

**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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**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:

<u>Class Code</u>	<u>Class Title</u>
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

<u>Class Code</u>	<u>Class Title</u>
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 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

<u>Class Code</u>	<u>Class Title</u>
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 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.

<u>Class</u>	<u>Class Code</u>
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:

<b>Class</b>	
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).

<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
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.

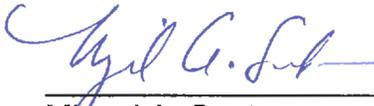
- G. The parties agree that, effective December 13, 2015, the Union may file a grievance regarding the Charter 1022 notification.
1. A grievance challenging the 1022 notification shall be filed within fifteen (15) calendar days of the Union's knowledge of the alleged deficient notification.
  2. The 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

 12/4/15  
\_\_\_\_\_  
Jody Klipple, Chief Negotiator  
SEIU Local 721

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

  
\_\_\_\_\_  
Charley Mims, Executive Director  
LAPMA

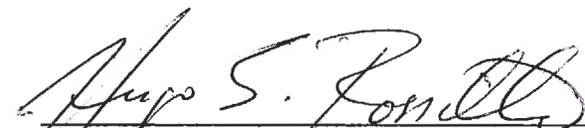
\_\_\_\_\_  
David Lara, President

\_\_\_\_\_  
Jeff Whitmore, Vice-President

  
\_\_\_\_\_  
Roger Fernandez, Treasurer

As to form:

\_\_\_\_\_  
Robert Potter, Member

  
\_\_\_\_\_  
City Attorney's Office

\_\_\_\_\_  
James Treadaway, Member

12/4/15  
\_\_\_\_\_  
Date

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

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE</b>		
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 SUPI	5489	\$ 114,610	--	\$ 154,449
3194-2	BUILD CON & MT GN SUPPII	6099	\$ 127,347	--	\$ 171,613
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 CONTROLLR I	4538	\$ 94,753	--	\$ 127,702
1528-2	CH AUDITOR CONTROLLR 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
7258-2	CH OF OPERATIONS II	4614	\$ 96,340	--	\$ 129,853

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

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE</b>		
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
3330-1	CONV CTR BLDG SUPT I	4622	\$ 96,507	--	\$ 130,062

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

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE</b>		
3330-2	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
7270-1	DIR OF MTCE AIRPORTS I	5489	\$ 114,610	--	\$ 154,449

**Appendix A**  
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<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE</b>		
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
9198-1	FINANCIAL MGMT SPEC I	3504	\$ 73,164	--	\$ 98,595

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<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE</b>		
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
9196-2	POLICE ADMIN II	6986	\$ 145,868	--	\$ 196,585

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CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE		
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
4126-1	SOLID RESOURCES MGR I	5489	\$ 114,610	--	\$ 154,449

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**Operative on July 1, 2015**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE</b>		
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
4127-1	W/WTR TRMT PLT MGR I	4614	\$ 96,340	--	\$ 129,853

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CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE		
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 (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 (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 SUPI	5061	\$ 108,576	--	\$ 154,512
3194-2	BUILD CON & MT GN SUPII	5623	\$ 120,645	--	\$ 171,654
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 CONTROLLR I	4184	\$ 89,763	--	\$ 127,702
1528-2	CH AUDITOR CONTROLLR 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
7258-2	CH OF OPERATIONS II	4255	\$ 91,287	--	\$ 129,853

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

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE		
			(RANGE STEPS 2 - 11*)		
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
3330-1	CONV CTR BLDG SUPT I	4260	\$ 91,392	--	\$ 130,082

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

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<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE (RANGE STEPS 2 - 11*)</b>		
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 ADMINSN	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
7270-1	DIR OF MTCE AIRPORTS I	5061	\$ 108,576	--	\$ 154,512

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

**Appendix B**

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**Operative on December 13, 2015**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE (RANGE STEPS 2 - 11*)</b>		
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
9198-1	FINANCIAL MGMT SPEC I	3230	\$ 69,301	--	\$ 98,595

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

**Appendix B**

**MOU 36**

**Operative on December 13, 2015**

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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
9196-2	POLICE ADMIN II	6441	\$ 138,184	--	\$ 196,606

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

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**Operative on December 13, 2015**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE (RANGE STEPS 2 - 11*)</b>		
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
4126-1	SOLID RESOURCES MGR I	5061	\$ 108,576	--	\$ 154,512

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

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**Operative on December 13, 2015**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE (RANGE STEPS 2 - 11*)</b>		
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
4127-1	W/WTR TRMT PLT MGR I	4255	\$ 91,287	--	\$ 129,853

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

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Operative on December 13, 2015

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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 (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.

