | -- | \$ 159,022 |
| 1593-4            | DEPT CHIEF ACCT IV      | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9490-1            | DEPUTY CITY ENGINEER I  | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9490-2            | DEPUTY CITY ENGINEER II | 7178           | \$ 153,990   | -- | \$ 219,115 |
| 1607-0            | DEPUTY DIR OF AUDITING  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9444-0            | DEPUTY DIR OF PLANNING  | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 0162-0            | DEPUTY G M AIRPT / 1    | 8898           | \$ 190,906   | -- | \$ 271,628 |
| 0163-0            | DEPUTY G M AIRPT / 2    | 7278           | \$ 156,141   | -- | \$ 222,142 |
| 9201-1            | DEPUTY SUPT OF BLDG I   | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9201-2            | DEPUTY SUPT OF BLDG II  | 7178           | \$ 153,990   | -- | \$ 219,115 |
| 1806-0            | DEVELPMNT & MRKTNG DIR  | 4630           | \$ 99,326  | -- | \$ 141,378 |
| 1768-0            | DIR AIR SERV MARKETING  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 1194-0            | DIR CASH MGMT SERVICES  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 4266-0            | DIR ENFORCEMENT OPER    | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9302-0            | DIR OF AIRPRTS ADMIN SN | 6612           | \$ 141,859   | -- | \$ 201,868 |
| 9304-0            | DIR OF AIRPRTS OPERATNS | 6612           | \$ 141,859   | -- | \$ 201,868 |
| 9306-0            | DIR OF AIRPRTS SFTY OFC | 7278           | \$ 156,141   | -- | \$ 222,142 |
| 1606-0            | DIR OF AUDITING         | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9259-0            | DIR OF BLDG SERVICES    | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 7625-0            | DIR OF COMMUNICATN SVCS | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 4321-0            | DIR OF FIELD OPERATIONS | 4654           | \$ 99,848  | -- | \$ 142,026 |
| 1608-0            | DIR OF FIN ANAL &REPORT | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 3535-0            | DIR OF FLEET SERVICES   | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 1568-0            | DIR OF HOUSING          | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 1858-0            | DIR OF MATL MGMT SVCS   | 4927           | \$ 105,695   | -- | \$ 150,378 |
| 7974-0            | DIR OF MATL TESTNG SVCS | 5623           | \$ 120,645   | -- | \$ 171,654 |

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**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |              |            |
|-------------------|-------------------------|----------------|--|--------------|------------|
| 7270-1            | DIR OF MTCE AIRPORTS I  | 5061           | \$ 108,576   | --           | \$ 154,512 |
| 7270-2            | DIR OF MTCE AIRPORTS II | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 3722-1            | DIR OF POLICE TRANSP I  | 4432           | \$ 95,088  | --           | \$ 135,282 |
| 3722-2            | DIR OF POLICE TRANSP II | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 9231-0            | DIR OF PORT ADMINSTRN   | 6239           | \$ 133,862   | --           | \$ 190,446 |
| 3123-1            | DIR OF PORT CON & MT I  | 5061           | \$ 108,576   | --           | \$ 154,512 |
| 3123-2            | DIR OF PORT CON & MT II | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 1782-1            | DIR OF PORT MRKTNG I    | 4576           | \$ 98,178  | --           | \$ 139,666 |
| 1782-2            | DIR OF PORT MRKTNG II   | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 9233-0            | DIR OF PORT OPERATIONS  | 5921           | \$ 127,034   | --           | \$ 180,758 |
| 1488-0            | DIR OF PRINTING SVCS    | 5375           | \$ 115,320   | --           | \$ 164,075 |
| 1857-1            | DIR OF PURCHSG SVCS I   | 4200           | \$ 90,118  | --           | \$ 128,203 |
| 1857-2            | DIR OF PURCHSG SVCS II  | 4927           | \$ 105,695   | --           | \$ 150,378 |
| 3208-0            | DIR OF SECURITY SVCS    | 3561           | \$ 76,400  | --           | \$ 108,722 |
| 1863-0            | DIR OF SUPPLIES         | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 9375-0            | DIR OF SYSTEMS          | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 6157-0            | DIVISION LIBRARIAN      | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 9486-0            | ENGINEER OF SURVEYS     | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 3750-0            | EQUIPMNT SUPERINTENDENT | 4742           | \$ 101,727   | --           | \$ 144,740 |
| 0015-0            | ETHICS OFFICER I        | 3774           | \$ 80,973  | --           | \$ 115,195 |
| 0016-0            | ETHICS OFFICER II       | 4680           | \$ 100,412   | --           | \$ 142,840 |
| 0017-0            | ETHICS OFFICER III      | 5679           | \$ 121,835   | --           | \$ 173,346 |
| 3170-0            | EVENT SERVICES MANAGER  | 4798           | \$ 102,938   | --           | \$ 146,452 |
| 9186-0            | EXEC ASST AIRPORTS      | 6054           | \$ 129,874   | --           | \$ 184,788 |
| 9186-0            | EXEC ASST AIRPORTS      | 6054           | \$ 129,874   | --           | \$ 184,788 |
| 9225-0            | EXEC DIR COMM ST WOMEN  |                |  | \$4859.20/BW |            |
| 2475-0            | EXEC DIR EXPO PK COMPLX | 5623           | \$ 120,645   | --           | \$ 171,654 |
| 9020-0            | EXEC DIR HUM REL COMMSN |                |  | \$5328.80/BW |            |
| 9252-0            | EXEC OFCR CITY CLERK    | 6441           | \$ 138,184   | --           | \$ 196,606 |
| 1557-1            | FINANCIAL MANAGER I     | 4184           | \$ 89,763  | --           | \$ 127,702 |
| 1557-2            | FINANCIAL MANAGER II    | 5209           | \$ 111,750   | --           | \$ 159,022 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-----------------------------|----------------|--|----|------------|
| 9198-1            | FINANCIAL MGMT SPEC I       | 3230           | \$ 69,301  | -- | \$ 98,595  |
| 9198-2            | FINANCIAL MGMT SPEC II      | 3818           | \$ 81,912  | -- | \$ 116,573 |
| 9198-3            | FINANCIAL MGMT SPEC III     | 4726           | \$ 101,393   | -- | \$ 144,281 |
| 9198-4            | FINANCIAL MGMT SPEC IV      | 4975           | \$ 106,739   | -- | \$ 151,860 |
| 9198-5            | FINANCIAL MGMT SPEC V       | 5679           | \$ 121,835   | -- | \$ 173,346 |
| 9197-0            | FIRE ADMINISTRATOR          | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 0805-0            | FIRST DEPUTY GM HARBOR      | 8898           | \$ 190,906   | -- | \$ 271,628 |
| 2458-0            | GOLF MANAGER                | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9279-1            | HARBOR ENGINEER I           | 5209           | \$ 111,750   | -- | \$ 159,022 |
| 9279-2            | HARBOR ENGINEER II          | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9234-1            | HARBOR PLAN/RESCH DR I      | 4200           | \$ 90,118  | -- | \$ 128,203 |
| 9234-2            | HARBOR PLAN/RESCH DR II     | 4927           | \$ 105,695   | -- | \$ 150,378 |
| 9480-0            | HARBOR PUB&COMM REL DIR     | 4927           | \$ 105,695   | -- | \$ 150,378 |
| 4130-0            | HYPERION TRMT PLNT MGR      | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 1409-1            | INFO SYSTEM MGR I           | 4742           | \$ 101,727   | -- | \$ 144,740 |
| 1409-2            | INFO SYSTEM MGR II          | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 4281-1            | LOT CLEANING SUPT I         | 3919           | \$ 84,084  | -- | \$ 119,684 |
| 4281-2            | LOT CLEANING SUPT II        | 4324           | \$ 92,770  | -- | \$ 132,024 |
| 9437-1            | MARINE ENVIRON MGR I        | 4873           | \$ 104,546   | -- | \$ 148,770 |
| 9437-2            | MARINE ENVIRON MGR II       | 5418           | \$ 116,239   | -- | \$ 165,390 |
| 9635-0            | MARKETING MANAGER           | 4927           | \$ 105,695   | -- | \$ 150,378 |
| 2338-0            | MED SERVS ADMIN             | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 3188-1            | MUNICIPAL POLICE CAPTAIN I  | 5119           | \$ 109,829   | -- | \$ 156,245 |
| 3188-2            | MUNICIPAL POLICE CAPTAIN II | 5474           | \$ 117,450   | -- | \$ 167,082 |
| 6229-1            | OBSERVATORY DIRECTOR I      | 4679           | \$ 100,391   | -- | \$ 142,819 |
| 6229-2            | OBSERVATORY DIRECTOR II     | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9264-0            | PARKING ADMINISTRATOR       | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9025-1            | PARKING ENFORCE MGR I       | 4037           | \$ 86,610  | -- | \$ 123,255 |
| 9025-2            | PARKING ENFORCE MGR II      | 4742           | \$ 101,727   | -- | \$ 144,740 |
| 5153-0            | PILOT SERVICE MANAGER       | 10466          | \$ 224,544   | -- | \$ 319,548 |
| 9196-1            | POLICE ADMIN I              | 5623           | \$ 120,645   | -- | \$ 171,654 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-----------------------------|----------------|--|----|------------|
| 9196-2            | POLICE ADMIN II             | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 9196-3            | POLICE ADMIN III            | 7336           | \$ 157,393   | -- | \$ 223,917 |
| 1781-0            | PORT MARKETING MANAGER      | 3873           | \$ 83,102  | -- | \$ 118,223 |
| 7928-0            | PR ARCHITECT                | 6129           | \$ 131,502   | -- | \$ 187,106 |
| 7946-0            | PR CITY PLANNER             | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9489-0            | PR CIVIL ENGINEER           | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9653-0            | PR DEPUTY CONTROLLER        | 6441           | \$ 138,184   | -- | \$ 196,606 |
| 7875-0            | PR ENVRMNTL ENGR            | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 3147-1            | PR GROUNDS MAINT SUPV I     | 3091           | \$ 66,315  | -- | \$ 94,357  |
| 3147-2            | PR GROUNDS MAINT SUPVII     | 3846           | \$ 82,518  | -- | \$ 117,366 |
| 2464-1            | PR REC SUPERVISOR I         | 3343           | \$ 71,723  | -- | \$ 102,041 |
| 2464-2            | PR REC SUPERVISOR II        | 3846           | \$ 82,518  | -- | \$ 117,366 |
| 9266-0            | PR TRANSP ENGINEER          | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 1964-1            | PROPERTY MANAGER I          | 4432           | \$ 95,088  | -- | \$ 135,282 |
| 1964-2            | PROPERTY MANAGER II         | 4927           | \$ 105,695   | -- | \$ 150,378 |
| 1964-3            | PROPERTY MANAGER III        | 5335           | \$ 114,464   | -- | \$ 162,864 |
| 1964-4            | PROPERTY MANAGER IV         | 5931           | \$ 127,243   | -- | \$ 181,071 |
| 1800-1            | PUB INFO DIRECTOR I         | 3966           | \$ 85,086  | -- | \$ 121,041 |
| 1800-2            | PUB INFO DIRECTOR II        | 4658           | \$ 99,932  | -- | \$ 142,214 |
| 1282-0            | RECORDS MGMT OFFICER        | 4678           | \$ 100,370   | -- | \$ 142,798 |
| 1620-0            | REVENUE MANAGER             | 5461           | \$ 117,158   | -- | \$ 166,664 |
| 1530-1            | RISK MANAGER I              | 3783           | \$ 81,161  | -- | \$ 115,487 |
| 1530-2            | RISK MANAGER II             | 4679           | \$ 100,391   | -- | \$ 142,819 |
| 1530-3            | RISK MANAGER III            | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 7982-0            | RISK MGT/PREV PROG MGR      | 4682           | \$ 100,454   | -- | \$ 142,903 |
| 1728-0            | SAFETY ADMINISTRATOR        | 4961           | \$ 106,425   | -- | \$ 151,464 |
| 4128-1            | SANITATION WSTWATER MGR I   | 4260           | \$ 91,392  | -- | \$ 130,082 |
| 4128-2            | SANITATION WSTWATER MGR II  | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 4128-3            | SANITATION WSTWATER MGR III | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 0807-0            | SECOND DEPUTY GM HARBOR     | 7558           | \$ 162,154   | -- | \$ 230,745 |
| 3832-0            | SIGNAL SYS SUPT             | 4321           | \$ 92,707  | -- | \$ 131,920 |

\* Step 1 is reserved for agreed upon trainee classifications.



**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>                            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|---|----------------|--|----|------------|
| 4126-1            | SOLID RESOURCES MGR I                   | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 4126-2            | SOLID RESOURCES MGR II                  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 3146-0            | SR PARK MAINT SUPVR                     | 3229           | \$ 69,280  | -- | \$ 98,574  |
| 3820-1            | ST LIGHTING CONTRUCTION & MAINT SUPT I  | 4185           | \$ 89,784  | -- | \$ 127,744 |
| 3820-2            | ST LIGHTING CONTRUCTION & MAINT SUPT II | 4664           | \$ 100,057   | -- | \$ 142,381 |
| 4160-1            | ST SVCS GEN SUPT I                      | 4818           | \$ 103,356   | -- | \$ 147,079 |
| 4160-2            | ST SVCS GEN SUPT II                     | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 4158-1            | ST SVCS SUPT I                          | 3919           | \$ 84,084  | -- | \$ 119,684 |
| 4158-2            | ST SVCS SUPT II                         | 4324           | \$ 92,770  | -- | \$ 132,024 |
| 3160-1            | ST TREE SUPT I                          | 3919           | \$ 84,084  | -- | \$ 119,684 |
| 3160-2            | ST TREE SUPT II                         | 4818           | \$ 103,356   | -- | \$ 147,079 |
| 1850-0            | STORES SUPERINTENDENT                   | 4200           | \$ 90,118  | -- | \$ 128,203 |
| 1865-1            | SUPPLY SVCS MANAGER I                   | 4678           | \$ 100,370   | -- | \$ 142,798 |
| 1865-2            | SUPPLY SVCS MANAGER II                  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 2472-0            | SUPT OF R/P OPERATIONS                  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9237-0            | SUPT PLAN/DEVELOP R&P                   | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 8870-0            | TAXICAB ADMINISTRATOR                   | 4644           | \$ 99,639  | -- | \$ 141,796 |
| 7640-0            | TELECOM PLN & UTIL OFCR                 | 4552           | \$ 97,656  | -- | \$ 138,956 |
| 7650-1            | TELECOM REG OFFICER I                   | 4188           | \$ 89,847  | -- | \$ 127,848 |
| 7650-2            | TELECOM REG OFFICER II                  | 4552           | \$ 97,656  | -- | \$ 138,956 |
| 7650-3            | TELECOM REG OFFICER III                 | 4949           | \$ 106,175   | -- | \$ 151,088 |
| 0803-0            | TRAF MANAGER                            | 6239           | \$ 133,862   | -- | \$ 190,446 |
| 4125-1            | W/WTR COLL MGR I                        | 4200           | \$ 90,118  | -- | \$ 128,203 |
| 4125-2            | W/WTR COLL MGR II                       | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 7880-0            | W/WTR RES RSRCH ENGR                    | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 7840-1            | W/WTR TRMT LAB MGR I                    | 4188           | \$ 89,847  | -- | \$ 127,848 |
| 7840-2            | W/WTR TRMT LAB MGR II                   | 4927           | \$ 105,695   | -- | \$ 150,378 |
| 7840-3            | W/WTR TRMT LAB MGR III                  | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 3784-1            | W/WTR TRMT MT MGR I                     | 4260           | \$ 91,392  | -- | \$ 130,082 |
| 3784-2            | W/WTR TRMT MT MGR II                    | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 3784-3            | W/WTR TRMT MT MGR III                   | 5623           | \$ 120,645   | -- | \$ 171,654 |

