

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 11, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **SUCCESSOR MEMORANDA OF UNDERSTANDING (MOUs) FOR CIVILIAN BARGAINING UNITS: THE COALITION OF CITY UNIONS (MOUs 02, 03, 04, 06, 07, 08, 09, 10, 11, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64); ENGINEERS AND ARCHITECTS ASSOCIATION (MOUs 01, 19, 20, and 21); CITY ATTORNEY UNITS (MOUs 29, 31, and 32); AND FISCAL AND POLICY PROFESSIONALS ASSOCIATION (MOU 61); SALARIES AND COMPENSATION FOR NON-REPRESENTED EMPLOYEES; AND, UPDATED MEMORANDUM OF UNDERSTANDING FOR THE USE OF UNION HIRING HALLS FOR TEMPORARY USE OF CRAFT WORKERS (MOU 35)**

RECOMMENDATIONS

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached successor MOUs for bargaining units 01, 02, 03, 04, 06, 07, 08, 09, 10, 11, 13, 14, 15, 16, 17, 18, 19, 20, 21, 29, 31, 32, 34, 36, 37, 61, 63, and 64;
2. Approve the general base wage movement schedule, special adjustments, and leave provisions for non-represented employees as discussion herein;
3. Approve the attached updated MOU 35, for the Use of Union Hiring Halls for Temporary use of Craft Workers; and
4. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with instructions issued by the Executive Employee Relations Committee (EERC) and the City Council, tentative agreements (TAs) for successor memoranda of understanding (MOUs) that expired in 2023 have been reached with the associations on behalf of 28 civilian bargaining units. An accounting of the associations and bargaining units is presented in Attachment A of this report.

Negotiations are continuing with the Municipal Construction Inspectors Association Inc., representing the Inspectors Unit (MOU 05), and the Actors' Equity Association representing the Educational Presenters Unit (MOU 66), which are the only two remaining outstanding civilian bargaining units. All successor MOUs for the bargaining units listed in Attachment A were ratified by the bargaining unit members. A summary of the general provisions and the bargaining unit specific provisions are provided in this report.

In accordance with EERC instructions provided on March 1, 2024, to provide general and targeted salary and compensation adjustments to non-represented classes equivalent and/or equal to but not greater than provisions authorized in the TAs reached with represented bargaining units, recommendations for changes to salaries and compensation-related items for non-represented employees are contained in this report. Ordinances amending the Los Angeles Administrative Code to effectuate the salary and compensation adjustments for non-represented employees will be submitted to the City Council upon approval from the City Attorney as to form and legality.

On August 25, 2023, the EERC formally instructed this Office to bargain and amend MOU 35 with the Los Angeles/Orange Counties Building and Construction Trades Council AFL-CIO (Building Trades), which represents the various hiring hall crafts employed by the City including but not limited to electricians, plumbers, painters, carpenters, and laborers. A tentative agreement has been reached and key provisions of the agreement are provided in this report.

COALITION OF LOS ANGELES CITY UNIONS (COALITION): COMMON PROVISIONS

Term and Salary

- Term - Five years (December 31, 2023 through December 23, 2028)
- General Base Wage Movement
 - 3.0% effective March 24, 2024
 - 3.0% effective September 22, 2024
 - 4.0% effective June 29, 2025
 - 4.0% effective June 28, 2026
 - 3.0% effective June 27, 2027
 - 3.0% effective December 26, 2027
 - 2.0% effective June 25, 2028

