

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

**THIS MEMORANDUM OF UNDERSTANDING
made and entered into this 29th day of July, 2019**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND THE

**LOS ANGELES PROFESSIONAL MANAGERS' ASSOCIATION
REPRESENTING THE MANAGEMENT EMPLOYEES UNIT**

July 1, 2018 through June 30, 2021

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ARTICLE 1 RECOGNITION

The City hereby recognizes the Los Angeles Professional Managers' Association (hereinafter LAPMA or 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 (ERB) 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, as well as such classes as may be added hereafter to the Unit by the ERB.

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 Los Angeles City Council has approved this MOU in its entirety; amended applicable sections of the LAAC; and, amended departmental personnel ordinances and applicable codes.

ARTICLE 3 PARTIES TO MEMORANDUM OF UNDERSTANDING

This MOU is entered into between the CAO, as authorized management representative of the City of Los Angeles (City), City departments, bureaus, and divisions (Management), and authorized representatives of LAPMA [affiliated with Service Employees International Union Local 721 (SEIU 721)] 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, 2018. This MOU shall expire and otherwise be fully terminated at 12:00 a.m. on June 30, 2021, except as otherwise provided for in Article 6, Contract Continuation Upon Expiration of MOU, herein.

ARTICLE 5 CALENDAR FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING

If the Association or the City desires a successor MOU, said party shall serve upon the other party a notice of intent to bargain no earlier than ninety (90) days prior to the expiration of this MOU and no later than the expiration date of this MOU. Meet and confer sessions shall begin no later than thirty (30) calendar days following the notice of intent to bargain, the timeline of which may be altered by mutual consent.

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 City Controller's Office, 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, and all the terms and conditions of this MOU shall be effective for the accreted classification(s) on the date of accretion by the ERB.

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, ethnicity, religion, creed, color, sex, sexual orientation, LGBTQ+ status, gender identity, genetic information, marital status, age, disability, Association activity, national origin, ancestry, military or veteran status, political beliefs, or any other protected class per the California Fair Employment and Housing Act (FEHA).

In accordance with the above policy, the Association agrees not to discriminate against any employee because of the exercise of their rights granted pursuant to LAAC Section 4.857 or with respect to admission to membership and the rights of membership.

ARTICLE 10 PROVISIONS OF LAW AND SEPARABILITY

The parties understand and agree 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, ERB, 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.

If any term or provision of this MOU is found to be in conflict with any City, State, or Federal law, the parties to this MOU will meet and confer as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

ARTICLE 11 UNIT MEMBERSHIP LIST

A. The City shall provide the Association with a list of Unit employees in alphabetical order with the following information in compliance with State law for each employee on said list:

1. Name
2. Employee Identification Number
3. Original Hire Date
4. Bargaining Unit
5. Class Title
6. Class Code
7. Membership Status
8. Employing Department Title
9. Work Location (by department, office or bureau, as well as division if such information is readily available, and department legend pursuant to Subdivision F, below)
10. Pay Rate (annual and biweekly)
11. Work Phone Number on file
12. Home Phone Number on file
13. Personal cellular phone number on file
14. Personal email address on file
15. Home Address on file

B. For new employees or those newly entering or re-entering Association representation, the City shall provide the aforementioned information within a minimum of thirty (30) calendar days of the date of the employee's hire or by the first pay period of the month following their hire, whichever is later.

- C. For existing employees, the City shall provide the above information to the Association a minimum of every thirty (30) calendar days.
- D. All information shall be provided to the Association electronically. The means of provision and the substance of the requisite information may be changed by mutual agreement.
- E. The Association agrees to indemnify and hold the City harmless from any liabilities of any nature that may arise as a result of the application of the provisions of this Article.
- F. Initially the City shall provide department legends that identify the known work locations by department, office or bureau, as well as division code(s). Thereafter, it is understood that Departments will either adjust their legends to provide distinct division codes for each work location or provide some other distinct work location information in a simplified manner to the Association. Additional legends will be provided only as updated. Furthermore, the CAO will work with the Controller to provide this information with current electronic payroll reporting.

ARTICLE 12 WORK ACCESS

The Association shall provide a current, written list of its Association Representatives to all heads of departments, offices, or bureaus represented herein and the CAO. The Association shall be responsible for keeping the list current.

An Association Representative shall have access to department, office, or bureau facilities where Unit members are employed during regular working hours to assist employees covered under this MOU in addressing grievances when such Association assistance is requested by a grievant(s) or to investigate matters arising out of the applications of the provisions of this MOU. The Association Representative shall request authorization for such visits by contacting the designated Management representative of the head of the office, department, or bureau. In the event immediate access cannot be authorized, the designated Management representative shall inform the Association Representative as to the earliest time when access can be granted.

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 ORIENTATION

See Letter of Agreement – New Employee Orientation.

ARTICLE 14 EMPLOYMENT OPPORTUNITIES

- A. The Personnel Department will provide to the Union copies of all job bulletins, Tentative examination bulletins approved by the Personnel Department will be provided to the Union seven (7) calendar days prior to the date of the public posting of the final bulletin for the examination.
- B. Employees shall be granted reasonable time off with pay for the purpose of taking oral promotional examinations when such examinations are given by the City and scheduled during the employee's normal working period; however, each employee entitled to such time off with pay shall give reasonable advance notice to their supervisor. Such time off with pay shall include travel time.
- C. Management agrees that any employee covered by this MOU who may be assigned to work on a day that a written promotional examination is administered by the Personnel Department, and for which an employee has applied, shall be given priority in the scheduling of days off for that day.

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

The following provisions shall apply to employees in classifications listed in the Appendices herein.

- A. DUES
 - 1. a. Payroll deductions as may be properly requested and lawfully permitted will be deducted by the City Controller's Office biweekly in twenty-four (24) increments annually from the salary of each employee in the Unit where the Association identifies in writing to the City Controller those individuals from whom Union-related deduction(s) should be lawfully taken. Said payroll deductions shall not be assessed in any biweekly pay period in which the affected employee is not paid a minimum of twenty (20) hours. Such amounts shall be determined by the Union and implemented by Management in the first payroll period which starts thirty (30) calendar days after

written notice of the new amount from the Union is received by the Controller.

- b. Employees who are members of the Union who previously elected to make union membership deductions prior to (1) starting an unpaid leave of absence, or (2) otherwise going on inactive status due to lack of scheduled hours, shall be reinstated as Union members with the automatic voluntary dues deductions immediately upon their return to work.
2. Notwithstanding any provisions of LAAC Section 4.203 to the contrary, during the term of this MOU, payroll deductions requested by employees in this Unit for the purpose of becoming a member and/or to obtain benefits offered by any qualified organization other than the Association will not be accepted by the Controller. For the purpose of this provision, "qualified organization" means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.
3. Any employees in this Unit who have authorized Union dues deductions with the Union 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. Under current California law, the City has no input or control over the procedure for termination of union dues taken as payroll deductions from employees subject to this MOU, nor any legal ability to stop such deductions without the specific authorization of the Union. All procedures for termination of dues deductions outlined in this subsection are, therefore, Union statement of its unilateral dues termination procedures, and the City's sole obligation is to process such dues cancellations received from the Union pursuant to this subsection, subject to any future court decisions applicable to dues termination procedures. Any employee in the Unit may terminate such Union dues during the first full payroll period that begins the period commencing ninety (90) days before the employee's anniversary date in the final year of the MOU or as disseminated by the Union by notifying the Union of their termination of Union dues deduction. Such notification shall be in the form of a letter containing the following information: employee name, employee ID number, job classification, department name, and name of the Union from which dues deductions are to be cancelled. The Union will provide the City the appropriate documentation to process these membership dues cancellations within ten (10) business days after the close of the withdrawal period. Employees with any questions relating to union membership dues shall direct those questions to the Union.

B. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or other proper deductions to be deducted from twenty-four (24) biweekly payroll checks of each employee in this Unit as specified by Union under the terms contained herein. "Dues" shall be the result of Union certification that it has and will maintain an authorization signed by the individual employee from whose salary or wages the deductions are to be made provided in the form of a list by the Union to the City.
 - a. Remittance of the aggregate amount of all deductions and/or dues taken from the salaries of employees covered hereunder shall be made to the Association by the City Controller within 30 working days after the conclusion of the month in which said dues and/or deductions were deducted.
 - b. A fee of nine cents (\$.09) per deduction shall be assessed by the Controller for the processing of each payroll deduction taken. The Controller will deduct the aggregate amount of said fees on a biweekly basis.
2. The Controller shall also apply this provision to every permanent employee who, following the operative date of this Article, becomes a member of this Unit, within sixty (60) calendar days of such reassignment or transfer.
3. Management will provide the Union with Unit membership information pursuant to the Unit Membership List Article of this MOU.
4. The Controller shall notify the Union within sixty (60) calendar days of any employee who, because of a change in employment status, is no longer a member of the Unit or subject to the provisions of this Article.

C. UNION RESPONSIBILITIES

Except for claims resulting from errors caused by defective City equipment, the Association agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article.

D. CALIFORNIA GOVERNMENT CODE SECTION 1159 (a-b)

Existing California Government Code Section 1159 (a-b) states:

"(a) The Controller, a public employer, an employee organization, or any of their employees or agents, shall not be liable for, and shall have a complete defense to, any claims or actions under the law of this state for requiring, deducting, receiving, or retaining agency or fair share fees from public employees, and current or former

public employees shall not have standing to pursue these claims or actions, if the fees were permitted at the time under the laws of this state then in force and paid, through payroll deduction or otherwise, prior to June 27, 2018.”

“(b) This section shall apply to claims and actions pending on its effective date, as well as to claims and actions filed on or after that date.”

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 Unit employees. The parties agree that the following shall not be subject to the grievance procedure:

- A. An impasse in meeting and conferring upon the terms of a proposed MOU.
- B. Any matter for which an administrative remedy is provided before the Civil Service Commission.
- C. Any issue that the parties agree to refer to another administrative resolution process.
- D. Evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d).
- E. Employee Comment Sheet (Comment Card) – LAPD

Employee Comment Sheets (Comment Cards) are used to document positive and negative conduct or incidents. 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

A. 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 ERB, the employee must elect to pursue the matter under either the grievance procedure herein provided, or by action before the ERB. The employee's election of either procedure shall constitute a binding election of the procedure chosen and a waiver of the alternate procedure.

B. GRIEVANCE PROCESS RIGHTS

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

C. 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.

D. MEDIATION

1. 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 or designated Union representative. 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 ERB appoint a mediator. The ERB 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 ERB. The fees of such mediator shall be shared equally by Union and Management.
2. 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.

3. 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 the matter 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.
4. 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.
5. 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.

E. 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

- A. 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.
- B. 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. If the issue is not resolved at this step, 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 - GRIEVANCE INITIATION (FORMAL)

- A. 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 [10] 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.
- B. 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 - GRIEVANCE APPEAL

- A. 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.
- B. 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 2, or (b) the last day of the response period provided for in Step 2. 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

- A. If the written response at Step 3, or mediation, does not settle the grievance, or Management fails to provide a written response within thirty (30) business days of the Step 3 meeting, the Union may elect to serve a written request for arbitration with the ERB. A copy of this notice shall be served upon the department's personnel officer. The notice for arbitration must be filed with the ERB 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 3A or 3B. Failure of the Union to serve a written request for arbitration with the ERB within said period shall constitute a waiver of the grievance.
- B. If such written notice is served, the parties shall jointly select an arbitrator from a list of seven (7) arbitrators furnished by the ERB, within ten (10) business days following receipt of said list. Failure of the Union to notify the ERB of the selected arbitrator within sixty (60) business days of receipt of said list shall constitute a waiver of the grievance.
- C. 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 ERB, 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.
- D. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned.
- E. 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 - GROUP GRIEVANCE INITIATION (FORMAL)

- A. 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.
- B. 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.
- C. 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 thirty (30) business days from the date of meeting with the Union.

STEP 2 - GROUP GRIEVANCE APPEAL

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

ARTICLE 18 UNION STEWARDS

- A. 1. 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 thirty (30) calendar days of any changes in said designations. A steward, or other Union representative, may represent grievant(s) in the presentation of a grievance at all levels of the grievance procedure. A steward or other Union representative may represent an employee in pre-disciplinary hearings (Skelly) or pre-disciplinary interviews where there is a reasonable expectation that disciplinary action will follow.

2. An employee and their 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 the employee is the representative of record; is a member of the Association; is employed by the same department, office, or bureau; and, is employed within a reasonable distance from the work location of the employee.
3. If a steward must leave their work location to represent an employee, the steward-employee shall first obtain permission from their 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 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.

4. Before leaving their work location, the steward shall contact 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 requested meeting.
 5. Time spent on grievances, or the pre-disciplinary representation activities described above, outside of regular working hours of the employee or their steward 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. 1. 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.

2. No later than September 30, 2019, or another date mutually agreed upon by the parties, 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.
4. 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.
5. As is practicable, grievances will be heard by certified supervisors.

ARTICLE 19 PERSONNEL FOLDERS

An employee shall be entitled to review the contents of their official departmental personnel folder at reasonable intervals, upon request, during hours when their 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 the employee's review and a copy of the document presented to the employee for their records. The employee shall acknowledge that the employee 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 Union or the City for the purpose of informally discussing employer-employee relations issues.

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 Wastewater Treatment Lab Manager I (Code 7840-1) 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 Wastewater Treatment Lab Manager I (Code 7840-1) 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 compensated 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 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 their 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 their 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 their converted shift that the employee 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 their presence as a witness during their normal working period, unless the employee 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 the employee receives for appearance. This Article is not applicable to appearances for which the employee receives compensation in excess of the employee's 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 their normal duty hours but on a matter arising within the scope of their employment, said employee shall be entitled to receive a minimum of one hour at one and one-half (1½) times the employee's 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.

The salaries for employees within the Unit as set forth in the Appendices shall become operative as follows:

Appendix A – July 1, 2018
Appendix B – October 28, 2018
Appendix C – July 7, 2019
Appendix D – January 19, 2020
Appendix E – January 31, 2020
Appendix F – June 20, 2021

(Note: The operative dates for Appendices B, C, D, E, and F coincide with the beginning of payroll periods.)

A. SALARY STEPS

1. a. Employees hired into Targeted Local Hire Program (TLHP) positions shall be hired at Step 1 and shall remain on Step 1 for the duration of twelve (12) months (consists of a 6-month on-the-job training period and a 6-month probationary period). TLHP 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-TLHP 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. Steps 4 through 8 will be separated by two premium levels (Step 4 is one premium level above Step 3). Employees shall advance to each subsequent step after twelve (12) months.
- 3. Steps 9 through 12 are 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.

(Note: On the City's salary range tables, each premium level is equal to approximately 2.75%.)

B. SALARY ADJUSTMENTS

- 1. Effective October 28, 2018, the base hourly wages for all Unit employees shall be increased by 2.9%, as reflected in Appendix B.
- 2. Effective January 19, 2020, the base hourly wages for all Unit employees shall be increased by 2.75%, as reflected in Appendix D.
- 3. Effective January 31, 2021, the base hourly wages for all Unit employees shall be increased by 2.0%, as reflected in Appendix E.
- 4. Effective June 20, 2021, the base hourly wages for all Unit employees shall be increased by 2.0%, as reflected in Appendix F.

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 in excess of sixteen (16) days (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, employees who receive a promotion shall be moved to the salary step (Step 2 or above) 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.

*As Salary Step 1 is reserved for agreed upon TLHP classifications, the minimum step available for promotion is Step 2, unless otherwise specified.

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. Indigenous Peoples 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. Two unspecified holidays
- 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 holidays shall be taken in accordance with the following requirements:
1. The holidays 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 holidays shall forfeit any right thereto.
 3. The holidays shall not be utilized to extend the date of any layoff.

4. No employees shall be entitled to the unspecified holidays upon appointment to one of the classifications represented by the Association until the employee 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 unspecified holidays.
 6. No employee shall receive more than two unspecified holidays 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 the employee's 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. Any unit member employed in a classification whose compensation is equal to or greater than a Chief Management Analyst (Code 9182) shall be entitled to vacation accrual in accordance with Section B, below. For the purpose of determining whether a class is equal to a Chief Management Analyst, the highest base hourly rate of compensation for the class, whether by flat rate or range, must be equal to or greater than the highest base hourly rate of compensation for a Chief Management Analyst.

Employees currently employed in the classes of AGM Cultural Affairs (Code 9248), AGM El Pueblo Historic Monument (Code 9701), AGM Emergency Management (Code 9273), AGM Neighborhood Empowerment (Code 9221), Harbor Planning and Research Director II (Code 9234-2), and Director of Materials Management Service (Code 1858) shall retain the vacation accrual rate in accordance with Section B., below. This vacation accrual rate shall be available to incumbents in the above listed classifications while continuously employed in said classifications. Upon promotion, demotion, or resignation, the benefit provided herein shall terminate and the employees currently holding positions in these classifications shall no longer be entitled to said benefit.

- B. Persons employed in the classes that meet the qualifications 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:

Years of Experience Completed	Number of Vacation Hours
Upon permanent appointment, with less than 15 years of job-related work experience, as certified by the Personnel Department	120
Upon permanent appointment, with 15 or more years of job-related work experience, as certified by the Personnel Department	160

Years of City Service Completed	Number of Vacation Hours
+1 year in a class that meets the qualifications listed in Section A.	168
+2 years in a class that meets the qualifications listed in Section A.	176
+3 years in a class that meets the qualifications listed in Section A.	184
+4 years in a class that meets the qualifications listed in Section A.	192
+5 years in a class that meets the qualifications listed in Section A.	200

- C. Employees who currently have or will receive a permanent appointment to a class that meets the qualifications 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 that meets the qualifications 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 that meets the qualifications 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 that do not meet the qualifications 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 LAAC Section 4.246:

Years of Service Completed	Number of Vacation Days	Monthly Accrual Rate In hours/Minutes
1	11	7:20
5	17	11:20
13	18	11:20
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

H. Accumulation of Vacation Time

Effective September 1, 2019, notwithstanding LAAC, Section 4.254, employees shall be permitted to accumulate vacation time not to exceed a maximum of three (3) annual vacation accrual periods (See Table 1, above).

I. Vacation Accrual During Active Military Service-Cash Out of Accrued Vacation at Commencement of Leave

Unit members called into active military service shall, following their qualifying year of service, for vacation continue to accrue vacation during their military service, subject to the same maximum accrual requirements as active City employees. In order 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 for any cash payment must be made prior to the employee's first day of their leave of absence and verified by military orders or other evidence of call-up 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 their own vehicle, pursuant to Division 4, Chapter 5, Article 2 of the LAAC, in the performance of their 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.

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 the employee's 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.

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 the employee's 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 the employee's 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 a 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 were 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 in accordance with Los Angeles Administrative Code Sections 4.126, 4.126.2, and 4.128, except as noted below.

A. Sick Leave Accrual and Usage

1. Full-time employees shall begin accruing sick leave on the first day of employment. Employees shall accrue a total of one (1) day (8 hours) of sick leave at the end of the first month (30 calendar days) of employment and shall accrue one (1) additional day at the end of each subsequent month

(30-calendar day period) worked until January 1. Beginning January 1, employees shall accrue sick leave as provided in Subsection A(2) of this Article. Employees may use their accrued sick leave beginning on the 90th day of City employment (90 calendar days from the date of hire).

2. Beginning the January 1 subsequent to the date of their initial City employment, full-time employees shall be provided 96 hours at 100% of full pay and 40 hours at 75% of full pay each calendar year for sick leave, plus the hours of sick leave accrued and accumulated as provided in this Article.
3. Any unused balance of sick leave at 100% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours. However, any unused sick leave at 100% of full pay remaining at the end of any calendar year, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall be compensated by a cash payment of 50% of the employee's salary rate current at the date of payment as soon as practicable after the end of each calendar year.

Any unused balance of sick leave at 75% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours at 75% of full pay. No payment of sick leave accrual in excess of the maximum amount shall occur.

4. Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.
5. As of January 1, 1998, any unused balance of sick leave at 50% of full pay shall be frozen with no further credits or withdrawals permitted.

Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment at 25% of the employee's salary rate on the date of retirement or death.

B. Preventive Medical Treatment

Notwithstanding LAAC Section 4.126(d), employees may use up to 48 hours of 100% of full pay sick leave to secure preventive medical treatment for the employee or employee's immediate family member.

C. Sick Leave Benefits For Employee With Previous City Of LA Employment

If an employee separates from City service and is rehired within the City within one year from the date of separation, previously accrued and unused sick time shall be reinstated.

D. The parties agree to continue negotiations related to sick leave provisions and any agreement will be added as a contract amendment.

ARTICLE 40 BEREAVEMENT LEAVE

A. Leave due to family deaths shall be in accordance with LAAC Section 4.127.1, which provides for a maximum of three working days for each occurrence of a death in the employee's immediate family.

B. For the purpose of this Article, the definition of an immediate family member, notwithstanding the definition in LAAC Section 4.127.1, shall include the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, step-parents, step-children, great/grandparents, great/grandchildren, foster parents, foster children, a domestic partner, any relative who resided in the employee's household, a household member (any person residing in the immediate household of the employee at the time of death), and the following relatives of an employee's domestic partner: child, grandchild, mother, father. For purposes of this Article, simultaneous, multiple family deaths will be considered as one occurrence.

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

D. In addition to the bereavement leave granted under this Article, upon the approval of the appointing authority, any employee who has accrued unused sick leave at full pay, shall be allowed sick leave with full pay not to exceed two (2) working days per occurrence for the purpose of bereavement leave if it is necessary for the employee to travel a minimum of 1,500 miles one way, as determined by the Automobile Association of America (AAA). Employees requesting the use of sick leave under this provision shall furnish satisfactory proof to the appointing authority of the distance traveled. Use of sick leave hours for bereavement leave shall not be counted as sick leave in any department Sick Leave Use Monitoring Program.

- E. Effective upon implementation of this MOU, members of this Unit shall be entitled to use the bereavement leave granted under this Article (or the sick leave used for purposes of bereavement leave as described in this Article) up until three hundred and seventy (370) calendar days from the date of the death of the qualifying immediate family member. Bereavement leave days not used prior to three hundred and seventy (370) calendar days from the date of said death shall be deemed waived and lost.

ARTICLE 41 FAMILY ILLNESS

Management's present practices of allowances for leave for illness for family will be continued during the term of this MOU. Effective December 27, 2015, the aggregate number of working days allowed in any one calendar year with full pay shall increase from 12 working days to not exceed fifteen (15) days (120 hours). Such practice of allowance for leave of illness in family shall be in accordance with LAAC Section 4.127. Upon the adoption of a child, an employee will be permitted to use fifteen (15) days (120 hours) of family illness sick leave.

Effective January 1, 2020, employees shall be allowed to use 75% sick time for family illness after exhausting 100% sick time.

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, 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) of the City employee and the following relatives of an employee's domestic partner: child, grandchild, mother and 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

- A. 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.

- B. An employee may take leave under the provisions of this Article if the employee has a serious health condition that makes him/her unable to perform the functions of the employee's position.
- C. 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.
- D. **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 (PDL) 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.
 - 1. Parents (including those who are domestic partners) who both work for the City may each individually 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.
 - 2. 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.
 - 3. Each employee must notify their 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.
 - 4. 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

- 1. 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.
- 2. In accordance with 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 (1) year of the child's birth.

3. Employees (each parent individually) 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 (1) 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 for adoption or foster care of a child 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 for more than three (3) 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.
1. 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 the employee's own serious health condition when it is medically necessary. Management 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.
 2. 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 (2) weeks, and on any two (2) occasions an employee is entitled to such bonding leave for a time period of 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 (1) 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.

Management shall allow the employee at least fifteen (15) calendar days to obtain the medical certification.

- K. Upon return from family or medical leave, an employee shall be returned to their original job or to an equivalent job.

V. Notice Requirements

A. Employee

When an employee requests family or medical leave, the employee 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 thirty (30) days' notice. However, if the leave must begin in less than thirty (30) days, the employee must provide as much advance notice as is practicable.

B. Management

In response to employee's request for family or medical leave, Management 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. Management 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 Management approval, after exhaustion of 100% sick leave (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 (120 hours) 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 Management approval, after exhaustion of 100% sick leave (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 Management approval, after exhaustion of 100% sick leave (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, B ,and C. shall be at the regular accrued rate of 100% or 75% as appropriate.

VIII. Monitoring

Management 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 FEHA.

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 their 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, the employee 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 their 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 \$173,000 into the trust fund on or after the start of the pay period following Council adoption of this MOU, and \$173,000 on July 1, 2019, and each July in

each year of this MOU. 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, 2020, 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, who 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.

Management shall provide Workers' Compensation benefits in accordance with LAAC Section 4.104, 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 WORKERS' COMPENSATION ALTERNATIVE DISPUTE RESOLUTION PROGRAM

The following information is for informational purposes.

The parties to this agreement have entered into a Workers' Compensation Alternative Dispute Resolution (ADR) Program Agreement approved by the State on or about October 2, 2018. In accordance with California Labor Code Section 3201.7, this Agreement was reached separate and apart from the collective bargaining process for this MOU. Said Agreement includes a Joint Labor Management Committee (JLMC), the terms of which are incorporated in the body of the ADR Agreement.

The Workers' Compensation ADR Program, approved by the State of California, provides a dispute prevention and resolution process designed to improve the processing and quality of workers' compensation medical benefits, improve claim resolution, reduce workers' compensation claim costs, return injured employees to work in a timely manner, and increase injured employees' satisfaction with the process.

ARTICLE 53 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 the employee's 60th birthday, the insurance company will continue the benefit until the earlier of their 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 54 UNIFORMS

A non-pensionable uniform allowance of fifty dollars (\$50.00) each pay period and an annual cash payment each February of one hundred fifty dollars (\$150.00) for the purchase or replacement of uniform shoes will be given to each employee in the classes listed below:

<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
Chief Street Services Investigator I	4286-1
Chief Street Services Investigator II	4286-2

<u>Class</u>	<u>Class Code</u>
Chief Park Ranger	1968
Principal Recreation Supervisor I (Aquatics)	2464-1
Principal Recreation Supervisor II (Aquatics)	2464-2

ARTICLE 55 ACTING PAY

Section I Job Classifications at the Salary Range of Chief Management Analyst and Above

Whenever the General Manager/Bureau Head assigns an employee in a job classification at the salary range of Chief Management Analyst and above 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 cumulative months in a 12-month period in such assignment at the employee's regular rate of compensation.

An employee qualifying for additional compensation as provided for in this section shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for the employee's class. Additional compensation is non-pensionable.

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 above.

This provision shall not apply to any classification in this Unit that has an Executive Officer designation under Article 60, Executive Officer Bonuses.

Section II Job Classifications at the Salary Range below Chief Management Analyst

A. Absence at Higher Level Position

Whenever Management assigns an employee to perform the duties of a higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level class) due to the temporary absence of the higher level incumbent, such employee shall become eligible for additional compensation upon completion of a qualifying period of ten (10) consecutive working days in such assignment at the employee's regular rate of compensation. Management shall not divide or alternate the assignment of higher level duties during the qualifying period. Such additional compensation shall begin on the 11th consecutive working day in such assignment. For employees assigned to a modified work schedule, such as 9/80 or 4/10, compensation shall begin on the next day following the completion of 80 consecutive hours of assignment.

Approved leave time off taken during a qualifying period shall extend the 10-day (or 80 hour) qualifying period by the length of absence. All other absences shall constitute a disqualifying break in the qualifying period requirement, necessitating the initiation and completion of a new qualifying period.

Each subsequent acting assignment following the employee's return to their regular assignment shall not require completion of a new qualifying period.