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**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

| <b>CLASS CODE</b> | <b>TITLE</b>           | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|------------------------|----------------|--|----|------------|
| 4127-1            | W/WTR TRMT PLT MGR I   | 4255           | \$ 91,287  | -- | \$ 129,853 |
| 4127-2            | W/WTR TRMT PLT MGR II  | 4474           | \$ 95,985  | -- | \$ 136,555 |
| 4127-3            | W/WTR TRMT PLT MGR III | 4964           | \$ 106,509   | -- | \$ 151,526 |
| 1766-1            | WORKERS COMP ADMNTR I  | 4679           | \$ 100,391   | -- | \$ 142,819 |
| 1766-2            | WORKERS COMP ADMNTR II | 5623           | \$ 120,645   | -- | \$ 171,654 |
| 9501-0            | ZOO ASST GM            | 6197           | \$ 132,943   | -- | \$ 189,194 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> |       | <b>TITLE</b>        | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-------|---------------------|----------------|--|----|------------|
| 9206-0            | 311   | DIRECTOR            | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9422-1            | AIRP  | ENVRNMTL MGR I      | 4775           | \$ 102,437   | -- | \$ 145,763 |
| 9422-2            | AIRP  | ENVRNMTL MGR II     | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 3331-0            | AIRP  | MAINTENANCE SUPT    | 4212           | \$ 90,369  | -- | \$ 128,579 |
| 7260-1            | AIRP  | MANAGER I           | 4724           | \$ 101,352   | -- | \$ 144,197 |
| 7260-2            | AIRP  | MANAGER II          | 5356           | \$ 114,903   | -- | \$ 163,511 |
| 7260-3            | AIRP  | MANAGER III         | 6302           | \$ 135,198   | -- | \$ 192,388 |
| 1788-1            | AIRP  | PUB/COMM REL DIR I  | 4045           | \$ 86,777  | -- | \$ 123,463 |
| 1788-2            | AIRP  | PUB/COMM REL DIR II | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 1957-0            | ASSET | MANAGER             | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 7998-0            | ASSOC | ZONING ADMINSTR     | 5450           | \$ 116,928   | -- | \$ 166,414 |
| 1577-0            | ASST  | CH GRANTS ADMINSTR  | 4772           | \$ 102,375   | -- | \$ 145,680 |
| 9232-0            | ASST  | CITY LIBRARIAN      | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 4219-1            | ASST  | DEP SUP OF BLDG I   | 5426           | \$ 116,406   | -- | \$ 165,641 |
| 4219-2            | ASST  | DEP SUP OF BLDG II  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 7298-0            | ASST  | DIR BUR CONTR ADMN  | 6322           | \$ 135,636   | -- | \$ 192,973 |
| 7536-0            | ASST  | DIR BUR OF ST LTG   | 6322           | \$ 135,636   | -- | \$ 192,973 |
| 4156-0            | ASST  | DIR BUR OF ST SVCS  | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 7225-0            | ASST  | DIR BUR SANITATION  | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9651-0            | ASST  | DIR OF FINANCE      | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9244-0            | ASST  | GM ANIMAL REGULATN  | 6322           | \$ 135,636   | -- | \$ 192,973 |
| 9251-0            | ASST  | GM COMMUNITY DEV    | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9694-0            | ASST  | GM CONVENTION CTR   | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9248-0            | ASST  | GM CULTURAL AFFAIR  | 5008           | \$ 107,448   | -- | \$ 152,883 |
| 9220-0            | ASST  | GM DEPT OF AGING    | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9701-0            | ASST  | GM EL PUEBLO HIST   | 5008           | \$ 107,448   | -- | \$ 152,883 |
| 9273-0            | ASST  | GM EMERG PREP DEPT  | 5313           | \$ 113,984   | -- | \$ 162,196 |
| 9257-0            | ASST  | GM GEN SVCS DEPT    | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9381-0            | ASST  | GM INFO TECH AGENCY | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9271-0            | ASST  | GM LA HOUSING DEPT  | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9221-0            | ASST  | GM NEIGH EMPOWERMT  | 5313           | \$ 113,984   | -- | \$ 162,196 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-------------------------|----------------|--|----|------------|
| 9241-0            | ASST GM REC & PARKS     | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9263-0            | ASST GM TRANSPORTATION  | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9414-0            | ASST GM-LACERS          | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 0603-0            | ASST INSPECTOR GENERAL  | 6218           | \$ 133,402   | -- | \$ 189,820 |
| 9415-0            | ASST RETIRE PLAN MGR    | 5313           | \$ 113,984   | -- | \$ 162,196 |
| 9646-0            | ASST TREASURER          | 6056           | \$ 129,936   | -- | \$ 184,892 |
| 3194-1            | BUILD CON & MT GN SUPI  | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 3194-2            | BUILD CON & MT GN SUPII | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 3124-0            | BUILD CON & MT SUPT     | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 1592-0            | CH ACCT CONTROLLER      | 4870           | \$ 104,484   | -- | \$ 148,686 |
| 7945-1            | CH AIRPORT PLAN I       | 5026           | \$ 107,824   | -- | \$ 153,426 |
| 7945-2            | CH AIRPORT PLAN II      | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 7274-1            | CH AIRPORTS ENGR I      | 6146           | \$ 131,857   | -- | \$ 187,649 |
| 7274-2            | CH AIRPORTS ENGR II     | 6489           | \$ 139,207   | -- | \$ 198,109 |
| 1528-1            | CH AUDITOR CONTROLLR I  | 4267           | \$ 91,538  | -- | \$ 130,249 |
| 1528-2            | CH AUDITOR CONTROLLR II | 4772           | \$ 102,375   | -- | \$ 145,680 |
| 9151-0            | CH BENEFITS ANALYST     | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 7296-0            | CH CONSTR INSPECTOR     | 4943           | \$ 106,050   | -- | \$ 150,879 |
| 0302-0            | CH DEPUTY CONTROLLER    | 7323           | \$ 157,101   | -- | \$ 223,500 |
| 4229-0            | CH ELECTRICAL INSPECTOR | 4943           | \$ 106,050   | -- | \$ 150,879 |
| 9230-0            | CH FINANCIAL OFFICER    | 6675           | \$ 143,216   | -- | \$ 203,747 |
| 9286-0            | CH HARBOR ENGINEER      | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 4250-1            | CH HEAT & REF INSP I    | 3839           | \$ 82,372  | -- | \$ 117,199 |
| 4250-2            | CH HEAT & REF INSP II   | 4518           | \$ 96,925  | -- | \$ 137,912 |
| 9374-0            | CH INFORMATION OFFICER  | 7543           | \$ 161,820   | -- | \$ 230,286 |
| 4254-0            | CH INSPECTOR            | 4943           | \$ 106,050   | -- | \$ 150,879 |
| 1619-0            | CH INTERNAL AUDITOR     | 5313           | \$ 113,984   | -- | \$ 162,196 |
| 9147-0            | CH INVESTMENT OFCR      | 8348           | \$ 179,109   | -- | \$ 254,799 |
| 9182-0            | CH MANAGEMENT ANALYST   | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9424-0            | CH OF AVIATION TECH     | 6213           | \$ 133,298   | -- | \$ 189,653 |
| 7258-1            | CH OF OPERATIONS I      | 4112           | \$ 88,218  | -- | \$ 125,551 |

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**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>                    | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|---------------------------------|----------------|--|----|------------|
| 7258-2            | CH OF OPERATIONS II             | 4338           | \$ 93,062  | -- | \$ 132,442 |
| 9200-0            | CH OF TRANSIT PROGRAMS          | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 3165-0            | CH PARK MAINT SUPVR             | 4409           | \$ 94,586  | -- | \$ 134,572 |
| 1968-0            | CH PARK RANGER                  | 4771           | \$ 102,354   | -- | \$ 145,659 |
| 4239-0            | CH PLUMBING INSPECTOR           | 4943           | \$ 106,050   | -- | \$ 150,879 |
| 2384-0            | CH POLICE PSYCHOLOGIST          | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 5154-1            | CH PORT PILOT I                 | 9406 (7)       | \$ 250,706   | -- | \$ 287,142 |
| 5154-2            | CH PORT PILOT II                | 10121 (7)      | \$ 269,790   | -- | \$ 308,961 |
| 9180-0            | CH PRKG ENFORCE OPERTNS         | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 1949-1            | CH REAL ESTATE OFCR I           | 4793           | \$ 102,834   | -- | \$ 146,285 |
| 1949-2            | CH REAL ESTATE OFCR II          | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 4269-0            | CH SAFETY ENG ELEVATOR          | 4943           | \$ 106,050   | -- | \$ 150,879 |
| 4260-0            | CH SAFETY ENG PRES VES          | 4267           | \$ 91,538  | -- | \$ 130,249 |
| 4286-1            | CH ST SVC INVEST I              | 4346           | \$ 93,250  | -- | \$ 132,672 |
| 4286-2            | CH ST SVC INVEST II             | 5160           | \$ 110,706   | -- | \$ 157,540 |
| 2360-0            | CH VETERINARIAN                 | 5188           | \$ 111,311   | -- | \$ 158,312 |
| 1189-1            | CH WHARFINGER I                 | 3753           | \$ 80,513  | -- | \$ 114,548 |
| 1189-2            | CH WHARFINGER II                | 4691           | \$ 100,642   | -- | \$ 143,216 |
| 7999-0            | CH ZONING ADMINSTR              | 6051           | \$ 129,811   | -- | \$ 184,684 |
| 0604-0            | CHIEF SPECIAL INVESTIGATOR      | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 1211-1            | CHIEF TAX COMPLIANCE OFFICER I  | 4739           | \$ 101,665   | -- | \$ 144,678 |
| 1211-2            | CHIEF TAX COMPLIANCE OFFICER II | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 2492-0            | CHILD CARE PROGRAM MGR          | 3410           | \$ 73,164  | -- | \$ 104,087 |
| 0566-0            | CITY ATTY CH ADMIN ASST         | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 0536-0            | CITY ATTY FINANCIAL MGR         | 4198           | \$ 90,055  | -- | \$ 128,141 |
| 8500-0            | COMMNTY HSG PROGRMS MGR         | 4739           | \$ 101,665   | -- | \$ 144,678 |
| 2496-0            | COMNTY AFFRS ADVOCATE           | 4772           | \$ 102,375   | -- | \$ 145,680 |
| 9247-0            | CONCESSIONS MANAGER             | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9168-0            | CONTRACT ADMINISTRATOR          | 5019           | \$ 107,678   | -- | \$ 153,217 |
| 9165-1            | CONTRACT CMPL PRG MGR I         | 4225           | \$ 90,640  | -- | \$ 128,997 |
| 9165-2            | CONTRACT CMPL PRG MGR II        | 5277           | \$ 113,211   | -- | \$ 161,089 |

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**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-------------------------|----------------|--|----|------------|
| 3330-1            | CONV CTR BLDG SUPT I    | 4347           | \$ 93,271  | -- | \$ 132,692 |
| 3330-2            | CONV CTR BLDG SUPT II   | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 1610-0            | DEPARTMENTAL AUDIT MGR  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 1593-1            | DEPT CHIEF ACCT I       | 4284           | \$ 91,914  | -- | \$ 130,771 |
| 1593-2            | DEPT CHIEF ACCT II      | 4520           | \$ 96,967  | -- | \$ 137,996 |
| 1593-3            | DEPT CHIEF ACCT III     | 5313           | \$ 113,984   | -- | \$ 162,196 |
| 1593-4            | DEPT CHIEF ACCT IV      | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9490-1            | DEPUTY CITY ENGINEER I  | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9490-2            | DEPUTY CITY ENGINEER II | 7323           | \$ 157,101   | -- | \$ 223,500 |
| 1607-0            | DEPUTY DIR OF AUDITING  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9444-0            | DEPUTY DIR OF PLANNING  | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 0162-0            | DEPUTY G M AIRPT / 1    | 9076           | \$ 194,727   | -- | \$ 277,057 |
| 0163-0            | DEPUTY G M AIRPT / 2    | 7423           | \$ 159,252   | -- | \$ 226,590 |
| 9201-1            | DEPUTY SUPT OF BLDG I   | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9201-2            | DEPUTY SUPT OF BLDG II  | 7323           | \$ 157,101   | -- | \$ 223,500 |
| 1806-0            | DEVELPMNT & MRKTNG DIR  | 4724           | \$ 101,352   | -- | \$ 144,197 |
| 1768-0            | DIR AIR SERV MARKETING  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 1194-0            | DIR CASH MGMT SERVICES  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 4266-0            | DIR ENFORCEMENT OPER    | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9302-0            | DIR OF AIRPRTS ADMIN SN | 6745           | \$ 144,698   | -- | \$ 205,898 |
| 9304-0            | DIR OF AIRPRTS OPERATNS | 6745           | \$ 144,698   | -- | \$ 205,898 |
| 9306-0            | DIR OF AIRPRTS SFTY OFC | 7423           | \$ 159,252   | -- | \$ 226,590 |
| 1606-0            | DIR OF AUDITING         | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9259-0            | DIR OF BLDG SERVICES    | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 7625-0            | DIR OF COMMUNICATN SVCS | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 4321-0            | DIR OF FIELD OPERATIONS | 4746           | \$ 101,832   | -- | \$ 144,865 |
| 1608-0            | DIR OF FIN ANAL &REPORT | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 3535-0            | DIR OF FLEET SERVICES   | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 1568-0            | DIR OF HOUSING          | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 1858-0            | DIR OF MATL MGMT SVCS   | 5025           | \$ 107,803   | -- | \$ 153,384 |
| 7974-0            | DIR OF MATL TESTNG SVCS | 5736           | \$ 123,067   | -- | \$ 175,121 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |              |
|-------------------|-------------------------|----------------|--|----|--------------|
| 7270-1            | DIR OF MTCE AIRPORTS I  | 5161           | \$ 110,727   | -- | \$ 157,602   |
| 7270-2            | DIR OF MTCE AIRPORTS II | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 3722-1            | DIR OF POLICE TRANSP I  | 4520           | \$ 96,967  | -- | \$ 137,996   |
| 3722-2            | DIR OF POLICE TRANSP II | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 9231-0            | DIR OF PORT ADMINSTRN   | 6363           | \$ 136,513   | -- | \$ 194,247   |
| 3123-1            | DIR OF PORT CON & MT I  | 5161           | \$ 110,727   | -- | \$ 157,602   |
| 3123-2            | DIR OF PORT CON & MT II | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 1782-1            | DIR OF PORT MRKTNG I    | 4668           | \$ 100,140   | -- | \$ 142,464   |
| 1782-2            | DIR OF PORT MRKTNG II   | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 9233-0            | DIR OF PORT OPERATIONS  | 6040           | \$ 129,581   | -- | \$ 184,370   |
| 1488-0            | DIR OF PRINTING SVCS    | 5481           | \$ 117,596   | -- | \$ 167,353   |
| 1857-1            | DIR OF PURCHSG SVCS I   | 4284           | \$ 91,914  | -- | \$ 130,771   |
| 1857-2            | DIR OF PURCHSG SVCS II  | 5025           | \$ 107,803   | -- | \$ 153,384   |
| 3208-0            | DIR OF SECURITY SVCS    | 3632           | \$ 77,924  | -- | \$ 110,915   |
| 1863-0            | DIR OF SUPPLIES         | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 9375-0            | DIR OF SYSTEMS          | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 6157-0            | DIVISION LIBRARIAN      | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 9486-0            | ENGINEER OF SURVEYS     | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 3750-0            | EQUIPMNT SUPERINTENDENT | 4836           | \$ 103,753   | -- | \$ 147,642   |
| 0015-0            | ETHICS OFFICER I        | 3848           | \$ 82,560  | -- | \$ 117,513   |
| 0016-0            | ETHICS OFFICER II       | 4773           | \$ 102,396   | -- | \$ 145,722   |
| 0017-0            | ETHICS OFFICER III      | 5792           | \$ 124,257   | -- | \$ 176,812   |
| 3170-0            | EVENT SERVICES MANAGER  | 4893           | \$ 104,985   | -- | \$ 149,376   |
| 9186-0            | EXEC ASST AIRPORTS      | 6174           | \$ 132,463   | -- | \$ 188,484   |
| 9186-0            | EXEC ASST AIRPORTS      | 6174           | \$ 132,463   | -- | \$ 188,484   |
| 9225-0            | EXEC DIR COMM ST WOMEN  |                |  |    | \$4956.40/BW |
| 2475-0            | EXEC DIR EXPO PK COMPLX | 5736           | \$ 123,067   | -- | \$ 175,121   |
| 9020-0            | EXEC DIR HUM REL COMMSN |                |  |    | \$5435.40/BW |
| 9252-0            | EXEC OFCR CITY CLERK    | 6570           | \$ 140,961   | -- | \$ 200,532   |
| 1557-1            | FINANCIAL MANAGER I     | 4267           | \$ 91,538  | -- | \$ 130,249   |
| 1557-2            | FINANCIAL MANAGER II    | 5313           | \$ 113,984   | -- | \$ 162,196   |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-----------------------------|----------------|--|----|------------|
| 9198-1            | FINANCIAL MGMT SPEC I       | 3294           | \$ 70,679  | -- | \$ 100,558 |
| 9198-2            | FINANCIAL MGMT SPEC II      | 3895           | \$ 83,562  | -- | \$ 118,912 |
| 9198-3            | FINANCIAL MGMT SPEC III     | 4820           | \$ 103,419   | -- | \$ 147,162 |
| 9198-4            | FINANCIAL MGMT SPEC IV      | 5074           | \$ 108,868   | -- | \$ 154,888 |
| 9198-5            | FINANCIAL MGMT SPEC V       | 5792           | \$ 124,257   | -- | \$ 176,812 |
| 9197-0            | FIRE ADMINISTRATOR          | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 0805-0            | FIRST DEPUTY GM HARBOR      | 9076           | \$ 194,727   | -- | \$ 277,057 |
| 2458-0            | GOLF MANAGER                | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9279-1            | HARBOR ENGINEER I           | 5313           | \$ 113,984   | -- | \$ 162,196 |
| 9279-2            | HARBOR ENGINEER II          | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9234-1            | HARBOR PLAN/RESCH DR I      | 4284           | \$ 91,914  | -- | \$ 130,771 |
| 9234-2            | HARBOR PLAN/RESCH DR II     | 5025           | \$ 107,803   | -- | \$ 153,384 |
| 9480-0            | HARBOR PUB&COMM REL DIR     | 5025           | \$ 107,803   | -- | \$ 153,384 |
| 4130-0            | HYPERION TRMT PLNT MGR      | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 1409-1            | INFO SYSTEM MGR I           | 4836           | \$ 103,753   | -- | \$ 147,642 |
| 1409-2            | INFO SYSTEM MGR II          | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 4281-1            | LOT CLEANING SUPT I         | 4000           | \$ 85,817  | -- | \$ 122,085 |
| 4281-2            | LOT CLEANING SUPT II        | 4411           | \$ 94,628  | -- | \$ 134,676 |
| 9437-1            | MARINE ENVIRON MGR I        | 4971           | \$ 106,655   | -- | \$ 151,756 |
| 9437-2            | MARINE ENVIRON MGR II       | 5526           | \$ 118,557   | -- | \$ 168,690 |
| 9635-0            | MARKETING MANAGER           | 5025           | \$ 107,803   | -- | \$ 153,384 |
| 2338-0            | MED SERVS ADMIN             | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 3188-1            | MUNICIPAL POLICE CAPTAIN I  | 5221           | \$ 112,021   | -- | \$ 159,377 |
| 3188-2            | MUNICIPAL POLICE CAPTAIN II | 5583           | \$ 119,789   | -- | \$ 170,423 |
| 6229-1            | OBSERVATORY DIRECTOR I      | 4772           | \$ 102,375   | -- | \$ 145,680 |
| 6229-2            | OBSERVATORY DIRECTOR II     | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9264-0            | PARKING ADMINISTRATOR       | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9025-1            | PARKING ENFORCE MGR I       | 4119           | \$ 88,364  | -- | \$ 125,718 |
| 9025-2            | PARKING ENFORCE MGR II      | 4836           | \$ 103,753   | -- | \$ 147,642 |
| 5153-0            | PILOT SERVICE MANAGER       | 10676          | \$ 229,054   | -- | \$ 325,958 |
| 9196-1            | POLICE ADMIN I              | 5736           | \$ 123,067   | -- | \$ 175,121 |

\* Step 1 is reserved for agreed upon trainee classifications.