Special Salary Adjustments – Minimum Wage

- Effective April 21, 2024, any class whose salary is less than \$20.00 shall be increased to at least \$20.00 per hour. If the range in effect on April 21, 2024, does not contain a salary step that is equal to or greater than \$20.00 per hour, the salary range shall be increased so that the top step of the new salary range is equal to or greater than \$20.00 per hour.
- Effective October 20, 2024, any class whose salary is less than \$21.50 shall be increased to at least \$21.50 per hour. If the range in effect on October 20, 2024, does not contain a salary step that is equal to or greater than \$21.50 per hour, the salary range shall be increased so that the top step of the new salary range is equal to or greater than \$21.50 per hour.
- Effective June 29, 2025, any class whose salary is less than \$23.00 shall be increased to at least \$23.00 per hour. If the range in effect on June 29, 2025, does not contain a salary step that is equal to or greater than \$23.00 per hour, the salary range shall be increased so that the top step of the new salary range is equal to or greater than \$23.00 per hour.
- Effective June 28, 2026, any class whose salary is less than \$25.00 shall be increased to at least \$25.00 per hour. If the range in effect on June 28, 2026, does not contain a salary step that is equal to or greater than \$25.00 per hour, the salary range shall be increased so that the top step of the new salary range is equal to or greater than \$25.00 per hour.
- The minimum wage increases in years 2025 and 2026 shall be administered before base wage adjustments

Salary Step – Targeted Local Hire (TLH) Program

- Hourly wages for TLH positions will be assigned to the lowest step in a range, but not below the minimum wage.

Acting Pay – Qualifying period changes from consecutive to cumulative

- Effective March 24, 2024, when Management assigns an employee to perform the duties of a higher level position 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 cumulative working days within a twelve-month period. Such additional compensation shall begin on the 11th working day of the acting assignment.

Bilingual Pay – Effective March 24, 2024

- Employees who fill a position designated by Management that:
 - Requires fluency in a language other than English shall receive 2.75% above the salary step rate assigned for each required language; or
 - Requires fluency and the ability to interpret in a language other than English shall receive 5.50% above the salary step rate assigned for each required language.

Paid Parental Time – Effective March 24, 2024

- The Paid Parental Pilot program shall become permanent and the amount of time off granted shall increase from six (6) weeks to twelve (12) weeks.

Personal Leave – New pilot program effective December 31, 2023

- On January 1st of each year:
 - Full-time employees shall receive 24 hours of Personal and 16 hours of Hourly Unspecified Holiday time.
 - Part-time employees shall receive up to 24 hours of Personal Leave time and up to 16 hours of Hourly Unspecified Holiday time based on a proration of 0.0192 hours for each hour worked during the prior calendar year.
- Unused Personal Leave (a maximum of 24 hours) at the end of each calendar year shall be compensated by cash payment.

Shift Differential – Effective March 24, 2024

- An employee works more than 50% of a shift between 5:00 p.m. and 12:00 a.m. shall receive 5.50% above the rate currently received.
- An employee works more than 50% of a shift between 12:00 a.m. and 8:00 a.m. shall receive 8.25% above the rate currently received.

Sick Leave – Excess Sick Payout Pilot Program (ESPPP) effective December 31, 2023, through December 23, 2028

- At the end of each calendar year for the duration of the pilot program, any unused balance of accumulated and current 100% sick leave time that exceeds 800 hours shall be compensated by a cash payment of 100% of the current salary rate (increased from 50%).
- An employee who (1) is eligible to retire and dies prior to retirement or (2) retires shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.

- An employee who retires or is eligible to retire and dies prior to retirement shall be compensated for the full value (100%) of unused accumulated 100% sick leave time at the time of retirement or death.

Leave for Reproductive Loss – Effective January 1, 2024

- Employees may take up to 5 days of leave, either unpaid or using accrued compensated time, within 3 months for each reproductive loss event. Time off shall not exceed 20 days within a 12-month period.

Contracting of Unit Work

- Remove reference to Charter 1022.

Unit Membership List

- Providing updated information with electronic payroll reporting to unions. The City shall provide updated information to the Coalition adding:
 - Work location (by building description or physical address);
 - Department Code;
 - Number of hours worked (for part-time employees); and
 - For employees separating from City service, a separate report adding the reason for their termination or separation from the Union bargaining unit.