B. Vacant Higher Level Position

Whenever Management assigns an employee on a temporary basis to perform the duties of vacant higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level class), such employee shall become eligible for additional compensation on the first day of said assignment.

C. Status Review

Acting pay is not intended as compensation for a long-term out-of-class assignment and shall not extend past one (1) year. When an employee has filled an acting assignment for a period of three (3) months, Management will review the status of the vacancy to determine when the vacancy can be filled through appropriate measures. Upon request, Management will review the acting assignment with the employee. At that time, the employee may request to be removed from the acting assignment.

D. An employee qualifying for additional compensation as provided for in this section shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for the employee's class. Additional compensation is non-pensionable.

Section III Waivers and Exceptions

A. Nothing in this Article shall be construed as limiting Management's authority to make temporary higher level assignments of qualified personnel during emergencies or unusual operating conditions. However, such assignments shall not be extended beyond the period of emergency or unusual operating conditions.

B. Whenever an employee performs duties outside of the normal duties of their position for the purpose of training or providing experience, written confirmation of such performance will be placed in the employee's personnel file upon request by the employee. Management shall designate a knowledgeable person to supervise said training or experience.

ARTICLE 56 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 57 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 of Public Works may be designated for such release time. A total of no more than eleven (11) employees for all bargaining units (4, 8, 14, 15, 17, 18, 36, 63, and 64) 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 their 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 for a given employee 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, the employee 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 eleven (11) 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, the employee shall return to the employee's civil service classification and pay grade at the time of release.
- L. The employee must have passed probation in their 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 58 POST CERTIFICATE AND TRAINING BONUSES

Employees in the classes of Chief Street Services Investigator I and II (Codes 4286-1 and -2) and Chief Park Ranger (Code 1968) shall be eligible for the Peace Officer Standards and Training (POST) and Continuing Education bonuses in accordance with the following provisions:

- A. A Unit member who is employed in one of the classifications and pay grades listed above, who possesses a valid and current PC 832 certificate, shall be paid additional compensation in the amount of one hundred fifty dollars (\$150.00) per pay period.

- B. A Unit member who is employed in one of the classifications and pay grade listed above, who possesses a valid and current Level III POST certificate, shall be paid additional compensation in the amount of two hundred fifty dollars (\$250.00) per pay period.
- C. Additional compensation provided for in this Article shall be paid as a flat-rate and shall be pensionable.

ARTICLE 59 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 60 EXECUTIVE OFFICER BONUSES

One employee in each of the classes listed below may be designated by the respective Department Head/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 LACERS	Code 9414
Assistant General Manager Bureau of Street Services	Code 4159
Assistant General Manager Transportation	Code 9263
First Deputy General Manager Harbor	Code 0805
Ethics Officer III	Code 0017
Assistant Director Bureau of Street Lighting	Code 7536
Chief Management Analyst, Board of Public Works	Code 9182

One employee in each of the classes listed below may be designated by the respective Department Head/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
Deputy Director of Planning	Code 9444

ARTICLE 61 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 62 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, the employee 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 contract 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.

ARTICLE 63 DISTURBANCE CALLS

Whenever an hourly employee is contacted while on off-duty status by the Department/City to furnish information or take action needed to maintain the continuity of City business, without the necessity of having to personally report for duty, such employee shall receive a minimum of one hour of compensation at the overtime rate of time and one-half (1½) in cash for each such incident. Work in excess of one (1) hour shall be treated in accordance with the call back provisions of the MOU and subject to the following limitation:

Any employee receiving Standby Pay compensation for the same day shall not be eligible to receive compensation under this Article for that day.

ARTICLE 64 CALL BACK PAY

Whenever Management orders an hourly employee to return to duty at a designated work site following the termination of the employee's work shift and departure from his/her work location, the employee shall receive a minimum payment equivalent to four hours of work at the rate of time and one-half (1½) his/her regular rate of pay. Compensated time shall begin at the time the employee is called out and end upon completion of the job. This compensated time includes a maximum of one (1) hour travel time to the job location.

ARTICLE 65 ON-CALL/STANDBY COMPENSATION

The table below provides a list of bargaining Unit members who are classified as salaried employees under Article 24, Section II of this MOU and who may be required by their appointing authority to be on-call or on standby during off-duty hours. If a General Manager or their designee determines a need to assign an employee in a classification listed below (On-Call Employee) to an on-call or standby status during the employee's off-duty hours, the employee shall be compensated accordingly.

The applicable on-call or standby time shall be the period of time between the end of one regular work shift and the beginning of the next regular work shift. When an On-Call Employee is assigned to standby status during off-duty works, the employee shall receive, in addition to any other compensation provided for herein, one (1) hour of non-pensionable compensation for every six hours required to be on standby.

For example, an employee may be placed on standby for 60 hours over a weekend. 60 divided by 6 equals 10 hours of straight time standby compensation.

Code	Class Title	Maximum Number of Employees*	Department	Assignment
9304	Director of Airport Operations	1	Airports	Manager on Duty (MOD)
7260-3	Airport Manager III	3	Airports	Manager on Duty (MOD)
7260-2	Airport Manager II	3	Airports	Manager on Duty (MOD)
7258	Chief of Operations	1	Airports	Manager on Duty (MOD), Emergency Management
7270	Director of Maintenance, Airports	3	Airports	Manager on Duty (MOD)
4128	Sanitation Wastewater Manager	3	Public Works, Bureau of Sanitation	While assigned at a water reclamation plant
7840	Wastewater Treatment Laboratory Manager	3	Public Works, Bureau of Sanitation	

**Maximum number of employees at any given time.*

The parties agree to reopen this Article by mutual consent at any time during the term of this MOU to modify the list of classes listed above.

ARTICLE 66

PROFESSIONAL CERTIFICATION BONUSES

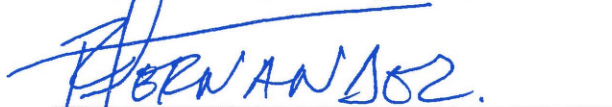
- A. Any employee in this unit who has earned and possesses a senior-level certification from the International Public Management Association for Human Resources (IPMAHR) or the Society for Human Resources Management (SHRM); or a professional certification from the California Public Employers Labor Relations Association (CALPELRA) shall be eligible to receive additional compensation.
- B. Any Sanitation Wastewater Manager I, II, or III (Code 4218-1, -2, or -3) who possesses a State of California Level IV or V certification shall be eligible to receive additional compensation.
- C. If an employee qualifies for additional compensation under Sections A or B, above, this additional pay shall be a two premium level, pensionable, adds-to-rate bonus that shall be used in calculating promotion differentials prescribed in LAAC Section 4.91(a)(1). This additional pay shall be administered at the beginning of the first full pay period after presentation to Management.
- D. Employees shall only be eligible to qualify for additional compensation up to a maximum of two premium levels under the provisions of this Article, regardless of the number of qualified certifications an employee may possess.
- E. This additional pay shall continue through the expiration date of the certification, as applicable. The employee bears the full responsibility of providing proof of certification and recertification to Management in order to receive this additional pay.
- F. Employees in this unit who fail to gain recertification from the certifying agency shall cease being eligible for the additional pay described in this article.
- G. Additional certifications may be added to this article upon the request of a General Manager or LAPMA, with the approval of the CAO.

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


Charley Mims, Executive Director
LAPMA


Salvador S. Zambrano, President


Roger Fernandez, Vice-President

Mario Lafaurie, Treasurer


Robert Potter, Member

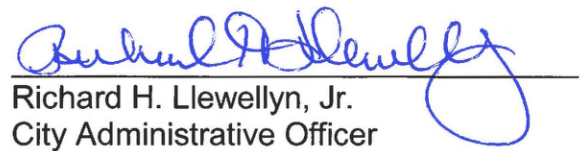

Patricia Delgado, Member


Steven Mangold, Member

As to form:

Jody Klipple, Director of Collective Bargaining
SEIU Local 721

CITY OF LOS ANGELES
Representatives


Richard H. Llewellyn, Jr.
City Administrative Officer

As to form:


City Attorney's Office

7/28/19
Date

MOU 36
Appendix A
Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9206-0	311 Director	5736	2	\$ 123,066	--	12	\$ 179,943	
9422-1	Airports Environmental Manager I	4775	2	\$ 102,437	--	12	\$ 149,772	
9422-2	Airports Environmental Manager II	5736	2	\$ 123,066	--	12	\$ 179,943	
3331-0	Airports Maintenance Superintendent	4212	2	\$ 90,368	--	12	\$ 132,107	
7260-1	Airports Manager I	4724	2	\$ 101,351	--	12	\$ 148,164	
7260-2	Airports Manager II	5356	2	\$ 114,902	--	12	\$ 168,000	
7260-3	Airports Manager III	6302	2	\$ 135,198	--	12	\$ 197,670	
1788-1	Airports Public And Community Relations Director I	4045	2	\$ 86,777	--	12	\$ 126,866	
1788-2	Airports Public And Community Relations Director II	5161	2	\$ 110,726	--	12	\$ 161,945	
1957-0	Asset Manager	5736	2	\$ 123,066	--	12	\$ 179,943	
7259-0	Assistant Airport Manager	* 5096	2	\$ 109,327	--	12	\$ 159,836	
1577-0	Assistant Chief Grants Administrator	4772	2	\$ 102,374	--	12	\$ 149,688	
9232-0	Assistant City Librarian	6570	2	\$ 140,960	--	12	\$ 206,043	
4219-1	Assistant Deputy Superintendent of Buildings I	5426	2	\$ 116,406	--	12	\$ 170,192	
4219-2	Assistant Deputy Superintendent of Buildings II	5736	2	\$ 123,066	--	12	\$ 179,943	
9651-0	Assistant Director of Finance	6570	2	\$ 140,960	--	12	\$ 206,043	
7298-0	Assistant Director, Bureau of Contract Administration	6322	2	\$ 135,636	--	12	\$ 198,276	
7225-0	Assistant Director, Bureau of Sanitation	6570	2	\$ 140,960	--	12	\$ 206,043	
7536-0	Assistant Director, Bureau of Street Lighting	6322	2	\$ 135,636	--	12	\$ 198,276	
4156-0	Assistant Director, Bureau of Street Services	6570	2	\$ 140,960	--	12	\$ 206,043	
9244-0	Assistant General Manager, Animal Regulation	6322	2	\$ 135,636	--	12	\$ 198,276	
9251-0	Assistant General Manager, Community Development	6570	2	\$ 140,960	--	12	\$ 206,043	
9694-0	Assistant General Manager, Convention Center	5736	2	\$ 123,066	--	12	\$ 179,943	
9248-0	Assistant General Manager, Cultural Affairs	5008	2	\$ 107,448	--	12	\$ 157,080	
9220-0	Assistant General Manager, Department of Aging	5736	2	\$ 123,066	--	12	\$ 179,943	
9701-0	Assistant General Manager, El Pueblo Historical Monument	5008	2	\$ 107,448	--	12	\$ 157,080	
9273-0	Assistant General Manager, Emergency Preparedness Department	5313	2	\$ 113,983	--	12	\$ 166,664	
9257-0	Assistant General Manager, General Services Department	6570	2	\$ 140,960	--	12	\$ 206,043	
9381-0	Assistant General Manager, Information Technology Agency	6570	2	\$ 140,960	--	12	\$ 206,043	
9414-0	Assistant General Manager, LACERS	6570	2	\$ 140,960	--	12	\$ 206,043	
9271-0	Assistant General Manager, Los Angeles Housing Department	6570	2	\$ 140,960	--	12	\$ 206,043	
9221-0	Assistant General Manager, Neighborhood Empowerment	5313	2	\$ 113,983	--	12	\$ 166,664	
9241-0	Assistant General Manager, Recreation and Parks	6570	2	\$ 140,960	--	12	\$ 206,043	
9263-0	Assistant General Manager, Transportation	6570	2	\$ 140,960	--	12	\$ 206,043	
0603-0	Assistant Inspector General	6218	2	\$ 133,402	--	12	\$ 195,040	

MOU 36
Appendix A
Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9415-0	Assistant Retirement Plan Manager	5313	2	\$ 113,983	--	12	\$ 166,664	
9646-0	Assistant Treasurer	6056	2	\$ 129,936	--	12	\$ 189,987	
7998-0	Associate Zoning Administrator	5450	2	\$ 116,928	--	12	\$ 170,986	
3124-0	Building Construction and Maintenance Superintendent	5161	2	\$ 110,726	--	12	\$ 161,945	
3194-1	Building Contruction and Maintenance General Superintendent I	5161	2	\$ 110,726	--	12	\$ 161,945	
3194-2	Building Contruction and Maintenance General Superintendent II	5736	2	\$ 123,066	--	12	\$ 179,943	
1592-0	Chief Accountant Controller	4870	2	\$ 104,483	--	12	\$ 152,778	
7945-1	Chief Airport Planner I	5026	2	\$ 107,824	--	12	\$ 157,644	
7945-B	Chief Airport Planner I/PMI	4569	12	\$ 143,341	--	12	\$ 143,341	
7945-2	Chief Airport Planner II	5736	2	\$ 123,066	--	12	\$ 179,943	
7945-C	Chief Airport Planner II/PMII	5291	12	\$ 165,933	--	12	\$ 165,933	
7945-D	Chief Airport Planner III/PMIII	6042	12	\$ 189,548	--	12	\$ 189,548	
7274-1	Chief Airports Engineer I	6146	2	\$ 131,857	--	12	\$ 192,805	
7274-2	Chief Airports Engineer II	6489	2	\$ 139,206	--	12	\$ 203,559	
1528-1	Chief Auditor Controller I	4267	2	\$ 91,537	--	12	\$ 133,840	
1528-2	Chief Auditor Controller II	4772	2	\$ 102,374	--	12	\$ 149,688	
9151-0	Chief Benefits Analyst	5736	2	\$ 123,066	--	12	\$ 179,943	
7296-0	Chief Construction Inspector	4943	2	\$ 106,049	--	12	\$ 155,034	
0302-0	Chief Deputy Controller	7323	2	\$ 157,101	--	12	\$ 229,638	
4229-0	Chief Electrical Inspector	4943	2	\$ 106,049	--	12	\$ 155,034	
9230-0	Chief Financial Officer	6675	2	\$ 143,215	--	12	\$ 209,342	
9286-0	Chief Harbor Engineer	7094	2	\$ 152,194	--	12	\$ 222,539	
4250-1	Chief Heating and Refrigeration Inspector I	3839	2	\$ 82,371	--	12	\$ 120,414	
4250-2	Chief Heating and Refrigeration Inspector II	4518	2	\$ 96,924	--	12	\$ 141,712	
9374-0	Chief Information Officer	7543	2	\$ 161,820	--	12	\$ 236,612	
4254-0	Chief Inspector	4943	2	\$ 106,049	--	12	\$ 155,034	
1619-0	Chief Internal Auditor	5313	2	\$ 113,983	--	12	\$ 166,664	
9147-0	Chief Investment Officer	8348	2	\$ 179,108	--	12	\$ 261,814	
9182-0	Chief Management Analyst	5736	2	\$ 123,066	--	12	\$ 179,943	
9424-0	Chief Of Aviation Technology	6213	2	\$ 133,297	--	12	\$ 194,873	
7258-1	Chief Of Operations I	4217	2	\$ 90,473	--	12	\$ 132,274	
7258-2	Chief Of Operations II	4450	2	\$ 95,463	--	12	\$ 139,582	
9200-0	Chief Of Transit Programs	5736	2	\$ 123,066	--	12	\$ 179,943	
3165-0	Chief Park Maintenance Supervisor	4409	2	\$ 94,586	--	12	\$ 138,267	
1968-0	Chief Park Ranger	4771	2	\$ 102,353	--	12	\$ 149,667	

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Appendix A
Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9180-0	Chief Parking Enforcement Operations	5736	2	\$ 123,066	--	12	\$ 179,943	
4239-0	Chief Plumbing Inspector	4943	2	\$ 106,049	--	12	\$ 155,034	
2384-0	Chief Police Psychologist	5736	2	\$ 123,066	--	12	\$ 179,943	
5154-1	Chief Port Pilot I	9406	7	\$ 250,706	--	12	\$ 295,034	
5154-2	Chief Port Pilot II	10121	7	\$ 269,790	--	12	\$ 317,459	
1949-1	Chief Real Estate Officer I	4793	2	\$ 102,834	--	12	\$ 150,315	
1949-2	Chief Real Estate Officer II	5736	2	\$ 123,066	--	12	\$ 179,943	
4269-0	Chief Safety Engineer Elevator	4943	2	\$ 106,049	--	12	\$ 155,034	
4260-0	Chief Safety Engineer Pressure Vessels	4267	2	\$ 91,537	--	12	\$ 133,840	
0604-0	Chief Special Investigator	5736	2	\$ 123,066	--	12	\$ 179,943	
4286-1	Chief Street Services Investigator I	4346	2	\$ 93,250	--	12	\$ 136,325	
4286-2	Chief Street Services Investigator II	5160	2	\$ 110,705	--	12	\$ 161,861	
1211-1	Chief Tax Compliance Officer I	4739	2	\$ 101,664	--	12	\$ 148,665	
1211-2	Chief Tax Compliance Officer II	5736	2	\$ 123,066	--	12	\$ 179,943	
2360-0	Chief Veterinarian	5188	2	\$ 111,311	--	12	\$ 162,676	
1189-1	Chief Wharfinger I	3753	2	\$ 80,513	--	12	\$ 117,700	
1189-2	Chief Wharfinger II	4691	2	\$ 100,641	--	12	\$ 147,162	
7999-0	Chief Zoning Administrator	6051	2	\$ 129,810	--	12	\$ 189,757	
2492-0	Child Care Program Manager	3410	2	\$ 73,163	--	12	\$ 106,947	
0566-0	City Attorney Chief Administrative Assistant	5736	2	\$ 123,066	--	12	\$ 179,943	
0536-0	City Attorney Financial Manager	4198	2	\$ 90,055	--	12	\$ 131,669	
2496-0	Community Affairs Advocate	4772	2	\$ 102,374	--	12	\$ 149,688	
8500-0	Community Housing Progrms Manager	4739	2	\$ 101,664	--	12	\$ 148,665	
9247-0	Concessions Manager	5736	2	\$ 123,066	--	12	\$ 179,943	
9168-0	Contract Administrator	5019	2	\$ 107,678	--	12	\$ 157,435	
9165-1	Contract Compliance Program Manager I	4225	2	\$ 90,640	--	12	\$ 132,546	
9165-2	Contract Compliance Program Manager II	5277	2	\$ 113,211	--	12	\$ 165,515	
3330-1	Convention Center Building Superintendent I	4347	2	\$ 93,270	--	12	\$ 136,346	
3330-2	Convention Center Building Superintendent II	5161	2	\$ 110,726	--	12	\$ 161,945	
1610-0	Departmental Audit Manager	5736	2	\$ 123,066	--	12	\$ 179,943	
1593-1	Dept Chief Accountant I	4284	2	\$ 91,913	--	12	\$ 134,362	
1593-2	Dept Chief Accountant II	4520	2	\$ 96,966	--	12	\$ 141,796	
1593-3	Dept Chief Accountant III	5313	2	\$ 113,983	--	12	\$ 166,664	
1593-4	Dept Chief Accountant IV	5736	2	\$ 123,066	--	12	\$ 179,943	
9490-1	Deputy City Engineer I	6570	2	\$ 140,960	--	12	\$ 206,043	

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Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9490-2	Deputy City Engineer II	7323	2	\$ 157,101	--	12	\$ 229,638	
1607-0	Deputy Dir Of Auditing	5736	2	\$ 123,066	--	12	\$ 179,943	
9444-0	Deputy Dir Of Planning	6570	2	\$ 140,960	--	12	\$ 206,043	
0162-0	Deputy General Manager Airports / 1	9076	2	\$ 194,726	--	12	\$ 284,677	
0163-0	Deputy General Manager Airports / 2	7423	2	\$ 159,251	--	12	\$ 232,812	
9201-1	Deputy Superintendent Of Buildings I	6570	2	\$ 140,960	--	12	\$ 206,043	
9201-2	Deputy Superintendent Of Buildings II	7323	2	\$ 157,101	--	12	\$ 229,638	
1806-0	Development and Marketing Dir	4724	2	\$ 101,351	--	12	\$ 148,164	
1768-0	Director Airport Services Marketing	5736	2	\$ 123,066	--	12	\$ 179,943	
1194-0	Director Cash Management Services	5736	2	\$ 123,066	--	12	\$ 179,943	
4266-0	Director Enforcement Operations	5736	2	\$ 123,066	--	12	\$ 179,943	
9302-0	Director Of Airprrs Administration	6745	2	\$ 144,698	--	12	\$ 211,556	
9304-0	Director Of Airprrs Operations	6745	2	\$ 144,698	--	12	\$ 211,556	
9306-0	Director Of Airprrs Saftey Officer	7423	2	\$ 159,251	--	12	\$ 232,812	
1606-0	Director Of Auditing	6570	2	\$ 140,960	--	12	\$ 206,043	
9259-0	Director Of Building Services	5161	2	\$ 110,726	--	12	\$ 161,945	
7625-0	Director Of Communication Services	5736	2	\$ 123,066	--	12	\$ 179,943	
4321-0	Director Of Field Operations	4746	2	\$ 101,831	--	12	\$ 148,853	
1608-0	Director Of Financial Analysis and Reporting	6570	2	\$ 140,960	--	12	\$ 206,043	
3535-0	Director Of Fleet Services	5736	2	\$ 123,066	--	12	\$ 179,943	
1568-0	Director Of Housing	5736	2	\$ 123,066	--	12	\$ 179,943	
7270-1	Director Of Maintenance Airports I	5161	2	\$ 110,726	--	12	\$ 161,945	
7270-2	Director Of Maintenance Airports II	5736	2	\$ 123,066	--	12	\$ 179,943	
1858-0	Director Of Material Management Services	5025	2	\$ 107,803	--	12	\$ 157,602	
7974-0	Director Of Material Testing Services	5736	2	\$ 123,066	--	12	\$ 179,943	
3722-1	Director Of Police Transportation I	4520	2	\$ 96,966	--	12	\$ 141,796	
3722-2	Director Of Police Transportation II	5736	2	\$ 123,066	--	12	\$ 179,943	
9231-0	Director Of Port Administration	6363	2	\$ 136,513	--	12	\$ 199,591	
3123-1	Director Of Port Construction and Maintenance I	5161	2	\$ 110,726	--	12	\$ 161,945	
3123-2	Director Of Port Construction and Maintenance II	5736	2	\$ 123,066	--	12	\$ 179,943	
1782-1	Director Of Port Marketing I	4668	2	\$ 100,140	--	12	\$ 146,389	
1782-2	Director Of Port Marketing II	5736	2	\$ 123,066	--	12	\$ 179,943	
9233-0	Director Of Port Operations	6040	2	\$ 129,581	--	12	\$ 189,444	
1488-0	Director Of Printing Services	5481	2	\$ 117,596	--	12	\$ 171,946	
1857-1	Director Of Purchasing Services I	4284	2	\$ 91,913	--	12	\$ 134,362	

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Appendix A
Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1857-2	Director Of Purchasing Services II	5025	2	\$ 107,803	--	12	\$ 157,602	
3208-0	Director Of Security Services	3632	2	\$ 77,924	--	12	\$ 113,963	
1863-0	Director Of Supplies	5736	2	\$ 123,066	--	12	\$ 179,943	
9375-0	Director Of Systems	5736	2	\$ 123,066	--	12	\$ 179,943	
6157-0	Division Librarian	5736	2	\$ 123,066	--	12	\$ 179,943	
9486-0	Engineer Of Surveys	5736	7	\$ 152,904	--	12	\$ 179,943	
3750-0	Equipment Superintendent	4836	7	\$ 128,913	--	12	\$ 151,693	
0015-0	Ethics Officer I	3848	2	\$ 82,559	--	12	\$ 120,749	
0016-0	Ethics Officer II	4773	2	\$ 102,395	--	12	\$ 149,730	
0017-0	Ethics Officer III	5792	2	\$ 124,256	--	12	\$ 181,676	
3170-0	Event Services Manager	4893	2	\$ 104,984	--	12	\$ 153,488	
9186-0	Executive Assistant Airports	6174	2	\$ 132,462	--	12	\$ 193,662	
9225-0	Executive Director Commission on Status of Women							\$5093.60/BW
2475-0	Executive Director Exposition Park Complex	5736	2	\$ 123,066	--	12	\$ 179,943	
9020-0	Executive Director Human Relations Commission							\$5585.60/BW
9252-0	Executive Officer City Clerk	6570	2	\$ 140,960	--	12	\$ 206,043	
9198-1	Financial Management Specialist I	3294	2	\$ 70,678	--	12	\$ 103,314	
9198-2	Financial Management Specialist II	3895	2	\$ 83,561	--	12	\$ 122,189	
9198-3	Financial Management Specialist III	4820	2	\$ 103,418	--	12	\$ 151,212	
9198-4	Financial Management Specialist IV	5074	2	\$ 108,868	--	12	\$ 159,147	
9198-5	Financial Management Specialist V	5792	2	\$ 124,256	--	12	\$ 181,676	
1557-1	Financial Manager I	4267	2	\$ 91,537	--	12	\$ 133,840	
1557-2	Financial Manager II	5313	2	\$ 113,983	--	12	\$ 166,664	
9197-0	Fire Administrator	6570	2	\$ 140,960	--	12	\$ 206,043	
0805-0	First Deputy General Manager Harbor	9076	2	\$ 194,726	--	12	\$ 284,677	
2458-0	Golf Manager	5736	2	\$ 123,066	--	12	\$ 179,943	
9279-1	Harbor Engineer I	5734	2	\$ 123,024	--	12	\$ 179,860	
9279-2	Harbor Engineer II	6056	2	\$ 129,936	--	12	\$ 189,987	
9234-1	Harbor Planning and Research Director I	4284	2	\$ 91,913	--	12	\$ 134,362	
9234-2	Harbor Planning and Research Director II	5025	2	\$ 107,803	--	12	\$ 157,602	
9480-0	Harbor Public and Communications Relations Director	5025	2	\$ 107,803	--	12	\$ 157,602	
4130-0	Hyperion Treatment Plan Manager	6570	2	\$ 140,960	--	12	\$ 206,043	
1409-1	Information Systems Manager I	5191	2	\$ 111,373	--	12	\$ 162,864	
1409-2	Information Systems Manager II	5736	2	\$ 123,066	--	12	\$ 179,943	
4281-1	Lot Cleaning Superintendent I	4000	2	\$ 85,816	--	12	\$ 125,447	

