

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 3
REGARDING THE CLERICAL AND SUPPORT SERVICES UNIT**

THIS AMENDMENT NO. 1 to the Clerical and Support Services Unit Memorandum of Understanding No. 3 is made and entered into this 26th day of October, 2016.

BY AND BETWEEN

**THE CITY OF LOS ANGELES
(HEREINAFTER REFERRED TO AS "MANAGEMENT")**

AND

**THE ALL CITY EMPLOYEES ASSOCIATION, Local 3090, AFSCME, AFL-CIO
(hereinafter referred to as "Union")**

JULY 1, 2015 THROUGH JUNE 30, 2018

Amend the following class and salaries as indicated below:

Appendix B – Salaries Operative on December 13, 2015

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE (MIN STEP)</u>	<u>RATE</u>
0845-1	Airport Guide I	1276 (6)	\$27,373 - \$38,920
0845-2	Airport Guide II	1345 (6)	\$28,856 - \$41,050
1112	Comnty/Admn Sup Wkr I	\$10.00/hr	

Appendix C – Salaries Operative on June 25, 2017

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE (MIN STEP)</u>	<u>RATE</u>
0845-1	Airport Guide I	1301 (6)	\$27,916 - \$39,713
0845-2	Airport Guide II	1372 (6)	\$29,440 - \$41,864
1112	Comnty/Admn Sup Wkr I	\$12.00/hr	

Appendix D – Salaries Operative on January 7, 2018

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE (MIN STEP)</u>	<u>RATE</u>
0845-1	Airport Guide I	1301 (6)	\$27,916 - \$40,799
0845-2	Airport Guide II	1372 (6)	\$29,440 - \$43,012
1112	Comnty/Admn Sup Wkr I	\$12.00/hr	

SALARY APPENDICES FOR TRAINEE CLASSIFICATIONS

Include the following salary appendices for the new trainee classifications.

Appendix B1 – Trainee Classes – Salaries Operative on December 13, 2015

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE (MIN STEP)</u>	<u>RATE</u>
1101-X	Office Trainee Admin Clerk	1715	\$35,809

Appendix C1 – Trainee Classes – Salaries Operative on June 25, 2017

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE (MIN STEP)</u>	<u>RATE</u>
1101-X	Office Trainee Admin Clerk	1752	\$36,581

Appendix D1 – Trainee Classes – Salaries Operative on January 7, 2018

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE (MIN STEP)</u>	<u>RATE</u>
1101-X	Office Trainee Admin Clerk	1752	\$36,581

Appendix E – Salary Notes

Note B – amend first paragraph of note B as follows:

From: B. All employees in the class of Community and Administrative Support Worker I, Code 1112, shall be paid at the appropriate minimum wage as set forth by the Federal and State Government, whichever is higher.

To: B. All employees in the class of Community and Administrative Support Worker I, Code 1112, shall be paid at the appropriate minimum wage as set forth by the Federal, State, or local Government, whichever is higher.

Note J is amended to add a new second paragraph (J.2) and renumber which reads:

J.1 When an employee in the class of Senior Administrative Clerk, Code 1368, who is regularly assigned to the Police Department Records and Identification Division or Training Division, Operations Support Unit, is regularly assigned to operate a remote data entry and recall system (e.g., Video 370 CRT), such employee shall receive salary at the first premium level rate (2.75%) above the appropriate step rate of the salary range for his/her class. Additional compensation is pensionable.

J.2 Effective March 6, 2016, employees in the class of Senior Administrative Clerk, Code 1368, who are regularly assigned to the Police Department Records and Identification Division, Vehicle Warrant Section, shall receive an additional two premium level bonus (5.5%) above the appropriate step rate of the salary range for the class, to equal 8.25% total. Additional compensation is pensionable.

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 3 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 No. 3, the day, month and year written below.

FOR THE UNION:

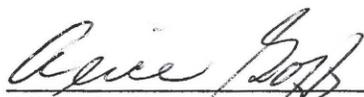


Cheryl Parisi
Executive Director
AFSCME District Council 36

FOR MANAGEMENT:



Miguel A. Santana
City Administrative Officer



Alice Goff, President
AFSCME, Local 3090

10/26/16.