**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|-----------------------------|----------------|--|----|------------|
| 9196-2            | POLICE ADMIN II             | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 9196-3            | POLICE ADMIN III            | 7482           | \$ 160,525   | -- | \$ 228,385 |
| 1781-0            | PORT MARKETING MANAGER      | 3950           | \$ 84,752  | -- | \$ 120,582 |
| 7928-0            | PR ARCHITECT                | 6251           | \$ 134,112   | -- | \$ 190,843 |
| 7946-0            | PR CITY PLANNER             | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9489-0            | PR CIVIL ENGINEER           | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9653-0            | PR DEPUTY CONTROLLER        | 6570           | \$ 140,961   | -- | \$ 200,532 |
| 7875-0            | PR ENVRMNTL ENGR            | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 3147-1            | PR GROUNDS MAINT SUPV I     | 3152           | \$ 67,630  | -- | \$ 96,236  |
| 3147-2            | PR GROUNDS MAINT SUPVII     | 3920           | \$ 84,105  | -- | \$ 119,705 |
| 2464-1            | PR REC SUPERVISOR I         | 3410           | \$ 73,164  | -- | \$ 104,087 |
| 2464-2            | PR REC SUPERVISOR II        | 3920           | \$ 84,105  | -- | \$ 119,705 |
| 9266-0            | PR TRANSP ENGINEER          | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 1964-1            | PROPERTY MANAGER I          | 4520           | \$ 96,967  | -- | \$ 137,996 |
| 1964-2            | PROPERTY MANAGER II         | 5025           | \$ 107,803   | -- | \$ 153,384 |
| 1964-3            | PROPERTY MANAGER III        | 5443           | \$ 116,782   | -- | \$ 166,121 |
| 1964-4            | PROPERTY MANAGER IV         | 6051           | \$ 129,811   | -- | \$ 184,684 |
| 1800-1            | PUB INFO DIRECTOR I         | 4045           | \$ 86,777  | -- | \$ 123,463 |
| 1800-2            | PUB INFO DIRECTOR II        | 4752           | \$ 101,957   | -- | \$ 145,074 |
| 1282-0            | RECORDS MGMT OFFICER        | 4771           | \$ 102,354   | -- | \$ 145,659 |
| 1620-0            | REVENUE MANAGER             | 5569           | \$ 119,475   | -- | \$ 170,005 |
| 1530-1            | RISK MANAGER I              | 3860           | \$ 82,810  | -- | \$ 117,805 |
| 1530-2            | RISK MANAGER II             | 4772           | \$ 102,375   | -- | \$ 145,680 |
| 1530-3            | RISK MANAGER III            | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 7982-0            | RISK MGT/PREV PROG MGR      | 4775           | \$ 102,437   | -- | \$ 145,763 |
| 1728-0            | SAFETY ADMINISTRATOR        | 5061           | \$ 108,576   | -- | \$ 154,512 |
| 4128-1            | SANITATION WSTWATER MGR I   | 4347           | \$ 93,271  | -- | \$ 132,692 |
| 4128-2            | SANITATION WSTWATER MGR II  | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 4128-3            | SANITATION WSTWATER MGR III | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 0807-0            | SECOND DEPUTY GM HARBOR     | 7710           | \$ 165,411   | -- | \$ 235,359 |
| 3832-0            | SIGNAL SYS SUPT             | 4409           | \$ 94,586  | -- | \$ 134,572 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>                            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|---|----------------|--|----|------------|
| 4126-1            | SOLID RESOURCES MGR I                   | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 4126-2            | SOLID RESOURCES MGR II                  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 3146-0            | SR PARK MAINT SUPVR                     | 3293           | \$ 70,658  | -- | \$ 100,537 |
| 3820-1            | ST LIGHTING CONTRUCTION & MAINT SUPT I  | 4268           | \$ 91,559  | -- | \$ 130,291 |
| 3820-2            | ST LIGHTING CONTRUCTION & MAINT SUPT II | 4758           | \$ 102,082   | -- | \$ 145,241 |
| 4160-1            | ST SVCS GEN SUPT I                      | 4917           | \$ 105,486   | -- | \$ 150,127 |
| 4160-2            | ST SVCS GEN SUPT II                     | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 4158-1            | ST SVCS SUPT I                          | 4000           | \$ 85,817  | -- | \$ 122,085 |
| 4158-2            | ST SVCS SUPT II                         | 4411           | \$ 94,628  | -- | \$ 134,676 |
| 3160-1            | ST TREE SUPT I                          | 4000           | \$ 85,817  | -- | \$ 122,085 |
| 3160-2            | ST TREE SUPT II                         | 4917           | \$ 105,486   | -- | \$ 150,127 |
| 1850-0            | STORES SUPERINTENDENT                   | 4284           | \$ 91,914  | -- | \$ 130,771 |
| 1865-1            | SUPPLY SVCS MANAGER I                   | 4771           | \$ 102,354   | -- | \$ 145,659 |
| 1865-2            | SUPPLY SVCS MANAGER II                  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 2472-0            | SUPT OF R/P OPERATIONS                  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9237-0            | SUPT PLAN/DEVELOP R&P                   | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 8870-0            | TAXICAB ADMINISTRATOR                   | 4739           | \$ 101,665   | -- | \$ 144,678 |
| 7640-0            | TELECOM PLN & UTIL OFCR                 | 4643           | \$ 99,618  | -- | \$ 141,775 |
| 7650-1            | TELECOM REG OFFICER I                   | 4273           | \$ 91,684  | -- | \$ 130,458 |
| 7650-2            | TELECOM REG OFFICER II                  | 4643           | \$ 99,618  | -- | \$ 141,775 |
| 7650-3            | TELECOM REG OFFICER III                 | 5049           | \$ 108,325   | -- | \$ 154,136 |
| 0803-0            | TRAF MANAGER                            | 6363           | \$ 136,513   | -- | \$ 194,247 |
| 4125-1            | W/WTR COLL MGR I                        | 4284           | \$ 91,914  | -- | \$ 130,771 |
| 4125-2            | W/WTR COLL MGR II                       | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 7880-0            | W/WTR RES RSRCH ENGR                    | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 7840-1            | W/WTR TRMT LAB MGR I                    | 4273           | \$ 91,684  | -- | \$ 130,458 |
| 7840-2            | W/WTR TRMT LAB MGR II                   | 5025           | \$ 107,803   | -- | \$ 153,384 |
| 7840-3            | W/WTR TRMT LAB MGR III                  | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 3784-1            | W/WTR TRMT MT MGR I                     | 4347           | \$ 93,271  | -- | \$ 132,692 |
| 3784-2            | W/WTR TRMT MT MGR II                    | 5161           | \$ 110,727   | -- | \$ 157,602 |
| 3784-3            | W/WTR TRMT MT MGR III                   | 5736           | \$ 123,067   | -- | \$ 175,121 |

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**Appendix C**

**MOU 36**

**Operative on June 25, 2017**

| <b>CLASS CODE</b> | <b>TITLE</b>           | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 11*)</b> |    |            |
|-------------------|------------------------|----------------|--|----|------------|
| 4127-1            | W/WTR TRMT PLT MGR I   | 4338           | \$ 93,062  | -- | \$ 132,442 |
| 4127-2            | W/WTR TRMT PLT MGR II  | 4563           | \$ 97,885  | -- | \$ 139,290 |
| 4127-3            | W/WTR TRMT PLT MGR III | 5063           | \$ 108,618   | -- | \$ 154,554 |
| 1766-1            | WORKERS COMP ADMNTR I  | 4772           | \$ 102,375   | -- | \$ 145,680 |
| 1766-2            | WORKERS COMP ADMNTR II | 5736           | \$ 123,067   | -- | \$ 175,121 |
| 9501-0            | ZOO ASST GM            | 6322           | \$ 135,636   | -- | \$ 192,973 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>             | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|--------------------------|----------------|--|----|------------|
| 9206-0            | 311 DIRECTOR             | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9422-1            | AIRP ENVRNMTL MGR I      | 4775           | \$ 102,437   | -- | \$ 149,772 |
| 9422-2            | AIRP ENVRNMTL MGR II     | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 3331-0            | AIRP MAINTENANCE SUPT    | 4212           | \$ 90,369  | -- | \$ 132,108 |
| 7260-1            | AIRP MANAGER I           | 4724           | \$ 101,352   | -- | \$ 148,164 |
| 7260-2            | AIRP MANAGER II          | 5356           | \$ 114,903   | -- | \$ 168,000 |
| 7260-3            | AIRP MANAGER III         | 6302           | \$ 135,198   | -- | \$ 197,671 |
| 1788-1            | AIRP PUB/COMM REL DIR I  | 4045           | \$ 86,777  | -- | \$ 126,867 |
| 1788-2            | AIRP PUB/COMM REL DIR II | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 1957-0            | ASSET MANAGER            | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 7998-0            | ASSOC ZONING ADMINSTR    | 5450           | \$ 116,928   | -- | \$ 170,986 |
| 1577-0            | ASST CH GRANTS ADMINSTR  | 4772           | \$ 102,375   | -- | \$ 149,689 |
| 9232-0            | ASST CITY LIBRARIAN      | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 4219-1            | ASST DEP SUP OF BLDG I   | 5426           | \$ 116,406   | -- | \$ 170,193 |
| 4219-2            | ASST DEP SUP OF BLDG II  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 7298-0            | ASST DIR BUR CONTR ADMN  | 6322           | \$ 135,636   | -- | \$ 198,276 |
| 7536-0            | ASST DIR BUR OF ST LTG   | 6322           | \$ 135,636   | -- | \$ 198,276 |
| 4156-0            | ASST DIR BUR OF ST SVCS  | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 7225-0            | ASST DIR BUR SANITATION  | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9651-0            | ASST DIR OF FINANCE      | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9244-0            | ASST GM ANIMAL REGULATN  | 6322           | \$ 135,636   | -- | \$ 198,276 |
| 9251-0            | ASST GM COMMUNITY DEV    | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9694-0            | ASST GM CONVENTION CTR   | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9248-0            | ASST GM CULTURAL AFFAIR  | 5008           | \$ 107,448   | -- | \$ 157,080 |
| 9220-0            | ASST GM DEPT OF AGING    | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9701-0            | ASST GM EL PUEBLO HIST   | 5008           | \$ 107,448   | -- | \$ 157,080 |
| 9273-0            | ASST GM EMERG PREP DEPT  | 5313           | \$ 113,984   | -- | \$ 166,664 |
| 9257-0            | ASST GM GEN SVCS DEPT    | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9381-0            | ASST GM INFO TECH AGENCY | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9271-0            | ASST GM LA HOUSING DEPT  | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9221-0            | ASST GM NEIGH EMPOWERMT  | 5313           | \$ 113,984   | -- | \$ 166,664 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|-------------------------|----------------|--|----|------------|
| 9241-0            | ASST GM REC & PARKS     | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9263-0            | ASST GM TRANSPORTATION  | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9414-0            | ASST GM-LACERS          | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 0603-0            | ASST INSPECTOR GENERAL  | 6218           | \$ 133,402   | -- | \$ 195,040 |
| 9415-0            | ASST RETIRE PLAN MGR    | 5313           | \$ 113,984   | -- | \$ 166,664 |
| 9646-0            | ASST TREASURER          | 6056           | \$ 129,936   | -- | \$ 189,987 |
| 3194-1            | BUILD CON & MT GN SUPI  | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 3194-2            | BUILD CON & MT GN SUPII | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 3124-0            | BUILD CON & MT SUPT     | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 1592-0            | CH ACCT CONTROLLER      | 4870           | \$ 104,484   | -- | \$ 152,779 |
| 7945-1            | CH AIRPORT PLAN I       | 5026           | \$ 107,824   | -- | \$ 157,644 |
| 7945-2            | CH AIRPORT PLAN II      | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 7274-1            | CH AIRPORTS ENGR I      | 6146           | \$ 131,857   | -- | \$ 192,806 |
| 7274-2            | CH AIRPORTS ENGR II     | 6489           | \$ 139,207   | -- | \$ 203,559 |
| 1528-1            | CH AUDITOR CONTROLLR I  | 4267           | \$ 91,538  | -- | \$ 133,841 |
| 1528-2            | CH AUDITOR CONTROLLR II | 4772           | \$ 102,375   | -- | \$ 149,689 |
| 9151-0            | CH BENEFITS ANALYST     | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 7296-0            | CH CONSTR INSPECTOR     | 4943           | \$ 106,050   | -- | \$ 155,034 |
| 0302-0            | CH DEPUTY CONTROLLER    | 7323           | \$ 157,101   | -- | \$ 229,638 |
| 4229-0            | CH ELECTRICAL INSPECTOR | 4943           | \$ 106,050   | -- | \$ 155,034 |
| 9230-0            | CH FINANCIAL OFFICER    | 6675           | \$ 143,216   | -- | \$ 209,343 |
| 9286-0            | CH HARBOR ENGINEER      | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 4250-1            | CH HEAT & REF INSP I    | 3839           | \$ 82,372  | -- | \$ 120,415 |
| 4250-2            | CH HEAT & REF INSP II   | 4518           | \$ 96,925  | -- | \$ 141,713 |
| 9374-0            | CH INFORMATION OFFICER  | 7543           | \$ 161,820   | -- | \$ 236,612 |
| 4254-0            | CH INSPECTOR            | 4943           | \$ 106,050   | -- | \$ 155,034 |
| 1619-0            | CH INTERNAL AUDITOR     | 5313           | \$ 113,984   | -- | \$ 166,664 |
| 9147-0            | CH INVESTMENT OFCR      | 8348           | \$ 179,109   | -- | \$ 261,814 |
| 9182-0            | CH MANAGEMENT ANALYST   | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9424-0            | CH OF AVIATION TECH     | 6213           | \$ 133,298   | -- | \$ 194,873 |
| 7258-1            | CH OF OPERATIONS I      | 4112           | \$ 88,218  | -- | \$ 128,997 |

\* Step 1 is reserved for agreed upon trainee classifications.