Healthcare for Part-Time Employees

- For all part-time employees who are not eligible to receive medical benefits through the City's LAWell Program, set aside \$9.70 per hour up to a maximum of \$388.00 biweekly.
- Form a Joint Labor Management Committee to determine how funds will be allocated to provide for healthcare coverage.

Letters of Agreement

- Various Letters of Agreement (LOAs) will be renewed and continued, and new LOAs will be implemented, addressing issues that were not fully explored and/or resolved during negotiations. The LOAs address the following:
 - Union Access to New Employee Orientation
 - Reaffirmation of General Settlement Agreement
 - Retirement Benefits Actuarial Study
 - Part-Time Employment
 - Union Release Time Pilot Program
 - Joint Labor Management Committee – Healthcare for Part-time Employees
 - Joint Labor Management Committee – Salary Step Reform
 - Joint Labor Management Committee – Vacancy Rates
 - Joint Labor Management Committee – Review of Pay Parity between Classifications employed by DWP and City Departments
 - Joint Labor Management Committee – Housing
 - Joint Labor Management Committee – Part-time Employees
 - Joint Labor Management Committee – Review of Supervisor/Lead Salary Differential

COALITION: SPECIFIC BARGAINING UNIT PROVISIONS

MOU 02

- Article 4.6 – Tool and Clothing Allowance (effective March 24, 2024)
 - Increase Tool and Clothing Allowance from \$57.47 to \$60.00 biweekly.
- Article 6.1 – Targeted Salary Adjustment (December 31, 2023)
 - Increase the salary for the classification of Wastewater Treatment Electrician I & II by \$5.00 per hour.
- Article 6.5 – Standby Pay (December 31, 2023)
 - Employees will be paid seven and one-half minutes of straight-time compensation for each hour when assigned to off-duty standby. Compensation will be in hourly increments only, rounded to the next highest hour.
- Salary Note C-1 – Communications Electrician Series (December 31, 2023)
 - Increase the bonus paid to Communications Electricians who are regularly assigned to the Public Safety Dispatch Section of LAPD or the LAFD Communications and Dispatch Support Section from \$155.00 to \$180.00 biweekly. (pensionable)
- Salary Note D – Backflow Tester's License (December 31, 2023)
 - Compensate any Plumber or Senior Plumber who possess a County-issued backflow tester's license and who is assigned to test backflow devices \$6.00 per day (non-pensionable) when temporarily assigned or \$60.00 biweekly when regularly assigned (pensionable).
- Salary Note D – Obnoxious Conditions (December 31, 2023)
 - Expand eligibility to include employees who work in obnoxious conditions as determined by Management in the classifications of Carpenter, Senior Carpenter, Painter, Senior Painter, Signal Systems Electrician, and Assistant Signal Systems Electrician when employed in the Public Works, Bureau of Street Lighting or DOT Signal Systems Division.

MOU 03

- Targeted Salary Adjustments (March 24, 2024)
 - Hearing Reporter: 8.25%.
 - Park Activity Monitor: \$1.00 per hour.
 - Senior Administrative Clerk III: 0.94%.
- Article 15 – Uniform Allowance (March 24, 2024)
 - Increased from \$17.50 to \$35.00 biweekly
- New Salary Note Z (March 24, 2024)
 - Compensate any employee in the class of Hearing Reporter employed by the Los Angeles Police Department or the Personnel Department who possess a valid certification as a Certified Shorthand Reporter \$250.00 annually for expenses related to the maintenance and renewal of the certificate.
- Article 34 – Travel Allowance (March 24, 2024)
 - Increase from \$4.00 to \$6.50 for each day of travel to which a temporary assignment occurs.
 - Increase from \$6.00 to \$8.50 per day for travel between home and a temporary assignment and for travel required from one job site to another within a workday.