Date

APPROVED AS TO FORM:



Office of the City Attorney

9/19/16

Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 4
REGARDING THE EQUIPMENT OPERATION AND LABOR EMPLOYEES
REPRESENTATION UNIT
(MOU 04)**

**This AMENDMENT NO. 1 to the 2015-2018 Equipment Operation and Labor
Employees Representation Unit Memorandum of Understanding No. 4 is made and
entered into this
26th day of October, 2016**

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721

JULY 1, 2015 – JUNE 30, 2018

AMENDMENT NO. 1

**EQUIPMENT OPERATION AND LABOR EMPLOYEES REPRESENTATION UNIT
(MOU 4)**

BASE WAGE ADJUSTMENT FOR WASTEWATER COLLECTION WORKER II, 4110-2

Effective April 3, 2016, in this Amendment No. 1 of MOU 04, the Wastewater Collection Worker salary range is amended to reflect a change in the salary range and the deletion of the pay grade III for this same classification. Revise the alphabetical order of the Salary Appendices.

Appendix C Operative on April 3, 2016

Effective April 3, 2016, a new Appendix B-1 reflects a change in the salary range for Wastewater Collection Worker II, Class Code 4110-2, and the deletion of the pay grade III for this same classification, Class Code 4110-3.

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE (RANGE STEPS 2-11*)</u>
4110-2	WWTR COLL WORKER II	2421	\$51,949 - \$73,915
Delete: 4110-3	WWTR COLL WORKER III	2442	\$52,388 - \$74,562

Appendix D Operative on June 25, 2017

Appendix C is amended to reflect a change in the salary range for Wastewater Collection Worker II, Class Code 4110-2, operative June 25, 2017, and the deletion of the pay grade III for this same classification, Class Code 4110-3:

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE (RANGE STEPS 2-11*)</u>
4110-2	WWTR COLL WORKER II	2470	\$52,993 - \$75,397
Delete: 4110-3	WWTR COLL WORKER III	2509	\$53,829 - \$76,630

Appendix E Operative on January 7, 2018

Appendix D is amended to reflect a change in the salary range for Wastewater Collection Worker II, Class Code 4110-2, operative January 7, 2018, and the deletion of the pay grade III for this same classification, Class Code 4110-3:

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE (RANGE STEPS 2-12*)</u>
4110-2	WWTR COLL WORKER II	2470	\$52,993 - \$77,464
Delete: 4110-3	WWTR COLL WORKER III	2509	\$53,829 - \$78,738

All other provisions of these salary appendices remain unchanged.

SALARY APPENDICES FOR TRAINEE CLASSIFICATIONS

Include the following salary appendices for the new trainee classifications.

Appendix B1 Trainee Classes - Operative on December 13, 2015

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE # (MIN STEP)</u>	<u>STEP 1</u>
3113-G	Vocational Worker Gardener Caretaker	1811	\$ 37,813
3113-T	Vocational Worker Tree Surgeon	2188	\$ 45,685
3113-M	Vocational Worker Maintenance Laborer	1712	\$ 35,746

Appendix C1 Trainee Classes - Operative on April 3, 2016

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE # (MIN STEP)</u>	<u>STEP 1</u>
3113-G	Vocational Worker Gardener Caretaker	1811	\$ 37,813
3113-T	Vocational Worker Tree Surgeon	2188	\$ 45,685
3113-M	Vocational Worker Maintenance Laborer	1712	\$ 35,746

Appendix D1 Trainee Classes - Operative on June 25, 2017

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE # (MIN STEP)</u>	<u>STEP 1</u>
3113-G	Vocational Worker Gardener Caretaker	1849	\$ 38,607
3113-T	Vocational Worker Tree Surgeon	2233	\$ 46,625
3113-M	Vocational Worker Maintenance Laborer	1746	\$ 36,456

Appendix E1 Trainee Classes - Operative on January 7, 2018

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE # (MIN STEP)</u>	<u>STEP 1</u>
3113-G	Vocational Worker Gardener Caretaker	1849	\$ 38,607
3113-T	Vocational Worker Tree Surgeon	2233	\$ 46,625
3113-M	Vocational Worker Maintenance Laborer	1746	\$ 36,456

SALARY NOTES

Salary Note f-22

Effective April 3, 2016, the first paragraph of Salary Note f-22 is amended to read:

A Wastewater Collection Worker I or II (Codes 4110-1 or 4110-2) who possess a California Water Environment Association (CWEA) Grade II certification or higher will receive a \$12.50 biweekly non-pensionable bonus.