**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>                    | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|---------------------------------|----------------|--|----|------------|
| 7258-2            | CH OF OPERATIONS II             | 4338           | \$ 93,062  | -- | \$ 136,075 |
| 9200-0            | CH OF TRANSIT PROGRAMS          | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 3165-0            | CH PARK MAINT SUPVR             | 4409           | \$ 94,586  | -- | \$ 138,267 |
| 1968-0            | CH PARK RANGER                  | 4771           | \$ 102,354   | -- | \$ 149,668 |
| 4239-0            | CH PLUMBING INSPECTOR           | 4943           | \$ 106,050   | -- | \$ 155,034 |
| 2384-0            | CH POLICE PSYCHOLOGIST          | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 5154-1            | CH PORT PILOT I                 | 9406 (7)       | \$ 250,706   | -- | \$ 295,034 |
| 5154-2            | CH PORT PILOT II                | 10121 (7)      | \$ 269,790   | -- | \$ 317,460 |
| 9180-0            | CH PRKG ENFORCE OPERTNS         | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 1949-1            | CH REAL ESTATE OFCR I           | 4793           | \$ 102,834   | -- | \$ 150,315 |
| 1949-2            | CH REAL ESTATE OFCR II          | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 4269-0            | CH SAFETY ENG ELEVATOR          | 4943           | \$ 106,050   | -- | \$ 155,034 |
| 4260-0            | CH SAFETY ENG PRES VES          | 4267           | \$ 91,538  | -- | \$ 133,841 |
| 4286-1            | CH ST SVC INVEST I              | 4346           | \$ 93,250  | -- | \$ 136,326 |
| 4286-2            | CH ST SVC INVEST II             | 5160           | \$ 110,706   | -- | \$ 161,862 |
| 2360-0            | CH VETERINARIAN                 | 5188           | \$ 111,311   | -- | \$ 162,676 |
| 1189-1            | CH WHARFINGER I                 | 3753           | \$ 80,513  | -- | \$ 117,701 |
| 1189-2            | CH WHARFINGER II                | 4691           | \$ 100,642   | -- | \$ 147,162 |
| 7999-0            | CH ZONING ADMINSTR              | 6051           | \$ 129,811   | -- | \$ 189,757 |
| 0604-0            | CHIEF SPECIAL INVESTIGATOR      | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 1211-1            | CHIEF TAX COMPLIANCE OFFICER I  | 4739           | \$ 101,665   | -- | \$ 148,666 |
| 1211-2            | CHIEF TAX COMPLIANCE OFFICER II | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 2492-0            | CHILD CARE PROGRAM MGR          | 3410           | \$ 73,164  | -- | \$ 106,947 |
| 0566-0            | CITY ATTY CH ADMIN ASST         | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 0536-0            | CITY ATTY FINANCIAL MGR         | 4198           | \$ 90,055  | -- | \$ 131,669 |
| 8500-0            | COMMNTY HSG PROGRMS MGR         | 4739           | \$ 101,665   | -- | \$ 148,666 |
| 2496-0            | COMNTY AFFRS ADVOCATE           | 4772           | \$ 102,375   | -- | \$ 149,689 |
| 9247-0            | CONCESSIONS MANAGER             | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9168-0            | CONTRACT ADMINISTRATOR          | 5019           | \$ 107,678   | -- | \$ 157,435 |
| 9165-1            | CONTRACT CMPL PRG MGR I         | 4225           | \$ 90,640  | -- | \$ 132,546 |
| 9165-2            | CONTRACT CMPL PRG MGR II        | 5277           | \$ 113,211   | -- | \$ 165,516 |

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**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|-------------------------|----------------|--|----|------------|
| 3330-1            | CONV CTR BLDG SUPT I    | 4347           | \$ 93,271  | -- | \$ 136,346 |
| 3330-2            | CONV CTR BLDG SUPT II   | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 1610-0            | DEPARTMENTAL AUDIT MGR  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 1593-1            | DEPT CHIEF ACCT I       | 4284           | \$ 91,914  | -- | \$ 134,363 |
| 1593-2            | DEPT CHIEF ACCT II      | 4520           | \$ 96,967  | -- | \$ 141,796 |
| 1593-3            | DEPT CHIEF ACCT III     | 5313           | \$ 113,984   | -- | \$ 166,664 |
| 1593-4            | DEPT CHIEF ACCT IV      | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9490-1            | DEPUTY CITY ENGINEER I  | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9490-2            | DEPUTY CITY ENGINEER II | 7323           | \$ 157,101   | -- | \$ 229,638 |
| 1607-0            | DEPUTY DIR OF AUDITING  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9444-0            | DEPUTY DIR OF PLANNING  | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 0162-0            | DEPUTY G M AIRPT / 1    | 9076           | \$ 194,727   | -- | \$ 284,678 |
| 0163-0            | DEPUTY G M AIRPT / 2    | 7423           | \$ 159,252   | -- | \$ 232,812 |
| 9201-1            | DEPUTY SUPT OF BLDG I   | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9201-2            | DEPUTY SUPT OF BLDG II  | 7323           | \$ 157,101   | -- | \$ 229,638 |
| 1806-0            | DEVELPMNT & MRKTNG DIR  | 4724           | \$ 101,352   | -- | \$ 148,164 |
| 1768-0            | DIR AIR SERV MARKETING  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 1194-0            | DIR CASH MGMT SERVICES  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 4266-0            | DIR ENFORCEMENT OPER    | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9302-0            | DIR OF AIRPRTS ADMIN SN | 6745           | \$ 144,698   | -- | \$ 211,556 |
| 9304-0            | DIR OF AIRPRTS OPERATNS | 6745           | \$ 144,698   | -- | \$ 211,556 |
| 9306-0            | DIR OF AIRPRTS SFTY OFC | 7423           | \$ 159,252   | -- | \$ 232,812 |
| 1606-0            | DIR OF AUDITING         | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9259-0            | DIR OF BLDG SERVICES    | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 7625-0            | DIR OF COMMUNICATN SVCS | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 4321-0            | DIR OF FIELD OPERATIONS | 4746           | \$ 101,832   | -- | \$ 148,854 |
| 1608-0            | DIR OF FIN ANAL &REPORT | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 3535-0            | DIR OF FLEET SERVICES   | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 1568-0            | DIR OF HOUSING          | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 1858-0            | DIR OF MATL MGMT SVCS   | 5025           | \$ 107,803   | -- | \$ 157,602 |
| 7974-0            | DIR OF MATL TESTNG SVCS | 5736           | \$ 123,067   | -- | \$ 179,944 |

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**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |              |
|-------------------|-------------------------|----------------|--|----|--------------|
| 7270-1            | DIR OF MTCE AIRPORTS I  | 5161           | \$ 110,727   | -- | \$ 161,945   |
| 7270-2            | DIR OF MTCE AIRPORTS II | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 3722-1            | DIR OF POLICE TRANSP I  | 4520           | \$ 96,967  | -- | \$ 141,796   |
| 3722-2            | DIR OF POLICE TRANSP II | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 9231-0            | DIR OF PORT ADMINSTRN   | 6363           | \$ 136,513   | -- | \$ 199,592   |
| 3123-1            | DIR OF PORT CON & MT I  | 5161           | \$ 110,727   | -- | \$ 161,945   |
| 3123-2            | DIR OF PORT CON & MT II | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 1782-1            | DIR OF PORT MRKTNG I    | 4668           | \$ 100,140   | -- | \$ 146,390   |
| 1782-2            | DIR OF PORT MRKTNG II   | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 9233-0            | DIR OF PORT OPERATIONS  | 6040           | \$ 129,581   | -- | \$ 189,444   |
| 1488-0            | DIR OF PRINTING SVCS    | 5481           | \$ 117,596   | -- | \$ 171,947   |
| 1857-1            | DIR OF PURCHSG SVCS I   | 4284           | \$ 91,914  | -- | \$ 134,363   |
| 1857-2            | DIR OF PURCHSG SVCS II  | 5025           | \$ 107,803   | -- | \$ 157,602   |
| 3208-0            | DIR OF SECURITY SVCS    | 3632           | \$ 77,924  | -- | \$ 113,963   |
| 1863-0            | DIR OF SUPPLIES         | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 9375-0            | DIR OF SYSTEMS          | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 6157-0            | DIVISION LIBRARIAN      | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 9486-0            | ENGINEER OF SURVEYS     | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 3750-0            | EQUIPMNT SUPERINTENDENT | 4836           | \$ 103,753   | -- | \$ 151,693   |
| 0015-0            | ETHICS OFFICER I        | 3848           | \$ 82,560  | -- | \$ 120,749   |
| 0016-0            | ETHICS OFFICER II       | 4773           | \$ 102,396   | -- | \$ 149,730   |
| 0017-0            | ETHICS OFFICER III      | 5792           | \$ 124,257   | -- | \$ 181,677   |
| 3170-0            | EVENT SERVICES MANAGER  | 4893           | \$ 104,985   | -- | \$ 153,489   |
| 9186-0            | EXEC ASST AIRPORTS      | 6174           | \$ 132,463   | -- | \$ 193,662   |
| 9186-0            | EXEC ASST AIRPORTS      | 6174           | \$ 132,463   | -- | \$ 193,662   |
| 9225-0            | EXEC DIR COMM ST WOMEN  |                |  |    | \$5092.80/BW |
| 2475-0            | EXEC DIR EXPO PK COMPLX | 5736           | \$ 123,067   | -- | \$ 179,944   |
| 9020-0            | EXEC DIR HUM REL COMMSN |                |  |    | \$5585.00/BW |
| 9252-0            | EXEC OFCR CITY CLERK    | 6570           | \$ 140,961   | -- | \$ 206,044   |
| 1557-1            | FINANCIAL MANAGER I     | 4267           | \$ 91,538  | -- | \$ 133,841   |
| 1557-2            | FINANCIAL MANAGER II    | 5313           | \$ 113,984   | -- | \$ 166,664   |

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**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|-----------------------------|----------------|--|----|------------|
| 9198-1            | FINANCIAL MGMT SPEC I       | 3294           | \$ 70,679  | -- | \$ 103,314 |
| 9198-2            | FINANCIAL MGMT SPEC II      | 3895           | \$ 83,562  | -- | \$ 122,190 |
| 9198-3            | FINANCIAL MGMT SPEC III     | 4820           | \$ 103,419   | -- | \$ 151,213 |
| 9198-4            | FINANCIAL MGMT SPEC IV      | 5074           | \$ 108,868   | -- | \$ 159,147 |
| 9198-5            | FINANCIAL MGMT SPEC V       | 5792           | \$ 124,257   | -- | \$ 181,677 |
| 9197-0            | FIRE ADMINISTRATOR          | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 0805-0            | FIRST DEPUTY GM HARBOR      | 9076           | \$ 194,727   | -- | \$ 284,678 |
| 2458-0            | GOLF MANAGER                | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9279-1            | HARBOR ENGINEER I           | 5313           | \$ 113,984   | -- | \$ 166,664 |
| 9279-2            | HARBOR ENGINEER II          | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9234-1            | HARBOR PLAN/RESCH DR I      | 4284           | \$ 91,914  | -- | \$ 134,363 |
| 9234-2            | HARBOR PLAN/RESCH DR II     | 5025           | \$ 107,803   | -- | \$ 157,602 |
| 9480-0            | HARBOR PUB&COMM REL DIR     | 5025           | \$ 107,803   | -- | \$ 157,602 |
| 4130-0            | HYPERION TRMT PLNT MGR      | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 1409-1            | INFO SYSTEM MGR I           | 4836           | \$ 103,753   | -- | \$ 151,693 |
| 1409-2            | INFO SYSTEM MGR II          | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 4281-1            | LOT CLEANING SUPT I         | 4000           | \$ 85,817  | -- | \$ 125,447 |
| 4281-2            | LOT CLEANING SUPT II        | 4411           | \$ 94,628  | -- | \$ 138,372 |
| 9437-1            | MARINE ENVIRON MGR I        | 4971           | \$ 106,655   | -- | \$ 155,932 |
| 9437-2            | MARINE ENVIRON MGR II       | 5526           | \$ 118,557   | -- | \$ 173,325 |
| 9635-0            | MARKETING MANAGER           | 5025           | \$ 107,803   | -- | \$ 157,602 |
| 2338-0            | MED SERVS ADMIN             | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 3188-1            | MUNICIPAL POLICE CAPTAIN I  | 5221           | \$ 112,021   | -- | \$ 163,762 |
| 3188-2            | MUNICIPAL POLICE CAPTAIN II | 5583           | \$ 119,789   | -- | \$ 175,100 |
| 6229-1            | OBSERVATORY DIRECTOR I      | 4772           | \$ 102,375   | -- | \$ 149,689 |
| 6229-2            | OBSERVATORY DIRECTOR II     | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9264-0            | PARKING ADMINISTRATOR       | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9025-1            | PARKING ENFORCE MGR I       | 4119           | \$ 88,364  | -- | \$ 129,185 |
| 9025-2            | PARKING ENFORCE MGR II      | 4836           | \$ 103,753   | -- | \$ 151,693 |
| 5153-0            | PILOT SERVICE MANAGER       | 10676          | \$ 229,054   | -- | \$ 334,915 |
| 9196-1            | POLICE ADMIN I              | 5736           | \$ 123,067   | -- | \$ 179,944 |

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**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>                | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|-----------------------------|----------------|--|----|------------|
| 9196-2            | POLICE ADMIN II             | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 9196-3            | POLICE ADMIN III            | 7482           | \$ 160,525   | -- | \$ 234,670 |
| 1781-0            | PORT MARKETING MANAGER      | 3950           | \$ 84,752  | -- | \$ 123,902 |
| 7928-0            | PR ARCHITECT                | 6251           | \$ 134,112   | -- | \$ 196,084 |
| 7946-0            | PR CITY PLANNER             | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9489-0            | PR CIVIL ENGINEER           | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9653-0            | PR DEPUTY CONTROLLER        | 6570           | \$ 140,961   | -- | \$ 206,044 |
| 7875-0            | PR ENVRMNTL ENGR            | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 3147-1            | PR GROUNDS MAINT SUPV I     | 3152           | \$ 67,630  | -- | \$ 98,888  |
| 3147-2            | PR GROUNDS MAINT SUPVII     | 3920           | \$ 84,105  | -- | \$ 123,004 |
| 2464-1            | PR REC SUPERVISOR I         | 3410           | \$ 73,164  | -- | \$ 106,947 |
| 2464-2            | PR REC SUPERVISOR II        | 3920           | \$ 84,105  | -- | \$ 123,004 |
| 9266-0            | PR TRANSP ENGINEER          | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 1964-1            | PROPERTY MANAGER I          | 4520           | \$ 96,967  | -- | \$ 141,796 |
| 1964-2            | PROPERTY MANAGER II         | 5025           | \$ 107,803   | -- | \$ 157,602 |
| 1964-3            | PROPERTY MANAGER III        | 5443           | \$ 116,782   | -- | \$ 170,694 |
| 1964-4            | PROPERTY MANAGER IV         | 6051           | \$ 129,811   | -- | \$ 189,757 |
| 1800-1            | PUB INFO DIRECTOR I         | 4045           | \$ 86,777  | -- | \$ 126,867 |
| 1800-2            | PUB INFO DIRECTOR II        | 4752           | \$ 101,957   | -- | \$ 149,062 |
| 1282-0            | RECORDS MGMT OFFICER        | 4771           | \$ 102,354   | -- | \$ 149,668 |
| 1620-0            | REVENUE MANAGER             | 5569           | \$ 119,475   | -- | \$ 174,682 |
| 1530-1            | RISK MANAGER I              | 3860           | \$ 82,810  | -- | \$ 121,041 |
| 1530-2            | RISK MANAGER II             | 4772           | \$ 102,375   | -- | \$ 149,689 |
| 1530-3            | RISK MANAGER III            | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 7982-0            | RISK MGT/PREV PROG MGR      | 4775           | \$ 102,437   | -- | \$ 149,772 |
| 1728-0            | SAFETY ADMINISTRATOR        | 5061           | \$ 108,576   | -- | \$ 158,772 |
| 4128-1            | SANITATION WSTWATER MGR I   | 4347           | \$ 93,271  | -- | \$ 136,346 |
| 4128-2            | SANITATION WSTWATER MGR II  | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 4128-3            | SANITATION WSTWATER MGR III | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 0807-0            | SECOND DEPUTY GM HARBOR     | 7710           | \$ 165,411   | -- | \$ 241,832 |
| 3832-0            | SIGNAL SYS SUPT             | 4409           | \$ 94,586  | -- | \$ 138,267 |

