

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 14-0407

Date: June 9, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer

A handwritten signature in black ink, appearing to read 'MSzabo', with the letters 'FRR' written in small capital letters to the right of the signature.

Subject: **2019-2023 MEMORANDA OF UNDERSTANDING FOR THE ENGINEERS AND ARCHITECTS ASSOCIATION (MOUS 01, 19, 20, AND 21) — TENTATIVE AGREEMENTS AND MOU AMENDMENTS**

## RECOMMENDATION

The City Administrative Officer (CAO) recommends the following actions by the City Council:

1. Approve the attached Tentative Agreements with the Engineers and Architects Association (EAA) on behalf of the Administrative (MOU 01), Supervisory Technical (MOU 19), Supervisory Administrative (MOU 20), and Technical (MOU 21) bargaining units regarding the salary reopener provisions contained in the 2019-2023 Memoranda Of Understanding (MOUs);
2. Approve the attached amendments to MOUs 01, 19, 20, and 21 that would codify the provisions of the attached Tentative Agreements;
3. Pursuant to Council File 12-1148, approve the terms of the Tentative Agreement with EAA to be applied to non-represented classifications; and
4. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

## SUMMARY

In February 2021, the City Council approved an agreement with EAA to modify the terms and conditions contained in the 2019-2022 MOUs, including but not limited to extending the term of the MOU (through December 2023), deferring scheduled base wage increases, and including a clause to reopen the MOU on or after January 1, 2022, to engage in discussions exclusively about wages (Salary Reopener).

At the direction of the Executive Employee Relations Committee (EERC), this Office met with EAA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with EAA for the bargaining units it represents.

As part of the February 2021 MOU amendment, EAA agreed to defer three base wage increases (two percent from January 2021 to June 2022; two percent from January 2022 to January 2023; and one and one-half percent from June 2022 to June 2023). The proposed Tentative Agreements provide a non-pensionable, biweekly bonus of three percent (3%) of each eligible employee's regular base rate of pay. The bonus will commence on July 3, 2022, and will cease on July 1, 2023. On July 2, 2023, all base hourly rates for all classifications represented in MOUs 1, 19, 20, and 21 shall be increased by three percent (3%).

In accordance with the recommendations of Section 1.D. of the CAO report found in Council File 12-1148, and adopted by Council on August 1, 2012, all non-represented employees are subject to receive the same negotiated and adopted salary adjustments as EAA. As such, all non-represented classifications shall receive the same biweekly bonus of three percent (3%) on each eligible employee's regular base rate of pay, as described above. Additionally, all non-represented employees shall receive the same base hourly rate increase of three percent (3%), effective July 2, 2023.

## **FISCAL IMPACT**

The General Fund impact of the Salary Reopener Tentative Agreements and amendments to EAA-represented MOUs will be a total of approximately \$19MM in FY2022-23 and \$26.5MM FY2023-24. This General Fund impact combines the cost of administering the terms of the Salary Reopener Agreement for EAA unit members, as well as non-represented classifications.

*MWS:MCB:PAG:SAO:0722137*

Attachments