All other provisions of Salary Note f-22 remain unchanged.

Except for the Articles and Appendices amended herein, all other Appendices, Articles, and/or provisions of the 2015-2018 MOU No. 04 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 No. 04 the day, month, and year written below.

FOR THE UNION:



David Sanders
Regional Director
Service Employees International Union

9/29/2016
Date

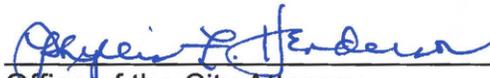
FOR MANAGEMENT:



Miguel A. Santana
City Administrative Officer
City of Los Angeles

10/26/16.
Date

APPROVED AS TO FORM:



Office of the City Attorney

9/19/16
Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 7
REGARDING THE
THE RECREATION ASSISTANT UNIT**

**THIS AMENDMENT NO. 1 to the 2015-2018 Recreation Assistant Unit
Memorandum of Understanding No. 7 is made and entered into
this 26th day of October, 2016**

BY AND BETWEEN

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

AND THE

**THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, (AFSCME) DISTRICT COUNCIL 36, Local 741, AFL-CIO (hereinafter
referred to as "Union")**

JULY 1, 2015 THROUGH JUNE 30, 2018

**AMENDMENT NO. 1
RECREATION ASSISTANT UNIT
2015-2018 MEMORANDUM OF UNDERSTANDING (MOU) NO. 7**

ARTICLE 5.11 RECRUITMENT/RETENTION PAY

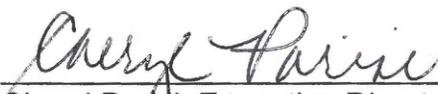
Article 5.11 is amended to add the following paragraph:

Effective March 6, 2016, any Recreation Assistant or Recreation Instructor assigned to work at one of the recreation facilities that are identified as a part of the Gang Reduction and Youth Development (GRYD) program (or a related successor program), shall receive, in addition to all regular compensation, \$0.50 per hour for each hour compensated. Additional compensation is pensionable when regularly assigned.

Except for the Articles and Appendices amended herein, all other Articles, provisions, Appendices, and Amendment No. 1 of the 2015-2018 MOU 7, shall remain in full force and effect during the July 1, 2015 through June 30, 2018 term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the 2015-2018 MOU No. 7 the day, month, and year written below.

FOR THE UNION:

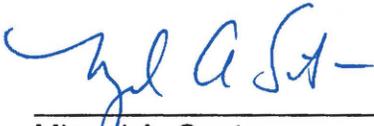


Cheryl Parisi, Executive Director
AFSCME District Council 36



Date

FOR MANAGEMENT:

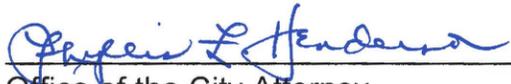


Miguel A. Santana
City Administrative Officer



Date

APPROVED AS TO FORM:



Office of the City Attorney



Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 09
REGARDING THE PLANT EQUIPMENT OPERATION AND REPAIR
REPRESENTATION UNIT
(MOU 9)**

**THIS AMENDMENT NO. 1 to the 2015-2018 Plant Equipment Operation and Repair
Representation Unit Memorandum of Understanding No. 09 is made and entered**

into this
26th day of October, 2016

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 501

JULY 1, 2015 – JUNE 30, 2018

AMENDMENT NO. 1

PLANT EQUIPMENT OPERATION AND REPAIR REPRESENTATION UNIT (MOU 9)