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**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>                            | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|---|----------------|--|----|------------|
| 4126-1            | SOLID RESOURCES MGR I                   | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 4126-2            | SOLID RESOURCES MGR II                  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 3146-0            | SR PARK MAINT SUPVR                     | 3293           | \$ 70,658  | -- | \$ 103,293 |
| 3820-1            | ST LIGHTING CONTRUCTION & MAINT SUPT I  | 4268           | \$ 91,559  | -- | \$ 133,883 |
| 3820-2            | ST LIGHTING CONTRUCTION & MAINT SUPT II | 4758           | \$ 102,082   | -- | \$ 149,229 |
| 4160-1            | ST SVCS GEN SUPT I                      | 4917           | \$ 105,486   | -- | \$ 154,261 |
| 4160-2            | ST SVCS GEN SUPT II                     | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 4158-1            | ST SVCS SUPT I                          | 4000           | \$ 85,817  | -- | \$ 125,447 |
| 4158-2            | ST SVCS SUPT II                         | 4411           | \$ 94,628  | -- | \$ 138,372 |
| 3160-1            | ST TREE SUPT I                          | 4000           | \$ 85,817  | -- | \$ 125,447 |
| 3160-2            | ST TREE SUPT II                         | 4917           | \$ 105,486   | -- | \$ 154,261 |
| 1850-0            | STORES SUPERINTENDENT                   | 4284           | \$ 91,914  | -- | \$ 134,363 |
| 1865-1            | SUPPLY SVCS MANAGER I                   | 4771           | \$ 102,354   | -- | \$ 149,668 |
| 1865-2            | SUPPLY SVCS MANAGER II                  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 2472-0            | SUPT OF R/P OPERATIONS                  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9237-0            | SUPT PLAN/DEVELOP R&P                   | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 8870-0            | TAXICAB ADMINISTRATOR                   | 4739           | \$ 101,665   | -- | \$ 148,666 |
| 7640-0            | TELECOM PLN & UTIL OFCR                 | 4643           | \$ 99,618  | -- | \$ 145,680 |
| 7650-1            | TELECOM REG OFFICER I                   | 4273           | \$ 91,684  | -- | \$ 134,050 |
| 7650-2            | TELECOM REG OFFICER II                  | 4643           | \$ 99,618  | -- | \$ 145,680 |
| 7650-3            | TELECOM REG OFFICER III                 | 5049           | \$ 108,325   | -- | \$ 158,375 |
| 0803-0            | TRAF MANAGER                            | 6363           | \$ 136,513   | -- | \$ 199,592 |
| 4125-1            | W/WTR COLL MGR I                        | 4284           | \$ 91,914  | -- | \$ 134,363 |
| 4125-2            | W/WTR COLL MGR II                       | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 7880-0            | W/WTR RES RSRCH ENGR                    | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 7840-1            | W/WTR TRMT LAB MGR I                    | 4273           | \$ 91,684  | -- | \$ 134,050 |
| 7840-2            | W/WTR TRMT LAB MGR II                   | 5025           | \$ 107,803   | -- | \$ 157,602 |
| 7840-3            | W/WTR TRMT LAB MGR III                  | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 3784-1            | W/WTR TRMT MT MGR I                     | 4347           | \$ 93,271  | -- | \$ 136,346 |
| 3784-2            | W/WTR TRMT MT MGR II                    | 5161           | \$ 110,727   | -- | \$ 161,945 |
| 3784-3            | W/WTR TRMT MT MGR III                   | 5736           | \$ 123,067   | -- | \$ 179,944 |

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**Appendix D**

**MOU 36**

**Operative on January 7, 2018**

| <b>CLASS CODE</b> | <b>TITLE</b>           | <b>RANGE #</b> | <b>SALARY RANGE/RATE<br/>(RANGE STEPS 2 - 12*)</b> |    |            |
|-------------------|------------------------|----------------|--|----|------------|
| 4127-1            | W/WTR TRMT PLT MGR I   | 4338           | \$ 93,062  | -- | \$ 136,075 |
| 4127-2            | W/WTR TRMT PLT MGR II  | 4563           | \$ 97,885  | -- | \$ 143,112 |
| 4127-3            | W/WTR TRMT PLT MGR III | 5063           | \$ 108,618   | -- | \$ 158,813 |
| 1766-1            | WORKERS COMP ADMNTR I  | 4772           | \$ 102,375   | -- | \$ 149,689 |
| 1766-2            | WORKERS COMP ADMNTR II | 5736           | \$ 123,067   | -- | \$ 179,944 |
| 9501-0            | ZOO ASST GM            | 6322           | \$ 135,636   | -- | \$ 198,276 |

\* Step 1 is reserved for agreed upon trainee classifications.

## **APPENDIX E SALARY NOTES**

- Note 1: One person employed in the class of Port Marketing Manager (Code 1781), when assigned to manage rail and transportation projects for the Harbor Department, shall receive salary at the fifth premium level rate above the appropriate step rate of the salary range prescribed for the class. Additional compensation is pensionable.
- Note 2: Notwithstanding any other provision of this MOU or the Los Angeles Administrative Code to the contrary, employees in the class of Convention Center Building Superintendent I (Code 3330-1) and Street Maintenance Superintendent II (Code 4158-2) shall, unless specific authority is made, be compensated time off at the rate of time and one-half (1½) for each hour of overtime worked; where cash payment is authorized the rate of pay shall be one and one-half (1½) times the employee's regular rate of compensation.
- Note 3: Upon approval of the City Engineer, any person employed in the class of Deputy City Engineer I (Code 9490-1) may receive salary up to the fifth premium level rate above the appropriate step rate of the salary range prescribed for this class. Upon the approval of the City Engineer, any person employed in the class of Deputy City Engineer II (Code 9490-2) may receive salary up to the fourth premium level rate above the appropriate step rate of the salary range prescribed for this class. Additional compensation is pensionable.
- Note 4: The City Engineer may authorize payment of relocation expenses up to \$10,000 and temporary housing expenses up to \$3,000 for individuals whose initial appointment to the City is to the class of Deputy City Engineer I or II (Code 9490-1-2), or Principal Architect (Code 7928).
- Note 5: Compensation for employees occupying a position designated by the City as a Project Manager I performing engineering, architecture or landscape architecture related duties shall be at the following range:

| <u>Effective Date:</u> | <u>Salary Range:</u> |
|------------------------|----------------------|
| July 1, 2015           | 4859 (8)             |
| December 13, 2015      | 4479 (11)            |
| June 25, 2017          | 4569 (11)            |
| January 7, 2018        | 4569 (12)            |

Additional compensation is pensionable.

Note 6: Compensation for employees occupying a position designated by the City as a Project Manager II performing engineering, architecture or landscape architecture related duties shall be at the following range:

| <u>Effective Date:</u> | <u>Salary Range:</u> |
|------------------------|----------------------|
| July 1, 2015           | 5625 (8)             |
| December 13, 2015      | 5188 (11)            |
| June 25, 2017          | 5291 (11)            |
| January 7, 2018        | 5291 (12)            |

Additional compensation is pensionable.

Note 7: Compensation for employees occupying a position designated by the City as a Project Manager III performing engineering, architecture or landscape architecture related duties shall be at the following range:

| <u>Effective Date:</u> | <u>Salary Range:</u> |
|------------------------|----------------------|
| July 1, 2015           | 6428 (8)             |
| December 13, 2015      | 5926 (11)            |
| June 25, 2017          | 6042 (11)            |
| January 7, 2018        | 6042 (12)            |

Additional compensation is pensionable.

Note 8: One employee in the class of Traffic Manager (Code 0803), when assigned to manage the Property Management Division may be compensated at the appropriate step rate of the salary range for Chief Financial Officer (Code 9230). Additional compensation is pensionable.

Note 9 : Whenever an employee in the class Chief Port Pilot, Code 5154, is required to return to duty following the termination of his/her work shift and departure from the work location, such employee shall receive compensation in accordance with that provided in the Port Pilot Unit, at the overtime pay of Port Pilot II, fifth step. Additional compensation is pensionable.

Note 10: On a biweekly basis, a pension-based Efficiency Incentive will be paid to each Chief Port Pilot, Code 5154, and Pilot Service Manager, Code 5153, who is on active payroll status during the biweekly payroll period. The amount of the Efficiency Incentive to be paid during each payroll period will be the same biweekly amount paid to employees in the class of Port Pilot II, and will be based on the formula contained in Article 44, Efficiency Incentive, of MOU 26 (Port Pilots).

- Note 11: The salary range for the class of Chief Port Pilot II, Code 5154-2, shall be 15.3% above the prescribed salary range for the class of Port Pilot II, Code 5151-2, based on a comparison at 5<sup>th</sup> step. The salary range for the class of Pilot Service Manager, Code 5153, shall be 5.5% above the prescribed salary range for the class of Chief Port Pilot II, code 5154-2, based on a comparison at 5<sup>th</sup> step. Additional compensation is pensionable.
- Note 12: One person employed in the class as Associate Zoning Administrator (Code 7998), when employed as the Associate Zoning Administrator-Deputy Advisory Agency shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class. Additional compensation is pensionable.
- Note 13: One employee in the class of Sanitation Wastewater Manager III, Code 4128-3, when assigned by the Director Bureau of Sanitation to be the Plant Manager of the Hyperion Treatment Plant and oversee all operations of the Plant, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade. Additional compensation is pensionable.
- Note 14: One employee in the class of Public Information Director II, Code 1800-2, in the Police Department, shall receive salary at the sixth premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade. Additional compensation is pensionable.
- Note 15: One Principal Civil Engineer, Code 9489, when assigned to supervise the Structural Division in the Bureau of Engineering, Department of Public Works, shall receive salary at the second premium level rate above the appropriate step rate of the salary prescribed for that class. Additional compensation is pensionable.
- Note 16: Effective January 1, 2008, any full-time employee hired as a Chief Veterinarian (Code 2360) in the Department of Animal Services shall, upon completion of six (6) months of successful City service, receive a one-time, lump sum payment of \$1,000.00.

Effective January 1, 2008, any full-time employee in the class Chief Veterinarian (Code 2360) employed in the Department of Animal Services who has completed two (2) years of successful City service from the date of his/her initial hire into the class of Chief Veterinarian shall receive a one-time, lump sum payment of \$4,000.00. If an employee separates from City service within six (6) months of the date of receipt of this payment, the entire \$4,000.00 amount shall be repaid to the City. If separation of service occurs six (6) months to twelve (12) months following the date of receipt of the payment, then \$2,000.00 shall be repaid to the City. An

employee who remains employed in the class of Chief Veterinarian twelve (12) months or more following receipt of the payment shall be entitled to the full amount, without a repayment obligation upon separation from City service.

An employee who receives the \$4,000.00 payment shall execute an agreement to allow the City Controller to recover this payment as described in this Note.

Additional compensation above is not pensionable.

- Note 17: One employee in the class of Chief Information Officer, Code 9374-0, in the Police Department, shall receive salary at the fourth premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade, when assigned as the Public Safety Information Officer. Additional compensation is pensionable.
- Note 18: Notwithstanding applicable provisions of the LAAC, effective the first day of the pay period following Council Adoption of this MOU and upon his employment in the class and pay grade of Street Lighting Construction and Maintenance Superintendent II, Code 3820-2, Christian Mosman shall be placed on salary step 11 regardless of his salary prior to the time of his employment in the classification.
- Note 19: Notwithstanding applicable provisions of the LAAC, effective the first day of the pay period following Council Adoption of this MOU and upon his employment in the class and pay grade of Street Lighting Construction and Maintenance Superintendent I, Code 3820-1, Jeffrey Ziliotto shall be placed on salary step 11 regardless of his salary prior to the time of his employment in the classification.
- Note 20: Notwithstanding applicable provisions of the LAAC, one employee promoting to the class and pay grade of Street Lighting Construction and Maintenance Superintendent I, Code 3820-1, from the class of Street Lighting Electrician Supervisor I, Code 3840-1 prior to December 31, 2015, shall be placed on salary step 8 regardless of his/her salary prior to the time of his employment in the classification.



LETTER OF INTENT  
MANAGEMENT EMPLOYEES UNIT  
2015-2018 MEMORANDUM OF UNDERSTANDING  
SALARY REVIEW

The undersigned parties agree that no earlier than January 1, 2016, and for a period lasting no longer than twelve (12) months, the parties will meet and confer regarding the salary groupings proposed by the Association in its June 9, 2014 proposal.

For Union:

  
LAPMA

7/9/2015  
Date

For Management:

  
City Administrative Officer

7/9/15  
Date



## **SETTLEMENT AGREEMENT**

### **BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND THE CITY OF LOS ANGELES**

The Coalition of Los Angeles City Unions ("Coalition"), through constituent unions American Federation of State, County and Municipal Employees, District Council 36, Locals 741, 906, 2006, 2626, 3090, and 3672; Service Employees International Union, Local 721; International Union of Operating Engineers, Local 501; Laborers International Union of North America, Local 777; Los Angeles and Orange Counties Building and Construction Trades Council; and International Brotherhood of Teamsters, Local 911, and the City of Los Angeles ("City") hereby agree as follows:

WHEREAS, the Coalition and City engaged in confidential mediation discussions with Mediator Barry Winograd to resolve numerous disputes between them, including the following: Reciprocity UERP charges 1923 to 1928; Salary Compaction Grievance Arbitrations ARB 3427 – 3431; Tier 2 Litigation, including Court of Appeal Case No. B259528, LA Superior Court Case No. BS151001, Court of Appeal Case No. B259447, LA Superior Court Case No. BS143284, LA Superior Court Case No. BS152178, Court of Appeal Case No. B259969, and LA Superior Court Case No. BS143284; City UERP charges regarding Bargaining (UERP 1969, 1971 – 1976; and bargaining regarding successor Memoranda of Understanding (MOUs) between the parties; and

WHEREAS, the Coalition and City reached a separate Letter of Agreement to resolve the Salary Compaction Grievance Arbitrations, and the Letter of Agreement is attached hereto as Exhibit 1 to this Agreement;

NOW, THEREFORE, in consideration of the mutual promises contained herein, and for other good and sufficient consideration, receipt of which is hereby acknowledged, the parties agree to the following terms, all of which must be performed for this Agreement to be effective:

1. The Coalition and the City agree to settle the Tier 2 Litigation (Court of Appeal Case No. B259528, Los Angeles Superior Court Case Nos. BS143284, BS152178, BS, Court of Appeal Case No. B259969) on the following terms and conditions:
  - A. The terms of items 2 through 8, hereinafter in this Agreement, must be fully performed as a condition of settlement of the Tier 2 Litigation.
  - B. Within five business days of the full implementation of the successor MOUs as set forth below and implementation of LACERS Tier 3, the City and the labor organizations which are petitioner and respondent parties and which have agreed to LACERS Tier 3 will dismiss with prejudice the following legal actions: *City of Los Angeles v. Employee Relations Board*, Los Angeles Superior Court Case No. BS151001; *City of Los Angeles v. Employee Relations Board*, Los Angeles Superior Court Case No.

SETTLEMENT AGREEMENT  
Coalition of Los Angeles City Unions  
Page 2

BS152178; *City of Los Angeles v. Employee Relations Board*, Court of Appeal Case No. B259528; *City of Los Angeles v. Employee Relations Board*, Court of Appeal Case No. B259969; and *American Federation of State, County and Municipal Employee, etc., et al. v. Employee Relations Board*, Court of Appeal Case No. B259447.

- C. Each party shall bear its own costs and attorney's fees.
  - D. The Coalition and City agree that this Agreement resolves all legal issues raised in these actions between the dismissing parties.
  - E. The Coalition and City agree that this Agreement and the mutually agreed terms herein do not represent an agreement by either party as to the issues regarding the City's meet and confer obligations raised in the listed legal actions, and each party reserves its legal position with regard to such issues.
  - F. The Coalition and City agree that this Agreement does not settle the Reciprocity UERPs (UERP Nos. 1923 through 1928), nor limit the remedies the Coalition may seek in such proceedings.
- 2. The Coalition and the City agree that they shall enter into MOUs between the individual bargaining units of the Coalition and the City, effective July 1, 2015, to June 30, 2018. New terms of the MOUs are set forth: a) as designated herein; b) in a Letter of Agreement titled *Memorandum of Understanding Language - Coalition MOUs* which is attached as Exhibit 2 to this Agreement, and in Letters of Agreement addressing specific subjects which are attached as Exhibits 3 – 10 to this Agreement; and c) in agreements negotiated for individual bargaining units known as Unit table agreements. All new MOU terms are subject to ratification by the Coalition Unions' bargaining units and are subject to approval by the City Council and shall be effective upon such ratification and approval.
  - 3. Following approvals and/or adoption by ordinance ("Implementing Ordinance") and adherence to applicable law(s), the City will create a new Retirement Benefit Tier which shall replace LACERS Tier 2 and which shall be called LACERS Tier 3 consistent with the terms of item 3 herein, such that:

**A. Discontinuance of LACERS Tier 2**

- 1. LACERS Tier 2, in which employees hired on or after July 1, 2013, were enrolled, shall be discontinued effective upon the date on which the Implementing Ordinance is adopted. All employees who were members of LACERS Tier 2 shall become members of LACERS Tier 1 and be treated as if they had been LACERS Tier 1

members from the date of their initial membership in LACERS. Such members will obtain the same conditions of entitlement and benefits as all other Tier 1 members.

2. LACERS Tier 2 members with contributions on deposit and Tier 2 disability retirees who return to employment will be returned to Tier 1.
3. The City will contribute to LACERS the funds necessary to make the system whole, as determined by the actuary for LACERS.

**B. MOU Amendments**

The MOUs will be amended to add the following language to the existing Retirement Benefits provisions of the MOUs: "For employees hired on or after the date of adoption of the Ordinance implementing LACERS Tier 3, the retirement formula for LACERS Tier 3 and a flat-rated employee retirement contribution of seven percent (7%) shall be continued during the term of the MOU."

**C. LACERS Tier 1**

The following employees shall be LACERS Tier 1 members:

1. Any employee hired or employed by the City in a position eligible for LACERS membership at any time prior to the effective date of the Implementing Ordinance;
2. Any employee who returns to employment with the City in a position eligible for LACERS membership who was previously a contributing member of LACERS Tier 1 or LACERS Tier 2 and whose prior contributions remain on deposit in the LACERS retirement fund;
3. Any employee first hired by the City prior to the effective date of the Implementing Ordinance in a position eligible for certification as a part-time employee member of LACERS, who became or becomes a member of LACERS on or after the effective date of the Implementing Ordinance; and
4. LACERS Tier 1 disability retirees and LACERS Tier 2 disability retirees who return to employment on or after the effective date of the Implementing Ordinance.