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Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4281-2	Lot Cleaning Superintendent II	4411	2	\$ 94,628	--	12	\$ 138,371	
9437-1	Marine Environmental Manager I	4971	2	\$ 106,655	--	12	\$ 155,931	
9437-2	Marine Environmental Manager II	5526	2	\$ 118,556	--	12	\$ 173,324	
9635-0	Marketing Manager	5025	2	\$ 107,803	--	12	\$ 157,602	
2338-0	Medical Services Administrator	5736	2	\$ 123,066	--	12	\$ 179,943	
6229-1	Observatory Director I	4772	2	\$ 102,374	--	12	\$ 149,688	
6229-2	Observatory Director II	5736	2	\$ 123,066	--	12	\$ 179,943	
9264-0	Parking Administrator	6570	2	\$ 140,960	--	12	\$ 206,043	
9025-1	Parking Enforcement Manager I	4119	2	\$ 88,364	--	12	\$ 129,184	
9025-2	Parking Enforcement Manager II	4836	2	\$ 103,752	--	12	\$ 151,693	
5153-0	Pilot Service Manager	10676	2	\$ 229,053	--	12	\$ 334,915	
9196-1	Police Administrator I	5736	2	\$ 123,066	--	12	\$ 179,943	
9196-2	Police Administrator II	6570	2	\$ 140,960	--	12	\$ 206,043	
9196-3	Police Administrator III	7482	2	\$ 160,525	--	12	\$ 234,670	
1781-0	Port Marketing Manager	3950	2	\$ 84,751	--	12	\$ 123,901	
7928-0	Principal Architect	6251	2	\$ 134,112	--	12	\$ 196,084	
7946-0	Principal City Planner	5736	2	\$ 123,066	--	12	\$ 179,943	
9489-0	Principal Civil Engineer	5736	2	\$ 123,066	--	12	\$ 179,943	
9489-D	Principal Civil Engineer/PM III	6042	12	\$ 189,548	--	12	\$ 189,548	
9653-0	Principal Deputy Controller	6570	2	\$ 140,960	--	12	\$ 206,043	
7875-0	Principal Environmental Engineer	5736	2	\$ 123,066	--	12	\$ 179,943	
7875-B	Principal Environmental Engineer/PMI	4569	12	\$ 143,341	--	12	\$ 143,341	
7875-C	Principal Environmental Engineer/PMII	5291	12	\$ 165,933	--	12	\$ 165,933	
7875-D	Principal Environmental Engineer/PMIII	6042	12	\$ 189,548	--	12	\$ 189,548	
3147-1	Principal Grounds Maintenance Supervisor I	3152	2	\$ 67,630	--	12	\$ 98,887	
3147-2	Principal Grounds Maintenance Supervisor II	3920	2	\$ 84,104	--	12	\$ 123,004	
2464-1	Principal Recreation Supervisor I	3410	2	\$ 73,163	--	12	\$ 106,947	
2464-2	Principal Recreation Supervisor II	3920	2	\$ 84,104	--	12	\$ 123,004	
9266-0	Principal Transportation Engineer	5736	2	\$ 123,066	--	12	\$ 179,943	
9266-B	Principal Transportation Engineer/PMI	4569	12	\$ 143,341	--	12	\$ 143,341	
9266-C	Principal Transportation Engineer/PMII	5291	12	\$ 165,933	--	12	\$ 165,933	
9266-D	Principal Transportation Engineer/PMIII	6042	12	\$ 189,548	--	12	\$ 189,548	
1964-1	Property Manager I	4520	2	\$ 96,966	--	12	\$ 141,796	
1964-2	Property Manager II	5025	2	\$ 107,803	--	12	\$ 157,602	
1964-3	Property Manager III	5443	2	\$ 116,781	--	12	\$ 170,694	

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Appendix A
Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1964-4	Property Manager IV	6051	2	\$ 129,810	--	12	\$ 189,757	
1800-1	Public Information Director I	4045	2	\$ 86,777	--	12	\$ 126,866	
1800-2	Public Information Director II	4752	2	\$ 101,957	--	12	\$ 149,062	
1282-0	Records Management Officer	4771	2	\$ 102,353	--	12	\$ 149,667	
1620-0	Revenue Manager	5569	2	\$ 119,475	--	12	\$ 174,682	
7982-0	Risk Management and Prevention Program Manager	4775	2	\$ 102,437	--	12	\$ 149,772	
1530-1	Risk Manager I	3860	2	\$ 82,810	--	12	\$ 121,041	
1530-2	Risk Manager II	4772	2	\$ 102,374	--	12	\$ 149,688	
1530-3	Risk Manager III	5736	2	\$ 123,066	--	12	\$ 179,943	
1728-0	Safety Administrator	5061	2	\$ 108,576	--	12	\$ 158,771	
4128-1	Sanitation Wasterwater Manager I	4347	2	\$ 93,270	--	12	\$ 136,346	
4128-2	Sanitation Wasterwater Manager II	5161	2	\$ 110,726	--	12	\$ 161,945	
4128-3	Sanitation Wasterwater Manager III	5736	2	\$ 123,066	--	12	\$ 179,943	
0807-0	Second Deputy General Manager Harbor	7710	2	\$ 165,411	--	12	\$ 241,832	
3146-0	Senior Park Maintenance Supervisor	3293	2	\$ 70,657	--	12	\$ 103,293	
3832-0	Signal Systems Superintendent	4409	2	\$ 94,586	--	12	\$ 138,267	
4126-1	Solid Resources Manager I	5161	2	\$ 110,726	--	12	\$ 161,945	
4126-2	Solid Resources Manager II	5736	2	\$ 123,066	--	12	\$ 179,943	
1850-0	Stores Superintendent	4284	2	\$ 91,913	--	12	\$ 134,362	
3820-1	Street Lighting Contruction & Maintenance Superintendent I	4268	2	\$ 91,558	--	12	\$ 133,882	
3820-2	Street Lighting Contruction & Maintenance Superintendent II	4758	2	\$ 102,082	--	12	\$ 149,229	
4160-1	Street Services General Superintendent I	4917	2	\$ 105,485	--	12	\$ 154,261	
4160-2	Street Services General Superintendent II	5736	2	\$ 123,066	--	12	\$ 179,943	
4158-1	Street Services Superintendent I	4000	2	\$ 85,816	--	12	\$ 125,447	
4158-2	Street Services Superintendent II	4411	2	\$ 94,628	--	12	\$ 138,371	
3160-1	Street Tree Superintendent I	4000	2	\$ 85,816	--	12	\$ 125,447	
3160-2	Street Tree Superintendent II	4917	2	\$ 105,485	--	12	\$ 154,261	
2472-0	Superintendent Of Recreation and Parks Operations	5736	2	\$ 123,066	--	12	\$ 179,943	
9237-0	Superintendent Planinning and Development Recreation and Parks	5736	2	\$ 123,066	--	12	\$ 179,943	
1865-1	Supply Services Manager I	4771	2	\$ 102,353	--	12	\$ 149,667	
1865-2	Supply Services Manager II	5736	2	\$ 123,066	--	12	\$ 179,943	
8870-0	Taxicab Administrator	4739	2	\$ 101,664	--	12	\$ 148,665	
7650-1	Telecommunicaitions Regulations Officers I	4273	2	\$ 91,684	--	12	\$ 134,049	
7650-2	Telecommunicaitions Regulations Officers II	4643	2	\$ 99,618	--	12	\$ 145,679	
7650-3	Telecommunicaitions Regulations Officers III	5049	2	\$ 108,325	--	12	\$ 158,374	

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Appendix A
Operative on July 1, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
7640-0	Telecommunications Planning and Utilities Officer	4643	2	\$ 99,618	--	12	\$ 145,679	
0803-0	Traffic Manager	6363	2	\$ 136,513	--	12	\$ 199,591	
4125-1	Wastewater Collections Manager I	4284	2	\$ 91,913	--	12	\$ 134,362	
4125-2	Wastewater Collections Manager II	5736	2	\$ 123,066	--	12	\$ 179,943	
7880-0	Wastewater Research Engineer	5736	2	\$ 123,066	--	12	\$ 179,943	
7840-1	Wastewater Treatment Laboratory Manager I	4273	2	\$ 91,684	--	12	\$ 134,049	
7840-2	Wastewater Treatment Laboratory Manager II	5025	2	\$ 107,803	--	12	\$ 157,602	
7840-3	Wastewater Treatment Laboratory Manager III	5736	2	\$ 123,066	--	12	\$ 179,943	
3784-1	Wastewater Treatment Maintenance Manager I	4347	2	\$ 93,270	--	12	\$ 136,346	
3784-2	Wastewater Treatment Maintenance Manager II	5161	2	\$ 110,726	--	12	\$ 161,945	
3784-3	Wastewater Treatment Maintenance Manager III	5736	2	\$ 123,066	--	12	\$ 179,943	
4127-1	Wastewater Treatment Plant Manager I	4338	2	\$ 93,062	--	12	\$ 136,074	
4127-2	Wastewater Treatment Plant Manager II	4563	2	\$ 97,885	--	12	\$ 143,111	
4127-3	Wastewater Treatment Plant Manager III	5063	2	\$ 108,617	--	12	\$ 158,813	
1766-1	Workers Compensation Administrator I	4772	2	\$ 102,374	--	12	\$ 149,688	
1766-2	Workers Compensation Administrator II	5736	2	\$ 123,066	--	12	\$ 179,943	
9501-0	Zoo Assistant General Manager	6322	2	\$ 135,636	--	12	\$ 198,276	

* Class accreted prior to July 1, 2018.

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Appendix B

Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9206-0	311 Director	5904	2	\$ 126,658	--	12	\$ 185,184	
9422-1	Airports Environmental Manager I	4915	2	\$ 105,444	--	12	\$ 154,115	
9422-2	Airports Environmental Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
3331-0	Airports Maintenance Superintendent	4334	2	\$ 92,978	--	12	\$ 135,928	
7260-1	Airports Manager I	4861	2	\$ 104,295	--	12	\$ 152,465	
7260-2	Airports Manager II	5512	2	\$ 118,264	--	12	\$ 172,907	
7260-3	Airports Manager III	6485	2	\$ 139,123	--	12	\$ 203,433	
1788-1	Airports Public And Community Relations Director I	4163	2	\$ 89,303	--	12	\$ 130,541	
1788-2	Airports Public And Community Relations Director II	5312	2	\$ 113,963	--	12	\$ 166,643	
1957-0	Asset Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
7259-0	Assistant Airport Manager	5244	2	\$ 112,501	--	12	\$ 164,471	
1577-0	Assistant Chief Grants Administrator	4912	2	\$ 105,381	--	12	\$ 154,031	
9232-0	Assistant City Librarian	6760	2	\$ 145,032	--	12	\$ 212,036	
4219-1	Assistant Deputy Superintendent of Buildings I	5584	2	\$ 119,809	--	12	\$ 175,120	
4219-2	Assistant Deputy Superintendent of Buildings II	5904	2	\$ 126,658	--	12	\$ 185,184	
9651-0	Assistant Director of Finance	6760	2	\$ 145,032	--	12	\$ 212,036	
7298-0	Assistant Director, Bureau of Contract Administration	6504	2	\$ 139,541	--	12	\$ 204,039	
7225-0	Assistant Director, Bureau of Sanitation	6760	2	\$ 145,032	--	12	\$ 212,036	
7536-0	Assistant Director, Bureau of Street Lighting	6504	2	\$ 139,541	--	12	\$ 204,039	
4156-0	Assistant Director, Bureau of Street Services	6760	2	\$ 145,032	--	12	\$ 212,036	
9428-0	Assistant Executive Director, Cannabis Department	* 6474	2	\$ 138,893	--	12	\$ 203,037	
9244-0	Assistant General Manager, Animal Regulation	6504	2	\$ 139,541	--	12	\$ 204,039	
9251-0	Assistant General Manager, Community Development	6760	2	\$ 145,032	--	12	\$ 212,036	
9694-0	Assistant General Manager, Convention Center	5904	2	\$ 126,658	--	12	\$ 185,184	
9248-0	Assistant General Manager, Cultural Affairs	5154	2	\$ 110,580	--	12	\$ 161,632	
9220-0	Assistant General Manager, Department of Aging	5904	2	\$ 126,658	--	12	\$ 185,184	
9701-0	Assistant General Manager, El Pueblo Historical Monument	5154	2	\$ 110,580	--	12	\$ 161,632	
9273-0	Assistant General Manager, Emergency Preparedness Department	5466	2	\$ 117,262	--	12	\$ 171,487	
9257-0	Assistant General Manager, General Services Department	6760	2	\$ 145,032	--	12	\$ 212,036	
9381-0	Assistant General Manager, Information Technology Agency	6760	2	\$ 145,032	--	12	\$ 212,036	
9414-0	Assistant General Manager, LACERS	6760	2	\$ 145,032	--	12	\$ 212,036	
9271-0	Assistant General Manager, Los Angeles Housing Department	6760	2	\$ 145,032	--	12	\$ 212,036	
9221-0	Assistant General Manager, Neighborhood Empowerment	5466	2	\$ 117,262	--	12	\$ 171,487	
9241-0	Assistant General Manager, Recreation and Parks	6760	2	\$ 145,032	--	12	\$ 212,036	
9263-0	Assistant General Manager, Transportation	6760	2	\$ 145,032	--	12	\$ 212,036	

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Appendix B

Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
0603-0	Assistant Inspector General	6398	2	\$ 137,265	--	12	\$ 200,698	
9415-0	Assistant Retirement Plan Manager	5466	2	\$ 117,262	--	12	\$ 171,487	
9646-0	Assistant Treasurer	6233	2	\$ 133,715	--	12	\$ 195,520	
7998-0	Associate Zoning Administrator	5608	2	\$ 120,310	--	12	\$ 175,934	
3124-0	Building Construction and Maintenance Superintendent	5312	2	\$ 113,963	--	12	\$ 166,643	
3194-1	Building Construction and Maintenance General Superintendent I	5312	2	\$ 113,963	--	12	\$ 166,643	
3194-2	Building Construction and Maintenance General Superintendent II	5904	2	\$ 126,658	--	12	\$ 185,184	
1592-0	Chief Accountant Controller	5013	2	\$ 107,552	--	12	\$ 157,268	
7945-1	Chief Airport Planner I	5174	2	\$ 110,998	--	12	\$ 162,258	
7945-B	Chief Airport Planner I/PMI	4703	12	\$ 147,517	--	12	\$ 147,517	
7945-2	Chief Airport Planner II	5904	2	\$ 126,658	--	12	\$ 185,184	
7945-C	Chief Airport Planner II/PMII	5444	12	\$ 170,735	--	12	\$ 170,735	
7945-D	Chief Airport Planner III/PMIII	6218	12	\$ 195,040	--	12	\$ 195,040	
7274-1	Chief Airports Engineer I	6326	2	\$ 135,720	--	12	\$ 198,401	
7274-2	Chief Airports Engineer II	6679	2	\$ 143,299	--	12	\$ 209,489	
1528-1	Chief Auditor Controller I	4391	2	\$ 94,210	--	12	\$ 137,724	
1528-2	Chief Auditor Controller II	4912	2	\$ 105,381	--	12	\$ 154,031	
9151-0	Chief Benefits Analyst	5904	2	\$ 126,658	--	12	\$ 185,184	
7296-0	Chief Construction Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
0302-0	Chief Deputy Controller	7534	2	\$ 161,632	--	12	\$ 236,298	
4229-0	Chief Electrical Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
9230-0	Chief Financial Officer	6868	2	\$ 147,350	--	12	\$ 215,418	
9286-0	Chief Harbor Engineer	7299	2	\$ 156,600	--	12	\$ 228,990	
4250-1	Chief Heating and Refrigeration Inspector I	3950	2	\$ 84,751	--	12	\$ 123,901	
4250-2	Chief Heating and Refrigeration Inspector II	4649	2	\$ 99,743	--	12	\$ 145,825	
9374-0	Chief Information Officer	7763	2	\$ 166,538	--	12	\$ 243,481	
4254-0	Chief Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
1619-0	Chief Internal Auditor	5466	2	\$ 117,262	--	12	\$ 171,487	
9147-0	Chief Investment Officer	8589	2	\$ 184,266	--	12	\$ 269,414	
9182-0	Chief Management Analyst	5904	2	\$ 126,658	--	12	\$ 185,184	
9424-0	Chief Of Aviation Technology	6394	2	\$ 137,181	--	12	\$ 200,573	
7258-1	Chief Of Operations I	4340	2	\$ 93,103	--	12	\$ 136,116	
7258-2	Chief Of Operations II	4579	2	\$ 98,240	--	12	\$ 143,633	
9200-0	Chief Of Transit Programs	5904	2	\$ 126,658	--	12	\$ 185,184	
3165-0	Chief Park Maintenance Supervisor	4536	2	\$ 97,321	--	12	\$ 142,276	

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Appendix B

Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1968-0	Chief Park Ranger	4911	2	\$ 105,360	--	12	\$ 154,010	
9180-0	Chief Parking Enforcement Operations	5904	2	\$ 126,658	--	12	\$ 185,184	
4239-0	Chief Plumbing Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
2384-0	Chief Police Psychologist	5904	2	\$ 126,658	--	12	\$ 185,184	
5154-1	Chief Port Pilot I	9679	7	\$ 258,014	--	12	\$ 303,616	
5154-2	Chief Port Pilot II	10415	7	\$ 277,578	--	12	\$ 326,688	
1949-1	Chief Real Estate Officer I	4932	2	\$ 105,819	--	12	\$ 154,699	
1949-2	Chief Real Estate Officer II	5904	2	\$ 126,658	--	12	\$ 185,184	
4269-0	Chief Safety Engineer Elevator	5086	2	\$ 109,118	--	12	\$ 159,523	
4260-0	Chief Safety Engineer Pressure Vessels	4391	2	\$ 94,210	--	12	\$ 137,724	
0604-0	Chief Special Investigator	5904	2	\$ 126,658	--	12	\$ 185,184	
4286-1	Chief Street Services Investigator I	4473	2	\$ 95,964	--	12	\$ 140,271	
4286-2	Chief Street Services Investigator II	5311	2	\$ 113,942	--	12	\$ 166,580	
1211-1	Chief Tax Compliance Officer I	4876	2	\$ 104,608	--	12	\$ 152,966	
1211-2	Chief Tax Compliance Officer II	5904	2	\$ 126,658	--	12	\$ 185,184	
2360-0	Chief Veterinarian	5336	2	\$ 114,485	--	12	\$ 167,394	
1189-1	Chief Wharfinger I	3863	2	\$ 82,872	--	12	\$ 121,124	
1189-2	Chief Wharfinger II	4828	2	\$ 103,585	--	12	\$ 151,421	
7999-0	Chief Zoning Administrator	6227	2	\$ 133,590	--	12	\$ 195,311	
2492-0	Child Care Program Manager	3508	2	\$ 75,251	--	12	\$ 110,058	
0566-0	City Attorney Chief Administrative Assistant	5904	2	\$ 126,658	--	12	\$ 185,184	
0536-0	City Attorney Financial Manager	4321	2	\$ 92,707	--	12	\$ 135,552	
2496-0	Community AffairsAdvocate	4912	2	\$ 105,381	--	12	\$ 154,031	
8500-0	Community Housing Progrms Manager	4876	2	\$ 104,608	--	12	\$ 152,966	
9247-0	Concessions Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
9168-0	Contract Administrator	5164	2	\$ 110,789	--	12	\$ 162,007	
9165-1	Contract Compliance Program Manager I	4349	2	\$ 93,312	--	12	\$ 136,388	
9165-2	Contract Compliance Program Manager II	5431	2	\$ 116,510	--	12	\$ 170,339	
3330-1	Convention Center Building Superintendent I	4474	2	\$ 95,985	--	12	\$ 140,313	
3330-2	Convention Center Building Superintendent II	5312	2	\$ 113,963	--	12	\$ 166,643	
1610-0	Departmental Audit Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
1593-1	Dept Chief Accountant I	4409	2	\$ 94,586	--	12	\$ 138,267	
1593-2	Dept Chief Accountant II	4653	2	\$ 99,827	--	12	\$ 145,909	
1593-3	Dept Chief Accountant III	5466	2	\$ 117,262	--	12	\$ 171,487	
1593-4	Dept Chief Accountant IV	5904	2	\$ 126,658	--	12	\$ 185,184	

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Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9490-1	Deputy City Engineer I	6760	2	\$ 145,032	--	12	\$ 212,036	
9490-2	Deputy City Engineer II	7534	2	\$ 161,632	--	12	\$ 236,298	
1607-0	Deputy Dir Of Auditing	5904	2	\$ 126,658	--	12	\$ 185,184	
9444-0	Deputy Dir Of Planning	6760	2	\$ 145,032	--	12	\$ 212,036	
0162-0	Deputy General Manager Airports / 1	9339	2	\$ 200,364	--	12	\$ 292,925	
0163-0	Deputy General Manager Airports / 2	7636	2	\$ 163,824	--	12	\$ 239,556	
9201-1	Deputy Superintendent Of Buildings I	6760	2	\$ 145,032	--	12	\$ 212,036	
9201-2	Deputy Superintendent Of Buildings II	7534	2	\$ 161,632	--	12	\$ 236,298	
1806-0	Development and Marketing Dir	4861	2	\$ 104,295	--	12	\$ 152,465	
1768-0	Director Airport Services Marketing	5904	2	\$ 126,658	--	12	\$ 185,184	
1194-0	Director Cash Management Services	5904	2	\$ 126,658	--	12	\$ 185,184	
4266-0	Director Enforcement Operations	5904	2	\$ 126,658	--	12	\$ 185,184	
9302-0	Director Of Airprts Administration	6940	2	\$ 148,895	--	12	\$ 217,694	
9304-0	Director Of Airprts Operations	6940	2	\$ 148,895	--	12	\$ 217,694	
9306-0	Director Of Airprts Saftey Officer	7636	2	\$ 163,824	--	12	\$ 239,556	
1606-0	Director Of Auditing	6760	2	\$ 145,032	--	12	\$ 212,036	
9259-0	Director Of Building Services	5312	2	\$ 113,963	--	12	\$ 166,643	
7625-0	Director Of Communication Services	5904	2	\$ 126,658	--	12	\$ 185,184	
4321-0	Director Of Field Operations	4885	2	\$ 104,796	--	12	\$ 153,217	
1608-0	Director Of Financial Analysis and Reporting	6760	2	\$ 145,032	--	12	\$ 212,036	
3535-0	Director Of Fleet Services	5904	2	\$ 126,658	--	12	\$ 185,184	
1568-0	Director Of Housing	5904	2	\$ 126,658	--	12	\$ 185,184	
7270-1	Director Of Maintenance Airports I	5312	2	\$ 113,963	--	12	\$ 166,643	
7270-2	Director Of Maintenance Airports II	5904	2	\$ 126,658	--	12	\$ 185,184	
1858-0	Director Of Material Management Services	5172	2	\$ 110,956	--	12	\$ 162,174	
7974-0	Director Of Material Testing Services	5904	2	\$ 126,658	--	12	\$ 185,184	
3722-1	Director Of Police Transportation I	4653	2	\$ 99,827	--	12	\$ 145,909	
3722-2	Director Of Police Transportation II	5904	2	\$ 126,658	--	12	\$ 185,184	
9231-0	Director Of Port Administration	6547	2	\$ 140,459	--	12	\$ 205,375	
3123-1	Director Of Port Construction and Maintenance I	5312	2	\$ 113,963	--	12	\$ 166,643	
3123-2	Director Of Port Construction and Maintenance II	5904	2	\$ 126,658	--	12	\$ 185,184	
1782-1	Director Of Port Marketing I	4802	2	\$ 103,021	--	12	\$ 150,628	
1782-2	Director Of Port Marketing II	5904	2	\$ 126,658	--	12	\$ 185,184	
9233-0	Director Of Port Operations	6215	2	\$ 133,339	--	12	\$ 194,977	
1488-0	Director Of Printing Services	5641	2	\$ 121,020	--	12	\$ 176,978	

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Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1857-1	Director Of Purchasing Services I	4409	2	\$ 94,586	--	12	\$ 138,267	
1857-2	Director Of Purchasing Services II	5172	2	\$ 110,956	--	12	\$ 162,174	
3208-0	Director Of Security Services	3740	2	\$ 80,241	--	12	\$ 117,282	
1863-0	Director Of Supplies	5904	2	\$ 126,658	--	12	\$ 185,184	
9375-0	Director Of Systems	5904	2	\$ 126,658	--	12	\$ 185,184	
6157-0	Division Librarian	5904	2	\$ 126,658	--	12	\$ 185,184	
9486-0	Engineer Of Surveys	5904	7	\$ 157,372	--	12	\$ 185,184	
3750-0	Equipment Superintendent	4977	7	\$ 132,650	--	12	\$ 156,098	
0015-0	Ethics Officer I	3962	2	\$ 85,002	--	12	\$ 124,256	
0016-0	Ethics Officer II	4914	2	\$ 105,423	--	12	\$ 154,094	
0017-0	Ethics Officer III	5960	2	\$ 127,869	--	12	\$ 186,938	
3170-0	Event Services Manager	5036	2	\$ 108,033	--	12	\$ 157,936	
9186-0	Executive Assistant Airports	6353	2	\$ 136,304	--	12	\$ 199,278	
9225-0	Executive Director Commission on Status of Women							\$5241.60/BW
2475-0	Executive Director Exposition Park Complex	5904	2	\$ 126,658	--	12	\$ 185,184	
9020-0	Executive Director Human Relations Commission							\$5747.20/BW
9252-0	Executive Officer City Clerk	6760	2	\$ 145,032	--	12	\$ 212,036	
9198-1	Financial Management Specialist I	3389	2	\$ 72,704	--	12	\$ 106,300	
9198-2	Financial Management Specialist II	4009	2	\$ 86,004	--	12	\$ 125,760	
9198-3	Financial Management Specialist III	4961	2	\$ 106,425	--	12	\$ 155,618	
9198-4	Financial Management Specialist IV	5221	2	\$ 112,021	--	12	\$ 163,761	
9198-5	Financial Management Specialist V	5960	2	\$ 127,869	--	12	\$ 186,938	
1557-1	Financial Manager I	4391	2	\$ 94,210	--	12	\$ 137,724	
1557-2	Financial Manager II	5466	2	\$ 117,262	--	12	\$ 171,487	
9197-0	Fire Administrator	6760	2	\$ 145,032	--	12	\$ 212,036	
0805-0	First Deputy General Manager Harbor	9339	2	\$ 200,364	--	12	\$ 292,925	
2458-0	Golf Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
9279-1	Harbor Engineer I	5901	2	\$ 126,595	--	12	\$ 185,101	
9279-2	Harbor Engineer II	6233	2	\$ 133,715	--	12	\$ 195,520	
9234-1	Harbor Planning and Research Director I	4409	2	\$ 94,586	--	12	\$ 138,267	
9234-2	Harbor Planning and Research Director II	5172	2	\$ 110,956	--	12	\$ 162,174	
9480-0	Harbor Public and Communications Relations Director	5172	2	\$ 110,956	--	12	\$ 162,174	
4130-0	Hyperion Treatment Plan Manager	6760	2	\$ 145,032	--	12	\$ 212,036	
1409-1	Information Systems Manager I	5343	2	\$ 114,631	--	12	\$ 167,624	
1409-2	Information Systems Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	