LETTER OF AGREEMENT

FLAT-RATE BONUS

2015 – 2018 MEMORANDUM OF UNDERSTANDING NO. 09

This Letter of Agreement is amended to include the following second paragraph; all other provisions of the Letter of Agreement remain unchanged:

The undersigned parties agree that from the effective date of this Memorandum of Understanding until the effective date of the negotiated pay grade consolidation of Wastewater Treatment Mechanic I and II, at Management's discretion, designated bargaining unit employees at the pay grade II level of this classification performing senior-level functions as of July 1, 2015 shall be compensated at a flat-rate, pensionable bonus of two-hundred fourteen dollars and forty cents (\$214.40) biweekly until a senior-level classification is established for Wastewater Treatment Mechanic.

At Management's discretion, up to three (3) additional Wastewater Treatment Mechanics outside the qualifying group described above may be appointed between July 1, 2015 and December 13, 2015 to perform senior-level functions and shall receive the above bonus until a senior-level classification is established for Wastewater Treatment Mechanic.

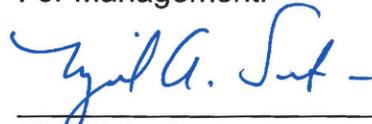
For the Union:



Gavin Koon
Business Representative
International Union of
Operating Engineers, Local 501

10/6/2014
Date

For Management:



Miguel A. Santana
City Administrative Officer
City of Los Angeles

10/26/14.
Date

Effective the first full pay period following City Council adoption of this Amendment No. 1 of MOU 09, the salary appendices are amended to reflect the addition of Chief Building Operating Engineer – Airports job classification as follows:

Appendix A (Operative July 1, 2015)

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE</u>
5927-A	CH BUILD OPERATING ENGR		\$4748.00/BW

Appendix B (Operative December 13, 2015)

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE</u>
5927-A	CH BUILD OPERATING ENGR		\$4748.00/BW

Appendix C (Operative June 25, 2017)

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE</u>
5927-A	CH BUILD OPERATING ENGR		\$4843.00/BW

Appendix D (Operative January 7, 2018)

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE</u>
5927-A	CH BUILD OPERATING ENGR		\$4976.00/BW

Except for the Articles and Appendices amended herein, all other Appendices, Articles, and/or provisions of the 2015-2018 MOU No. 09 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 No. 09 the day, month, and year written below.

FOR THE UNION:



Gavin Koon
Business Representative
International Union of Operating Engineers
Local 501

10/6/2016
Date

FOR MANAGEMENT:



Miguel A. Santana
City Administrative Officer
City of Los Angeles

10/26/16.
Date

APPROVED AS TO FORM:



Office of the City Attorney

9/19/16
Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 10
REGARDING THE
PROFESSIONAL MEDICAL SERVICES UNIT**

**THIS AMENDMENT NO. 1 to the 2015-2018 Professional Medical Services Unit
Memorandum of Understanding No. 10 is made and entered into
this 26th day of October, 2016**

BY AND BETWEEN

**THE HEADS OF DEPARTMENTS, OFFICES OR BUREAUS REPRESENTED HEREIN
(hereinafter referred to as "Management")**

AND THE

**ALL CITY EMPLOYEES ASSOCIATION Local 2006, AFSCME, Council 36, AFL-CIO
(hereinafter referred to as "UNION")**

JULY 1, 2015 THROUGH JUNE 30, 2018

**AMENDMENT NO. 1
PROFESSIONAL MEDICAL SERVICES UNIT
2015-2018 MEMORANDUM OF UNDERSTANDING (MOU) NO. 10**

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

<u>Class Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Rate</u>
2367-1	Zoo Veterinarian I	3875	\$83,144 - \$118,264
2367-2	Zoo Veterinarian II	4218(6)	\$90,493 - \$128,746
2367-3	Zoo Veterinarian III	4449(6)	\$95,442 - \$135,782

Amend Appendix C – Salaries Effective June 25, 2017, which amends the following salaries:

<u>Class Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Rate</u>
2367-1	Zoo Veterinarian I	3951	\$84,772 - \$123,943
2367-2	Zoo Veterinarian II	4302(6)	\$92,289 - \$131,314
2367-3	Zoo Veterinarian III	4516(6)	\$96,883 - \$138,497

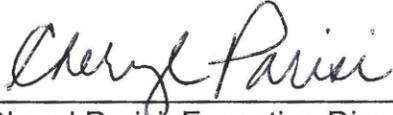
Amend Appendix D – Salaries Effective January 7, 2018, to add Step 12 to new salary ranges for Zoo Veterinarian I, II, and III.