5. An elected official who was a member of the Limited Term Retirement Plan (LTRP) on the date immediately prior to the effective date of the Implementing Ordinance, provided that his or her service as an elected official was continuous from that date until the date he or she becomes a member of LACERS and that all of the funds in his or her individual retirement account with the LTRP are transferred to his or her member account with LACERS.

The above-described employees shall be eligible to be enrolled in LACERS Tier 1 and shall be treated as LACERS Tier 1 members for all purposes.

**D. LACERS Tier 3**

All employees who become members of LACERS on or after the effective date of the Implementing Ordinance, and who do not fall within the LACERS Tier 1 categories set forth above at Paragraph C, shall be members of LACERS Tier 3. Such employees include:

1. Any employee hired or employed by the City in a position eligible for LACERS membership on or after the effective date of the Implementing Ordinance;
2. Any employee who returns to employment with the City in a position eligible for LACERS membership who was previously a contributing member of Tier 3 and whose prior Tier 3 contributions remain on deposit in the LACERS retirement fund;
3. Any employee hired by the City in a position eligible for LACERS membership on a part-time (including intermittent) or full-time basis on or after the effective date of the Implementing Ordinance, who thereafter became or becomes eligible for LACERS membership; and
4. Tier 3 disability retirees who return to employment with the City in a position eligible for LACERS membership.

The above-described employees shall be enrolled in Tier 3 and shall be treated as Tier 3 members for all purposes.

**E. Former Members of LACERS Tier 1 and LACERS Tier 3**

1. An employee who was previously a member of LACERS Tier 1, who became ineligible to participate in LACERS by reason of a

transfer (including promotion, displacement, reclassification, or any other employment status change) to the Los Angeles Department of Water and Power (LADWP) and whose prior LACERS Tier 1 contributions remain on deposit in the LACERS retirement fund, and who subsequently becomes eligible for LACERS membership by reason of employment status change, shall return to membership in LACERS Tier 1 on the first day of the payroll period following such transfer or other change in employment status.

2. An employee who was previously a member of LACERS Tier 3, who became ineligible to participate in LACERS by reason of a transfer (including promotion, displacement, reclassification, or any other employment status change) to the LADWP and whose prior Tier 3 contributions remain on deposit in the LACERS retirement fund, and who subsequently becomes eligible for LACERS membership by reason of employment status change, shall become eligible for, and shall return to membership in Tier 3 on the first day of the payroll period following such transfer or other change in employment status.
3. A member or former member of LACERS who, after January 1, 2014, became ineligible to participate in LACERS by reason of transfer (including promotion, displacement, reclassification, or any other employment status change) to the LADWP, whose accumulated LACERS contributions remained on deposit in the LACERS retirement fund, and who is also a current, former, or retired member of WPERP, shall be considered for retirement eligibility purposes only to be a member or former member of LACERS at the time he or she applies for retirement or deferred service retirement, as applicable, from LACERS, and shall be entitled to have his or her service and/or service credit with WPERP combined with his or her service and/or service credit with LACERS as provided in LACERS plan provisions governing Tier 1 or Tier 3, as applicable. As used herein, "service credit" shall have the meaning ascribed to it under Section VII.F. of the plan provisions governing WPERP Tier 2.

**F. Summary of Tier 3**

**1. Employee Normal Contribution Rate**

- a. A flat-rated seven percent (7%) of compensation earnable by salary deduction, which includes a mandatory survivor contribution portion. No portion of a Tier 3 member's

contributions shall be credited to the Early Retirement Incentive Plan (ERIP) Cost Obligation and, conversely, the recoupment by the Retirement System of the ERIP Cost Obligation shall have no impact on the contribution rate for the LACERS Tier 3 members. When LACERS Tier 1 members' contribution rate drops (when the ERIP Cost Obligation is paid off or no later than June 30, 2026, whichever comes first), LACERS Tier 3 members will still be contributing at the same 7% rate.

- b. Optional additional contributions under the larger annuity program as provided by Board Rule.

2. **Final Compensation**

Highest 36-month average compensation earnable, excluding differentials and special pay paid to employees enrolled in LACERS Tier 3, except that Final Compensation shall include differentials and special pay which are specifically designated as pension-based in the individual MOUs.

3. **Maximum Benefit**

Eighty percent (80%) of Final Compensation.

4. **Service Retirement Allowance Formula for Employees**

a. Early Retirement:

- 1) Any age with 30 years of service, including 5 years continuous City service =  $2.0\% \text{ Retirement} * \text{Final Compensation} * \text{Years of Service Credit} * \text{Early Retirement Reduction Factor}$ .
- 2) Unreduced at age 55 with 30 years of service, including 5 years continuous City service =  $2.0\% \text{ Retirement Factor} * \text{Final Compensation} * \text{Years of Service Credit}$ .

b. Normal Retirement at Age 60:

- 1) Age 60 with 30 years of service, including 5 years continuous City service =  $2.0\% \text{ Retirement Factor} * \text{Final Compensation} * \text{Years of Service Credit}$ .



- 2) Age 60 with 10 years of service, including 5 years continuous City service = 1.5% Retirement Factor \* Final Compensation \* Years of Service Credit.
- c. Enhanced Normal Retirement at Age 63:
  - 1) Age 63 with 10 years of service, including 5 years continuous City service = 2.0% Retirement Factor \* Final Compensation \* Years of Service Credit.
  - 2) Age 63 with 30 years of service, including 5 years continuous City service = 2.1% Retirement Factor \* Final Compensation \* Years of Service Credit.
- 5. **Service Retirement for Former Members who Left City Service with Contributions on Deposit with LACERS (Deferred Retirement) Formula**

Eligibility for deferred retirement benefits shall be on the same terms as LACERS Tier 1.

- a. Full Retirement with Unreduced 1.5% Retirement Factor at:
  - 1) Age 60 with 5 years of continuous City service provided that 10 years have elapsed since the first date of membership; or
  - 2) Age 70, with 5 years of continuous City service.
- b. Full Retirement with Unreduced 2.0% Retirement Factor at:
  - 1) Age 60 with 30 years of continuous City service provided that 10 years have elapsed since the first date of membership; or
  - 2) Age 63 with 10 years of service, including 5 years of continuous City service.
- c. Full Retirement with Unreduced 2.1% Retirement Factors at Age 63 with 30 years of service, including 10 years of continuous City service.

- d. Early Retirement with 1.5% Retirement Factor and Age Reduction Factor at Age 55, with 5 years of continuous City service, provided that 10 years have elapsed since the first date of membership.

6. **Disability Retirement**

Employees enrolled in LACERS Tier 3 shall receive the same disability retirement benefits as employees in LACERS Tier 1. Allowance:  $1/70 \times \text{Service Credit}$  or a minimum of  $1/3$  Final Compensation.

7. **COLAs**

- a. Annual COLA by the Board of Administration based on C.P.I., maximum of 2%; No COLA bank; discretionary COLAs, in excess of the annual COLA allowable to be granted by the Board of Administration based upon C.P.I., when necessary, based upon periodic review by the City Council, to restore retirees' purchasing power (Purchasing Power Adjustment).
- b. Applies to all retirement allowances except limited pension (payable under certain circumstances to eligible survivor of member who dies before retirement), including service retirement, disability retirement, continuance retirement, and deferred retirement.

8. **Service Credit Purchases**

All purchases of service credit will be based on full actuarial cost, with the exception that up to five (5) years of military leave, and up to one (1) year per pregnancy of uncompensated maternity leave, may be purchased at the cost that would have applied had such service been purchased as back contributions .

9. **Spousal and Survivor Continuance Benefit Options**

All continuance benefit options modeled on LACERS Tier 1.

10. **Death Benefits (death of member before retirement)**

- a. Lump sum death benefit of \$2,500

- b. Accumulated employee contributions
- c. All continuance benefit options modeled on LACERS Tier 1.

**11. Unrepresented Benefits and Most Favored Nations**

Should the City implement any LACERS benefit tier with benefits exceeding LACERS Tier 3, including any benefit tier for unrepresented individuals, such as unrepresented employees and elected officials, such benefits shall be made available to participants in Tier 3 and their beneficiaries. Should the LADWP implement retirement benefits in the future for employees enrolled in WPERP Tier 2 exceeding LACERS Tier 3, employees enrolled in LACERS Tier 3 shall be entitled to receive such improved retirement benefits.

**12. Felony Forfeiture**

The City and Coalition will meet and confer over the subject of felony forfeiture for LACERS Tier 3.

- G. The amendments to LACERS associated with LACERS Tier 3, the implementation of LACERS Tier 3, and any future modification to LACERS Tier 3 will be formulated and implemented under the Procedures for Benefits Modifications in the Retirement Benefits article of the MOUs.

**4. Retiree Health Benefits**

The City and Coalition agree that they shall include the following language in the MOUs:

- A. There is currently in effect a retiree health benefit program for retired members of LACERS under Division 4, Chapter 11 of the Los Angeles Administrative Code ("LAAC"). All covered employees who are members of LACERS, regardless of retirement tier, shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits as provided by this program. The retiree health benefit available under this program is a vested benefit for all covered employees who make this contribution, including employees enrolled in LACERS Tier 3. With regard to LACERS Tier 1, as provided by LAAC Section 4.1111, the monthly Maximum Medical Plan Premium Subsidy, which represents the Kaiser two-party non-Medicare Part A and Part B premium, is vested for all members who made the additional contributions authorized by LAAC Section 4.1003(c). Additionally, with regard to Tier 1 members who

made the additional contribution authorized by LAAC Section 4.1003(c), the maximum amount of the annual increase authorized in LAAC Section 4.1111(b) is a vested benefit that shall be granted by the Board. With regard to LACERS Tier 3, the Implementing Ordinance shall provide that all Tier 3 members shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits, and shall amend Division 4, Chapter 11 of the LAAC to provide the same vested benefits to all Tier 3 members as currently are provided to Tier 1 members who make the same four percent (4%) contribution to LACERS under the retiree health benefit program. The entitlement to retiree health benefits under this provision shall be subject to the rules under Division 4, Chapter 11 of the LAAC in effect as of the effective date of this provision, and the rules that shall be placed into Division 4, Chapters 10 and 11, with regard to Tier 3, by the Implementing Ordinance. As further provided herein, the amount of employee contributions is subject to bargaining in future MOU negotiations.

- B. The vesting schedule for the Maximum Medical Plan Premium Subsidy for employees enrolled in LACERS Tier 1 and LACERS Tier 3 shall be the same.
- C. Employees whose Health Service Credit, as defined in Division 4, Chapter 11 of the LAAC, is based on periods of part-time and less than full-time employment, shall receive full, rather than prorated, Health Service Credit for periods of service, and the monthly retiree medical subsidy amount to which they are entitled shall be prorated based on the extent to which their service credit is prorated due to their being less than full time.

**5. Disability Benefits Study**

Pursuant to the *Procedures for Benefits Modifications* in the Retirement Benefits article of the MOUs, the City and Coalition agree to study medical benefits for employees on disability retirement and conversion of disability benefits to service retirement benefits. No later than March 30, 2016, the City will negotiate implementation of these benefits with all affected unions.

**6. Letters of Agreement**

The City and Coalition agree that they shall enter into the following Letters of Agreement:


- A. Letter of Agreement regarding Part Time Employment. The Letter of Agreement is attached hereto as Exhibit 3 to this Agreement.

- B. Letter of Agreement regarding Outsourcing of Unit Work. The Letter of Agreement is attached hereto as Exhibit 4 to this Agreement.
  - C. Letter of Agreement regarding Acting Pay. The Letter of Agreement is attached hereto as Exhibit 5 to this Agreement.
  - D. Letter of Agreement regarding Special Pays, Differential Pays and Inequities. The Letter of Agreement is attached hereto as Exhibit 6 to this Agreement.
  - E. Letter of Agreement regarding Revenue. The Letter of Agreement is attached hereto as Exhibit 7 to this Agreement.
  - F. Letter of Agreement regarding Service and Workforce Restoration. The Letter of Agreement is attached hereto as Exhibit 8 to this Agreement.
  - G. Letter of Agreement regarding Health & Wellness Bonus and Contribution Clarification. The Letter of Agreement is attached hereto as Exhibit 9 to this Agreement.
  - H. Letter of Agreement regarding Health Service Credit for Part-Time Employment. The Letter of Agreement is attached hereto as Exhibit 10 to this Agreement.
7. **Reciprocity**
- Full reciprocity with CalPERS and other reciprocal systems.
8. **City UERPs**
- Within five business days of the full implementation of the successor MOUs as set forth above, the City shall dismiss, with prejudice, UERPs 1969, 1971-1976.

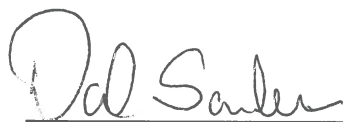
**For the Coalition:**

  
Cheryl Parisi  
AFSCME District Council 36

**For the City:**

  
Miguel A. Santana  
City Administrative Officer

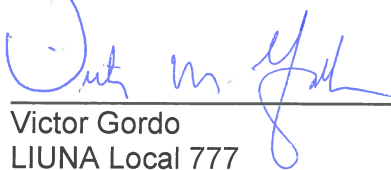
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David Sanders  
SEIU Local 721



Hugo Rossitter  
Deputy City Attorney



Victor Gordo  
LIUNA Local 777



Chris Hannan  
LA/OC Building Trades Council



Gavin Koon  
IUOE Local 501



Carlos Rubio  
Teamsters Local 911

**LETTER OF AGREEMENT  
SALARY COMPACTION**

The City and Coalition agree to the following:

- A. The City agrees that the three 2.75% additional salary adjustments shall be recognized as premium levels on the appropriate salary range for each job classification that is compensated on a salary range. These rates will correspond to Levels 9, 10 and 11 as specified on the City's salary range tables and will be treated as steps for purposes of step placement.
- B. The City shall ensure that the three 2.75% additional salary adjustments are incorporated into the flat rate salary for each job classification that is compensated on a flat rate. The rates shall be calculated on a compounded basis.
- C. The effective date of the above adjustments will be at the beginning of the first pay period following implementation by the Controller, but no later than the start of Pay Period 18 (February 21, 2015). There shall be no retroactive payments to employees affected by the salary range adjustments.
- D. Any employee who promoted after June 1, 2013, will be moved to the appropriate salary step to effectuate the appropriate salary rate differential retroactive to the date of promotion in accordance with Sections 4.62.2 and 4.91 of the Los Angeles Administrative Code.
- E. A working group of CAO staff and Coalition representatives shall remain intact to ensure that all salary rates are adjusted in accordance with the above paragraphs.
- F. Upon payment as provided above, all pending grievances on the issue of salary compaction, including supervisory and promotional differentials, shall thereafter be withdrawn with prejudice.

**COALITION OF LOS ANGELES CITY UNIONS**



Cheryl Parisi  
AFSCME District Council 36



Gavin Koon  
IUOE Local 501

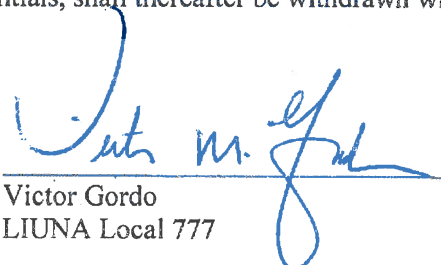


David Sanders  
SEIU Local 721

**CITY OF LOS ANGELES**



Miguel A. Santana  
City Administrative Officer



Victor Gordo  
LIUNA Local 777



Chris Hannan  
LA/OC Building Trades Council

Julie Butcher  
Teamsters Local 911

12-17-14  
Date

**LETTER OF AGREEMENT**  
**MEMORANDUM OF UNDERSTANDING LANGUAGE**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

**TERM**

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article \_\_, Implementation of Memorandum of Understanding, are fully met, except to the extent that the parties have agreed in Letters of Agreement to continue to meet and confer after implementation, but in no event shall said Memorandum of Understanding become effective prior to 12:01 a.m. on July 1, 2015. This Memorandum of Understanding shall expire and otherwise be fully terminated at 11:59 p.m. on June 30, 2018. The MOU in effect on June 29, 2014 shall have remained in effect through June 30, 2015.

Notwithstanding the above, the provisions of this MOU shall remain in effect until a successor MOU is implemented or impasse proceedings are completed, as long as the parties have met their obligations under the provisions of Article \_\_, Calendar for Successor Memorandum of Understanding, to their mutual satisfaction and are continuing to meet and confer in good faith.

**CALENDAR FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING**

In the event Union or Management desires a successor Memorandum of Understanding, said party shall serve upon the other between April 1, 2018, and April 30, 2018, its written proposals for such successor Memorandum of Understanding. Meet and confer sessions shall begin no later than thirty (30) calendar days following submittal of the proposals.