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Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4281-1	Lot Cleaning Superintendent I	4116	2	\$ 88,301	--	12	\$ 129,080	
4281-2	Lot Cleaning Superintendent II	4541	2	\$ 97,426	--	12	\$ 142,443	
9437-1	Marine Environmental Manager I	5116	2	\$ 109,766	--	12	\$ 160,462	
9437-2	Marine Environmental Manager II	5686	2	\$ 121,980	--	12	\$ 178,356	
9635-0	Marketing Manager	5172	2	\$ 110,956	--	12	\$ 162,174	
2338-0	Medical Services Administrator	5904	2	\$ 126,658	--	12	\$ 185,184	
1789-0	Motion Picture and TV Manager	* 5889	2	\$ 126,344	--	12	\$ 184,725	
6229-1	Observatory Director I	4912	2	\$ 105,381	--	12	\$ 154,031	
6229-2	Observatory Director II	5904	2	\$ 126,658	--	12	\$ 185,184	
9264-0	Parking Administrator	6760	2	\$ 145,032	--	12	\$ 212,036	
9025-1	Parking Enforcement Manager I	4239	2	\$ 90,953	--	12	\$ 132,942	
9025-2	Parking Enforcement Manager II	4977	2	\$ 106,780	--	12	\$ 156,098	
5153-0	Pilot Service Manager	10988	2	\$ 235,735	--	12	\$ 344,624	
9196-1	Police Administrator I	5904	2	\$ 126,658	--	12	\$ 185,184	
9196-2	Police Administrator II	6760	2	\$ 145,032	--	12	\$ 212,036	
9196-3	Police Administrator III	7700	2	\$ 165,202	--	12	\$ 241,498	
1781-0	Port Marketing Manager	4064	2	\$ 87,194	--	12	\$ 127,493	
9143-1	Portfolio Manager I	* 6274	2	\$ 134,613	--	12	\$ 196,794	
9143-2	Portfolio Manager II	* 7893	2	\$ 169,336	--	12	\$ 247,574	
7928-0	Principal Architect	6431	2	\$ 137,975	--	12	\$ 201,763	
7946-0	Principal City Planner	5904	2	\$ 126,658	--	12	\$ 185,184	
9489-0	Principal Civil Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
9489-D	Principal Civil Engineer/PM III	6218	12	\$ 195,040	--	12	\$ 195,040	
9653-0	Principal Deputy Controller	6760	2	\$ 145,032	--	12	\$ 212,036	
7875-0	Principal Environmental Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
7875-B	Principal Environmental Engineer/PMI	4703	12	\$ 147,517	--	12	\$ 147,517	
7875-C	Principal Environmental Engineer/PMII	5444	12	\$ 170,735	--	12	\$ 170,735	
7875-D	Principal Environmental Engineer/PMIII	6218	12	\$ 195,040	--	12	\$ 195,040	
3147-1	Principal Grounds Maintenance Supervisor I	3244	2	\$ 69,593	--	12	\$ 101,769	
3147-2	Principal Grounds Maintenance Supervisor II	4035	2	\$ 86,568	--	12	\$ 126,595	
2464-1	Principal Recreation Supervisor I	3508	2	\$ 75,251	--	12	\$ 110,058	
2464-2	Principal Recreation Supervisor II	4035	2	\$ 86,568	--	12	\$ 126,595	
9266-0	Principal Transportation Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
9266-B	Principal Transportation Engineer/PMI	4703	12	\$ 147,517	--	12	\$ 147,517	
9266-C	Principal Transportation Engineer/PMII	5444	12	\$ 170,735	--	12	\$ 170,735	

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Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9266-D	Principal Transportation Engineer/PMIII	6218	12	\$ 195,040	--	12	\$ 195,040	
1964-1	Property Manager I	4653	2	\$ 99,827	--	12	\$ 145,909	
1964-2	Property Manager II	5172	2	\$ 110,956	--	12	\$ 162,174	
1964-3	Property Manager III	5600	2	\$ 120,143	--	12	\$ 175,642	
1964-4	Property Manager IV	6227	2	\$ 133,590	--	12	\$ 195,311	
1800-1	Public Information Director I	4163	2	\$ 89,303	--	12	\$ 130,541	
1800-2	Public Information Director II	4888	2	\$ 104,859	--	12	\$ 153,384	
7976-0	Public Safety Risk Manager	* 5265	2	\$ 112,960	--	12	\$ 165,160	
1282-0	Records Management Officer	4911	2	\$ 105,360	--	12	\$ 154,010	
1620-0	Revenue Manager	5732	2	\$ 122,983	--	12	\$ 179,776	
7982-0	Risk Management and Prevention Program Manager	4915	2	\$ 105,444	--	12	\$ 154,115	
1530-1	Risk Manager I	3971	2	\$ 85,190	--	12	\$ 124,570	
1530-2	Risk Manager II	4912	2	\$ 105,381	--	12	\$ 154,031	
1530-3	Risk Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
1728-0	Safety Administrator	5209	2	\$ 111,749	--	12	\$ 163,386	
4128-1	Sanitation Wasterwater Manager I	4474	2	\$ 95,985	--	12	\$ 140,313	
4128-2	Sanitation Wasterwater Manager II	5312	2	\$ 113,963	--	12	\$ 166,643	
4128-3	Sanitation Wasterwater Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
0807-0	Second Deputy General Manager Harbor	7934	2	\$ 170,213	--	12	\$ 248,868	
3146-0	Senior Park Maintenance Supervisor	3388	2	\$ 72,683	--	12	\$ 106,279	
3832-0	Signal Systems Superintendent	4536	2	\$ 97,321	--	12	\$ 142,276	
4126-1	Solid Resources Manager I	5312	2	\$ 113,963	--	12	\$ 166,643	
4126-2	Solid Resources Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
1850-0	Stores Superintendent	4409	2	\$ 94,586	--	12	\$ 138,267	
3820-1	Street Lighting Contruction & Maintenance Superintendent I	4392	2	\$ 94,231	--	12	\$ 137,766	
3820-2	Street Lighting Contruction & Maintenance Superintendent II	4896	2	\$ 105,047	--	12	\$ 153,551	
4160-1	Street Services General Superintendent I	5061	2	\$ 108,576	--	12	\$ 158,771	
4160-2	Street Services General Superintendent II	5904	2	\$ 126,658	--	12	\$ 185,184	
4158-1	Street Services Superintendent I	4116	2	\$ 88,301	--	12	\$ 129,080	
4158-2	Street Services Superintendent II	4541	2	\$ 97,426	--	12	\$ 142,443	
3160-1	Street Tree Superintendent I	4116	2	\$ 88,301	--	12	\$ 129,080	
3160-2	Street Tree Superintendent II	5061	2	\$ 108,576	--	12	\$ 158,771	
2472-0	Superintendent Of Recreation and Parks Operations	5904	2	\$ 126,658	--	12	\$ 185,184	
9237-0	Superintendent Planinning and Development Recreation and Parks	5904	2	\$ 126,658	--	12	\$ 185,184	
1865-1	Supply Services Manager I	4911	2	\$ 105,360	--	12	\$ 154,010	

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Operative on October 28, 2018

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1865-2	Supply Services Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
8870-0	Taxicab Administrator	4876	2	\$ 104,608	--	12	\$ 152,966	
7650-1	Telecommunicaitons Regulations Officers I	4398	2	\$ 94,356	--	12	\$ 137,975	
7650-2	Telecommunicaitons Regulations Officers II	4780	2	\$ 102,541	--	12	\$ 149,939	
7650-3	Telecommunicaitons Regulations Officers III	5195	2	\$ 111,457	--	12	\$ 162,968	
7640-0	Telecommunications Planning and Utliliites Officer	4780	2	\$ 102,541	--	12	\$ 149,939	
0803-0	Traffic Manager	6547	2	\$ 140,459	--	12	\$ 205,375	
4125-1	Wastewater Collections Manager I	4409	2	\$ 94,586	--	12	\$ 138,267	
4125-2	Wastewater Collections Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
7880-0	Wastewater Research Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
7840-1	Wastewater Treatment Laboratory Manager I	4398	2	\$ 94,356	--	12	\$ 137,975	
7840-2	Wastewater Treatment Laboratory Manager II	5172	2	\$ 110,956	--	12	\$ 162,174	
7840-3	Wastewater Treatment Laboratory Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
3784-1	Wastewater Treatment Maintenance Manager I	4474	2	\$ 95,985	--	12	\$ 140,313	
3784-2	Wastewater Treatment Maintenance Manager II	5312	2	\$ 113,963	--	12	\$ 166,643	
3784-3	Wastewater Treatment Maintenance Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
4127-1	Wastewater Treatment Plant Manager I	4465	2	\$ 95,797	--	12	\$ 140,063	
4127-2	Wastewater Treatment Plant Manager II	4696	2	\$ 100,746	--	12	\$ 147,287	
4127-3	Wastewater Treatment Plant Manager III	5211	2	\$ 111,791	--	12	\$ 163,469	
1766-1	Workers Compensation Administrator I	4912	2	\$ 105,381	--	12	\$ 154,031	
1766-2	Workers Compensation Administrator II	5904	2	\$ 126,658	--	12	\$ 185,184	
9501-0	Zoo Assistant General Manager	6504	2	\$ 139,541	--	12	\$ 204,039	

* Class accreted between July 1, 2018, and October 28, 2018

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Appendix C
Operative on July 7, 2019

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9206-0	311 Director	5904	2	\$ 126,658	--	12	\$ 185,184	
7256-1	Airport Engineer I	* 5037	2	\$ 108,074	--	12	\$ 158,019	
7256-2	Airport Engineer II	* 5365	2	\$ 115,111	--	12	\$ 168,271	
9422-1	Airports Environmental Manager I	4915	2	\$ 105,444	--	12	\$ 154,115	
9422-2	Airports Environmental Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
3331-0	Airports Maintenance Superintendent	4334	2	\$ 92,978	--	12	\$ 135,928	
7260-1	Airports Manager I	4861	2	\$ 104,295	--	12	\$ 152,465	
7260-2	Airports Manager II	5534	2	\$ 118,723	--	12	\$ 173,596	
7260-3	Airports Manager III	6485	2	\$ 139,123	--	12	\$ 203,433	
1788-1	Airports Public And Community Relations Director I	4163	2	\$ 89,303	--	12	\$ 130,541	
1788-2	Airports Public And Community Relations Director II	5312	2	\$ 113,963	--	12	\$ 166,643	
1957-0	Asset Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
7259-0	Assistant Airport Manager	5244	2	\$ 112,501	--	12	\$ 164,471	
1577-0	Assistant Chief Grants Administrator	4912	2	\$ 105,381	--	12	\$ 154,031	
9232-0	Assistant City Librarian	6760	2	\$ 145,032	--	12	\$ 212,036	
4219-1	Assistant Deputy Superintendent of Buildings I	5584	2	\$ 119,809	--	12	\$ 175,120	
4219-2	Assistant Deputy Superintendent of Buildings II	5904	2	\$ 126,658	--	12	\$ 185,184	
9651-0	Assistant Director of Finance	6760	2	\$ 145,032	--	12	\$ 212,036	
7298-0	Assistant Director, Bureau of Contract Administration	6504	2	\$ 139,541	--	12	\$ 204,039	
7225-0	Assistant Director, Bureau of Sanitation	6760	2	\$ 145,032	--	12	\$ 212,036	
7536-0	Assistant Director, Bureau of Street Lighting	6504	2	\$ 139,541	--	12	\$ 204,039	
4156-0	Assistant Director, Bureau of Street Services	6760	2	\$ 145,032	--	12	\$ 212,036	
9428-0	Assistant Executive Director, Cannabis Department	6474	2	\$ 138,893	--	12	\$ 203,037	
9244-0	Assistant General Manager, Animal Regulation	6504	2	\$ 139,541	--	12	\$ 204,039	
9251-0	Assistant General Manager, Community Development	6760	2	\$ 145,032	--	12	\$ 212,036	
9694-0	Assistant General Manager, Convention Center	5904	2	\$ 126,658	--	12	\$ 185,184	
9248-0	Assistant General Manager, Cultural Affairs	5466	2	\$ 117,262	--	12	\$ 171,487	
9220-0	Assistant General Manager, Department of Aging	5904	2	\$ 126,658	--	12	\$ 185,184	
9701-0	Assistant General Manager, El Pueblo Historical Monument	5154	2	\$ 110,580	--	12	\$ 161,632	
9273-0	Assistant General Manager, Emergency Preparedness Department	5466	2	\$ 117,262	--	12	\$ 171,487	
9257-0	Assistant General Manager, General Services Department	6760	2	\$ 145,032	--	12	\$ 212,036	
9381-0	Assistant General Manager, Information Technology Agency	6760	2	\$ 145,032	--	12	\$ 212,036	
9414-0	Assistant General Manager, LACERS	6760	2	\$ 145,032	--	12	\$ 212,036	
9271-0	Assistant General Manager, Los Angeles Housing Department	6760	2	\$ 145,032	--	12	\$ 212,036	
9221-0	Assistant General Manager, Neighborhood Empowerment	5466	2	\$ 117,262	--	12	\$ 171,487	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9241-0	Assistant General Manager, Recreation and Parks	6760	2	\$ 145,032	--	12	\$ 212,036	
9263-0	Assistant General Manager, Transportation	6760	2	\$ 145,032	--	12	\$ 212,036	
0603-0	Assistant Inspector General	6398	2	\$ 137,265	--	12	\$ 200,698	
9415-0	Assistant Retirement Plan Manager	5466	2	\$ 117,262	--	12	\$ 171,487	
9646-0	Assistant Treasurer	6233	2	\$ 133,715	--	12	\$ 195,520	
7998-0	Associate Zoning Administrator	5608	2	\$ 120,310	--	12	\$ 175,934	
3124-0	Building Construction and Maintenance Superintendent	5312	2	\$ 113,963	--	12	\$ 166,643	
3194-1	Building Contruction and Maintenance General Superintendent I	5312	2	\$ 113,963	--	12	\$ 166,643	
3194-2	Building Contruction and Maintenance General Superintendent II	5904	2	\$ 126,658	--	12	\$ 185,184	
1592-0	Chief Accountant Controller	5013	2	\$ 107,552	--	12	\$ 157,268	
7945-1	Chief Airport Planner I	5906	2	\$ 126,699	--	12	\$ 185,247	
7945-B	Chief Airport Planner I/PMI	4703	12	\$ 147,517	--	12	\$ 147,517	
7945-2	Chief Airport Planner II	6229	2	\$ 133,632	--	12	\$ 195,374	
7945-C	Chief Airport Planner II/PMII	5444	12	\$ 170,735	--	12	\$ 170,735	
7945-D	Chief Airport Planner III/PMIII	6218	12	\$ 195,040	--	12	\$ 195,040	
7274-1	Chief Airports Engineer I	6546	2	\$ 140,438	--	12	\$ 205,292	
7274-2	Chief Airports Engineer II	6906	2	\$ 148,164	--	12	\$ 216,609	
1528-1	Chief Auditor Controller I	4391	2	\$ 94,210	--	12	\$ 137,724	
1528-2	Chief Auditor Controller II	4912	2	\$ 105,381	--	12	\$ 154,031	
9151-0	Chief Benefits Analyst	5904	2	\$ 126,658	--	12	\$ 185,184	
7296-0	Chief Construction Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
0302-0	Chief Deputy Controller	7534	2	\$ 161,632	--	12	\$ 236,298	
4229-0	Chief Electrical Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
9230-0	Chief Financial Officer	6868	2	\$ 147,350	--	12	\$ 215,418	
9286-0	Chief Harbor Engineer	7299	2	\$ 156,600	--	12	\$ 228,990	
4250-1	Chief Heating and Refrigeration Inspector I	3950	2	\$ 84,751	--	12	\$ 123,901	
4250-2	Chief Heating and Refrigeration Inspector II	4649	2	\$ 99,743	--	12	\$ 145,825	
9374-0	Chief Information Officer	7763	2	\$ 166,538	--	12	\$ 243,481	
4254-0	Chief Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
1619-0	Chief Internal Auditor	5466	2	\$ 117,262	--	12	\$ 171,487	
9147-0	Chief Investment Officer	8589	2	\$ 184,266	--	12	\$ 269,414	
9182-0	Chief Management Analyst	5904	2	\$ 126,658	--	12	\$ 185,184	
9424-0	Chief Of Aviation Technology	6855	2	\$ 147,078	--	12	\$ 215,022	
7258-1	Chief Of Operations I	4340	2	\$ 93,103	--	12	\$ 136,116	
7258-2	Chief Of Operations II	4851	2	\$ 104,065	--	12	\$ 152,152	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9200-0	Chief Of Transit Programs	5904	2	\$ 126,658	--	12	\$ 185,184	
3165-0	Chief Park Maintenance Supervisor	4536	2	\$ 97,321	--	12	\$ 142,276	
1968-0	Chief Park Ranger	4911	2	\$ 105,360	--	12	\$ 154,010	
9180-0	Chief Parking Enforcement Operations	5904	2	\$ 126,658	--	12	\$ 185,184	
4239-0	Chief Plumbing Inspector	5086	2	\$ 109,118	--	12	\$ 159,523	
2384-0	Chief Police Psychologist	5904	2	\$ 126,658	--	12	\$ 185,184	
5154-1	Chief Port Pilot I	9679	7	\$ 258,014	--	12	\$ 303,616	
5154-2	Chief Port Pilot II	10415	7	\$ 277,578	--	12	\$ 326,688	
1949-1	Chief Real Estate Officer I	4932	2	\$ 105,819	--	12	\$ 154,699	
1949-2	Chief Real Estate Officer II	5904	2	\$ 126,658	--	12	\$ 185,184	
4269-0	Chief Safety Engineer Elevator	5086	2	\$ 109,118	--	12	\$ 159,523	
4260-0	Chief Safety Engineer Pressure Vessels	4391	2	\$ 94,210	--	12	\$ 137,724	
0604-0	Chief Special Investigator	5904	2	\$ 126,658	--	12	\$ 185,184	
4286-1	Chief Street Services Investigator I	4473	2	\$ 95,964	--	12	\$ 140,271	
4286-2	Chief Street Services Investigator II	5311	2	\$ 113,942	--	12	\$ 166,580	
1211-1	Chief Tax Compliance Officer I	4876	2	\$ 104,608	--	12	\$ 152,966	
1211-2	Chief Tax Compliance Officer II	5904	2	\$ 126,658	--	12	\$ 185,184	
2360-0	Chief Veterinarian	5336	2	\$ 114,485	--	12	\$ 167,394	
1189-1	Chief Wharfinger I	3863	2	\$ 82,872	--	12	\$ 121,124	
1189-2	Chief Wharfinger II	4828	2	\$ 103,585	--	12	\$ 151,421	
7999-0	Chief Zoning Administrator	6227	2	\$ 133,590	--	12	\$ 195,311	
2492-0	Child Care Program Manager	3508	2	\$ 75,251	--	12	\$ 110,058	
0566-0	City Attorney Chief Administrative Assistant	5904	2	\$ 126,658	--	12	\$ 185,184	
0536-0	City Attorney Financial Manager	4321	2	\$ 92,707	--	12	\$ 135,552	
2496-0	Community AffairsAdvocate	4912	2	\$ 105,381	--	12	\$ 154,031	
8500-0	Community Housing Progrms Manager	4876	2	\$ 104,608	--	12	\$ 152,966	
9247-0	Concessions Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
3129-0	Construction and Maintenance Superintendent	* 4977	2	\$ 106,780	--	12	\$ 156,098	
9168-0	Contract Administrator	5164	2	\$ 110,789	--	12	\$ 162,007	
9165-1	Contract Compliance Program Manager I	4349	2	\$ 93,312	--	12	\$ 136,388	
9165-2	Contract Compliance Program Manager II	5431	2	\$ 116,510	--	12	\$ 170,339	
3330-1	Convention Center Building Superintendent I	4474	2	\$ 95,985	--	12	\$ 140,313	
3330-2	Convention Center Building Superintendent II	5312	2	\$ 113,963	--	12	\$ 166,643	
1610-0	Departmental Audit Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
1593-1	Dept Chief Accountant I	4409	2	\$ 94,586	--	12	\$ 138,267	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1593-2	Dept Chief Accountant II	4653	2	\$ 99,827	--	12	\$ 145,909	
1593-3	Dept Chief Accountant III	5466	2	\$ 117,262	--	12	\$ 171,487	
1593-4	Dept Chief Accountant IV	5904	2	\$ 126,658	--	12	\$ 185,184	
9490-1	Deputy City Engineer I	6760	2	\$ 145,032	--	12	\$ 212,036	
9490-2	Deputy City Engineer II	7534	2	\$ 161,632	--	12	\$ 236,298	
1607-0	Deputy Dir Of Auditing	5904	2	\$ 126,658	--	12	\$ 185,184	
9444-0	Deputy Dir Of Planning	6760	2	\$ 145,032	--	12	\$ 212,036	
0162-0	Deputy General Manager Airports / 1	9339	2	\$ 200,364	--	12	\$ 292,925	
0163-0	Deputy General Manager Airports / 2	7636	2	\$ 163,824	--	12	\$ 239,556	
9201-1	Deputy Superintendent Of Buildings I	6760	2	\$ 145,032	--	12	\$ 212,036	
9201-2	Deputy Superintendent Of Buildings II	7534	2	\$ 161,632	--	12	\$ 236,298	
1806-0	Development and Marketing Dir	4925	2	\$ 105,652	--	12	\$ 154,470	
1768-0	Director Airport Services Marketing	5904	2	\$ 126,658	--	12	\$ 185,184	
1194-0	Director Cash Management Services	5904	2	\$ 126,658	--	12	\$ 185,184	
4266-0	Director Enforcement Operations	5904	2	\$ 126,658	--	12	\$ 185,184	
9302-0	Director Of Airprrs Administration	6940	2	\$ 148,895	--	12	\$ 217,694	
9304-0	Director Of Airprrs Operations	6940	2	\$ 148,895	--	12	\$ 217,694	
9306-0	Director Of Airprrs Safety Officer	7636	2	\$ 163,824	--	12	\$ 239,556	
1606-0	Director Of Auditing	6760	2	\$ 145,032	--	12	\$ 212,036	
9259-0	Director Of Building Services	5312	2	\$ 113,963	--	12	\$ 166,643	
7625-0	Director Of Communication Services	5904	2	\$ 126,658	--	12	\$ 185,184	
4321-0	Director Of Field Operations	4885	2	\$ 104,796	--	12	\$ 153,217	
1608-0	Director Of Financial Analysis and Reporting	6760	2	\$ 145,032	--	12	\$ 212,036	
3535-0	Director Of Fleet Services	5904	2	\$ 126,658	--	12	\$ 185,184	
1568-0	Director Of Housing	5904	2	\$ 126,658	--	12	\$ 185,184	
7270-1	Director Of Maintenance Airports I	5312	2	\$ 113,963	--	12	\$ 166,643	
7270-2	Director Of Maintenance Airports II	5904	2	\$ 126,658	--	12	\$ 185,184	
1858-0	Director Of Material Management Services	5172	2	\$ 110,956	--	12	\$ 162,174	
7974-0	Director Of Material Testing Services	5904	2	\$ 126,658	--	12	\$ 185,184	
3722-1	Director Of Police Transportation I	4653	2	\$ 99,827	--	12	\$ 145,909	
3722-2	Director Of Police Transportation II	5904	2	\$ 126,658	--	12	\$ 185,184	
9231-0	Director Of Port Administration	6547	2	\$ 140,459	--	12	\$ 205,375	
3123-1	Director Of Port Construction and Maintenance I	5312	2	\$ 113,963	--	12	\$ 166,643	
3123-2	Director Of Port Construction and Maintenance II	5904	2	\$ 126,658	--	12	\$ 185,184	
1782-1	Director Of Port Marketing I	4802	2	\$ 103,021	--	12	\$ 150,628	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1782-2	Director Of Port Marketing II	5904	2	\$ 126,658	--	12	\$	185,184
9233-0	Director Of Port Operations	6215	2	\$ 133,339	--	12	\$	194,977
1488-0	Director Of Printing Services	5641	2	\$ 121,020	--	12	\$	176,978
1857-1	Director Of Purchasing Services I	4409	2	\$ 94,586	--	12	\$	138,267
1857-2	Director Of Purchasing Services II	5172	2	\$ 110,956	--	12	\$	162,174
3208-0	Director Of Security Services	3740	2	\$ 80,241	--	12	\$	117,282
1863-0	Director Of Supplies	5904	2	\$ 126,658	--	12	\$	185,184
9375-0	Director Of Systems	5904	2	\$ 126,658	--	12	\$	185,184
6157-0	Division Librarian	5904	2	\$ 126,658	--	12	\$	185,184
9486-0	Engineer Of Surveys	5904	7	\$ 157,372	--	12	\$	185,184
3750-0	Equipment Superintendent	4977	7	\$ 132,650	--	12	\$	156,098
0015-0	Ethics Officer I	3962	2	\$ 85,002	--	12	\$	124,256
0016-0	Ethics Officer II	4914	2	\$ 105,423	--	12	\$	154,094
0017-0	Ethics Officer III	5960	2	\$ 127,869	--	12	\$	186,938
3170-0	Event Services Manager	5036	2	\$ 108,033	--	12	\$	157,936
9186-0	Executive Assistant Airports	6353	2	\$ 136,304	--	12	\$	199,278
9225-0	Executive Director Commission on Status of Women							\$5241.60/BW
2475-0	Executive Director Exposition Park Complex	5904	2	\$ 126,658	--	12	\$	185,184
9020-0	Executive Director Human Relations Commission							\$5747.20/BW
9252-0	Executive Officer City Clerk	6760	2	\$ 145,032	--	12	\$	212,036
9198-1	Financial Management Specialist I	3389	2	\$ 72,704	--	12	\$	106,300
9198-2	Financial Management Specialist II	4009	2	\$ 86,004	--	12	\$	125,760
9198-3	Financial Management Specialist III	4961	2	\$ 106,425	--	12	\$	155,618
9198-4	Financial Management Specialist IV	5221	2	\$ 112,021	--	12	\$	163,761
9198-5	Financial Management Specialist V	5960	2	\$ 127,869	--	12	\$	186,938
1557-1	Financial Manager I	4579	2	\$ 98,240	--	12	\$	143,633
1557-2	Financial Manager II	5705	2	\$ 122,398	--	12	\$	178,920
9197-0	Fire Administrator	6760	2	\$ 145,032	--	12	\$	212,036
0805-0	First Deputy General Manager Harbor	9339	2	\$ 200,364	--	12	\$	292,925
2458-0	Golf Manager	5904	2	\$ 126,658	--	12	\$	185,184
9279-1	Harbor Engineer I	5904	2	\$ 126,658	--	12	\$	185,184
9279-2	Harbor Engineer II	6233	2	\$ 133,715	--	12	\$	195,520
9234-1	Harbor Planning and Research Director I	4409	2	\$ 94,586	--	12	\$	138,267
9234-2	Harbor Planning and Research Director II	5172	2	\$ 110,956	--	12	\$	162,174
9480-0	Harbor Public and Communications Relations Director	5172	2	\$ 110,956	--	12	\$	162,174