<u>Class Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Rate</u>
2367-1	Zoo Veterinarian I	3951	\$84,772 - \$120,623
2367-2	Zoo Veterinarian II	4302(6)	\$92,289 - \$134,926
2367-3	Zoo Veterinarian III	4516(6)	\$96,883 - \$141,670

Except for the Articles and Appendices amended herein, all other Articles, provisions, and Appendices of the 2015-2018 MOU 10 shall remain in full force and effect during the July 1, 2015 through June 30, 2018 term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the 2015-2018 MOU No. 10 the day, month, and year written below.

FOR THE UNION:

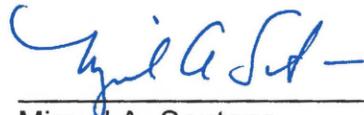


Cheryl Parisi, Executive Director
AFSCME District Council 36



Date

FOR MANAGEMENT:

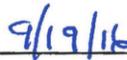


Miguel A. Santana
City Administrative Officer



Date

APPROVED AS TO FORM:


Office of the City Attorney

Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 11
REGARDING THE
THE RECREATIONAL UNIT**

THIS AMENDMENT NO. 1 to the 2015-2018 Recreational Unit Memorandum of Understanding No. 11 is made and entered into this 26th day of October, 2016

BY AND BETWEEN

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

AND THE

LOCAL NO. 901, THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, (AFSCME), AFL-CIO (hereinafter referred to as "Union")

JULY 1, 2015 THROUGH JUNE 30, 2018

**AMENDMENT NO. 1
RECREATIONAL UNIT
2015-2018 MEMORANDUM OF UNDERSTANDING (MOU) NO. 11**

ARTICLE 62 RECRUITMENT/RETENTION PAY

Article 62 is amended to add the following paragraph:

Effective March 6, 2016, any employee in this Unit regularly assigned to work at one of the recreation facilities that are identified as a part of the Gang Reduction and Youth Development (GRYD) program (or a related successor program) shall receive an additional two premium level bonus (5.5%) above the appropriate step rate of the salary range prescribed for the employee's class. Additional compensation is pensionable.

Except for the Articles and Appendices amended herein, all other Articles, provisions, Appendices, and Amendment No. 1 of the 2015-2018 MOU 11, shall remain in full force and effect during the July 1, 2015 through June 30, 2018 term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the 2015-2018 MOU No. 11 the day, month, and year written below.

FOR THE UNION:

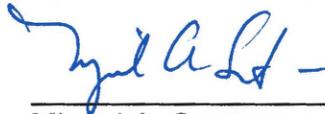


Cheryl Parisi, Executive Director
AFSCME District Council 36



Date

FOR MANAGEMENT:

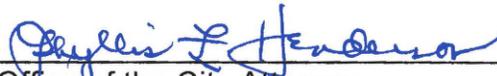


Miguel A. Santana
City Administrative Officer



Date

APPROVED AS TO FORM:



Office of the City Attorney



Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 12
REGARDING THE LABORER'S INTERNATIONAL UNION OF NORTH AMERICA,
LOCAL 777 (LIUNA) SUPERVISORY BLUE COLLAR UNIT (MOU 12)**

**THIS AMENDMENT NO. 1 to the 2015-2018 Supervisory Blue Collar Unit
Memorandum of Understanding No 12 is made and entered into this
26th day of October, 2016**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

**THE LABORER'S INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777,
AFL-CIO (HEREINAFTER "LIUNA" OR "UNION")**

JULY 1, 2015 – JUNE 30, 2018

Add to **Appendix B-1** – Salaries Operative March 6, 2016, amending the following classifications and salaries:

