

**Tentative Agreement Between
Engineers and Architects Association and the City of Los Angeles
Regarding the Salaries Reopener in the 2019-2023 MOUs (01, 19, 20, 21)
April 6, 2022**

Tentative Agreement has been reached between the Engineers and Architects Association (EAA) and the City of Los Angeles regarding a proposal to address the Letter of Agreement for the 2019-2023 Memorandum of Understanding No. 01, 19, 20, and 21 for the Contract Extension Amendments, item 9 (Salaries Reopener).

- A. Any employee who is on payroll with a legacy status of 5, 6, 7, 10, 11, 12, 13, 14, 15, 16, 17, 22, 23, 24, 25, 26, or 27 as of July 2, 2022, shall be paid a biweekly, Adds To Rate, non-pensionable bonus of three percent (3%) of the employee's regular base rate of pay.
- B. The bonus shall commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
- C. The bonus shall cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
- D. Any employee whose original appointment to City service, regardless of legacy status, postdates July 2, 2022, shall be ineligible to receive this bonus.
- E. The bonus shall be applied to an employee's base rate of pay before any other bonus is applied. Other bonuses earned by an employee shall be calculated on top of this bonus, i.e., compounded.
- F. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers to a classification different from the employee's classification as of July 3, 2022, i.e. the bonus is attached to the employee's Form 41, provided that the position to which an employee promotes or transfers is eligible for the bonus under this agreement and as adopted by the appropriate bargaining unit, or that the employee was eligible to receive this bonus in the employee's pre-promotion/transfer classification pursuant to agreement between the City and the labor organization that represented the employee prior to promotion/transfer.
- G. Any qualifying employee regardless of legacy status shall be paid this bonus as a Form 41 bonus, i.e. the bonus shall be regularly assigned.
- H. Effective July 2, 2023, all base hourly rates for all classifications represented in MOUs 01, 19, 20, and 21 shall increase by three percent (3%).



For EAA – Marleen Fonseca, Executive Director

April 6, 2022

Date



For the City

April 6, 2022

Date