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4130-0	Hyperion Treatment Plan Manager	6760	2	\$ 145,032	--	12	\$ 212,036	
1409-1	Information Systems Manager I	5343	2	\$ 114,631	--	12	\$ 167,624	
1409-2	Information Systems Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
4281-1	Lot Cleaning Superintendent I	4116	2	\$ 88,301	--	12	\$ 129,080	
4281-2	Lot Cleaning Superintendent II	4541	2	\$ 97,426	--	12	\$ 142,443	
9437-1	Marine Environmental Manager I	5116	2	\$ 109,766	--	12	\$ 160,462	
9437-2	Marine Environmental Manager II	5686	2	\$ 121,980	--	12	\$ 178,356	
9635-0	Marketing Manager	5172	2	\$ 110,956	--	12	\$ 162,174	
2338-0	Medical Services Administrator	5904	2	\$ 126,658	--	12	\$ 185,184	
1789-0	Motion Picture and TV Manager	5889	2	\$ 126,344	--	12	\$ 184,725	
6229-1	Observatory Director I	4912	2	\$ 105,381	--	12	\$ 154,031	
6229-2	Observatory Director II	5904	2	\$ 126,658	--	12	\$ 185,184	
9264-0	Parking Administrator	6760	2	\$ 145,032	--	12	\$ 212,036	
9025-1	Parking Enforcement Manager I	4239	2	\$ 90,953	--	12	\$ 132,942	
9025-2	Parking Enforcement Manager II	4977	2	\$ 106,780	--	12	\$ 156,098	
5153-0	Pilot Service Manager	10988	2	\$ 235,735	--	12	\$ 344,624	
9196-1	Police Administrator I	5904	2	\$ 126,658	--	12	\$ 185,184	
9196-2	Police Administrator II	6760	2	\$ 145,032	--	12	\$ 212,036	
9196-3	Police Administrator III	7700	2	\$ 165,202	--	12	\$ 241,498	
1781-0	Port Marketing Manager	4064	2	\$ 87,194	--	12	\$ 127,493	
9143-1	Portfolio Manager I	6274	2	\$ 134,613	--	12	\$ 196,794	
9143-2	Portfolio Manager II	7893	2	\$ 169,336	--	12	\$ 247,574	
7928-0	Principal Architect	6431	2	\$ 137,975	--	12	\$ 201,763	
7946-0	Principal City Planner	5904	2	\$ 126,658	--	12	\$ 185,184	
9489-0	Principal Civil Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
9489-D	Principal Civil Engineer/PM III	6218	12	\$ 195,040	--	12	\$ 195,040	
9653-0	Principal Deputy Controller	6760	2	\$ 145,032	--	12	\$ 212,036	
7875-0	Principal Environmental Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
7875-B	Principal Environmental Engineer/PMI	4703	12	\$ 147,517	--	12	\$ 147,517	
7875-C	Principal Environmental Engineer/PMII	5444	12	\$ 170,735	--	12	\$ 170,735	
7875-D	Principal Environmental Engineer/PMIII	6218	12	\$ 195,040	--	12	\$ 195,040	
3147-1	Principal Grounds Maintenance Supervisor I	3244	2	\$ 69,593	--	12	\$ 101,769	
3147-2	Principal Grounds Maintenance Supervisor II	4035	2	\$ 86,568	--	12	\$ 126,595	
2464-1	Principal Recreation Supervisor I	3508	2	\$ 75,251	--	12	\$ 110,058	
2464-2	Principal Recreation Supervisor II	4035	2	\$ 86,568	--	12	\$ 126,595	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9266-0	Principal Transportation Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
9266-B	Principal Transportation Engineer/PMI	4703	12	\$ 147,517	--	12	\$ 147,517	
9266-C	Principal Transportation Engineer/PMII	5444	12	\$ 170,735	--	12	\$ 170,735	
9266-D	Principal Transportation Engineer/PMIII	6218	12	\$ 195,040	--	12	\$ 195,040	
1964-1	Property Manager I	4653	2	\$ 99,827	--	12	\$ 145,909	
1964-2	Property Manager II	5172	2	\$ 110,956	--	12	\$ 162,174	
1964-3	Property Manager III	5600	2	\$ 120,143	--	12	\$ 175,642	
1964-4	Property Manager IV	6227	2	\$ 133,590	--	12	\$ 195,311	
1800-1	Public Information Director I	4163	2	\$ 89,303	--	12	\$ 130,541	
1800-2	Public Information Director II	4888	2	\$ 104,859	--	12	\$ 153,384	
7976-0	Public Safety Risk Manager	5265	2	\$ 112,960	--	12	\$ 165,160	
1282-0	Records Management Officer	4911	2	\$ 105,360	--	12	\$ 154,010	
1620-0	Revenue Manager	5732	2	\$ 122,983	--	12	\$ 179,776	
2485-0	Rideshare Program Administrator	* 5085	2	\$ 109,098	--	12	\$ 159,502	
7982-0	Risk Management and Prevention Program Manager	5904	2	\$ 126,658	--	12	\$ 185,184	
1530-1	Risk Manager I	3971	2	\$ 85,190	--	12	\$ 124,570	
1530-2	Risk Manager II	4912	2	\$ 105,381	--	12	\$ 154,031	
1530-3	Risk Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
1728-0	Safety Administrator	5209	2	\$ 111,749	--	12	\$ 163,386	
4128-1	Sanitation Wasterwater Manager I	4474	2	\$ 95,985	--	12	\$ 140,313	
4128-2	Sanitation Wasterwater Manager II	5312	2	\$ 113,963	--	12	\$ 166,643	
4128-3	Sanitation Wasterwater Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
0807-0	Second Deputy General Manager Harbor	7934	2	\$ 170,213	--	12	\$ 248,868	
7257-1	Senior Airport Engineer I	* 5745	2	\$ 123,254	--	12	\$ 180,194	
7257-2	Senior Airport Engineer II	* 6204	2	\$ 133,110	--	12	\$ 194,601	
3146-0	Senior Park Maintenance Supervisor	3388	2	\$ 72,683	--	12	\$ 106,279	
3832-0	Signal Systems Superintendent	4536	2	\$ 97,321	--	12	\$ 142,276	
4126-1	Solid Resources Manager I	5312	2	\$ 113,963	--	12	\$ 166,643	
4126-2	Solid Resources Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
1850-0	Stores Superintendent	4409	2	\$ 94,586	--	12	\$ 138,267	
3820-1	Street Lighting Contruction & Maintenance Superintendent I	4392	2	\$ 94,231	--	12	\$ 137,766	
3820-2	Street Lighting Contruction & Maintenance Superintendent II	4896	2	\$ 105,047	--	12	\$ 153,551	
4160-1	Street Services General Superintendent I	5061	2	\$ 108,576	--	12	\$ 158,771	
4160-2	Street Services General Superintendent II	5904	2	\$ 126,658	--	12	\$ 185,184	
4158-1	Street Services Superintendent I	4116	2	\$ 88,301	--	12	\$ 129,080	

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Appendix C
Operative on July 7, 2019

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4158-2	Street Services Superintendent II	4541	2	\$ 97,426	--	12	\$ 142,443	
3160-1	Street Tree Superintendent I	4116	2	\$ 88,301	--	12	\$ 129,080	
3160-2	Street Tree Superintendent II	5061	2	\$ 108,576	--	12	\$ 158,771	
2472-0	Superintendent Of Recreation and Parks Operations	5904	2	\$ 126,658	--	12	\$ 185,184	
9237-0	Superintendent Planinning and Development Recreation and Parks	5904	2	\$ 126,658	--	12	\$ 185,184	
1865-1	Supply Services Manager I	4911	2	\$ 105,360	--	12	\$ 154,010	
1865-2	Supply Services Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
8870-0	Taxicab Administrator	4876	2	\$ 104,608	--	12	\$ 152,966	
7650-1	Telecommunicaitons Regulations Officers I	4398	2	\$ 94,356	--	12	\$ 137,975	
7650-2	Telecommunicaitons Regulations Officers II	4780	2	\$ 102,541	--	12	\$ 149,939	
7650-3	Telecommunicaitons Regulations Officers III	5195	2	\$ 111,457	--	12	\$ 162,968	
7640-0	Telecommunications Planning and Ultiilites Officer	4780	2	\$ 102,541	--	12	\$ 149,939	
0803-0	Traffic Manager	6547	2	\$ 140,459	--	12	\$ 205,375	
4125-1	Wastewater Collections Manager I	4409	2	\$ 94,586	--	12	\$ 138,267	
4125-2	Wastewater Collections Manager II	5904	2	\$ 126,658	--	12	\$ 185,184	
7880-0	Wastewater Research Engineer	5904	2	\$ 126,658	--	12	\$ 185,184	
7840-1	Wastewater Treatment Laboratory Manager I	4398	2	\$ 94,356	--	12	\$ 137,975	
7840-2	Wastewater Treatment Laboratory Manager II	5172	2	\$ 110,956	--	12	\$ 162,174	
7840-3	Wastewater Treatment Laboratory Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
3784-1	Wastewater Treatment Maintenance Manager I	4474	2	\$ 95,985	--	12	\$ 140,313	
3784-2	Wastewater Treatment Maintenance Manager II	5312	2	\$ 113,963	--	12	\$ 166,643	
3784-3	Wastewater Treatment Maintenance Manager III	5904	2	\$ 126,658	--	12	\$ 185,184	
4127-1	Wastewater Treatment Plant Manager I	4465	2	\$ 95,797	--	12	\$ 140,063	
4127-2	Wastewater Treatment Plant Manager II	4696	2	\$ 100,746	--	12	\$ 147,287	
4127-3	Wastewater Treatment Plant Manager III	5211	2	\$ 111,791	--	12	\$ 163,469	
1766-1	Workers Compensation Administrator I	4912	2	\$ 105,381	--	12	\$ 154,031	
1766-2	Workers Compensation Administrator II							

* Class accreted between October 28, 2018, and July 7, 2019

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Appendix D

Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9206-0	311 Director	6067	2	\$ 130,165	--	12	\$ 190,279	
7256-1	Airport Engineer I	5175	2	\$ 111,018	--	12	\$ 162,383	
7256-2	Airport Engineer II	5512	2	\$ 118,264	--	12	\$ 172,907	
9422-1	Airports Environmental Manager I	5049	2	\$ 108,325	--	12	\$ 158,374	
9422-2	Airports Environmental Manager II	6067	2	\$ 130,165	--	12	\$ 190,279	
3331-0	Airports Maintenance Superintendent	4453	2	\$ 95,526	--	12	\$ 139,666	
7260-1	Airports Manager I	4995	2	\$ 107,156	--	12	\$ 156,683	
7260-2	Airports Manager II	5687	2	\$ 122,001	--	12	\$ 178,377	
7260-3	Airports Manager III	6664	2	\$ 142,965	--	12	\$ 209,029	
1788-1	Airports Public And Community Relations Director I	4276	2	\$ 91,746	--	12	\$ 134,133	
1788-2	Airports Public And Community Relations Director II	5461	2	\$ 117,157	--	12	\$ 171,257	
1957-0	Asset Manager	6067	2	\$ 130,165	--	12	\$ 190,279	
7259-0	Assistant Airport Manager	5389	2	\$ 115,612	--	12	\$ 169,023	
1577-0	Assistant Chief Grants Administrator	5046	2	\$ 108,262	--	12	\$ 158,291	
9232-0	Assistant City Librarian	6946	2	\$ 149,020	--	12	\$ 217,861	
4219-1	Assistant Deputy Superintendent of Buildings I	5736	2	\$ 123,066	--	12	\$ 179,943	
4219-2	Assistant Deputy Superintendent of Buildings II	6067	2	\$ 130,165	--	12	\$ 190,279	
9651-0	Assistant Director of Finance	6946	2	\$ 149,020	--	12	\$ 217,861	
7298-0	Assistant Director, Bureau of Contract Administration	6684	2	\$ 143,403	--	12	\$ 209,656	
7225-0	Assistant Director, Bureau of Sanitation	6946	2	\$ 149,020	--	12	\$ 217,861	
7536-0	Assistant Director, Bureau of Street Lighting	6684	2	\$ 143,403	--	12	\$ 209,656	
4156-0	Assistant Director, Bureau of Street Services	6946	2	\$ 149,020	--	12	\$ 217,861	
9428-0	Assistant Executive Director, Cannabis Department	6651	2	\$ 142,693	--	12	\$ 208,612	
9244-0	Assistant General Manager, Animal Regulation	6684	2	\$ 143,403	--	12	\$ 209,656	
9251-0	Assistant General Manager, Community Development	6946	2	\$ 149,020	--	12	\$ 217,861	
9694-0	Assistant General Manager, Convention Center	6067	2	\$ 130,165	--	12	\$ 190,279	
9248-0	Assistant General Manager, Cultural Affairs	5617	2	\$ 120,498	--	12	\$ 176,206	
9220-0	Assistant General Manager, Department of Aging	6067	2	\$ 130,165	--	12	\$ 190,279	
9701-0	Assistant General Manager, El Pueblo Historical Monument	5295	2	\$ 113,608	--	12	\$ 166,079	
9273-0	Assistant General Manager, Emergency Preparedness Department	5617	2	\$ 120,498	--	12	\$ 176,206	
9257-0	Assistant General Manager, General Services Department	6946	2	\$ 149,020	--	12	\$ 217,861	
9381-0	Assistant General Manager, Information Technology Agency	6946	2	\$ 149,020	--	12	\$ 217,861	
9414-0	Assistant General Manager, LACERS	6946	2	\$ 149,020	--	12	\$ 217,861	
9271-0	Assistant General Manager, Los Angeles Housing Department	6946	2	\$ 149,020	--	12	\$ 217,861	
9221-0	Assistant General Manager, Neighborhood Empowerment	5617	2	\$ 120,498	--	12	\$ 176,206	

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Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9241-0	Assistant General Manager, Recreation and Parks	6946	2	\$ 149,020	--	12	\$ 217,861	
9263-0	Assistant General Manager, Transportation	6946	2	\$ 149,020	--	12	\$ 217,861	
0603-0	Assistant Inspector General	6574	2	\$ 141,044	--	12	\$ 206,210	
9415-0	Assistant Retirement Plan Manager	5617	2	\$ 120,498	--	12	\$ 176,206	
9646-0	Assistant Treasurer	6405	2	\$ 137,411	--	12	\$ 200,907	
7998-0	Associate Zoning Administrator	5765	2	\$ 123,693	--	12	\$ 180,799	
3124-0	Building Construction and Maintenance Superintendent	5461	2	\$ 117,157	--	12	\$ 171,257	
3194-1	Building Contruction and Maintenance General Superintendent I	5461	2	\$ 117,157	--	12	\$ 171,257	
3194-2	Building Contruction and Maintenance General Superintendent II	6067	2	\$ 130,165	--	12	\$ 190,279	
1592-0	Chief Accountant Controller	5152	2	\$ 110,538	--	12	\$ 161,590	
7945-1	Chief Airport Planner I	6069	2	\$ 130,207	--	12	\$ 190,342	
7945-B	Chief Airport Planner I/PMI	4834	12	\$ 151,630	--	12	\$ 151,630	
7945-2	Chief Airport Planner II	6400	2	\$ 137,306	--	12	\$ 200,740	
7945-C	Chief Airport Planner II/PMII	5593	12	\$ 175,433	--	12	\$ 175,433	
7945-D	Chief Airport Planner III/PMIII	6390	12	\$ 200,406	--	12	\$ 200,406	
7274-1	Chief Airports Engineer I	6725	2	\$ 144,280	--	12	\$ 210,929	
7274-2	Chief Airports Engineer II	7095	2	\$ 152,215	--	12	\$ 222,580	
1528-1	Chief Auditor Controller I	4511	2	\$ 96,778	--	12	\$ 141,503	
1528-2	Chief Auditor Controller II	5046	2	\$ 108,262	--	12	\$ 158,291	
9151-0	Chief Benefits Analyst	6067	2	\$ 130,165	--	12	\$ 190,279	
7296-0	Chief Construction Inspector	5226	2	\$ 112,125	--	12	\$ 163,928	
0302-0	Chief Deputy Controller	7740	2	\$ 166,058	--	12	\$ 242,792	
4229-0	Chief Electrical Inspector	5226	2	\$ 112,125	--	12	\$ 163,928	
9230-0	Chief Financial Officer	7057	2	\$ 151,400	--	12	\$ 221,348	
9286-0	Chief Harbor Engineer	7501	2	\$ 160,922	--	12	\$ 235,296	
4250-1	Chief Heating and Refrigeration Inspector I	4060	2	\$ 87,111	--	12	\$ 127,305	
4250-2	Chief Heating and Refrigeration Inspector II	4778	2	\$ 102,499	--	12	\$ 149,834	
9374-0	Chief Information Officer	7976	2	\$ 171,111	--	12	\$ 250,205	
4254-0	Chief Inspector	5226	2	\$ 112,125	--	12	\$ 163,928	
1619-0	Chief Internal Auditor	5617	2	\$ 120,498	--	12	\$ 176,206	
9147-0	Chief Investment Officer	8826	2	\$ 189,360	--	12	\$ 276,827	
9182-0	Chief Management Analyst	6067	2	\$ 130,165	--	12	\$ 190,279	
9424-0	Chief Of Aviation Technology	7043	2	\$ 151,108	--	12	\$ 220,931	
7258-1	Chief Of Operations I	4459	2	\$ 95,672	--	12	\$ 139,875	
7258-2	Chief Of Operations II	4985	2	\$ 106,947	--	12	\$ 156,349	

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Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9200-0	Chief Of Transit Programs	6067	2	\$ 130,165	--	12	\$ 190,279	
3165-0	Chief Park Maintenance Supervisor	4660	2	\$ 99,973	--	12	\$ 146,180	
1968-0	Chief Park Ranger	5045	2	\$ 108,241	--	12	\$ 158,249	
9180-0	Chief Parking Enforcement Operations	6067	2	\$ 130,165	--	12	\$ 190,279	
4239-0	Chief Plumbing Inspector	5226	2	\$ 112,125	--	12	\$ 163,928	
2384-0	Chief Police Psychologist	6067	2	\$ 130,165	--	12	\$ 190,279	
5154-1	Chief Port Pilot I	9946	7	\$ 265,113	--	12	\$ 311,968	
5154-2	Chief Port Pilot II	10701	7	\$ 285,220	--	12	\$ 335,666	
1949-1	Chief Real Estate Officer I	5068	2	\$ 108,722	--	12	\$ 158,980	
1949-2	Chief Real Estate Officer II	6067	2	\$ 130,165	--	12	\$ 190,279	
4269-0	Chief Safety Engineer Elevator	5226	2	\$ 112,125	--	12	\$ 163,928	
4260-0	Chief Safety Engineer Pressure Vessels	4511	2	\$ 96,778	--	12	\$ 141,503	
0604-0	Chief Special Investigator	6067	2	\$ 130,165	--	12	\$ 190,279	
4286-1	Chief Street Services Investigator I	4596	2	\$ 98,595	--	12	\$ 144,176	
4286-2	Chief Street Services Investigator II	5458	2	\$ 117,095	--	12	\$ 171,153	
1211-1	Chief Tax Compliance Officer I	5012	2	\$ 107,532	--	12	\$ 157,163	
1211-2	Chief Tax Compliance Officer II	6067	2	\$ 130,165	--	12	\$ 190,279	
2360-0	Chief Veterinarian	5483	2	\$ 117,637	--	12	\$ 171,988	
1189-1	Chief Wharfinger I	3968	2	\$ 85,127	--	12	\$ 124,465	
1189-2	Chief Wharfinger II	4960	2	\$ 106,404	--	12	\$ 155,576	
7999-0	Chief Zoning Administrator	6397	2	\$ 137,244	--	12	\$ 200,677	
2492-0	Child Care Program Manager	3605	2	\$ 77,339	--	12	\$ 113,086	
0566-0	City Attorney Chief Administrative Assistant	6067	2	\$ 130,165	--	12	\$ 190,279	
0536-0	City Attorney Financial Manager	4440	2	\$ 95,254	--	12	\$ 139,290	
2496-0	Community AffairsAdvocate	5046	2	\$ 108,262	--	12	\$ 158,291	
8500-0	Community Housing Progrms Manager	5012	2	\$ 107,532	--	12	\$ 157,163	
9247-0	Concessions Manager	6067	2	\$ 130,165	--	12	\$ 190,279	
3129-0	Construction and Maintenance Superintendent	5114	2	\$ 109,724	--	12	\$ 160,421	
9168-0	Contract Administrator	5307	2	\$ 113,858	--	12	\$ 166,455	
9165-1	Contract Compliance Program Manager I	4468	2	\$ 95,860	--	12	\$ 140,167	
9165-2	Contract Compliance Program Manager II	5580	2	\$ 119,705	--	12	\$ 175,016	
3330-1	Convention Center Building Superintendent I	4596	2	\$ 98,595	--	12	\$ 144,176	
3330-2	Convention Center Building Superintendent II	5461	2	\$ 117,157	--	12	\$ 171,257	
1610-0	Departmental Audit Manager	6067	2	\$ 130,165	--	12	\$ 190,279	
1593-1	Dept Chief Accountant I	4529	2	\$ 97,175	--	12	\$ 142,088	

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Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1593-2	Dept Chief Accountant II	4780	2	\$ 102,541	--	12	\$ 149,939	
1593-3	Dept Chief Accountant III	5617	2	\$ 120,498	--	12	\$ 176,206	
1593-4	Dept Chief Accountant IV	6067	2	\$ 130,165	--	12	\$ 190,279	
9490-1	Deputy City Engineer I	6946	2	\$ 149,020	--	12	\$ 217,861	
9490-2	Deputy City Engineer II	7740	2	\$ 166,058	--	12	\$ 242,792	
1607-0	Deputy Dir Of Auditing	6067	2	\$ 130,165	--	12	\$ 190,279	
9444-0	Deputy Dir Of Planning	6946	2	\$ 149,020	--	12	\$ 217,861	
0162-0	Deputy General Manager Airports / 1	9595	2	\$ 205,855	--	12	\$ 300,985	
0163-0	Deputy General Manager Airports / 2	7847	2	\$ 168,355	--	12	\$ 246,175	
9201-1	Deputy Superintendent Of Buildings I	6946	2	\$ 149,020	--	12	\$ 217,861	
9201-2	Deputy Superintendent Of Buildings II	7740	2	\$ 166,058	--	12	\$ 242,792	
1806-0	Development and Marketing Dir	5061	2	\$ 108,576	--	12	\$ 158,771	
1768-0	Director Airport Services Marketing	6067	2	\$ 130,165	--	12	\$ 190,279	
1194-0	Director Cash Management Services	6067	2	\$ 130,165	--	12	\$ 190,279	
4266-0	Director Enforcement Operations	6067	2	\$ 130,165	--	12	\$ 190,279	
9302-0	Director Of Airprrs Administration	7131	2	\$ 152,987	--	12	\$ 223,708	
9304-0	Director Of Airprrs Operations	7131	2	\$ 152,987	--	12	\$ 223,708	
9306-0	Director Of Airprrs Saftey Officer	7847	2	\$ 168,355	--	12	\$ 246,175	
1606-0	Director Of Auditing	6946	2	\$ 149,020	--	12	\$ 217,861	
9259-0	Director Of Building Services	5461	2	\$ 117,157	--	12	\$ 171,257	
7625-0	Director Of Communication Services	6067	2	\$ 130,165	--	12	\$ 190,279	
4321-0	Director Of Field Operations	5019	2	\$ 107,678	--	12	\$ 157,435	
1608-0	Director Of Financial Analysis and Reporting	6946	2	\$ 149,020	--	12	\$ 217,861	
3535-0	Director Of Fleet Services	6067	2	\$ 130,165	--	12	\$ 190,279	
1568-0	Director Of Housing	6067	2	\$ 130,165	--	12	\$ 190,279	
7270-1	Director Of Maintenance Airports I	5461	2	\$ 117,157	--	12	\$ 171,257	
7270-2	Director Of Maintenance Airports II	6067	2	\$ 130,165	--	12	\$ 190,279	
1858-0	Director Of Material Management Services	5312	2	\$ 113,963	--	12	\$ 166,643	
7974-0	Director Of Material Testing Services	6067	2	\$ 130,165	--	12	\$ 190,279	
3722-1	Director Of Police Transportation I	4780	2	\$ 102,541	--	12	\$ 149,939	
3722-2	Director Of Police Transportation II	6067	2	\$ 130,165	--	12	\$ 190,279	
9231-0	Director Of Port Administration	6729	2	\$ 144,364	--	12	\$ 211,013	
3123-1	Director Of Port Construction and Maintenance I	5461	2	\$ 117,157	--	12	\$ 171,257	
3123-2	Director Of Port Construction and Maintenance II	6067	2	\$ 130,165	--	12	\$ 190,279	
1782-1	Director Of Port Marketing I	4934	2	\$ 105,861	--	12	\$ 154,762	

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Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1782-2	Director Of Port Marketing II	6067	2	\$ 130,165	--	12	\$ 190,279	
9233-0	Director Of Port Operations	6388	2	\$ 137,056	--	12	\$ 200,343	
1488-0	Director Of Printing Services	5798	2	\$ 124,382	--	12	\$ 181,843	
1857-1	Director Of Purchasing Services I	4529	2	\$ 97,175	--	12	\$ 142,088	
1857-2	Director Of Purchasing Services II	5312	2	\$ 113,963	--	12	\$ 166,643	
3208-0	Director Of Security Services	3842	2	\$ 82,434	--	12	\$ 120,498	
1863-0	Director Of Supplies	6067	2	\$ 130,165	--	12	\$ 190,279	
9375-0	Director Of Systems	6067	2	\$ 130,165	--	12	\$ 190,279	
6157-0	Division Librarian	6067	2	\$ 130,165	--	12	\$ 190,279	
9486-0	Engineer Of Surveys	6067	7	\$ 161,694	--	12	\$ 190,279	
3750-0	Equipment Superintendent	5114	7	\$ 136,325	--	12	\$ 160,421	
0015-0	Ethics Officer I	4070	2	\$ 87,320	--	12	\$ 127,681	
0016-0	Ethics Officer II	5048	2	\$ 108,304	--	12	\$ 158,333	
0017-0	Ethics Officer III	6124	2	\$ 131,376	--	12	\$ 192,075	
3170-0	Event Services Manager	5175	2	\$ 111,018	--	12	\$ 162,383	
9186-0	Executive Assistant Airports	6529	2	\$ 140,083	--	12	\$ 204,749	
9225-0	Executive Director Commission on Status of Women							\$5385.60/BW
2475-0	Executive Director Exposition Park Complex	6067	2	\$ 130,165	--	12	\$ 190,279	
9020-0	Executive Director Human Relations Commission							\$5905.60/BW
9252-0	Executive Officer City Clerk	6946	2	\$ 149,020	--	12	\$ 217,861	
9198-1	Financial Management Specialist I	3483	2	\$ 74,729	--	12	\$ 109,223	
9198-2	Financial Management Specialist II	4120	2	\$ 88,385	--	12	\$ 129,226	
9198-3	Financial Management Specialist III	5098	2	\$ 109,369	--	12	\$ 159,899	
9198-4	Financial Management Specialist IV	5365	2	\$ 115,111	--	12	\$ 168,271	
9198-5	Financial Management Specialist V	6124	2	\$ 131,376	--	12	\$ 192,075	
1557-1	Financial Manager I	4706	2	\$ 100,954	--	12	\$ 147,579	
1557-2	Financial Manager II	5861	2	\$ 125,739	--	12	\$ 183,869	
9197-0	Fire Administrator	6946	2	\$ 149,020	--	12	\$ 217,861	
0805-0	First Deputy General Manager Harbor	9595	2	\$ 205,855	--	12	\$ 300,985	
2458-0	Golf Manager	6067	2	\$ 130,165	--	12	\$ 190,279	
9279-1	Harbor Engineer I	6067	2	\$ 130,165	--	12	\$ 190,279	
9279-2	Harbor Engineer II	6405	2	\$ 137,411	--	12	\$ 200,907	
9234-1	Harbor Planning and Research Director I	4529	2	\$ 97,175	--	12	\$ 142,088	
9234-2	Harbor Planning and Research Director II	5312	2	\$ 113,963	--	12	\$ 166,643	
9480-0	Harbor Public and Communications Relations Director	5312	2	\$ 113,963	--	12	\$ 166,643	