Class Code	Title	Range	Step 2	Step 11
3212	Sr Detention Officer	2609	\$55,979	\$79,636
3215	Pr Detention Officer	3005	\$64,477	\$91,747

Add to **Appendix C** – Salaries Operative on June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 2	Step 11
3212	Sr Detention Officer	2648	\$56,814	\$80,868
3215	Pr Detention Officer	3050	\$65,438	\$93,125

Add to **Appendix D** – Salaries Operative on January 7, 2018, amending the following classifications and salaries:

Class Code	Title	Range	Step 2	Step 12
3212	Sr Detention Officer	2623	\$56,272	\$82,267
3215	Pr Detention Officer	3021	\$64,812	\$94,733

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 12 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 No. 12, the day, month and year written below.

FOR THE UNION:



Victor M. Gordo
Secretary/Treasurer, LIUNA Local 777

9/29/16
Date

FOR MANAGEMENT:



Miguel A. Santana
City Administrative Officer

10/26/16
Date

APPROVED AS TO FORM:



Office of the City Attorney

9/19/16
Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 14
REGARDING THE SERVICE AND CRAFTS REPRESENTATION UNIT
(MOU 14)**

**THIS AMENDMENT NO. 1 to the 2015-2018 Service and Crafts Representation Unit
Memorandum of Understanding No. 14 is made and entered into this
26th day of October, 2016**

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721

JULY 1, 2015 – JUNE 30, 2018

AMENDMENT NO. 1

SERVICE AND CRAFTS REPRESENTATION UNIT (MOU 14)

ATTACHMENT 1

Effective March 6, 2016, add the Tire Repairer job classification to Attachment 1.

ARTICLE 5.10 SALARIES

H. ADJUSTED SALARY FOR SPECIFIED ASSIGNMENTS

(2) (b) Attachment 1

Employees in the classes listed in Attachment 1 of this MOU who are regularly assigned, as defined in LAAC Section 4.75, to perform the indicated assignments shall receive salary at one (1) premium level above the appropriate step on the salary range prescribed for the class. (Pensionable)

ATTACHMENT 1

Class Code	Title	Department(s)	Assignment(s)
3727-6	Tire Repairer	General Services	Tire Repair Shop

All other provisions of Attachment 1 remain unchanged.

APPENDICES A – D

Correct the biweekly rates for Equipment Mechanic, Class Code 3711-0.

Appendix A (Operative July 1, 2015)

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE</u>
Delete: 3711-0	EQUIPMNT MECHANIC		\$2988.80/BW
Add: 3711-0	EQUIPMNT MECHANIC		\$2876.00/BW

Appendix B (Operative December 13, 2015)

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE #</u>	<u>SALARY RANGE/RATE (RANGE STEPS 2-11*)</u>
Delete: 3711-0	EQUIPMNT MECHANIC		\$2988.80/BW
Add: 3711-0	EQUIPMNT MECHANIC		\$2876.00/BW

Appendix C (Operative June 25, 2017)

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2-11*)
Delete: 3711-0	EQUIPMNT MECHANIC		\$3048.60/BW
Add: 3711-0	EQUIPMNT MECHANIC		\$2933.60/BW

Appendix D (Operative January 7, 2018)

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2-12*)
Delete: 3711-0	EQUIPMNT MECHANIC		\$3132.60/BW
Add: 3711-0	EQUIPMNT MECHANIC		\$3014.40/BW

All other provisions of these salary appendices remain unchanged.

SALARY APPENDICES FOR TRAINEE CLASSIFICATIONS

Include the following salary appendices for the new trainee classifications.

Appendix B1 Trainee Classes - Operative on December 13, 2015

CLASS CODE	TITLE	RANGE # (MIN STEP)	STEP 1
3113-D	Vocational Worker Garage Attendant	1756	\$ 36,665

Appendix C1 Trainee Classes - Operative on June 25, 2017

CLASS CODE	TITLE	RANGE # (MIN STEP)	STEP 1
3113-D	Vocational Worker Garage Attendant	1792	\$ 37,416

Appendix D1 Trainee Classes - Operative on January 7, 2018

CLASS CODE	TITLE	RANGE # (MIN STEP)	STEP 1
3113-D	Vocational Worker Garage Attendant	1792	\$ 37,416

Except for the Articles and Appendices amended herein, all other Appendices, Articles, and/or provisions of the 2015-2018 MOU No. 14 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 No. 14 the day, month, and year written below.