**SALARIES**

The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in the salary appendices. These appendices shall incorporate the agreement of the parties that effective December 13, 2015, employees will be subject to a new salary step structure and that effective June 25, 2017, employees covered by this MOU shall receive a two percent (2%) salary increase.

**SALARY STEPS**

1. Effective December 13, 2015, a new 12-step salary structure will be established as follows:
  - A. Three additional salary steps will be added to the lower end of each salary range (Steps 1, 2 and 3). These new steps shall be separated by one premium level\*.



## MOU LANGUAGE

Coalition of Los Angeles City Unions

Page 2

1. Employees hired into trainee-level positions shall be hired at Step 1 and shall remain on Step 1 for the duration of a twelve (12) month probationary period. Trainee-level position hourly wages will begin one premium level below the entry level of the targeted Civil Service classification which will not be below \$15.00 per hour.
  2. Employees hired into non-trainee positions shall be hired at Step 2 (or appropriate higher step in accordance with applicable MOU provisions or Los Angeles Administrative Code Section 4.90).
  3. Employees shall remain on Steps 2 and 3 for nine (9) months each.
- B. Current Steps 1 through 5 will be renumbered Steps 4 through 8. These steps will be separated by two premium levels (Step 4 will be one premium level above Step 3). Employees shall advance to the next step after twelve (12) months.
  - C. Current Steps 6 through 8 will be renumbered Steps 9 through 11. These steps will be separated by one premium level (Step 9 will be one premium level above Step 8). Employees shall advance to the next step after twelve (12) months.
  - D. A new Step 12 will be created which will be one premium level above Step 11. No employee shall be eligible to move to Step 12 sooner than January 7, 2018.
2. Effective January 7, 2018, each employee who is compensated on a salary range will advance one step on the salary range regardless of their step or step anniversary date. Subsequent step advancements will take place on the employee's anniversary date.
  3. Effective January 7, 2018, each employee who is in a flat-rated classification shall receive a salary adjustment of 2.75%.

\*On the City's salary range tables, each premium level is equal to approximately 2.75%.

### **PROMOTIONAL DIFFERENTIAL**

Notwithstanding the rate provided for in LAAC Section 4.91, effective December 13, 2015, employees who receive a promotion shall be moved to the salary step that provides a minimum 5.5% increase over the rate received in the former position. As provided in LAAC Section 4.91, any regularly assigned bonus or premium compensation amounts shall be included in calculating the step rate for the former

position and added to the new salary, if applicable, after determining the appropriate salary step rate for the new position.

**CIVILIAN MODIFIED FLEXIBLE BENEFITS PLAN**

**Health and Wellness Bonus**

Effective December 25, 2016, employees who are eligible for and participate in the Civilian Modified Flexible Benefits Plan shall receive a non-pensionable bi-weekly health and wellness bonus of 1.5% of base salary.

**Health and Wellness Contribution**

Effective December 25, 2016, employees who are eligible for and participate in the Civilian Modified Flexible Benefits Plan without regard to whether an employee opts out of medical coverage shall make a pre-tax contribution equal to 1.5% of base salary to cover the cost of health care.

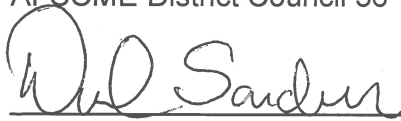
During the term of this MOU, the City agrees that it will not unilaterally impose a reduction in plan design or benefits for any benefit plan applicable to employees covered by this MOU. Nothing in this MOU, however, shall prevent the parties from jointly reaching agreement on plan design or benefits applicable to employees covered by this MOU. Additionally, nothing in this MOU constitutes a waiver by the Union or the City with respect to making changes to plan design or benefits.

**MOUs 8 & 17**


Language regarding salaries for MOUs 8 & 17 will be addressed at the unit table.

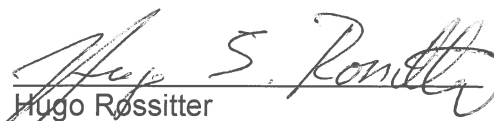
**For the Coalition:**

  
Cheryl Parisi  
AFSCME District Council 36

  
David Sanders  
SEIU Local 721

**For the City:**

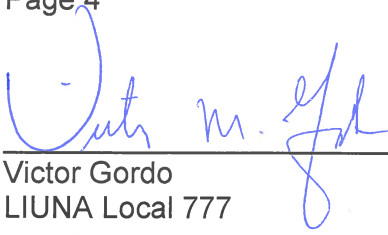
  
Miguel A. Santana  
City Administrative Officer

  
Hugo Rossitter  
Deputy City Attorney


MOU LANGUAGE

Coalition of Los Angeles City Unions

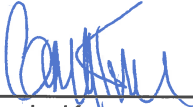
Page 4



Victor Gordo  
LIUNA Local 777



Chris Hannan  
LA/OC Building Trades Council



Gavin Koon  
IUOE Local 501



Carlos Rubio  
Teamsters Local 911

**LETTER OF AGREEMENT**  
**PART-TIME EMPLOYMENT**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") have engaged in extensive discussions regarding the City's hiring and use of part-time (intermittent and half-time) employees; and

WHEREAS, the Parties agree that the use of intermittent employees should be limited to operational necessity where permanent full-time or half-time employment status is not feasible or regularly available, such as in emergencies, disasters or seasonal work.

WHEREAS, the City encourages and supports maximizing full-time hiring and scheduling.

THEREFORE, THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The Parties shall amend the applicable Memoranda of Understanding ("MOU") effective on July 26, 2015, to provide that after 1,000 hours of service in one service year, intermittent part-time employees shall qualify for half-time status benefits, shall be certified to LACERS, and shall be eligible to receive pro-rated benefits as of the date they reach 1,000 hours of service.
2. The Parties reaffirm the MOU provision that part-time employees who are hired to work 1,040 hours per year shall qualify for half-time status benefits, shall be certified to LACERS, and shall be eligible to receive pro-rated benefits as of their date of hire.
3. The Mayor shall issue, and maintain in effect, an Executive Directive as follows:
  - A. Directing General Managers to not terminate or schedule an intermittent employee solely to avoid the employee qualifying for benefits.
  - B. Encouraging General Managers to move part-time employees to full-time positions where possible.
  - C. Directing General Managers that "as needed" employees may not be used to circumvent the hiring of permanent employees or to circumvent the denial of a department's request to fill vacancies.


4. The City Administrative Officer (“CAO”) and the Personnel Department shall conduct a joint audit to maximize support of full-time and appropriate part-time positions in Departments that use part-time employees. The Mayor shall determine the priority order of departments to be studied. These Audit Report findings will be presented to the Mayor, appropriate Council committee(s), and appropriate union(s) by March 1, 2016.
5. The Parties shall amend the applicable MOUs effective on July 26, 2015 to provide for an appeal procedure for discipline of intermittent part-time and Civil Service-exempt half-time employees who have worked a total of at least 2,000 cumulative hours from his/her initial hire date as follows:
  - A. An intermittent part-time or Civil Service-exempt half-time employee who has worked a total of at least 2,000 cumulative hours from his/her initial hire date who is subject to discipline shall be provided with the following:
    1. A written description of the action(s) to be taken and the expected effective date(s).
    2. A written statement of the specific grounds upon which the disciplinary action is based.
    3. A copy of the materials upon which the action is based.
    4. A written statement informing the employee of his/her right to appeal the disciplinary decision within five business days to an advisory Hearing Officer.
  - B. The City and the Coalition will jointly develop a list of hourly Hearing Officers knowledgeable in employee relations. Discipline cases for intermittent part-time and Civil-Service exempt half-time employees who have worked a total of at least 2,000 cumulative hours from his/her initial hire date will be heard by a Hearing Officer from this list.
  - C. The hearings shall take no more than four (4) hours, which the Hearing Officer will divide as equally as possible between the Parties. The hearing shall be scheduled within five business days of the notice of appeal filed by the employee, unless another date is mutually agreed upon by the Department and the employee. The costs of the Hearing Officer shall be shared equally by the Union and the City.

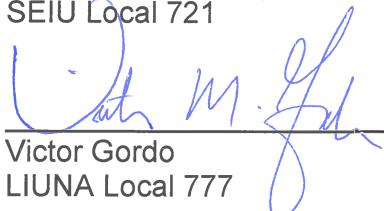
LETTER OF AGREEMENT – PART TIME EMPLOYMENT  
Coalition of Los Angeles City Unions  
Page 3


- D. The Hearing Officer shall determine if the discipline or level of discipline is based on a reasonable good faith conclusion that the employee engaged in misconduct.
- E. The Hearing Officer shall issue a written decision the same day, which shall be advisory to the Department head, whose decision shall be final.

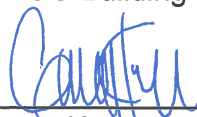
**For the Coalition:**


  
Cheryl Parisi  
AFSCME District Council 36

  
David Sanders  
SEIU Local 721

  
Victor Gordo  
LIUNA Local 777

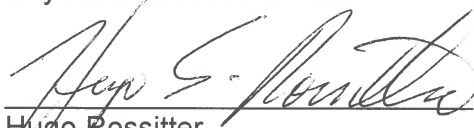
  
Chris Hannan  
LA/OC Building Trades Council

  
Gavin Koon  
IUOE Local 501

  
Carlos Rubio  
Teamsters Local 911

**For the City:**

  
Miguel A. Santana  
City Administrative Officer

  
Hugo Rossitter  
Deputy City Attorney

**LETTER OF AGREEMENT**  
**OUTSOURCING OF UNIT WORK**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") agree that the issue of outsourcing of bargaining unit work should be the subject of a Letter of Agreement.

THEREFORE, THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The Memoranda of Understanding ("MOU") for the Coalition bargaining units shall be modified as follows:
  - A. Each MOU shall contain standardized language from MOU 4, Contracting of Unit Work.
  - B. Paragraph E.2. of the Contracting of Unit Work provision will be amended to state that the Union may request to meet and discuss within 15 calendar days of the Charter 1022 notification.
2. The Mayor and Council shall direct the Bureau of Contract Administration with the assistance of the Department of General Services, Bureau of Engineering, and the City Administrative Officer to study and provide recommendations on best practices for municipal government contracting of services.
  - A. The Study shall be issued within 90 days of the adoption of the relevant MOUs. If additional time is needed to complete the report, the deadline may be extended by mutual agreement of the Parties.
  - B. The Study should include information on best practices and recommendations related to:
    1. Review of decisions to contract out
    2. Prescreening contractors for responsibility
    3. High standards for wages and benefits
    4. Incentives to raise wages and benefits above the legal floor
    5. Performance standards and measurement
    6. Strong post-award enforcement
    7. Increased data collection and transparency
    8. Consistency of procedures applicable to departments outsourcing bargaining unit work (e.g. new contracts; extensions; amendments to existing contracts and the use of pre-qualified on-call/bench lists; and required information, including the nature of the work, duration,


amount of work, estimated cost of contract, wage rates and benefits paid by contractor, expected overtime, local hiring, prior performance by contractor, record of compliance with applicable laws, performance standards, and reporting requirements).

- C. The Study shall be submitted to the Coalition for meet-and-consult with the City Administrative Officer prior to submission to the Mayor and relevant Council Committees for consideration and implementation.
- 3. The Mayor and Council will request that the Controller establish, maintain and make available to the public a central online database on City contracts covering bargaining unit work, beginning with the Bureaus of the Department of Public Works and the Departments of General Services, Transportation, Recreation and Parks, and all other departments, excluding the Department of Water and Power and the Housing Authority of the City of Los Angeles.
- 4. The parties agree that the Union may file a grievance regarding the Charter 1022 notification.
  - A. A grievance challenging the 1022 notification shall be filed within 15 calendar days of the Union's knowledge of the alleged deficient notification.
  - B. The grievance will be submitted to an expedited informal arbitration process. The arbitration shall be conducted within 30 days of the filing of the Union's grievance. The arbitration fees shall be shared equally between the Union and the City.
  - C. The arbitrator shall determine if the City has violated the 1022 notification procedures. The arbitrator's remedy shall be limited to ordering the City to reissue the 1022 notification. In no event will the arbitrator have the authority to void a Council-approved contract. The arbitrator's decision is binding on the parties.
- 5. The City shall propose amendments to the Public Infrastructure Stabilization Ordinance to expand the Department of Public Works Project Labor Agreement to all Council-controlled departments. Prior to proposing amendments, the City will negotiate in good faith the proposed amendments with the Los Angeles/Orange Counties Building and Construction Trades Council.

**For the Coalition:**

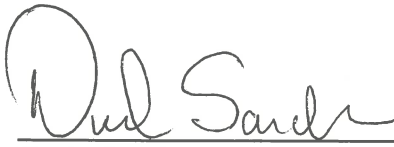
  
Cheryl Parisi  
AFSCME District Council 36

**For the City:**

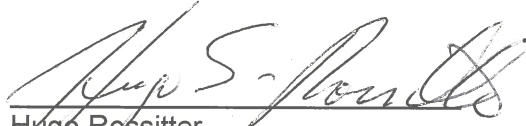
  
Miguel A. Santana  
City Administrative Officer



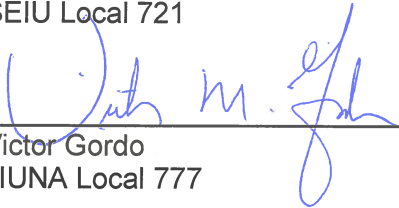
LETTER OF AGREEMENT – OUTSOURCING  
Coalition of Los Angeles City Unions  
Page 3




David Sanders  
SEIU Local 721



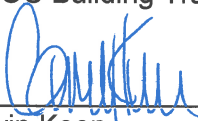
Hugo Rossitter  
Deputy City Attorney



Victor Gordo  
LIUNA Local 777



Chris Hannan  
LA/OC Building Trades Council



Gavin Koon  
IUOE Local 501



Carlos Rubio  
Teamsters Local 911

**LETTER OF AGREEMENT**  
**ACTING PAY**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") have attempted to reach agreement regarding the issue of Acting Pay; and

WHEREAS, the Parties agree that this is an important issue to be addressed in the collective bargaining process; and

WHEREAS, the Parties do not want to delay the implementation of Memoranda of Understanding ("MOU") between the Parties;

THEREFORE, THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The current language regarding Acting Pay/Higher Level Assignments in the MOUs shall remain, with the exception that the MOU language will be amended to include the provisions that higher level assignments shall not extend past one year and time served in higher level assignments shall be credited as qualifying experience for promotional purposes.
2. The parties will evaluate potential exceptions to the Acting Pay provisions. If the Parties are unable to reach agreement on the exceptions, then the Coalition, at its option, may submit the exceptions to Mediator Barry Winograd, unless the Parties mutually agree upon another mediator. The parties agree that this process will be completed within one year.
3. The mediator shall conduct the mediation in the manner he/she deems appropriate. The mediation will include presentations from each party on each unresolved matter. The parties shall equally share the costs of mediation.
4. If, at mediation, the Parties are unable to reach agreement, the mediator shall issue a mediation report to the Parties by September 30, 2016, with his/her recommendation(s) to resolve the issues in dispute. The City Administrative Officer will present the mediator's recommendation(s) to the Executive Employee Relations Committee for its consideration within thirty (30) days after receipt of the mediator's report, but no later than October 15, 2016.

**For the Coalition:**

  
Cheryl Parisi  
AFSCME District Council 36

**For the City:**

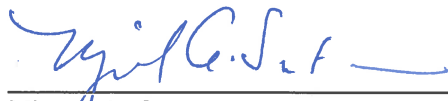
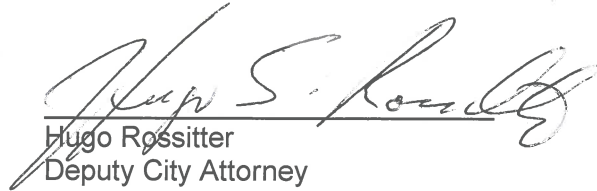
  
Miguel A. Santana  
City Administrative Officer

Exhibit 5

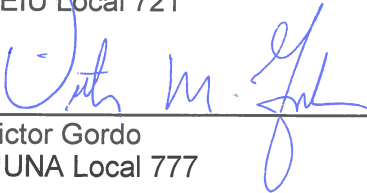
LETTER OF AGREEMENT – ACTING PAY  
Coalition of Los Angeles City Unions  
Page 2



David Sanders  
SEIU Local 721



Hugo Rossitter  
Deputy City Attorney



Victor Gordo  
LIUNA Local 777



Chris Hannan  
LA/OC Building Trades Council



Gavin Koo  
IUOE Local 501



Carlos Rubio  
Teamsters Local 911

**LETTER OF AGREEMENT**  
**SPECIAL PAYS, DIFFERENTIAL PAYS AND INEQUITIES**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") have reached agreement regarding the issue of Special Pays, Differential Pays and Inequities in pay; and

WHEREAS, the Parties agree that these are important topics to be addressed in the collective bargaining process; and

WHEREAS, the Parties agree that the depth of review needed to fairly and directly address the concerns of the Parties regarding these topics require additional bargaining; and

WHEREAS, the Parties do not want to delay the implementation of Memoranda of Understanding ("MOU") between the Parties;

THEREFORE, THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The Parties shall continue to meet and confer regarding the issue of Special Pays, Differential Pays and Inequities in Pay at the individual bargaining unit tables. The criteria to be considered will include recruitment, retention, working conditions, workload, expansion of duties, and internal equity.
2. If the Parties are unable to reach resolution on individual adjustments by the time tentative agreements are reached on the MOUs, then the Coalition, at its option, may submit these matters to Mediator Barry Winograd, unless the Parties mutually agree upon another mediator.
3. The mediator shall conduct the mediation in the manner he/she deems appropriate utilizing the above criteria. The mediation will include presentations from each party on each unresolved matter. The Parties shall equally share the costs of mediation.
4. If, at mediation, the Parties are unable to reach agreement, the mediator shall issue a mediation report to the Parties by February 15, 2016, with his/her recommendation(s) to resolve the issues in dispute. The City Administrative Officer will present the mediator's recommendation(s) to the Executive Employee Relations Committee for its consideration within thirty (30) days after receipt of the mediator's report, but no later than March 15, 2016.