- Salary Note S. (March 24, 2024)
 - Replace current retention pay for Police Service Representatives with the schedule below:

Retention Pay for Police Service Representatives		
MOU Provision	Years of Service	% of Base
Current: Deleted	5	5.50
	7	8.25
	9	11.00
New: Added	6	2.75
	10	5.50
	14	8.25
	18	11.00
	22	13.75
	26	16.50
	29	19.25

- Salary Note U – Modify the current “plug-in” bonus effective March 24, 2024
 - Change compensation for Police Service Representatives I, II, or III who are primarily assigned each deployment period to work in specified Communications Division units on the MCDL or VCDL Dispatch floor from 5.50% of salary to a fixed, non-pensionable rate of \$152 bi-weekly.

MOU 04

- Article 5.10 – Targeted Salary Adjustment (December 31, 2023)
 - Boat Captain I Harbor: 1.50%
 - Boat Captain II Harbor: 8.50%
 - Deck Hand Harbor: 8.50%
 - Deck Hand: 13.00%
- Article 6.4 – Boot and Uniform Allowance (December 31, 2023)
 - Expand eligibility to new employees for a prorated boot allowance.
 - Expand eligibility to part-time employees for a biweekly uniform allowance of \$17.50.
- Salary Note a-11 – Five Axle Vehicle Bonus (March 24, 2024)
 - Expand bonus eligibility to Heavy Duty Truck Operators.
- Salary Note a-16 – Foster or Volunteer Coordinator Bonus (March 24, 2024)
 - Increase compensation paid to Animal Care Technicians assigned as a Volunteer or Foster Coordinator in the Department of Animal Services from \$6.00 to \$12.00 per day. (non-pensionable)

- Salary Note b.6. – Deck Hand Bonus (March 24, 2024)
 - Increase compensation paid to Deck Hands who operate boats (in lieu of Boat Captains) for more than 50% of their shift from \$180.00 to \$240.00 biweekly. (non-pensionable)
- New Salary Note b.7. – Harbor Department Bonus (March 24, 2024)
 - Compensate any bargaining unit member employed by the Harbor Department 2.75% biweekly above their base rate of pay. (pensionable)
- Salary Note c.3. – LAWA Bus Operator ADA Bonus (March 24, 2024)
 - Increase compensation paid to Bus Operators who operate an ADA or Mass Casualty Trailer vehicle from \$25.00 to \$50.00 biweekly. (non-pensionable)
- Salary Note f.23. – Resurface Bonus (March 24, 2024)
 - Expand eligibility for compensation to Maintenance Labor Assistant and Vocational Worker Maintenance Laborer who, when assigned to the Resurface, Slurry and Pothole Crew, shall receive \$120.00 biweekly (pensionable) or \$15.00 when assigned daily (non-pensionable).
- New Salary Note f.24. – Homeless Assignment Longevity Bonus (March 24, 2024)
 - Compensate employees who work in the Bureau of Sanitation assigned to homeless encampment, illegal dumping, or Livability Services Division and who serve five or more years in such assignment 5.50% above their base wage. (pensionable).

MOU 06

- Targeted Salary Step Adjustment (March 24, 2024)
 - Increase starting salary step for Librarian I from step 6 to step 9.
- New Appendix J – Relocation Assistance Program (March 24, 2024)
 - Provide up to \$75,000 in relocations fees to enhance recruitment.
- Article 25 – Travel Allowance (March 24, 2024)
 - Increase from \$4.00 to \$6.50 for each day of travel to which a temporary assignment occurs.
 - Increase from \$6.00 to \$8.50 per day for travel between home and a temporary assignment and for travel required from one job site to another within a workday.
- Article 30 – Intradepartmental Transfers and Reassignments
 - Issue the transfer opportunity sheet every 30 days instead of quarterly.
 - Memorialize in writing reassignments lasting 30 days or more that reflect a permanent change to the employee's headquarters.
- New Letter of Agreement – Language Access Plan
 - Meet and discuss expansion and additional duties/requirements.
- New Letter of Agreement – Staffing Issues
 - Meet and discuss recruitment, retention, redeployment, and minimum staffing level issues.