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Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4130-0	Hyperion Treatment Plan Manager	6946	2	\$ 149,020	--	12	\$ 217,861	
1409-1	Information Systems Manager I	5492	2	\$ 117,825	--	12	\$ 172,239	
1409-2	Information Systems Manager II	6067	2	\$ 130,165	--	12	\$ 190,279	
4281-1	Lot Cleaning Superintendent I	4229	2	\$ 90,723	--	12	\$ 132,650	
4281-2	Lot Cleaning Superintendent II	4667	2	\$ 100,119	--	12	\$ 146,368	
9437-1	Marine Environmental Manager I	5257	2	\$ 112,793	--	12	\$ 164,868	
9437-2	Marine Environmental Manager II	5843	2	\$ 125,363	--	12	\$ 183,263	
9635-0	Marketing Manager	5312	2	\$ 113,963	--	12	\$ 166,643	
2338-0	Medical Services Administrator	6067	2	\$ 130,165	--	12	\$ 190,279	
1789-0	Motion Picture and TV Manager	6052	2	\$ 129,831	--	12	\$ 189,799	
6229-1	Observatory Director I	5046	2	\$ 108,262	--	12	\$ 158,291	
6229-2	Observatory Director II	6067	2	\$ 130,165	--	12	\$ 190,279	
9264-0	Parking Administrator	6946	2	\$ 149,020	--	12	\$ 217,861	
9025-1	Parking Enforcement Manager I	4355	2	\$ 93,438	--	12	\$ 136,617	
9025-2	Parking Enforcement Manager II	5114	2	\$ 109,724	--	12	\$ 160,421	
5153-0	Pilot Service Manager	11290	2	\$ 242,208	--	12	\$ 354,103	
9196-1	Police Administrator I	6067	2	\$ 130,165	--	12	\$ 190,279	
9196-2	Police Administrator II	6946	2	\$ 149,020	--	12	\$ 217,861	
9196-3	Police Administrator III	7910	2	\$ 169,712	--	12	\$ 248,137	
1781-0	Port Marketing Manager	4177	2	\$ 89,616	--	12	\$ 131,001	
9143-1	Portfolio Manager I	6447	2	\$ 138,309	--	12	\$ 202,201	
9143-2	Portfolio Manager II	8111	2	\$ 174,013	--	12	\$ 254,381	
7928-0	Principal Architect	6610	2	\$ 141,816	--	12	\$ 207,338	
7946-0	Principal City Planner	6067	2	\$ 130,165	--	12	\$ 190,279	
9489-0	Principal Civil Engineer	6067	2	\$ 130,165	--	12	\$ 190,279	
9489-D	Principal Civil Engineer/PM III	6390	12	\$ 200,406	--	12	\$ 200,406	
9653-0	Principal Deputy Controller	6946	2	\$ 149,020	--	12	\$ 217,861	
7875-0	Principal Environmental Engineer	6067	2	\$ 130,165	--	12	\$ 190,279	
7875-B	Principal Environmental Engineer/PMI	4834	12	\$ 151,630	--	12	\$ 151,630	
7875-C	Principal Environmental Engineer/PMII	5593	12	\$ 175,433	--	12	\$ 175,433	
7875-D	Principal Environmental Engineer/PMIII	6390	12	\$ 200,406	--	12	\$ 200,406	
3147-1	Principal Grounds Maintenance Supervisor I	3334	2	\$ 71,534	--	12	\$ 104,567	
3147-2	Principal Grounds Maintenance Supervisor II	4148	2	\$ 88,990	--	12	\$ 130,082	
2464-1	Principal Recreation Supervisor I	3605	2	\$ 77,339	--	12	\$ 113,086	
2464-2	Principal Recreation Supervisor II	4148	2	\$ 88,990	--	12	\$ 130,082	

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Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9266-0	Principal Transportation Engineer	6067	2	\$ 130,165	--	12	\$ 190,279	
9266-B	Principal Transportation Engineer/PMI	4834	12	\$ 151,630	--	12	\$ 151,630	
9266-C	Principal Transportation Engineer/PMII	5593	12	\$ 175,433	--	12	\$ 175,433	
9266-D	Principal Transportation Engineer/PMIII	6390	12	\$ 200,406	--	12	\$ 200,406	
1964-1	Property Manager I	4780	2	\$ 102,541	--	12	\$ 149,939	
1964-2	Property Manager II	5312	2	\$ 113,963	--	12	\$ 166,643	
1964-3	Property Manager III	5753	2	\$ 123,421	--	12	\$ 180,486	
1964-4	Property Manager IV	6397	2	\$ 137,244	--	12	\$ 200,677	
1800-1	Public Information Director I	4276	2	\$ 91,746	--	12	\$ 134,133	
1800-2	Public Information Director II	5025	2	\$ 107,803	--	12	\$ 157,602	
7976-0	Public Safety Risk Manager	5410	2	\$ 116,071	--	12	\$ 169,712	
1282-0	Records Management Officer	5045	2	\$ 108,241	--	12	\$ 158,249	
1620-0	Revenue Manager	5889	2	\$ 126,344	--	12	\$ 184,725	
2485-0	Rideshare Program Administrator	5225	2	\$ 112,104	--	12	\$ 163,887	
7982-0	Risk Management and Prevention Program Manager	6067	2	\$ 130,165	--	12	\$ 190,279	
1530-1	Risk Manager I	4081	2	\$ 87,549	--	12	\$ 128,036	
1530-2	Risk Manager II	5046	2	\$ 108,262	--	12	\$ 158,291	
1530-3	Risk Manager III	6067	2	\$ 130,165	--	12	\$ 190,279	
1728-0	Safety Administrator	5353	2	\$ 114,840	--	12	\$ 167,875	
4128-1	Sanitation Wasterwater Manager I	4596	2	\$ 98,595	--	12	\$ 144,176	
4128-2	Sanitation Wasterwater Manager II	5461	2	\$ 117,157	--	12	\$ 171,257	
4128-3	Sanitation Wasterwater Manager III	6067	2	\$ 130,165	--	12	\$ 190,279	
0807-0	Second Deputy General Manager Harbor	8152	2	\$ 174,890	--	12	\$ 255,717	
7257-1	Senior Airport Engineer I	5903	2	\$ 126,637	--	12	\$ 185,142	
7257-2	Senior Airport Engineer II	6376	2	\$ 136,784	--	12	\$ 199,967	
3146-0	Senior Park Maintenance Supervisor	3482	2	\$ 74,708	--	12	\$ 109,202	
3832-0	Signal Systems Superintendent	4660	2	\$ 99,973	--	12	\$ 146,180	
4126-1	Solid Resources Manager I	5461	2	\$ 117,157	--	12	\$ 171,257	
4126-2	Solid Resources Manager II	6067	2	\$ 130,165	--	12	\$ 190,279	
1850-0	Stores Superintendent	4529	2	\$ 97,175	--	12	\$ 142,088	
3820-1	Street Lighting Contruction & Maintenance Superintendent I	4513	2	\$ 96,820	--	12	\$ 141,608	
3820-2	Street Lighting Contruction & Maintenance Superintendent II	5031	2	\$ 107,928	--	12	\$ 157,831	
4160-1	Street Services General Superintendent I	5202	2	\$ 111,603	--	12	\$ 163,135	
4160-2	Street Services General Superintendent II	6067	2	\$ 130,165	--	12	\$ 190,279	
4158-1	Street Services Superintendent I	4229	2	\$ 90,723	--	12	\$ 132,650	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4158-2	Street Services Superintendent II	4667	2	\$ 100,119	--	12	\$ 146,368	
3160-1	Street Tree Superintendent I	4229	2	\$ 90,723	--	12	\$ 132,650	
3160-2	Street Tree Superintendent II	5202	2	\$ 111,603	--	12	\$ 163,135	
2472-0	Superintendent Of Recreation and Parks Operations	6067	2	\$ 130,165	--	12	\$ 190,279	
9237-0	Superintendent Planinning and Development Recreation and Parks	6067	2	\$ 130,165	--	12	\$ 190,279	
1865-1	Supply Services Manager I	5045	2	\$ 108,241	--	12	\$ 158,249	
1865-2	Supply Services Manager II	6067	2	\$ 130,165	--	12	\$ 190,279	
8870-0	Taxicab Administrator	5012	2	\$ 107,532	--	12	\$ 157,163	
7650-1	Telecommunicaitons Regulations Officers I	4519	2	\$ 96,945	--	12	\$ 141,775	
7650-2	Telecommunicaitons Regulations Officers II	4913	2	\$ 105,402	--	12	\$ 154,052	
7650-3	Telecommunicaitons Regulations Officers III	5339	2	\$ 114,547	--	12	\$ 167,457	
7640-0	Telecommunications Planning and Ultiilites Officer	4913	2	\$ 105,402	--	12	\$ 154,052	
0803-0	Traffic Manager	6729	2	\$ 144,364	--	12	\$ 211,013	
4125-1	Wastewater Collections Manager I	4529	2	\$ 97,175	--	12	\$ 142,088	
4125-2	Wastewater Collections Manager II	6067	2	\$ 130,165	--	12	\$ 190,279	
7880-0	Wastewater Research Engineer	6067	2	\$ 130,165	--	12	\$ 190,279	
7840-1	Wastewater Treatment Laboratory Manager I	4519	2	\$ 96,945	--	12	\$ 141,775	
7840-2	Wastewater Treatment Laboratory Manager II	5312	2	\$ 113,963	--	12	\$ 166,643	
7840-3	Wastewater Treatment Laboratory Manager III	6067	2	\$ 130,165	--	12	\$ 190,279	
3784-1	Wastewater Treatment Maintenance Manager I	4596	2	\$ 98,595	--	12	\$ 144,176	
3784-2	Wastewater Treatment Maintenance Manager II	5461	2	\$ 117,157	--	12	\$ 171,257	
3784-3	Wastewater Treatment Maintenance Manager III	6067	2	\$ 130,165	--	12	\$ 190,279	
4127-1	Wastewater Treatment Plant Manager I	4588	2	\$ 98,428	--	12	\$ 143,904	
4127-2	Wastewater Treatment Plant Manager II	4824	2	\$ 103,502	--	12	\$ 151,338	
4127-3	Wastewater Treatment Plant Manager III	5355	2	\$ 114,881	--	12	\$ 167,958	
1766-1	Workers Compensation Administrator I	5046	2	\$ 108,262	--	12	\$ 158,291	
1766-2	Workers Compensation Administrator II							

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9206-0	311 Director	6188	2	\$ 132,755	--	12	\$ 194,121	
7256-1	Airport Engineer I	5282	2	\$ 113,315	--	12	\$ 165,682	
7256-2	Airport Engineer II	5623	2	\$ 120,644	--	12	\$ 176,373	
9422-1	Airports Environmental Manager I	5150	2	\$ 110,496	--	12	\$ 161,548	
9422-2	Airports Environmental Manager II	6188	2	\$ 132,755	--	12	\$ 194,121	
3331-0	Airports Maintenance Superintendent	4542	2	\$ 97,446	--	12	\$ 142,464	
7260-1	Airports Manager I	5095	2	\$ 109,306	--	12	\$ 159,815	
7260-2	Airports Manager II	5802	2	\$ 124,486	--	12	\$ 181,990	
7260-3	Airports Manager III	6798	2	\$ 145,846	--	12	\$ 213,205	
1788-1	Airports Public And Community Relations Director I	4362	2	\$ 93,584	--	12	\$ 136,805	
1788-2	Airports Public And Community Relations Director II	5569	2	\$ 119,475	--	12	\$ 174,682	
1957-0	Asset Manager	6188	2	\$ 132,755	--	12	\$ 194,121	
7259-0	Assistant Airport Manager	5497	2	\$ 117,930	--	12	\$ 172,427	
1577-0	Assistant Chief Grants Administrator	5148	2	\$ 110,455	--	12	\$ 161,506	
9232-0	Assistant City Librarian	7085	2	\$ 152,006	--	12	\$ 222,225	
4219-1	Assistant Deputy Superintendent of Buildings I	5852	2	\$ 125,551	--	12	\$ 183,535	
4219-2	Assistant Deputy Superintendent of Buildings II	6188	2	\$ 132,755	--	12	\$ 194,121	
9651-0	Assistant Director of Finance	7085	2	\$ 152,006	--	12	\$ 222,225	
7298-0	Assistant Director, Bureau of Contract Administration	6819	2	\$ 146,306	--	12	\$ 213,852	
7225-0	Assistant Director, Bureau of Sanitation	7085	2	\$ 152,006	--	12	\$ 222,225	
7536-0	Assistant Director, Bureau of Street Lighting	6819	2	\$ 146,306	--	12	\$ 213,852	
4156-0	Assistant Director, Bureau of Street Services	7085	2	\$ 152,006	--	12	\$ 222,225	
9428-0	Assistant Executive Director, Cannabis Department	6784	2	\$ 145,554	--	12	\$ 212,788	
9244-0	Assistant General Manager, Animal Regulation	6819	2	\$ 146,306	--	12	\$ 213,852	
9251-0	Assistant General Manager, Community Development	7085	2	\$ 152,006	--	12	\$ 222,225	
9694-0	Assistant General Manager, Convention Center	6188	2	\$ 132,755	--	12	\$ 194,121	
9248-0	Assistant General Manager, Cultural Affairs	5731	2	\$ 122,962	--	12	\$ 179,735	
9220-0	Assistant General Manager, Department of Aging	6188	2	\$ 132,755	--	12	\$ 194,121	
9701-0	Assistant General Manager, El Pueblo Historical Monument	5401	2	\$ 115,884	--	12	\$ 169,399	
9273-0	Assistant General Manager, Emergency Preparedness Department	5731	2	\$ 122,962	--	12	\$ 179,735	
9257-0	Assistant General Manager, General Services Department	7085	2	\$ 152,006	--	12	\$ 222,225	
9381-0	Assistant General Manager, Information Technology Agency	7085	2	\$ 152,006	--	12	\$ 222,225	
9414-0	Assistant General Manager, LACERS	7085	2	\$ 152,006	--	12	\$ 222,225	
9271-0	Assistant General Manager, Los Angeles Housing Department	7085	2	\$ 152,006	--	12	\$ 222,225	
9221-0	Assistant General Manager, Neighborhood Empowerment	5731	2	\$ 122,962	--	12	\$ 179,735	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9241-0	Assistant General Manager, Recreation and Parks	7085	2	\$ 152,006	--	12	\$ 222,225	
9263-0	Assistant General Manager, Transportation	7085	2	\$ 152,006	--	12	\$ 222,225	
0603-0	Assistant Inspector General	6705	2	\$ 143,842	--	12	\$ 210,345	
9415-0	Assistant Retirement Plan Manager	5731	2	\$ 122,962	--	12	\$ 179,735	
9646-0	Assistant Treasurer	6533	2	\$ 140,167	--	12	\$ 204,937	
7998-0	Associate Zoning Administrator	5880	2	\$ 126,156	--	12	\$ 184,412	
3124-0	Building Construction and Maintenance Superintendent	5569	2	\$ 119,475	--	12	\$ 174,682	
3194-1	Building Contruction and Maintenance General Superintendent I	5569	2	\$ 119,475	--	12	\$ 174,682	
3194-2	Building Contruction and Maintenance General Superintendent II	6188	2	\$ 132,755	--	12	\$ 194,121	
1592-0	Chief Accountant Controller	5255	2	\$ 112,752	--	12	\$ 164,826	
7945-1	Chief Airport Planner I	6189	2	\$ 132,775	--	12	\$ 194,142	
7945-B	Chief Airport Planner I/PMI	4931	12	\$ 154,658	--	12	\$ 154,658	
7945-2	Chief Airport Planner II	6529	2	\$ 140,083	--	12	\$ 204,749	
7945-C	Chief Airport Planner II/PMII	5706	12	\$ 178,962	--	12	\$ 178,962	
7945-D	Chief Airport Planner III/PMIII	6517	12	\$ 204,415	--	12	\$ 204,415	
7274-1	Chief Airports Engineer I	6859	2	\$ 147,162	--	12	\$ 215,147	
7274-2	Chief Airports Engineer II	7238	2	\$ 155,284	--	12	\$ 227,028	
1528-1	Chief Auditor Controller I	4601	2	\$ 98,720	--	12	\$ 144,343	
1528-2	Chief Auditor Controller II	5148	2	\$ 110,455	--	12	\$ 161,506	
9151-0	Chief Benefits Analyst	6188	2	\$ 132,755	--	12	\$ 194,121	
7296-0	Chief Construction Inspector	5331	2	\$ 114,380	--	12	\$ 167,207	
0302-0	Chief Deputy Controller	7896	2	\$ 169,399	--	12	\$ 247,657	
4229-0	Chief Electrical Inspector	5331	2	\$ 114,380	--	12	\$ 167,207	
9230-0	Chief Financial Officer	7199	2	\$ 154,449	--	12	\$ 225,775	
9286-0	Chief Harbor Engineer	7651	2	\$ 164,137	--	12	\$ 239,994	
4250-1	Chief Heating and Refrigeration Inspector I	4139	2	\$ 88,802	--	12	\$ 129,852	
4250-2	Chief Heating and Refrigeration Inspector II	4872	2	\$ 104,525	--	12	\$ 152,841	
9374-0	Chief Information Officer	8136	2	\$ 174,556	--	12	\$ 255,216	
4254-0	Chief Inspector	5331	2	\$ 114,380	--	12	\$ 167,207	
1619-0	Chief Internal Auditor	5731	2	\$ 122,962	--	12	\$ 179,735	
9147-0	Chief Investment Officer	9002	2	\$ 193,140	--	12	\$ 282,360	
9182-0	Chief Management Analyst	6188	2	\$ 132,755	--	12	\$ 194,121	
9424-0	Chief Of Aviation Technology	7185	2	\$ 154,157	--	12	\$ 225,399	
7258-1	Chief Of Operations I	4548	2	\$ 97,572	--	12	\$ 142,673	
7258-2	Chief Of Operations II	5085	2	\$ 109,098	--	12	\$ 159,502	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9200-0	Chief Of Transit Programs	6188	2	\$ 132,755	--	12	\$ 194,121	
3165-0	Chief Park Maintenance Supervisor	4754	2	\$ 101,998	--	12	\$ 149,104	
1968-0	Chief Park Ranger	5146	2	\$ 110,413	--	12	\$ 161,423	
9180-0	Chief Parking Enforcement Operations	6188	2	\$ 132,755	--	12	\$ 194,121	
4239-0	Chief Plumbing Inspector	5331	2	\$ 114,380	--	12	\$ 167,207	
2384-0	Chief Police Psychologist	6188	2	\$ 132,755	--	12	\$ 194,121	
5154-1	Chief Port Pilot I	10144	7	\$ 270,416	--	12	\$ 318,211	
5154-2	Chief Port Pilot II	10915	7	\$ 290,941	--	12	\$ 342,390	
1949-1	Chief Real Estate Officer I	5171	2	\$ 110,935	--	12	\$ 162,154	
1949-2	Chief Real Estate Officer II	6188	2	\$ 132,755	--	12	\$ 194,121	
4269-0	Chief Safety Engineer Elevator	5331	2	\$ 114,380	--	12	\$ 167,207	
4260-0	Chief Safety Engineer Pressure Vessels	4601	2	\$ 98,720	--	12	\$ 144,343	
0604-0	Chief Special Investigator	6188	2	\$ 132,755	--	12	\$ 194,121	
4286-1	Chief Street Services Investigator I	4689	2	\$ 100,599	--	12	\$ 147,078	
4286-2	Chief Street Services Investigator II	5566	2	\$ 119,412	--	12	\$ 174,598	
1211-1	Chief Tax Compliance Officer I	5111	2	\$ 109,661	--	12	\$ 160,337	
1211-2	Chief Tax Compliance Officer II	6188	2	\$ 132,755	--	12	\$ 194,121	
2360-0	Chief Veterinarian	5593	2	\$ 119,997	--	12	\$ 175,433	
1189-1	Chief Wharfinger I	4047	2	\$ 86,819	--	12	\$ 126,971	
1189-2	Chief Wharfinger II	5060	2	\$ 108,555	--	12	\$ 158,688	
7999-0	Chief Zoning Administrator	6526	2	\$ 140,000	--	12	\$ 204,686	
2492-0	Child Care Program Manager	3678	2	\$ 78,905	--	12	\$ 115,382	
0566-0	City Attorney Chief Administrative Assistant	6188	2	\$ 132,755	--	12	\$ 194,121	
0536-0	City Attorney Financial Manager	4529	2	\$ 97,175	--	12	\$ 142,088	
2496-0	Community AffairsAdvocate	5148	2	\$ 110,455	--	12	\$ 161,506	
8500-0	Community Housing Progrms Manager	5111	2	\$ 109,661	--	12	\$ 160,337	
9247-0	Concessions Manager	6188	2	\$ 132,755	--	12	\$ 194,121	
3129-0	Construction and Maintenance Superintendent	5218	2	\$ 111,937	--	12	\$ 163,657	
9168-0	Contract Administrator	5412	2	\$ 116,113	--	12	\$ 169,775	
9165-1	Contract Compliance Program Manager I	4559	2	\$ 97,801	--	12	\$ 142,965	
9165-2	Contract Compliance Program Manager II	5693	2	\$ 122,148	--	12	\$ 178,565	
3330-1	Convention Center Building Superintendent I	4689	2	\$ 100,599	--	12	\$ 147,078	
3330-2	Convention Center Building Superintendent II	5569	2	\$ 119,475	--	12	\$ 174,682	
1610-0	Departmental Audit Manager	6188	2	\$ 132,755	--	12	\$ 194,121	
1593-1	Dept Chief Accountant I	4620	2	\$ 99,117	--	12	\$ 144,928	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1593-2	Dept Chief Accountant II	4876	2	\$ 104,608	--	12	\$ 152,966	
1593-3	Dept Chief Accountant III	5731	2	\$ 122,962	--	12	\$ 179,735	
1593-4	Dept Chief Accountant IV	6188	2	\$ 132,755	--	12	\$ 194,121	
9490-1	Deputy City Engineer I	7085	2	\$ 152,006	--	12	\$ 222,225	
9490-2	Deputy City Engineer II	7896	2	\$ 169,399	--	12	\$ 247,657	
1607-0	Deputy Dir Of Auditing	6188	2	\$ 132,755	--	12	\$ 194,121	
9444-0	Deputy Dir Of Planning	7085	2	\$ 152,006	--	12	\$ 222,225	
0162-0	Deputy General Manager Airports / 1	9788	2	\$ 209,990	--	12	\$ 307,019	
0163-0	Deputy General Manager Airports / 2	8006	2	\$ 171,758	--	12	\$ 251,102	
9201-1	Deputy Superintendent Of Buildings I	7085	2	\$ 152,006	--	12	\$ 222,225	
9201-2	Deputy Superintendent Of Buildings II	7896	2	\$ 169,399	--	12	\$ 247,657	
1806-0	Development and Marketing Dir	5161	2	\$ 110,726	--	12	\$ 161,945	
1768-0	Director Airport Services Marketing	6188	2	\$ 132,755	--	12	\$ 194,121	
1194-0	Director Cash Management Services	6188	2	\$ 132,755	--	12	\$ 194,121	
4266-0	Director Enforcement Operations	6188	2	\$ 132,755	--	12	\$ 194,121	
9302-0	Director Of Airprrs Administration	7275	2	\$ 156,078	--	12	\$ 228,176	
9304-0	Director Of Airprrs Operations	7275	2	\$ 156,078	--	12	\$ 228,176	
9306-0	Director Of Airprrs Safety Officer	8006	2	\$ 171,758	--	12	\$ 251,102	
1606-0	Director Of Auditing	7085	2	\$ 152,006	--	12	\$ 222,225	
9259-0	Director Of Building Services	5569	2	\$ 119,475	--	12	\$ 174,682	
7625-0	Director Of Communication Services	6188	2	\$ 132,755	--	12	\$ 194,121	
4321-0	Director Of Field Operations	5121	2	\$ 109,870	--	12	\$ 160,629	
1608-0	Director Of Financial Analysis and Reporting	7085	2	\$ 152,006	--	12	\$ 222,225	
3535-0	Director Of Fleet Services	6188	2	\$ 132,755	--	12	\$ 194,121	
1568-0	Director Of Housing	6188	2	\$ 132,755	--	12	\$ 194,121	
7270-1	Director Of Maintenance Airports I	5569	2	\$ 119,475	--	12	\$ 174,682	
7270-2	Director Of Maintenance Airports II	6188	2	\$ 132,755	--	12	\$ 194,121	
1858-0	Director Of Material Management Services	5420	2	\$ 116,280	--	12	\$ 169,984	
7974-0	Director Of Material Testing Services	6188	2	\$ 132,755	--	12	\$ 194,121	
3722-1	Director Of Police Transportation I	4876	2	\$ 104,608	--	12	\$ 152,966	
3722-2	Director Of Police Transportation II	6188	2	\$ 132,755	--	12	\$ 194,121	
9231-0	Director Of Port Administration	6862	2	\$ 147,224	--	12	\$ 215,231	
3123-1	Director Of Port Construction and Maintenance I	5569	2	\$ 119,475	--	12	\$ 174,682	
3123-2	Director Of Port Construction and Maintenance II	6188	2	\$ 132,755	--	12	\$ 194,121	
1782-1	Director Of Port Marketing I	5032	2	\$ 107,949	--	12	\$ 157,852	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1782-2	Director Of Port Marketing II	6188	2	\$ 132,755	--	12	\$	194,121
9233-0	Director Of Port Operations	6516	2	\$ 139,791	--	12	\$	204,394
1488-0	Director Of Printing Services	5913	2	\$ 126,866	--	12	\$	185,477
1857-1	Director Of Purchasing Services I	4620	2	\$ 99,117	--	12	\$	144,928
1857-2	Director Of Purchasing Services II	5420	2	\$ 116,280	--	12	\$	169,984
3208-0	Director Of Security Services	3919	2	\$ 84,083	--	12	\$	122,983
1863-0	Director Of Supplies	6188	2	\$ 132,755	--	12	\$	194,121
9375-0	Director Of Systems	6188	2	\$ 132,755	--	12	\$	194,121
6157-0	Division Librarian	6188	2	\$ 132,755	--	12	\$	194,121
9486-0	Engineer Of Surveys	6188	7	\$ 164,931	--	12	\$	194,121
3750-0	Equipment Superintendent	5218	7	\$ 139,060	--	12	\$	163,657
0015-0	Ethics Officer I	4152	2	\$ 89,074	--	12	\$	130,228
0016-0	Ethics Officer II	5148	2	\$ 110,455	--	12	\$	161,506
0017-0	Ethics Officer III	6246	2	\$ 134,007	--	12	\$	195,917
3170-0	Event Services Manager	5282	2	\$ 113,315	--	12	\$	165,682
9186-0	Executive Assistant Airports	6658	2	\$ 142,840	--	12	\$	208,841
9225-0	Executive Director Commission on Status of Women							\$5493.60/BW
2475-0	Executive Director Exposition Park Complex	6188	2	\$ 132,755	--	12	\$	194,121
9020-0	Executive Director Human Relations Commission							\$6024.00/BW
9252-0	Executive Officer City Clerk	7085	2	\$ 152,006	--	12	\$	222,225
9198-1	Financial Management Specialist I	3552	2	\$ 76,212	--	12	\$	111,415
9198-2	Financial Management Specialist II	4204	2	\$ 90,201	--	12	\$	131,836
9198-3	Financial Management Specialist III	5201	2	\$ 111,582	--	12	\$	163,114
9198-4	Financial Management Specialist IV	5473	2	\$ 117,429	--	12	\$	171,654
9198-5	Financial Management Specialist V	6246	2	\$ 134,007	--	12	\$	195,917
1557-1	Financial Manager I	4799	2	\$ 102,959	--	12	\$	150,544
1557-2	Financial Manager II	5980	2	\$ 128,286	--	12	\$	187,544
9197-0	Fire Administrator	7085	2	\$ 152,006	--	12	\$	222,225
0805-0	First Deputy General Manager Harbor	9788	2	\$ 209,990	--	12	\$	307,019
2458-0	Golf Manager	6188	2	\$ 132,755	--	12	\$	194,121
9279-1	Harbor Engineer I	6188	2	\$ 132,755	--	12	\$	194,121
9279-2	Harbor Engineer II	6533	2	\$ 140,167	--	12	\$	204,937
9234-1	Harbor Planning and Research Director I	4620	2	\$ 99,117	--	12	\$	144,928
9234-2	Harbor Planning and Research Director II	5420	2	\$ 116,280	--	12	\$	169,984
9480-0	Harbor Public and Communications Relations Director	5420	2	\$ 116,280	--	12	\$	169,984