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Operative on June 25, 2017

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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
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 CONTROLLER I	4267	\$ 91,538	--	\$ 130,249
1528-2	CH AUDITOR CONTROLLER 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
7258-2	CH OF OPERATIONS II	4338	\$ 93,062	--	\$ 132,442

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

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Operative on June 25, 2017

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE		
			(RANGE STEPS 2 - 11*)		
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
3330-1	CONV CTR BLDG SUPT I	4347	\$ 93,271	--	\$ 132,692

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Operative on June 25, 2017

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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 ADMINSN	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
7270-1	DIR OF MTCE AIRPORTS I	5161	\$ 110,727	--	\$ 157,602

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

**Appendix C**

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Operative on June 25, 2017

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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
9198-1	FINANCIAL MGMT SPEC I	3294	\$ 70,679	--	\$ 100,558

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

**Appendix C**

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Operative on June 25, 2017

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE		
			(RANGE STEPS 2 - 11*)		
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
9196-2	POLICE ADMIN II	6570	\$ 140,961	--	\$ 200,532

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

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**MOU 36**

Operative on June 25, 2017

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE		
			(RANGE STEPS 2 - 11*)		
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
4126-1	SOLID RESOURCES MGR I	5161	\$ 110,727	--	\$ 157,602

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

**Appendix C**

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**Operative on June 25, 2017**

<b>CLASS CODE</b>	<b>TITLE</b>	<b>RANGE #</b>	<b>SALARY RANGE/RATE (RANGE STEPS 2 - 11*)</b>		
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
4127-1	W/WTR TRMT PLT MGR I	4338	\$ 93,062	--	\$ 132,442

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

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MOU 36

Operative on June 25, 2017

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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 (RANGE STEPS 2 - 11*)</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.

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Operative on January 7, 2018

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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
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
7258-2	CH OF OPERATIONS II	4338	\$ 93,062	--	\$ 136,075

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

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Operative on January 7, 2018

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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
3330-1	CONV CTR BLDG SUPT I	4347	\$ 93,271	--	\$ 136,346

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

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Operative on January 7, 2018

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE		
			(RANGE STEPS 2 - 11*)		
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
7270-1	DIR OF MTCE AIRPORTS I	5161	\$ 110,727	--	\$ 161,945

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

Appendix D

MOU 36

Operative on January 7, 2018

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)			
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	
9198-1	FINANCIAL MGMT SPEC I	3294	\$ 70,679	--	\$ 103,314	

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

Appendix D

MOU 36

Operative on January 7, 2018

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
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
9196-2	POLICE ADMIN II	6570	\$ 140,961	--	\$ 206,044

\* 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 (RANGE STEPS 2 - 11*)</b>		
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
4126-1	SOLID RESOURCES MGR I	5161	\$ 110,727	--	\$ 161,945

\* 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 (RANGE STEPS 2 - 11*)</b>		
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
4127-1	W/WTR TRMT PLT MGR I	4338	\$ 93,062	--	\$ 136,075

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

Appendix D

MOU 36

Operative on January 7, 2018

CLASS CODE	TITLE	RANGE #	SALARY RANGE/RATE (RANGE STEPS 2 - 11*)		
4127-2	WWTR TRMT PLT MGR II	4563	\$ 97,885	--	\$ 143,112
4127-3	WWTR 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

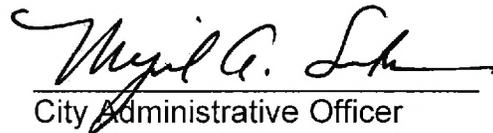
The undersigned parties agree that no earlier than January 1, 2016, and for a period lasting no longer than twelve (12) months, the parties will meet and confer regarding the salary groupings proposed by the Association in its June 9, 2014 proposal.

For Union:

  
LAPMA

7/9/2015  
Date

For Management:

  
City Administrative Officer

7/9/15  
Date