FOR THE UNION:

FOR MANAGEMENT:



David Sanders
Regional Director
Service Employees International Union
Local 721



Miguel A. Santana
City Administrative Officer
City of Los Angeles

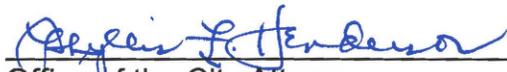
9/29/2016

Date

10/26/16

Date

APPROVED AS TO FORM:


Office of the City Attorney

9/19/16

Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 15
REGARDING THE SERVICE EMPLOYEES REPRESENTATION UNIT
(MOU 15)**

**THIS AMENDMENT NO. 1 to the 2015-2018 Service Employees Representation Unit
Memorandum of Understanding No. 15 is made and entered into this
26th day of October, 2016**

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721

JULY 1, 2015 – JUNE 30, 2018

AMENDMENT NO. 1

SERVICE EMPLOYEES REPRESENTATION UNIT (MOU 15)

SALARY APPENDICES FOR TRAINEE CLASSIFICATIONS

Include the following salary appendices for the new trainee classifications.

Appendix B1 Trainee Classes - Operative on December 13, 2015

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE # (MIN STEP)</u>	<u>STEP 1</u>
3113-C	Vocational Worker Custodian	1424 (3)	\$ 31,382
3113-Y	Vocational Worker Custodian - Airport	1532	\$ 31,988
3113-Z	Vocational Worker Custodian - Harbor	1441 (3)	\$ 31,758

Appendix C1 Trainee Classes - Operative on June 25, 2017

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE # (MIN STEP)</u>	<u>STEP 1</u>
3113-C	Vocational Worker Custodian	1453 (3)	\$ 32,029
3113-Y	Vocational Worker Custodian - Airport	1562	\$ 32,614
3113-Z	Vocational Worker Custodian - Harbor	1471 (3)	\$ 32,426

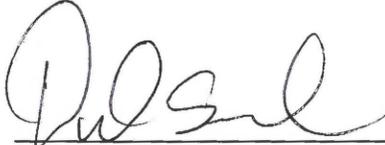
Appendix D1 Trainee Classes - Operative on January 7, 2018

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE # (MIN STEP)</u>	<u>STEP 1</u>
3113-C	Vocational Worker Custodian	1453 (3)	\$ 32,029
3113-Y	Vocational Worker Custodian - Airport	1562	\$ 32,614
3113-Z	Vocational Worker Custodian - Harbor	1471 (3)	\$ 32,426

Except for the Articles and Appendices amended herein, all other Appendices, Articles, and/or provisions of the 2015-2018 MOU No. 15 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 No. 15 the day, month, and year written below.

FOR THE UNION:

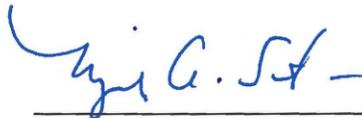


David Sanders
Regional Director
Service Employees International Union
Local 721

9/29/16

Date

FOR MANAGEMENT:

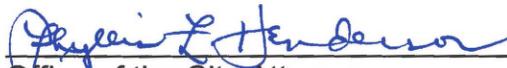


Miguel A. Santana
City Administrative Officer
City of Los Angeles

10/26/16

Date

APPROVED AS TO FORM:


Office of the City Attorney

10/21/16

Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
SUPERVISORY PROFESSIONAL ENGINEERING AND SCIENTIFIC UNIT
(MOU #17)**

**THIS AMENDMENT NO. 1 to the Supervisory Professional Engineering and
Scientific Unit (MOU 17) is made and entered into this
26th day of October, 2016**

BY AND BETWEEN THE

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

AND THE

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721
(hereinafter referred to as "Union")**

July 1, 2015 – June 30, 2018

APPENDIX E – SALARY NOTES

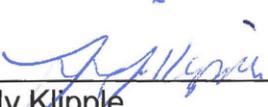
Add the following new salary note which shall read in its entirety:

Note 16: One person, Robert Gutierrez, employed in the Department of Public Works, Bureau of Street Services, in the class of Landscape Architect II, Code 7929-2, when assigned to lead the Landscape Architecture Designs & Policy section of the Engineering Division, shall receive a flat rated pensionable bonus of \$500.00 biweekly effective as of March 6, 2016. Said bonus shall terminate immediately upon the reassignment, resignation, promotion, termination, and/or retirement of the current incumbent.