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4130-0	Hyperion Treatment Plan Manager	7085	2	\$ 152,006	--	12	\$ 222,225	
1409-1	Information Systems Manager I	5602	2	\$ 120,185	--	12	\$ 175,726	
1409-2	Information Systems Manager II	6188	2	\$ 132,755	--	12	\$ 194,121	
4281-1	Lot Cleaning Superintendent I	4314	2	\$ 92,561	--	12	\$ 135,323	
4281-2	Lot Cleaning Superintendent II	4761	2	\$ 102,144	--	12	\$ 149,312	
9437-1	Marine Environmental Manager I	5361	2	\$ 115,007	--	12	\$ 168,167	
9437-2	Marine Environmental Manager II	5960	2	\$ 127,869	--	12	\$ 186,938	
9635-0	Marketing Manager	5420	2	\$ 116,280	--	12	\$ 169,984	
2338-0	Medical Services Administrator	6188	2	\$ 132,755	--	12	\$ 194,121	
1789-0	Motion Picture and TV Manager	6172	2	\$ 132,420	--	12	\$ 193,599	
6229-1	Observatory Director I	5148	2	\$ 110,455	--	12	\$ 161,506	
6229-2	Observatory Director II	6188	2	\$ 132,755	--	12	\$ 194,121	
9264-0	Parking Administrator	7085	2	\$ 152,006	--	12	\$ 222,225	
9025-1	Parking Enforcement Manager I	4443	2	\$ 95,317	--	12	\$ 139,394	
9025-2	Parking Enforcement Manager II	5218	2	\$ 111,937	--	12	\$ 163,657	
5153-0	Pilot Service Manager	11515	2	\$ 247,052	--	12	\$ 361,203	
9196-1	Police Administrator I	6188	2	\$ 132,755	--	12	\$ 194,121	
9196-2	Police Administrator II	7085	2	\$ 152,006	--	12	\$ 222,225	
9196-3	Police Administrator III	8070	2	\$ 173,136	--	12	\$ 253,128	
1781-0	Port Marketing Manager	4260	2	\$ 91,391	--	12	\$ 133,652	
9143-1	Portfolio Manager I	6576	2	\$ 141,086	--	12	\$ 206,273	
9143-2	Portfolio Manager II	8272	2	\$ 177,459	--	12	\$ 259,475	
7928-0	Principal Architect	6743	2	\$ 144,656	--	12	\$ 211,493	
7946-0	Principal City Planner	6188	2	\$ 132,755	--	12	\$ 194,121	
9489-0	Principal Civil Engineer	6188	2	\$ 132,755	--	12	\$ 194,121	
9489-D	Principal Civil Engineer/PM III	6517	12	\$ 204,415	--	12	\$ 204,415	
9653-0	Principal Deputy Controller	7085	2	\$ 152,006	--	12	\$ 222,225	
7875-0	Principal Environmental Engineer	6188	2	\$ 132,755	--	12	\$ 194,121	
7875-B	Principal Environmental Engineer/PMI	4931	12	\$ 154,658	--	12	\$ 154,658	
7875-C	Principal Environmental Engineer/PMII	5706	12	\$ 178,962	--	12	\$ 178,962	
7875-D	Principal Environmental Engineer/PMIII	6517	12	\$ 204,415	--	12	\$ 204,415	
3147-1	Principal Grounds Maintenance Supervisor I	3400	2	\$ 72,954	--	12	\$ 106,675	
3147-2	Principal Grounds Maintenance Supervisor II	4230	2	\$ 90,744	--	12	\$ 132,692	
2464-1	Principal Recreation Supervisor I	3678	2	\$ 78,905	--	12	\$ 115,382	
2464-2	Principal Recreation Supervisor II	4230	2	\$ 90,744	--	12	\$ 132,692	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9266-0	Principal Transportation Engineer	6188	2	\$ 132,755	--	12	\$ 194,121	
9266-B	Principal Transportation Engineer/PMI	4931	12	\$ 154,658	--	12	\$ 154,658	
9266-C	Principal Transportation Engineer/PMII	5706	12	\$ 178,962	--	12	\$ 178,962	
9266-D	Principal Transportation Engineer/PMIII	6517	12	\$ 204,415	--	12	\$ 204,415	
1964-1	Property Manager I	4876	2	\$ 104,608	--	12	\$ 152,966	
1964-2	Property Manager II	5420	2	\$ 116,280	--	12	\$ 169,984	
1964-3	Property Manager III	5870	2	\$ 125,927	--	12	\$ 184,119	
1964-4	Property Manager IV	6526	2	\$ 140,000	--	12	\$ 204,686	
1800-1	Public Information Director I	4362	2	\$ 93,584	--	12	\$ 136,805	
1800-2	Public Information Director II	5125	2	\$ 109,954	--	12	\$ 160,776	
7976-0	Public Safety Risk Manager	5519	2	\$ 118,410	--	12	\$ 173,116	
1282-0	Records Management Officer	5146	2	\$ 110,413	--	12	\$ 161,423	
1620-0	Revenue Manager	6007	2	\$ 128,871	--	12	\$ 188,421	
2485-0	Rideshare Program Administrator	5330	2	\$ 114,359	--	12	\$ 167,186	
7982-0	Risk Management and Prevention Program Manager	6188	2	\$ 132,755	--	12	\$ 194,121	
1530-1	Risk Manager I	4165	2	\$ 89,366	--	12	\$ 130,625	
1530-2	Risk Manager II	5148	2	\$ 110,455	--	12	\$ 161,506	
1530-3	Risk Manager III	6188	2	\$ 132,755	--	12	\$ 194,121	
1728-0	Safety Administrator	5461	2	\$ 117,157	--	12	\$ 171,257	
4128-1	Sanitation Wasterwater Manager I	4689	2	\$ 100,599	--	12	\$ 147,078	
4128-2	Sanitation Wasterwater Manager II	5569	2	\$ 119,475	--	12	\$ 174,682	
4128-3	Sanitation Wasterwater Manager III	6188	2	\$ 132,755	--	12	\$ 194,121	
0807-0	Second Deputy General Manager Harbor	8316	2	\$ 178,419	--	12	\$ 260,853	
7257-1	Senior Airport Engineer I	6021	2	\$ 129,184	--	12	\$ 188,838	
7257-2	Senior Airport Engineer II	6503	2	\$ 139,520	--	12	\$ 203,997	
3146-0	Senior Park Maintenance Supervisor	3551	2	\$ 76,191	--	12	\$ 111,394	
3832-0	Signal Systems Superintendent	4754	2	\$ 101,998	--	12	\$ 149,104	
4126-1	Solid Resources Manager I	5569	2	\$ 119,475	--	12	\$ 174,682	
4126-2	Solid Resources Manager II	6188	2	\$ 132,755	--	12	\$ 194,121	
1850-0	Stores Superintendent	4620	2	\$ 99,117	--	12	\$ 144,928	
3820-1	Street Lighting Contruction & Maintenance Superintendent I	4605	2	\$ 98,804	--	12	\$ 144,447	
3820-2	Street Lighting Contruction & Maintenance Superintendent II	5133	2	\$ 110,121	--	12	\$ 160,984	
4160-1	Street Services General Superintendent I	5305	2	\$ 113,816	--	12	\$ 166,392	
4160-2	Street Services General Superintendent II	6188	2	\$ 132,755	--	12	\$ 194,121	
4158-1	Street Services Superintendent I	4314	2	\$ 92,561	--	12	\$ 135,323	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4158-2	Street Services Superintendent II	4761	2	\$ 102,144	--	12	\$ 149,312	
3160-1	Street Tree Superintendent I	4314	2	\$ 92,561	--	12	\$ 135,323	
3160-2	Street Tree Superintendent II	5305	2	\$ 113,816	--	12	\$ 166,392	
2472-0	Superintendent Of Recreation and Parks Operations	6188	2	\$ 132,755	--	12	\$ 194,121	
9237-0	Superintendent Planinning and Development Recreation and Parks	6188	2	\$ 132,755	--	12	\$ 194,121	
1865-1	Supply Services Manager I	5146	2	\$ 110,413	--	12	\$ 161,423	
1865-2	Supply Services Manager II	6188	2	\$ 132,755	--	12	\$ 194,121	
8870-0	Taxicab Administrator	5111	2	\$ 109,661	--	12	\$ 160,337	
7650-1	Telecommunicaitons Regulations Officers I	4611	2	\$ 98,929	--	12	\$ 144,614	
7650-2	Telecommunicaitons Regulations Officers II	5011	2	\$ 107,511	--	12	\$ 157,142	
7650-3	Telecommunicaitons Regulations Officers III	5446	2	\$ 116,844	--	12	\$ 170,798	
7640-0	Telecommunications Planning and Ultiilites Officer	5011	2	\$ 107,511	--	12	\$ 157,142	
0803-0	Traffic Manager	6862	2	\$ 147,224	--	12	\$ 215,231	
4125-1	Wastewater Collections Manager I	4620	2	\$ 99,117	--	12	\$ 144,928	
4125-2	Wastewater Collections Manager II	6188	2	\$ 132,755	--	12	\$ 194,121	
7880-0	Wastewater Research Engineer	6188	2	\$ 132,755	--	12	\$ 194,121	
7840-1	Wastewater Treatment Laboratory Manager I	4611	2	\$ 98,929	--	12	\$ 144,614	
7840-2	Wastewater Treatment Laboratory Manager II	5420	2	\$ 116,280	--	12	\$ 169,984	
7840-3	Wastewater Treatment Laboratory Manager III	6188	2	\$ 132,755	--	12	\$ 194,121	
3784-1	Wastewater Treatment Maintenance Manager I	4689	2	\$ 100,599	--	12	\$ 147,078	
3784-2	Wastewater Treatment Maintenance Manager II	5569	2	\$ 119,475	--	12	\$ 174,682	
3784-3	Wastewater Treatment Maintenance Manager III	6188	2	\$ 132,755	--	12	\$ 194,121	
4127-1	Wastewater Treatment Plant Manager I	4681	2	\$ 100,432	--	12	\$ 146,807	
4127-2	Wastewater Treatment Plant Manager II	4921	2	\$ 105,569	--	12	\$ 154,365	
4127-3	Wastewater Treatment Plant Manager III	5462	2	\$ 117,178	--	12	\$ 171,320	
1766-1	Workers Compensation Administrator I	5148	2	\$ 110,455	--	12	\$ 161,506	
1766-2	Workers Compensation Administrator II							

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9206-0	311 Director	6313	2	\$ 135,448	--	12	\$ 198,005	
7256-1	Airport Engineer I	5389	2	\$ 115,612	--	12	\$ 169,023	
7256-2	Airport Engineer II	5736	2	\$ 123,066	--	12	\$ 179,943	
9422-1	Airports Environmental Manager I	5254	2	\$ 112,710	--	12	\$ 164,805	
9422-2	Airports Environmental Manager II	6313	2	\$ 135,448	--	12	\$ 198,005	
3331-0	Airports Maintenance Superintendent	4632	2	\$ 99,367	--	12	\$ 145,303	
7260-1	Airports Manager I	5197	2	\$ 111,499	--	12	\$ 163,010	
7260-2	Airports Manager II	5918	2	\$ 126,971	--	12	\$ 185,623	
7260-3	Airports Manager III	6933	2	\$ 148,749	--	12	\$ 217,465	
1788-1	Airports Public And Community Relations Director I	4450	2	\$ 95,463	--	12	\$ 139,582	
1788-2	Airports Public And Community Relations Director II	5681	2	\$ 121,876	--	12	\$ 178,189	
1957-0	Asset Manager	6313	2	\$ 135,448	--	12	\$ 198,005	
7259-0	Assistant Airport Manager	5608	2	\$ 120,310	--	12	\$ 175,934	
1577-0	Assistant Chief Grants Administrator	5252	2	\$ 112,668	--	12	\$ 164,743	
9232-0	Assistant City Librarian	7227	2	\$ 155,054	--	12	\$ 226,694	
4219-1	Assistant Deputy Superintendent of Buildings I	5969	2	\$ 128,057	--	12	\$ 187,230	
4219-2	Assistant Deputy Superintendent of Buildings II	6313	2	\$ 135,448	--	12	\$ 198,005	
9651-0	Assistant Director of Finance	7227	2	\$ 155,054	--	12	\$ 226,694	
7298-0	Assistant Director, Bureau of Contract Administration	6954	2	\$ 149,187	--	12	\$ 218,133	
7225-0	Assistant Director, Bureau of Sanitation	7227	2	\$ 155,054	--	12	\$ 226,694	
7536-0	Assistant Director, Bureau of Street Lighting	6954	2	\$ 149,187	--	12	\$ 218,133	
4156-0	Assistant Director, Bureau of Street Services	7227	2	\$ 155,054	--	12	\$ 226,694	
9428-0	Assistant Executive Director, Cannabis Department	6921	2	\$ 148,477	--	12	\$ 217,047	
9244-0	Assistant General Manager, Animal Regulation	6954	2	\$ 149,187	--	12	\$ 218,133	
9251-0	Assistant General Manager, Community Development	7227	2	\$ 155,054	--	12	\$ 226,694	
9694-0	Assistant General Manager, Convention Center	6313	2	\$ 135,448	--	12	\$ 198,005	
9248-0	Assistant General Manager, Cultural Affairs	5846	2	\$ 125,426	--	12	\$ 183,368	
9220-0	Assistant General Manager, Department of Aging	6313	2	\$ 135,448	--	12	\$ 198,005	
9701-0	Assistant General Manager, El Pueblo Historical Monument	5510	2	\$ 118,222	--	12	\$ 172,782	
9273-0	Assistant General Manager, Emergency Preparedness Department	5846	2	\$ 125,426	--	12	\$ 183,368	
9257-0	Assistant General Manager, General Services Department	7227	2	\$ 155,054	--	12	\$ 226,694	
9381-0	Assistant General Manager, Information Technology Agency	7227	2	\$ 155,054	--	12	\$ 226,694	
9414-0	Assistant General Manager, LACERS	7227	2	\$ 155,054	--	12	\$ 226,694	
9271-0	Assistant General Manager, Los Angeles Housing Department	7227	2	\$ 155,054	--	12	\$ 226,694	
9221-0	Assistant General Manager, Neighborhood Empowerment	5846	2	\$ 125,426	--	12	\$ 183,368	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9241-0	Assistant General Manager, Recreation and Parks	7227	2	\$ 155,054	--	12	\$ 226,694	
9263-0	Assistant General Manager, Transportation	7227	2	\$ 155,054	--	12	\$ 226,694	
0603-0	Assistant Inspector General	6840	2	\$ 146,744	--	12	\$ 214,542	
9415-0	Assistant Retirement Plan Manager	5846	2	\$ 125,426	--	12	\$ 183,368	
9646-0	Assistant Treasurer	6664	2	\$ 142,965	--	12	\$ 209,029	
7998-0	Associate Zoning Administrator	5998	2	\$ 128,683	--	12	\$ 188,128	
3124-0	Building Construction and Maintenance Superintendent	5681	2	\$ 121,876	--	12	\$ 178,189	
3194-1	Building Contruction and Maintenance General Superintendent I	5681	2	\$ 121,876	--	12	\$ 178,189	
3194-2	Building Contruction and Maintenance General Superintendent II	6313	2	\$ 135,448	--	12	\$ 198,005	
1592-0	Chief Accountant Controller	5360	2	\$ 114,986	--	12	\$ 168,146	
7945-1	Chief Airport Planner I	6314	2	\$ 135,469	--	12	\$ 198,025	
7945-B	Chief Airport Planner I/PMI	5030	12	\$ 157,748	--	12	\$ 157,748	
7945-2	Chief Airport Planner II	6658	2	\$ 142,840	--	12	\$ 208,841	
7945-C	Chief Airport Planner II/PMII	5819	12	\$ 182,532	--	12	\$ 182,532	
7945-D	Chief Airport Planner III/PMIII	6649	12	\$ 208,528	--	12	\$ 208,528	
7274-1	Chief Airports Engineer I	6996	2	\$ 150,085	--	12	\$ 219,448	
7274-2	Chief Airports Engineer II	7382	2	\$ 158,374	--	12	\$ 231,559	
1528-1	Chief Auditor Controller I	4694	2	\$ 100,704	--	12	\$ 147,224	
1528-2	Chief Auditor Controller II	5252	2	\$ 112,668	--	12	\$ 164,743	
9151-0	Chief Benefits Analyst	6313	2	\$ 135,448	--	12	\$ 198,005	
7296-0	Chief Construction Inspector	5436	2	\$ 116,614	--	12	\$ 170,547	
0302-0	Chief Deputy Controller	8054	2	\$ 172,782	--	12	\$ 252,627	
4229-0	Chief Electrical Inspector	5436	2	\$ 116,614	--	12	\$ 170,547	
9230-0	Chief Financial Officer	7342	2	\$ 157,518	--	12	\$ 230,285	
9286-0	Chief Harbor Engineer	7804	2	\$ 167,436	--	12	\$ 244,797	
4250-1	Chief Heating and Refrigeration Inspector I	4223	2	\$ 90,598	--	12	\$ 132,441	
4250-2	Chief Heating and Refrigeration Inspector II	4970	2	\$ 106,634	--	12	\$ 155,890	
9374-0	Chief Information Officer	8299	2	\$ 178,043	--	12	\$ 260,352	
4254-0	Chief Inspector	5436	2	\$ 116,614	--	12	\$ 170,547	
1619-0	Chief Internal Auditor	5846	2	\$ 125,426	--	12	\$ 183,368	
9147-0	Chief Investment Officer	9182	2	\$ 197,002	--	12	\$ 288,039	
9182-0	Chief Management Analyst	6313	2	\$ 135,448	--	12	\$ 198,005	
9424-0	Chief Of Aviation Technology	7330	2	\$ 157,268	--	12	\$ 229,930	
7258-1	Chief Of Operations I	4641	2	\$ 99,576	--	12	\$ 145,533	
7258-2	Chief Of Operations II	5189	2	\$ 111,332	--	12	\$ 162,696	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9200-0	Chief Of Transit Programs	6313	2	\$ 135,448	--	12	\$ 198,005	
3165-0	Chief Park Maintenance Supervisor	4850	2	\$ 104,045	--	12	\$ 152,089	
1968-0	Chief Park Ranger	5250	2	\$ 112,626	--	12	\$ 164,659	
9180-0	Chief Parking Enforcement Operations	6313	2	\$ 135,448	--	12	\$ 198,005	
4239-0	Chief Plumbing Inspector	5436	2	\$ 116,614	--	12	\$ 170,547	
2384-0	Chief Police Psychologist	6313	2	\$ 135,448	--	12	\$ 198,005	
5154-1	Chief Port Pilot I	10348	7	\$ 275,824	--	12	\$ 324,579	
5154-2	Chief Port Pilot II	11134	7	\$ 296,746	--	12	\$ 349,238	
1949-1	Chief Real Estate Officer I	5273	2	\$ 113,127	--	12	\$ 165,390	
1949-2	Chief Real Estate Officer II	6313	2	\$ 135,448	--	12	\$ 198,005	
4269-0	Chief Safety Engineer Elevator	5436	2	\$ 116,614	--	12	\$ 170,547	
4260-0	Chief Safety Engineer Pressure Vessels	4694	2	\$ 100,704	--	12	\$ 147,224	
0604-0	Chief Special Investigator	6313	2	\$ 135,448	--	12	\$ 198,005	
4286-1	Chief Street Services Investigator I	4783	2	\$ 102,625	--	12	\$ 150,022	
4286-2	Chief Street Services Investigator II	5678	2	\$ 121,813	--	12	\$ 178,085	
1211-1	Chief Tax Compliance Officer I	5214	2	\$ 111,854	--	12	\$ 163,553	
1211-2	Chief Tax Compliance Officer II	6313	2	\$ 135,448	--	12	\$ 198,005	
2360-0	Chief Veterinarian	5706	2	\$ 122,419	--	12	\$ 178,962	
1189-1	Chief Wharfinger I	4129	2	\$ 88,593	--	12	\$ 129,518	
1189-2	Chief Wharfinger II	5160	2	\$ 110,705	--	12	\$ 161,861	
7999-0	Chief Zoning Administrator	6655	2	\$ 142,777	--	12	\$ 208,779	
2492-0	Child Care Program Manager	3753	2	\$ 80,513	--	12	\$ 117,700	
0566-0	City Attorney Chief Administrative Assistant	6313	2	\$ 135,448	--	12	\$ 198,005	
0536-0	City Attorney Financial Manager	4620	2	\$ 99,117	--	12	\$ 144,928	
2496-0	Community AffairsAdvocate	5252	2	\$ 112,668	--	12	\$ 164,743	
8500-0	Community Housing Progrms Manager	5214	2	\$ 111,854	--	12	\$ 163,553	
9247-0	Concessions Manager	6313	2	\$ 135,448	--	12	\$ 198,005	
3129-0	Construction and Maintenance Superintendent	5322	2	\$ 114,171	--	12	\$ 166,935	
9168-0	Contract Administrator	5522	2	\$ 118,473	--	12	\$ 173,178	
9165-1	Contract Compliance Program Manager I	4649	2	\$ 99,743	--	12	\$ 145,825	
9165-2	Contract Compliance Program Manager II	5807	2	\$ 124,590	--	12	\$ 182,136	
3330-1	Convention Center Building Superintendent I	4783	2	\$ 102,625	--	12	\$ 150,022	
3330-2	Convention Center Building Superintendent II	5681	2	\$ 121,876	--	12	\$ 178,189	
1610-0	Departmental Audit Manager	6313	2	\$ 135,448	--	12	\$ 198,005	
1593-1	Dept Chief Accountant I	4714	2	\$ 101,142	--	12	\$ 147,872	

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1593-2	Dept Chief Accountant II	4975	2	\$ 106,738	--	12	\$ 156,036	
1593-3	Dept Chief Accountant III	5846	2	\$ 125,426	--	12	\$ 183,368	
1593-4	Dept Chief Accountant IV	6313	2	\$ 135,448	--	12	\$ 198,005	
9490-1	Deputy City Engineer I	7227	2	\$ 155,054	--	12	\$ 226,694	
9490-2	Deputy City Engineer II	8054	2	\$ 172,782	--	12	\$ 252,627	
1607-0	Deputy Dir Of Auditing	6313	2	\$ 135,448	--	12	\$ 198,005	
9444-0	Deputy Dir Of Planning	7227	2	\$ 155,054	--	12	\$ 226,694	
0162-0	Deputy General Manager Airports / 1	9984	2	\$ 214,207	--	12	\$ 313,179	
0163-0	Deputy General Manager Airports / 2	8167	2	\$ 175,224	--	12	\$ 256,176	
9201-1	Deputy Superintendent Of Buildings I	7227	2	\$ 155,054	--	12	\$ 226,694	
9201-2	Deputy Superintendent Of Buildings II	8054	2	\$ 172,782	--	12	\$ 252,627	
1806-0	Development and Marketing Dir	5266	2	\$ 112,981	--	12	\$ 165,202	
1768-0	Director Airport Services Marketing	6313	2	\$ 135,448	--	12	\$ 198,005	
1194-0	Director Cash Management Services	6313	2	\$ 135,448	--	12	\$ 198,005	
4266-0	Director Enforcement Operations	6313	2	\$ 135,448	--	12	\$ 198,005	
9302-0	Director Of Airprrs Administration	7420	2	\$ 159,189	--	12	\$ 232,749	
9304-0	Director Of Airprrs Operations	7420	2	\$ 159,189	--	12	\$ 232,749	
9306-0	Director Of Airprrs Saftey Officer	8167	2	\$ 175,224	--	12	\$ 256,176	
1606-0	Director Of Auditing	7227	2	\$ 155,054	--	12	\$ 226,694	
9259-0	Director Of Building Services	5681	2	\$ 121,876	--	12	\$ 178,189	
7625-0	Director Of Communication Services	6313	2	\$ 135,448	--	12	\$ 198,005	
4321-0	Director Of Field Operations	5224	2	\$ 112,083	--	12	\$ 163,845	
1608-0	Director Of Financial Analysis and Reporting	7227	2	\$ 155,054	--	12	\$ 226,694	
3535-0	Director Of Fleet Services	6313	2	\$ 135,448	--	12	\$ 198,005	
1568-0	Director Of Housing	6313	2	\$ 135,448	--	12	\$ 198,005	
7270-1	Director Of Maintenance Airports I	5681	2	\$ 121,876	--	12	\$ 178,189	
7270-2	Director Of Maintenance Airports II	6313	2	\$ 135,448	--	12	\$ 198,005	
1858-0	Director Of Material Management Services	5528	2	\$ 118,598	--	12	\$ 173,387	
7974-0	Director Of Material Testing Services	6313	2	\$ 135,448	--	12	\$ 198,005	
3722-1	Director Of Police Transportation I	4975	2	\$ 106,738	--	12	\$ 156,036	
3722-2	Director Of Police Transportation II	6313	2	\$ 135,448	--	12	\$ 198,005	
9231-0	Director Of Port Administration	7000	2	\$ 150,168	--	12	\$ 219,532	
3123-1	Director Of Port Construction and Maintenance I	5681	2	\$ 121,876	--	12	\$ 178,189	
3123-2	Director Of Port Construction and Maintenance II	6313	2	\$ 135,448	--	12	\$ 198,005	
1782-1	Director Of Port Marketing I	5134	2	\$ 110,142	--	12	\$ 161,005	

MOU 36
Appendix F
Operative on June 20, 2021

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1782-2	Director Of Port Marketing II	6313	2	\$ 135,448	--	12	\$ 198,005	
9233-0	Director Of Port Operations	6648	2	\$ 142,631	--	12	\$ 208,486	
1488-0	Director Of Printing Services	6032	2	\$ 129,414	--	12	\$ 189,214	
1857-1	Director Of Purchasing Services I	4714	2	\$ 101,142	--	12	\$ 147,872	
1857-2	Director Of Purchasing Services II	5528	2	\$ 118,598	--	12	\$ 173,387	
3208-0	Director Of Security Services	4000	2	\$ 85,816	--	12	\$ 125,447	
1863-0	Director Of Supplies	6313	2	\$ 135,448	--	12	\$ 198,005	
9375-0	Director Of Systems	6313	2	\$ 135,448	--	12	\$ 198,005	
6157-0	Division Librarian	6313	2	\$ 135,448	--	12	\$ 198,005	
9486-0	Engineer Of Surveys	6313	7	\$ 168,271	--	12	\$ 198,005	
3750-0	Equipment Superintendent	5322	7	\$ 141,858	--	12	\$ 166,935	
0015-0	Ethics Officer I	4236	2	\$ 90,869	--	12	\$ 132,838	
0016-0	Ethics Officer II	5252	2	\$ 112,668	--	12	\$ 164,743	
0017-0	Ethics Officer III	6372	2	\$ 136,701	--	12	\$ 199,842	
3170-0	Event Services Manager	5389	2	\$ 115,612	--	12	\$ 169,023	
9186-0	Executive Assistant Airports	6791	2	\$ 145,700	--	12	\$ 213,017	
9225-0	Executive Director Commission on Status of Women							\$5603.20/BW
2475-0	Executive Director Exposition Park Complex	6313	2	\$ 135,448	--	12	\$ 198,005	
9020-0	Executive Director Human Relations Commission							\$6144.80/BW
9252-0	Executive Officer City Clerk	7227	2	\$ 155,054	--	12	\$ 226,694	
9198-1	Financial Management Specialist I	3623	2	\$ 77,736	--	12	\$ 113,649	
9198-2	Financial Management Specialist II	4288	2	\$ 91,997	--	12	\$ 134,467	
9198-3	Financial Management Specialist III	5304	2	\$ 113,796	--	12	\$ 166,371	
9198-4	Financial Management Specialist IV	5582	2	\$ 119,767	--	12	\$ 175,078	
9198-5	Financial Management Specialist V	6372	2	\$ 136,701	--	12	\$ 199,842	
1557-1	Financial Manager I	4896	2	\$ 105,047	--	12	\$ 153,551	
1557-2	Financial Manager II	6100	2	\$ 130,875	--	12	\$ 191,323	
9197-0	Fire Administrator	7227	2	\$ 155,054	--	12	\$ 226,694	
0805-0	First Deputy General Manager Harbor	9984	2	\$ 214,207	--	12	\$ 313,179	
2458-0	Golf Manager	6313	2	\$ 135,448	--	12	\$ 198,005	
9279-1	Harbor Engineer I	6313	2	\$ 135,448	--	12	\$ 198,005	
9279-2	Harbor Engineer II	6664	2	\$ 142,965	--	12	\$ 209,029	
9234-1	Harbor Planning and Research Director I	4714	2	\$ 101,142	--	12	\$ 147,872	
9234-2	Harbor Planning and Research Director II	5528	2	\$ 118,598	--	12	\$ 173,387	
9480-0	Harbor Public and Communications Relations Director	5528	2	\$ 118,598	--	12	\$ 173,387	