**For the Coalition:**

  
Cheryl Parisi  
AFSCME District Council 36

**For the City:**

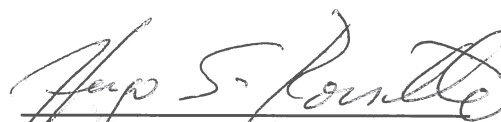
  
Miguel A. Santana  
City Administrative Officer

Exhibit 6

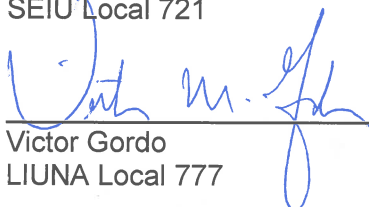
LETTER OF AGREEMENT – Special Pay  
Coalition of Los Angeles City Unions  
Page 2



David Sanders  
SEIU Local 721



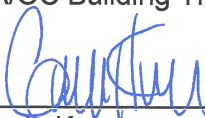
Hugo Rossitter  
Deputy City Attorney



Victor Gordo  
LIUNA Local 777



Chris Hannan  
LA/OC Building Trades Council



Gavin Koon  
IUOE Local 501



Carlos Rubio  
Teamsters Local 911

**LETTER OF AGREEMENT**  
**REVENUE**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") have a mutual interest to maximize revenue to the City's General Fund.

THEREFORE, THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

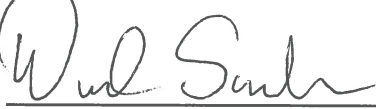
1. Within thirty (30) days of the adoption of Memoranda of Understanding ("MOU") between the Parties, the City Council will create a Commission on Revenue Generation ("Commission"). The Commission shall carry out its duties for at least twenty-four (24) months from its initial meeting. Thereafter, the City Council may release the Commission upon thirty (30) days' written notice to the members of the Commission.
2. The Commission shall develop recommendations to the City Council and Mayor to provide a level of revenue sufficient to provide high quality City services that are consistent across the City. Recommendations will include, but are not limited to, the following:
  - A. Commercial Property reassessments and tax loopholes
  - B. Recreation and Parks funding enhancements
  - C. Business Tax simplification and evaluation
  - D. Financial Services transparency and evaluation
  - E. Residential Real Estate speculation revenue enhancements
  - F. Blight inspection and enforcement
  - G. Shared Economy tax collection
  - H. Billboard revenue generation
3. The Commission shall provide quarterly reports to the City Council's Budget and Finance Committee and the Mayor's Budget Team.
4. The Commission shall be composed of 15 members appointed by the Mayor. Seven members of the Commission will be appointed by the Mayor from a list of 20 individuals provided by the Coalition within 15 days of the creation of the Commission. The Mayor will be encouraged to appoint individuals in one or more of the following areas: public finance experts, academics, business leaders, community-based organizations, and representatives of City bargaining units.

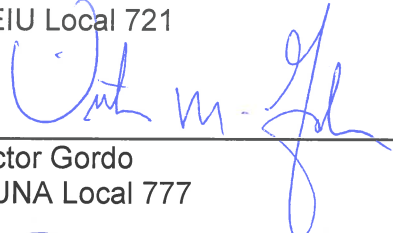
LETTER OF AGREEMENT – REVENUE  
Coalition of Los Angeles City Unions  
Page 2


5. The Commission shall be staffed by and serve under the direction of the Inspector General for Revenue. The City will provide \$500,000 to cover all administrative matters regarding the Commission, including but not limited to: additional staff, requested studies, development of reports, off-site meetings, etc.

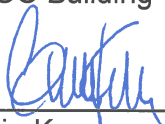
**For the Coalition:**


  
Cheryl Parisi  
AFSCME District Council 36

  
David Sanders  
SEIU Local 721


  
Victor Gordo  
LIUNA Local 777

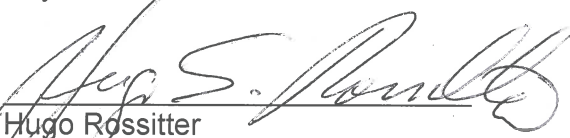
  
Chris Hannan  
LA/OC Building Trades Council

  
Gavin Koon  
IUOE Local 501

  
Carlos Rubio  
Teamsters Local 911

**For the City:**

  
Miguel A. Santana  
City Administrative Officer

  
Hugo Rossitter  
Deputy City Attorney

**LETTER OF AGREEMENT**  
**SERVICE AND WORKFORCE RESTORATION**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") share a commitment to delivering high quality public services to the residents of the City of Los Angeles.

WHEREAS, in order to meet growing service demands and explore opportunities for future service enhancements, the City and the Coalition commit to work together to research and develop innovative workforce development strategies to meet the needs of City residents and stakeholders.

WHEREAS, the Parties are mutually committed to strengthen the delivery of City services, and to provide career opportunities to local residents and leverage federal, state and private resources to meet the City's future workforce requirements.

THEREFORE, THE CITY AND THE COALITION MUTUALLY AGREE AS FOLLOWS:

1. The City commits to a goal of hiring 5,000 civilian employees by the end of fiscal year 2017-2018.
2. The City agrees to establish a Strategic Workforce Development Task Force ("Task Force") within sixty (60) days of the adoption of Memoranda of Understanding ("MOU") with bargaining units included in the Coalition.
  - A. The City will provide resources to support a process of research, analysis and policy development to pursue the mutual goal of strengthening the delivery of City services.
  - B. The Task Force members will consist of union representatives, the City Administrative Officer ("CAO") or designee, the Chief Legislative Analyst ("CLA") or designee, the General Manager of the Personnel Department or designee, the General Manager of the Economic and Workforce Development Department or designee, representatives of the relevant Council Committees, representatives of the Mayor's office, and other General Managers or designees as determined by the Task Force.
  - C. The first order of business shall be to develop recommendations to the Mayor and Council regarding the hiring of the civilian positions added in the fiscal year 2015-16 budget with a focus on the



following departments/bureaus: City Clerk, City Planning, General Services, Information Technology, Police, Contract Administration, Sanitation, Street Services and Recreation and Parks.

- D. The Task Force will also develop a City-wide Plan (“Plan”) to strengthen all City services.
    - i. The Plan will prioritize the needs of each department, emphasizing front-line services and service restoration e.g. Recreation and Parks, civilian positions in the Police Department, Public Works, General Services, Crossing Guards.
    - ii. The Plan will recommend appropriate staffing levels and hiring plans for each department.
    - iii. The Plan will examine the extent to which civilian employees are not working in the appropriate classification and/or sworn personnel are performing work that can be done more cost effectively by civilians.
  - E. The Task Force will analyze the impact of anticipated retirements in City departments and assist the Personnel Department to develop succession plans that may include the use of bridge classifications and supervisory training and development.
  - F. The Task Force will report at least semi-annually to the Council, appropriate Council Committees, and the Mayor’s Budget Team.
3. The City will establish a Targeted Local Hire Working Group (“Working Group”) within sixty (60) days of the adoption of the MOUs with the bargaining units in the Coalition.
- A. The goal of this Working Group shall be to develop a plan to provide job opportunities to the residents of the City of Los Angeles, specifically in under-served communities.
  - B. The Working Group will develop recommendations to the City Council and Mayor on the formulation and implementation of a Targeted Local Hire Program (“Program”) to recruit, train and hire local residents and recent graduates of secondary, post-secondary,

and career technical education programs within the City of Los Angeles.


- C. The Working Group will consist of union representatives, the CAO or designee, the CLA or designee, the General Manager of the Personnel Department or designee, the General Manager of the Economic and Workforce Development Department or designee, representatives of relevant Council Committees, representatives of the Mayor's office, and General Managers or designees of operational departments as determined by the Working Group.
  - D. The Working Group shall invite representatives of the Los Angeles Community College District, the Los Angeles Unified School District, and representatives of community-based organizations.
  - E. The Working Group will report at least semi-annually to the Council and appropriate Council Committees and the Mayor's Budget Team.
- 4. The Coalition and the City agree that in order to achieve the hiring goal of 5,000 new civilian employees by the end of FY 17-18, the City will need to utilize trainee-level positions and programs to create alternate pathways into Civil Service careers offering promotional opportunities for City of Los Angeles residents.
  - 5. The City will leverage outside training resources including federal and state Workforce Innovation Act dollars and partnerships with the Community Colleges, other education institutions and certified apprenticeship programs.
  - 6. Specific promotional pathways will be developed by mutual agreement between the Parties for each department and occupational series.
  - 7. Trainee-level positions will be part of the appropriate existing Coalition bargaining unit. Nothing in this agreement is intended to undermine Civil Service standards and procedure.
  - 8. Certified Apprenticeship programs will be maintained and not modified by this Agreement.

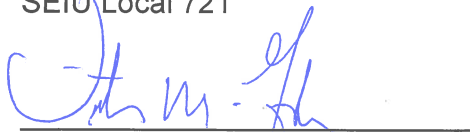
LETTER OF AGREEMENT – SERVICE RESTORATION  
Coalition of Los Angeles City Unions  
Page 4

9. The City and Coalition of Unions will negotiate any elements of the Strategic Workforce Development Plan and Targeted Local Hire Working Group Program requiring meet and confer in order to implement.
10. The MOUs shall be amended as follows:
- A. The City and Coalition will mutually designate trainee-level positions in applicable bargaining units and design training programs for targeted entry-level Civil Service classifications including but not limited to:
- Maintenance Laborer, Clerk Typist, Tree Surgeon Assistant, Gardener Caretaker, Communications Information Representative, Engineering Aide, Animal Care Technician, Garage Attendant, Truck Operator, Equipment Operator, Maintenance and Construction Helper, Animal License Canvasser, Street Services Worker, Water Utility Worker.
- B. Trainee-level positions will only be used by mutual agreement of the parties, contingent and specifically conditioned on the City funding Civil Service positions in department budgets.

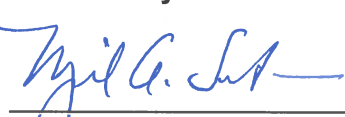
**For the Coalition:**


  
Cheryl Parisi  
AFSCME District Council 36

  
David Sanders  
SEIU Local 721

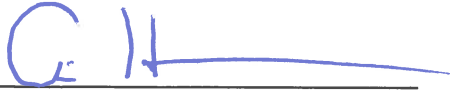
  
Victor Gordo  
LIUNA Local 777

**For the City:**

  
Miguel A. Santana  
City Administrative Officer

  
Hugo Rossitter  
Deputy City Attorney

LETTER OF AGREEMENT – SERVICE RESTORATION  
Coalition of Los Angeles City Unions  
Page 5



Chris Hannan  
LA/OC Building Trades Council



Gavin Koon  
IUOE Local 501



Carlos Rubio  
Teamsters Local 911

**LETTER OF AGREEMENT**  
**HEALTH & WELLNESS BONUS AND CONTRIBUTION CLARIFICATION**

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") had agreed to the following regarding the Civilian Modified Flexible Benefits Plan:

**Health and Wellness Bonus**

Effective December 25, 2016, employees who are eligible for and participate in the Civilian Modified Flexible Benefits Plan shall receive a non-pensionable bi-weekly health and wellness bonus of 1.5% of base salary.

**Health and Wellness Contribution**


Effective December 25, 2016, employees who are eligible for and participate in the Civilian Modified Flexible Benefits Plan without regard to whether an employee opts out of medical coverage shall make a pre-tax contribution equal to 1.5% of base salary to cover the cost of health care.

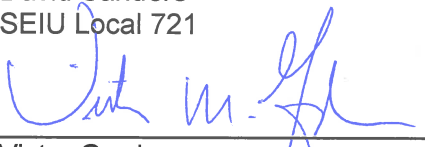
**THE COALITION AND THE CITY HEREBY CLARIFY AND AGREE AS FOLLOWS:**

1. The parties agree that the above bonus and contribution shall not result in any employee covered by this Agreement having their net salary impacted negatively.
2. The parties agree that both the bonus and the contribution apply to all employees regardless of whether an employee opts out of medical coverage.

**For the Coalition:**

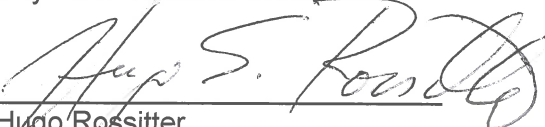
  
Cheryl Parisi  
AFSCME District Council 36

  
David Sanders  
SEIU Local 721

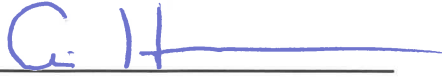
  
Victor Gordo  
LIUNA Local 777

**For the City:**

  
Miguel A. Santana  
City Administrative Officer

  
Hugo Rossitter  
Deputy City Attorney

Health & Wellness Bonus  
Coalition of Los Angeles City Unions  
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Chris Hannan  
LA/OC Building Trades Council



Gavin Koon  
IUOE Local 501



Carlos Rubio  
Teamsters Local 911

**LETTER OF AGREEMENT**  
**HEALTH SERVICE CREDIT FOR PART-TIME EMPLOYMENT**

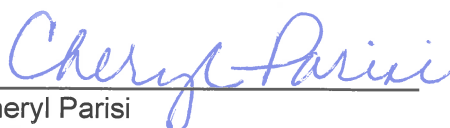
**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City"), have expressed their mutual agreement that employees whose Health Service Credit, as defined in Division 4, Chapter 11 of the Los Angeles Administrative Code ("LAAC"), is based on periods of part-time and less than full-time employment, shall receive full, rather than prorated, Health Service Credit for periods of service, and the monthly retiree medical subsidy amount to which they are entitled shall be prorated based on the extent to which their service credit is prorated due to their being less than full time;

THEREFORE, THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The City Administrative Officer will present an ordinance to the City Council as soon as possible, but in any case no later than the schedule for presentation of ordinances to implement the Settlement Agreement between the parties, to amend the LAAC in a manner applicable to all LACERS members such that part-time employee members of the Los Angeles City Employees' Retirement System ("LACERS") shall be eligible for the retiree health benefit program under Division 4, Chapter 11 of the LAAC based upon full, rather than prorated, service, and if so eligible, shall receive the monthly retiree medical subsidy amount to which they are entitled based upon service credit, which shall be prorated to the extent to which their service credit is prorated based upon the number of hours worked per pay period.
2. The ordinance shall apply to any LACERS member who retires after the effective date of the ordinance. Additionally, LACERS will adopt rules and procedures to attempt to identify retirees who retired on or before the effective date of the ordinance who would have been eligible for the retiree health benefit program under Division 4, Chapter 11 of the LAAC had they retired after the effective date of the ordinance. Such members shall receive, upon enrollment in a health plan administered by LACERS or the first date of participation in LACERS' Medical Premium Reimbursement Program, the monthly retiree medical subsidy amount to which they are entitled based upon their prorated Health Service Credit, effective as of the first date of such enrollment or participation. Any issues as to vested rights will be resolved by LACERS on a case-by-case basis.
3. The ordinance shall provide that, for purposes of determining eligibility for a benefit, and calculating the amount of a benefit, service and service credit under the retiree health benefit program set forth in Division 4, Chapter 11 of the LAAC shall be equivalent to service and service credit under the retirement benefit program set forth in Division 4, Chapter 10 of the LAAC.

**For the Coalition:**

  
Cheryl Parisi  
Chair, Coalition of L.A. City Unions

**For the City:**

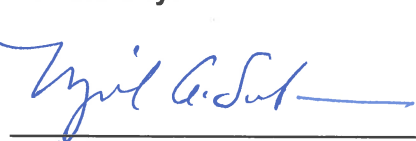
  
Miguel A. Santana  
City Administrative Officer

Exhibit 10

# **City of Los Angeles**

## **Los Angeles Professional Managers' Association MOU 36**

**July 1, 2015, through June 30, 2018**



**SEIU Local 721**

**1545 Wilshire Blvd Ste 100**

**Los Angeles CA 90017-4510**

**Questions? Call the Member Connection (877) 721-4YOU**

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