Except for the Articles and Appendices amended herein, all other Appendices, Articles, and/or provisions of the 2015-2018 MOU No. 17 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 17, the day, month and year written below.

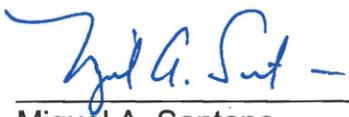
FOR THE UNION:



Jody Klipple
SEIU Local 721

10/25/16
Date

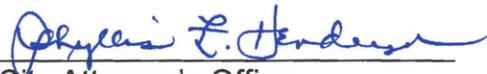
FOR MANAGEMENT:



Miguel A. Santana
City Administrative Officer

10/26/16
Date

APPROVED AS TO FORM:



City Attorney's Office

10/21/16
Date

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 18
REGARDING THE SAFETY/SECURITY REPRESENTATION UNIT
(MOU #18)**

**THIS AMENDMENT NO. 1 to the 2015-2018 Safety/Security Representation Unit
Memorandum of Understanding No. 18 is made and entered into on this
26th day of October, 2016**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

July 1, 2015 – June 30, 2018

Amendment No. 1

SAFETY/SECURITY REPRESENTATION UNIT (MOU 18)

ARTICLE 6.4 UNIFORMS AND MAINTENANCE ALLOWANCE

Amend Article 6.4 - A to include asterisks (*) denoting those classifications designated to receive an annual uniform allowance of \$200.00 payable in calendar years 2016, 2017 and 2018.

<u>Code No.</u>	<u>Title</u>
4330	Animal Licensing Canvasser
4311-1	Animal Control Officer I *
4311-2	Animal Control Officer II *
3199	Security Aide
3181	Security Officer *
3207	Property Officer *
3211	Detention Officer *
3214-1	Traffic Officer I *
3214-2	Traffic Officer II *
3214-3	Traffic Officer III *
1966	Park Ranger

Effective March 6, 2016, the classifications marked () shall receive an annual uniform allowance of \$200.00 payable in calendar years 2016, 2017, and 2018 provided employees are on active payroll status each January 1 during the term of this MOU. Intermittent and half-time employees shall receive one-half this annual cash allowance in the annual amount of \$100.00. This payment shall be made by separate check distributed in February for the term of the MOU. (This cash payment may be subject to federal and state supplemental tax withholding rates.)

Except for the Articles and Appendices amended herein, all other Appendices, Articles, and/or provisions of the 2015-2018 MOU No. 18 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 No. 18, the day, month and year written below.

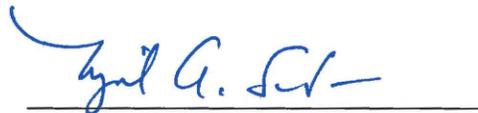
FOR THE UNION:



David Sanders
Regional Director, SEIU Local 721

9/29/16
Date

FOR MANAGEMENT:



Miguel A. Santana
City Administrative Officer

10/26/16
Date

APPROVED AS TO FORM:



City Attorney's Office

10/21/16
Date

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 26th 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.

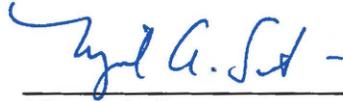
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No. 1 to MOU 36, the day, month and year written below.

FOR THE ASSOCIATION:

FOR MANAGEMENT:



Charley Mims, Executive Director
LAPMA



Miguel A. Santana
City Administrative Officer

September 29, 2016
Date

10/26/16
Date

APPROVED AS TO FORM:



Office of the City Attorney

9/26/16
Date