MOU 36
Appendix F
Operative on June 20, 2021

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4130-0	Hyperion Treatment Plan Manager	7227	2	\$ 155,054	--	12	\$ 226,694	
1409-1	Information Systems Manager I	5714	2	\$ 122,586	--	12	\$ 179,233	
1409-2	Information Systems Manager II	6313	2	\$ 135,448	--	12	\$ 198,005	
4281-1	Lot Cleaning Superintendent I	4401	2	\$ 94,419	--	12	\$ 138,037	
4281-2	Lot Cleaning Superintendent II	4855	2	\$ 104,170	--	12	\$ 152,298	
9437-1	Marine Environmental Manager I	5468	2	\$ 117,303	--	12	\$ 171,529	
9437-2	Marine Environmental Manager II	6079	2	\$ 130,416	--	12	\$ 190,676	
9635-0	Marketing Manager	5528	2	\$ 118,598	--	12	\$ 173,387	
2338-0	Medical Services Administrator	6313	2	\$ 135,448	--	12	\$ 198,005	
1789-0	Motion Picture and TV Manager	6296	2	\$ 135,072	--	12	\$ 197,462	
6229-1	Observatory Director I	5252	2	\$ 112,668	--	12	\$ 164,743	
6229-2	Observatory Director II	6313	2	\$ 135,448	--	12	\$ 198,005	
9264-0	Parking Administrator	7227	2	\$ 155,054	--	12	\$ 226,694	
9025-1	Parking Enforcement Manager I	4533	2	\$ 97,259	--	12	\$ 142,192	
9025-2	Parking Enforcement Manager II	5322	2	\$ 114,171	--	12	\$ 166,935	
5153-0	Pilot Service Manager	11747	2	\$ 252,021	--	12	\$ 368,427	
9196-1	Police Administrator I	6313	2	\$ 135,448	--	12	\$ 198,005	
9196-2	Police Administrator II	7227	2	\$ 155,054	--	12	\$ 226,694	
9196-3	Police Administrator III	8231	2	\$ 176,582	--	12	\$ 258,202	
1781-0	Port Marketing Manager	4346	2	\$ 93,250	--	12	\$ 136,325	
9143-1	Portfolio Manager I	6707	2	\$ 143,884	--	12	\$ 210,407	
9143-2	Portfolio Manager II	8439	2	\$ 181,050	--	12	\$ 264,716	
7928-0	Principal Architect	6879	2	\$ 147,579	--	12	\$ 215,794	
7946-0	Principal City Planner	6313	2	\$ 135,448	--	12	\$ 198,005	
9489-0	Principal Civil Engineer	6313	2	\$ 135,448	--	12	\$ 198,005	
9489-D	Principal Civil Engineer/PM III	6649	12	\$ 208,528	--	12	\$ 208,528	
9653-0	Principal Deputy Controller	7227	2	\$ 155,054	--	12	\$ 226,694	
7875-0	Principal Environmental Engineer	6313	2	\$ 135,448	--	12	\$ 198,005	
7875-B	Principal Environmental Engineer/PMI	5030	12	\$ 157,748	--	12	\$ 157,748	
7875-C	Principal Environmental Engineer/PMII	5819	12	\$ 182,532	--	12	\$ 182,532	
7875-D	Principal Environmental Engineer/PMIII	6649	12	\$ 208,528	--	12	\$ 208,528	
3147-1	Principal Grounds Maintenance Supervisor I	3469	2	\$ 74,416	--	12	\$ 108,805	
3147-2	Principal Grounds Maintenance Supervisor II	4315	2	\$ 92,581	--	12	\$ 135,344	
2464-1	Principal Recreation Supervisor I	3753	2	\$ 80,513	--	12	\$ 117,700	
2464-2	Principal Recreation Supervisor II	4315	2	\$ 92,581	--	12	\$ 135,344	

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Appendix F
Operative on June 20, 2021

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
9266-0	Principal Transportation Engineer	6313	2	\$ 135,448	--	12	\$ 198,005	
9266-B	Principal Transportation Engineer/PMI	5030	12	\$ 157,748	--	12	\$ 157,748	
9266-C	Principal Transportation Engineer/PMII	5819	12	\$ 182,532	--	12	\$ 182,532	
9266-D	Principal Transportation Engineer/PMIII	6649	12	\$ 208,528	--	12	\$ 208,528	
1964-1	Property Manager I	4975	2	\$ 106,738	--	12	\$ 156,036	
1964-2	Property Manager II	5528	2	\$ 118,598	--	12	\$ 173,387	
1964-3	Property Manager III	5987	2	\$ 128,453	--	12	\$ 187,794	
1964-4	Property Manager IV	6655	2	\$ 142,777	--	12	\$ 208,779	
1800-1	Public Information Director I	4450	2	\$ 95,463	--	12	\$ 139,582	
1800-2	Public Information Director II	5229	2	\$ 112,188	--	12	\$ 164,012	
7976-0	Public Safety Risk Manager	5630	2	\$ 120,790	--	12	\$ 176,582	
1282-0	Records Management Officer	5250	2	\$ 112,626	--	12	\$ 164,659	
1620-0	Revenue Manager	6127	2	\$ 131,439	--	12	\$ 192,179	
2485-0	Rideshare Program Administrator	5435	2	\$ 116,593	--	12	\$ 170,526	
7982-0	Risk Management and Prevention Program Manager	6313	2	\$ 135,448	--	12	\$ 198,005	
1530-1	Risk Manager I	4247	2	\$ 91,120	--	12	\$ 133,235	
1530-2	Risk Manager II	5252	2	\$ 112,668	--	12	\$ 164,743	
1530-3	Risk Manager III	6313	2	\$ 135,448	--	12	\$ 198,005	
1728-0	Safety Administrator	5569	2	\$ 119,475	--	12	\$ 174,682	
4128-1	Sanitation Wasterwater Manager I	4783	2	\$ 102,625	--	12	\$ 150,022	
4128-2	Sanitation Wasterwater Manager II	5681	2	\$ 121,876	--	12	\$ 178,189	
4128-3	Sanitation Wasterwater Manager III	6313	2	\$ 135,448	--	12	\$ 198,005	
0807-0	Second Deputy General Manager Harbor	8483	2	\$ 181,990	--	12	\$ 266,073	
7257-1	Senior Airport Engineer I	6142	2	\$ 131,773	--	12	\$ 192,638	
7257-2	Senior Airport Engineer II	6634	2	\$ 142,318	--	12	\$ 208,090	
3146-0	Senior Park Maintenance Supervisor	3622	2	\$ 77,715	--	12	\$ 113,628	
3832-0	Signal Systems Superintendent	4850	2	\$ 104,045	--	12	\$ 152,089	
4126-1	Solid Resources Manager I	5681	2	\$ 121,876	--	12	\$ 178,189	
4126-2	Solid Resources Manager II	6313	2	\$ 135,448	--	12	\$ 198,005	
1850-0	Stores Superintendent	4714	2	\$ 101,142	--	12	\$ 147,872	
3820-1	Street Lighting Contruction & Maintenance Superintendent I	4698	2	\$ 100,787	--	12	\$ 147,371	
3820-2	Street Lighting Contruction & Maintenance Superintendent II	5236	2	\$ 112,334	--	12	\$ 164,242	
4160-1	Street Services General Superintendent I	5410	2	\$ 116,071	--	12	\$ 169,712	
4160-2	Street Services General Superintendent II	6313	2	\$ 135,448	--	12	\$ 198,005	
4158-1	Street Services Superintendent I	4401	2	\$ 94,419	--	12	\$ 138,037	

MOU 36
Appendix F
Operative on June 20, 2021

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
4158-2	Street Services Superintendent II	4855	2	\$ 104,170	--	12	\$ 152,298	
3160-1	Street Tree Superintendent I	4401	2	\$ 94,419	--	12	\$ 138,037	
3160-2	Street Tree Superintendent II	5410	2	\$ 116,071	--	12	\$ 169,712	
2472-0	Superintendent Of Recreation and Parks Operations	6313	2	\$ 135,448	--	12	\$ 198,005	
9237-0	Superintendent Planinning and Development Recreation and Parks	6313	2	\$ 135,448	--	12	\$ 198,005	
1865-1	Supply Services Manager I	5250	2	\$ 112,626	--	12	\$ 164,659	
1865-2	Supply Services Manager II	6313	2	\$ 135,448	--	12	\$ 198,005	
8870-0	Taxicab Administrator	5214	2	\$ 111,854	--	12	\$ 163,553	
7650-1	Telecommunicaitons Regulations Officers I	4703	2	\$ 100,892	--	12	\$ 147,517	
7650-2	Telecommunicaitons Regulations Officers II	5110	2	\$ 109,640	--	12	\$ 160,295	
7650-3	Telecommunicaitons Regulations Officers III	5555	2	\$ 119,183	--	12	\$ 174,222	
7640-0	Telecommunications Planning and Ultiilites Officer	5110	2	\$ 109,640	--	12	\$ 160,295	
0803-0	Traffic Manager	7000	2	\$ 150,168	--	12	\$ 219,532	
4125-1	Wastewater Collections Manager I	4714	2	\$ 101,142	--	12	\$ 147,872	
4125-2	Wastewater Collections Manager II	6313	2	\$ 135,448	--	12	\$ 198,005	
7880-0	Wastewater Research Engineer	6313	2	\$ 135,448	--	12	\$ 198,005	
7840-1	Wastewater Treatment Laboratory Manager I	4703	2	\$ 100,892	--	12	\$ 147,517	
7840-2	Wastewater Treatment Laboratory Manager II	5528	2	\$ 118,598	--	12	\$ 173,387	
7840-3	Wastewater Treatment Laboratory Manager III	6313	2	\$ 135,448	--	12	\$ 198,005	
3784-1	Wastewater Treatment Maintenance Manager I	4783	2	\$ 102,625	--	12	\$ 150,022	
3784-2	Wastewater Treatment Maintenance Manager II	5681	2	\$ 121,876	--	12	\$ 178,189	
3784-3	Wastewater Treatment Maintenance Manager III	6313	2	\$ 135,448	--	12	\$ 198,005	
4127-1	Wastewater Treatment Plant Manager I	4774	2	\$ 102,416	--	12	\$ 149,751	
4127-2	Wastewater Treatment Plant Manager II	5020	2	\$ 107,699	--	12	\$ 157,476	
4127-3	Wastewater Treatment Plant Manager III	5571	2	\$ 119,517	--	12	\$ 174,744	
1766-1	Workers Compensation Administrator I	5252	2	\$ 112,668	--	12	\$ 164,743	
1766-2	Workers Compensation Administrator II							

APPENDIX G 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 Chief of Operations II (Code 7258-2) working as a Duty Manager, Convention Center Building Superintendent I (Code 3330-1) and Street Services 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 or -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, 2018	4569 (12)
October 28, 2018	4703 (12)
January 19, 2020	4834 (12)
January 31, 2021	4931 (12)
June 20, 2021	5030 (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, 2018	5291 (12)
October 28, 2018	5444 (12)
January 19, 2020	5593 (12)
January 31, 2021	5706 (12)
June 20, 2021	5819 (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, 2018	6042 (12)
October 28, 2018	6218 (12)
January 19, 2020	6390 (12)
January 31, 2021	6517 (12)
June 20, 2021	6649 (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 the employee's 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 the highest base hourly rate. 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 the highest base hourly rate. 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 their 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) 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 any other ordinance provisions, the City Controller may authorize from one (1) to four (4) premium level bonuses (2.75% of base pay per premium level) for an employee in the class of Director of Financial Analysis and Reporting (Code 1608), and/or Director of Auditing (Code 1607), and/or Principal Deputy Controller (Code 9653), provided that the cumulative amount of these bonuses for all three positions shall not exceed four premium levels (11%). Additional compensation is pensionable.
- Note 19: Effective July 1, 2018, employee, John Kostrencich, while employed in the class of Chief Construction Inspector (Code 7296) at the Harbor Department, shall receive a pensionable bi-weekly cash bonus of two hundred and fifty dollars (\$250.00).
- Note 20: Employees in the classifications of Sanitation Wastewater Manager (Code 4128), Solid Resources Manager (Code 4126), and Chief of Operations, when assigned as a Duty Manager (Code 7258) when assigned to oversee a 24/7 operation and authorized to submit legal reports to regulatory agencies, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class and pay grade. Additional compensation is pensionable when regularly assigned.
- Note 21: An employee in the class of Chief Veterinarian (Code 2360) who is employed by the Zoo Department and who has earned and maintains a Diplomate certification from the American College of Zoological Medicine shall receive additional biweekly compensation in the amount of \$500.00. This additional compensation shall be pensionable.
- Note 22: Any employee in the class of Chief Construction Inspector (Code 7296), when employed by the Los Angeles World Airports, shall receive salary 15%

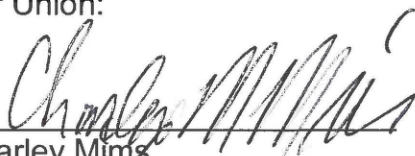
above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.

- Note 23: One employee in the class of Director of Airports Administration (Code 9302) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 24: Any employee in the class of Harbor Public and Community Relations Director (Code 9480) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 25: One employee in the class of Property Manager IV (Code 1964-4), when employed by the Harbor Department, shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 26: One employee in the class of Workers' Compensation Administrator I (Code 1766-1) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 27: Upon approval of the Director Bureau of Sanitation, any person employed in the classes of Assistant Director Bureau of Sanitation (Code 7255), Hyperion Treatment Plant Manager (Code 4130), Chief Financial Officer, Bureau of Sanitation (Code 9230), may receive salary up to the fifth premium level rate above the appropriate step rate of the salary range prescribed for this class. Additional compensation is pensionable.
- Note 28: Any bargaining unit member designated as the Budget Director by the Mayor's Office may receive salary up to the fourth premium level rate above the employee's appropriate step rate of the salary range prescribed for their classification. Only one employee shall be eligible to receive this additional compensation at any given time. Additional compensation is pensionable.

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

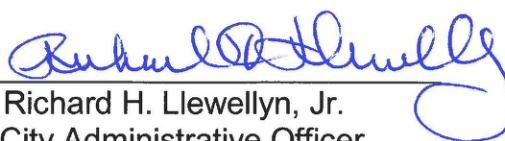
The undersigned parties agree that during the term of the 2018-21 MOU, the parties will meet and confer regarding the salary groupings proposed by the Association.

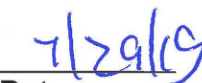
For Union:


Charley Mims
Executive Director, LAPMA


Date

For Management:


Richard H. Llewellyn, Jr.
City Administrative Officer


Date

LETTER OF AGREEMENT
Between
THE LOS ANGELES PROFESSIONAL MANAGERS' ASSOCIATION
And
THE CITY OF LOS ANGELES

**REGARDING SICK TIME RESTORATION FOR CITY OF LOS ANGELES
EMPLOYEES REPRESENTED UNDER MOU 36 WHO SEPARATE AND RETURN TO
CITY SERVICE**

The parties agree to a one-time restoration of up to 100 hours of 100%, and all 75% sick hours that had been previously accrued before separation from City Service. No employee shall accrue more than the maximum accrual amounts allowed under LAAC Section 4.126 through this process. The following Unit employees are eligible for the previously defined sick time restoration in the amounts listed below:

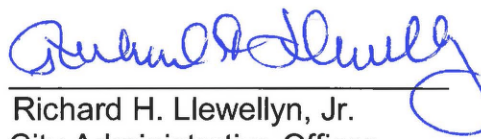
Employee Name	100% Sick Restored	75% Sick Restored
Arif Alikhan	100	80
Michael Christensen	100	320
Jennifer Cohen	100	80
Trevor Daley	100	0
Rebecca Doten	100	280
Monique Earl	100	40
Laura Guglielmo	100	477
Rodney June	100	680
Georgia Mattera	100	640
Christian Moreno	100	80
Eduardo Robles	100	0
Julie Sauter	100	200
Sean Spear	100	40
Raymond Uyemura	100	0
Kathy Van Ness	100	0
Arthi Varma	100	124

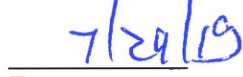
For Union:


Charley Mims
Executive Director, LAPMA


Date

For Management:


Richard H. Llewellyn, Jr.
City Administrative Officer


Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS

A. PARTIES

This Agreement is made and entered into by and between the Coalition of Los Angeles City Unions (Unions) and the City of Los Angeles (City) for the following Memoranda of Understanding (MOU) for bargaining units 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64.

B. PURPOSE

The purpose of this Agreement is to establish a procedure for access to City new employee orientations by the exclusive representative of newly hired employees. This Agreement supersedes any MOU language or prior practice with regard to new employee orientations. Nothing in this Agreement is intended to delay, impede, or otherwise interfere with any City hiring process.

C. TERM

This Agreement has been executed by the parties on the day, month, and year written above and shall continue until such time as the parties cancel or negotiate otherwise.

D. AMENDMENTS, MODIFICATIONS, OR OTHER CHANGES

The parties recognize the need to update this Agreement as the City automates and centralizes its new employee orientation process and as changes in employer culture occur. In the event either the Unions or the City desire(s) to amend, modify, or make any other changes to this Agreement, that party shall submit to the other, written notice of its desire to meet and confer. Meet and confer sessions shall begin no later than thirty (30) calendar days following receipt of the written notice or another date mutually agreed upon by the parties. If the parties are unable to reach agreement within thirty (30) calendar days, the matter shall be subject to the provisions of California Government Code Section 3557.

E. ENFORCEABILITY

The parties mutually agree that the intent of this Agreement is to ensure compliance with the provisions of State law requiring an employer to provide the exclusive representative ten (10) calendar days' of notice and mandatory access

to the employer's new employee orientations. To that end, the parties agree to the following resolution for insufficient notice and a failure to provide union access.

If the City fails to provide sufficient notice to the Union(s), except where allowed under this Agreement, and/or fails to provide Union access to the City's new employee orientations, and/or fails to provide release time in accordance with the provisions of this Agreement:

1. The Union and employing department shall discuss and arrange a new date and time for Union access. The discussion between the Union and employing department shall occur no later than one (1) day following the initially scheduled new employee orientation.
2. The Union and employing department shall mutually agree to a make-up date for Union access. Union access to new employees shall be provided not more than five (5) business days from the initial new employee orientation date or some other date mutually agreed upon by the Union and employing department.
3. After mutual agreement on a make-up date, the employing department shall confirm in writing to the Union the new union access date, time, and location.
4. The employing department shall require the subject new hires to attend the Union's presentation on the make-up date.
5. If a dispute remains after implementation of this provision or for any other matters relating to this Agreement, the parties agree that they may advance a grievance directly to the step just prior to arbitration, and continue processing in accordance with the applicable MOU grievance and arbitration provisions.

F. DEFINITIONS

For purposes of this Agreement, the following terms shall have the following meanings:

Union or Exclusive Representative – A qualified employee organization or joint council of qualified organizations which has been certified by the Employee Relations Board as the majority representative of employees in an appropriate employee representation unit in accordance with the provisions of Los Angeles Employee Relations Ordinance Section 4.822.

New Hire – Any new employee who is new to each Union regardless of job status (e.g., full-time, part-time, temporary, etc.).

New Employee Orientation – The onboarding process of a newly hired City employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.

G. UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS

1. The City shall provide the Union access to new employee orientations:
 - a. within thirty (30) calendar days of placing a new hire on the City payroll; or,
 - b. within forty-five (45) business days of the physical start date of a new hire; or,
 - c. on some other date and time mutually agreed upon by the Union and employing department.
2. Attendance at a new employee orientation by all new hires shall be mandatory.

H. NOTICE OF NEW EMPLOYEE ORIENTATION

1. The City shall provide written notice of new employee orientations to the impacted Union(s) no less than ten (10) calendar days prior to the event, regardless of the number of employees. [A single new hire is sufficient to require notice to the Union(s).]
2. Shorter notice than ten (10) calendar days may be provided to the Union(s) by the City in instances where there is an urgent hiring need critical to City operations that was not reasonably foreseeable, and where an employing department is awaiting the results of pre-employment information upon which hiring is contingent. This provision shall not be construed to regularly permit notice of less than ten (10) calendar days.
3. The written notice shall contain the anticipated number of new hires, their job class code and title, work location, and bargaining unit number and the designated time for the Unions' presentation.

I. UNION PRESENTATION DURING NEW EMPLOYEE ORIENTATION

1. Representatives of the Union shall be permitted to make a presentation of not more than thirty (30) minutes, and to present written materials during this period.

2. If more than one Union is presenting during a new employee orientation, not more than a total of thirty (30) minutes will be permitted for the Unions to use collectively.
3. Management will continue its practices of the dissemination of Union information to each new employee in accordance with applicable MOU provision(s), and any additional Union materials may be provided by the Union during the presentation.
4. Management shall determine the appropriate segment of the orientation for the Union presentation.
5. Both Union and Management representatives shall not interfere with the presentation of the other and shall at all times conduct themselves in a professional manner avoiding and refraining from any conduct that would tend to disparage the other during any new employee orientations.

J. RELEASE TIME FOR UNION STEWARDS TO ATTEND NEW EMPLOYEE ORIENTATIONS

1. At the request of the Union, paid City time off (release time) shall be granted for a union steward of record to participate in the Union presentation segment of a new employee orientation. The release time shall be granted for a maximum of thirty (30) minutes, not including reasonable travel time, during those hours that coincide with the union steward's regular work shift. The same union steward of record shall participate in no more than two (2) new employee orientations per month unless the employing department holds more than two orientations per month or permits otherwise.
2. Only one (1) union steward of record per individual Union shall be released to participate in a new employee orientation. The union steward shall be an employee of the employing department for which the new employee orientation is provided unless the parties agree otherwise.
3. Permission to leave work shall be granted by the employing department unless the absence would cause an undue interruption of work. If permission cannot be granted, the employing department shall provide the Union an alternative presentation date and time that is not more than five (5) business days beyond the initial new employee orientation date. This date will be specifically reserved for Union presentation up to the time limits prescribed in this Agreement. All new hires present for the initial new employee orientation shall be notified of the special date and time of the Union presentation and shall be required to attend on City time.

4. Union stewards shall not receive overtime for participating in or performing activities associated with the union presentation segment of any new employee orientation.
5. The Union shall provide the CAO with a written list of a reasonable number of employees who have been designated Union Stewards and revised lists within thirty (30) calendar days of any changes in these designations. The union stewards must be members of the Union.

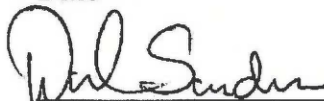
LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS

FOR THE COALITION:

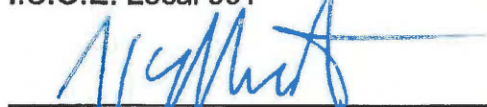

Victor M. Gordo
LIUNA Local 777

6/21/2019
Date


David Sanders
SEIU Local 721

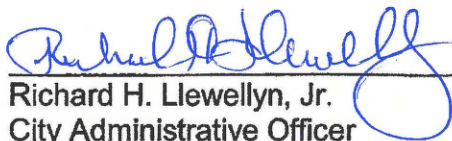

Chris Hannan, Council Representative
LA/OCBCTC


Gavin Koon, Business Representative
I.U.O.E. Local 501

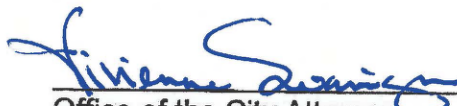

Steve Koffroth
AFSCME District Council 36


Carlos Rubio
Teamsters Local 911

FOR THE CITY:


Richard H. Llewellyn, Jr.
City Administrative Officer
7/2/19
Date

Approved as to Form and Legality:


Office of the City Attorney
7/26/19
Date

LETTER OF AGREEMENT
BETWEEN
THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

RELEASE TIME PILOT PROGRAM

The City of Los Angeles has determined there are specific Union activities that confer a public benefit for which bargaining unit members (Released Employees) of the Coalition of Los Angeles City Unions (Coalition) should be released from their official duties (City work) in order to perform the specific Union activities. The Coalition agrees to ensure performance, supervise, and manage the activities of the Released Employees. Full-Time and Part-Time employees shall be eligible to be designated as a Released Employee.

The parties agree that during the term of the 2018-2021 MOU, a reasonable number of bargaining unit members shall be designated by individual Coalition Unions for the purpose of directly communicating, sharing, and collecting information from all bargaining unit members. Furthermore, as a means of controlling administrative and litigation costs associated with employee matters in a large and complex City, and with the goal of resolving matters at the earliest possible stage, Released Employees will assist bargaining unit employees, the Union, and Management during the following processes and procedures:

1. Union approved work-site meetings of the bargaining unit membership.
2. Membership meetings in order to assist with communicating issue(s) relevant to the work-force.

Reporting and Accountability of Released Employee Time

In order to ensure the City maintains control over public resources, a designee of each Coalition Union will notify Management in advance in writing of the need to release an employee and confirm the employee has been released. The Union shall provide advance notice no less than 48 hours prior to the commencement of union release time.

Each Coalition Union shall designate employees and notify Management in advance in writing when a Released Employee is designated by the Union. The designated employees shall be released for only the time necessary to bring about the efficient outcome(s) contemplated in this Agreement and/or identified going forward. Permission to leave official duties (City work assignment) will be granted unless the absence would cause an undue interruption of work. If such permission cannot be granted promptly, the Union will be informed when time can be made available. Release of an employee shall not be unreasonably withheld.

The payroll code "UB" shall be entered for all release time used under this Program. No employee shall be paid overtime or accrue Compensated Time Off (CTO) while released under this Program.

Bank of Hours

Each Union shall be afforded a bank of hours equaling two (2) hours for each full-time bargaining unit member and one (1) hour for each part-time bargaining unit member.

The total number of calculated release time hours for each Union in accordance with this Agreement is as follows:

	Total Hours/
AFSCME	15,566
SEIU	20,351
LIUNA	1,656
Building Trades	2,216
IUOE	582
Teamsters	360

The bank of hours shall reset July 1st of each year and not carryover or be shared between Unions. Unused hours shall be deemed waived and lost. This provision shall remain in full-force and effect during the term of this MOU.

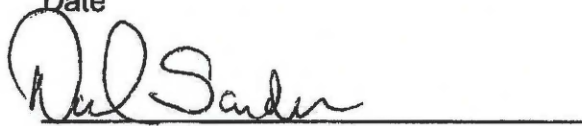
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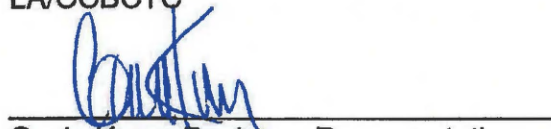
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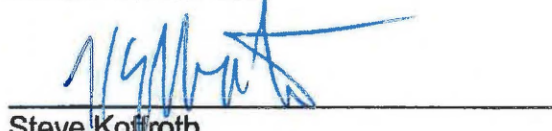

Victor M. Gordo
LIUNA Local 777

6/21/2019
Date


David Sanders
SEIU Local 721

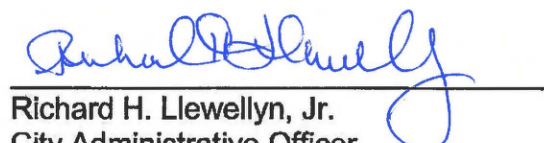

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