MOU 07

- Article 5.10 – Recruitment/Retention Pay (March 24, 2024)
 - Expand and enhance the list of recreation facilities currently designated as Gang Reduction and Youth Development (G.R.Y.D.) programs.
 - Compensate bargaining unit members assigned to such facilities \$1.00 per hour when regularly assigned. (pensionable).
- New Letter of Agreement – Staffing Issues
 - Meet and discuss the following items that may result in a side letter between the Parties or some other resolution:
 - Half-Time Scheduling
 - Office Coverage – Offering of Hours
 - Transfer Requests
 - Investigations

MOU 08

- Article 5.2 – Overtime Meal Allowance (March 24, 2024)
 - Increase the overtime meal allowance from \$12.00 to \$24.00 per event.
- Article 5.10 – Targeted Salary Adjustment (March 24, 2024)
 - Cyber Security Analyst I: 29.00%
 - Cyber Security Analyst II: 20.50%.
- Article 6.5 – Uniform Allowance (December 31, 2023)
 - Increase the annual safety shoe/boot allowance from \$250.00 to \$300.00.
 - Expand eligibility for new employees to receive a prorated amount.
 - Expand eligibility to include Aquarists employed by the Zoo Department who shall receive a \$35.00 biweekly uniform allowance.
- Salary Note 5 – Sewage Testing Bonus (March 24, 2024)
 - Increase compensation for bargaining unit members employed by the Bureau of Sanitation sewage testing unit from \$1.50 to \$3.00 per hour. (non-pensionable)
- Salary Note 17 – CASp Certification (December 31, 2023)
 - Compensate the first 35 bargaining unit members employed in the Department of Building and Safety who acquire a CASp certification 2.75% above the appropriate salary step. (pensionable)
- New Salary Note 24 – HAZWOPER Certification (March 24, 2024)
 - Compensate one Chemist II and one Civil Engineering Associate II employed in the Bureau of Sanitation Watershed Protection Division who obtain a HAZWOPER certificate \$80.00 biweekly. (pensionable)

MOU 09

- Article 2.10 – Professional/Educational Development Revised (December 31, 2023)
 - Provide up to 40 hours of paid time-off each fiscal year to bargaining unit members for continuing education, approved by Management.
- Article 4.2 – Uniforms (December 31, 2023)
 - Expand eligibility to receive uniform maintenance allowance to employees in supervisory classes who are required to wear a work uniform.
- Article 6.1 – Targeted Salary Adjustments (December 31, 2023)
 - Mechanical Repairer, Mechanical Repair Supervisor, and Senior Mechanical Repairer: 2.75%
- Salary Note 9 – Relief Positions (March 24, 2024)
 - Increase compensation paid to Wastewater Treatment Operators, Building Operating Engineers, or Senior Building Operating Engineers assigned to a relief position from \$2.00 to \$2.25 per hour.
 - Increase the amount from \$2.25 to \$2.50 per hour (January 1, 2026).
- Salary Note 10 – Regulation 4 Fire/Life Safety Testing (March 24, 2024)
 - Increase compensation paid to Instrument Mechanics, Instrument Mechanic Supervisors, Mechanical Repairers, Senior Mechanical Repairers, or Mechanical Repair Supervisor employed by the Los Angeles World Airports or Harbor Department and who are certified by the Los Angeles Fire Department to perform Regulation 4 Fire/Life Safety testing and are assigned by Management to perform such testing from \$276.00 to \$326.00 biweekly.
 - Increase the amount from \$326.00 to \$376.00 per hour (January 1, 2026).
- Salary Note 14 – Swimming Pool Service Technician Certificate (December 31, 2023)
 - Convert reimbursement in the amount of \$60.00 biweekly to a salary bonus paid to Mechanical Repairers, Senior Mechanical Repairers, and Mechanical Repairer Supervisors employed in the Department of Recreation and Parks who maintain a County of Los Angeles Swimming Pool Service Technician Certificate. (pensionable)
 - Increase the amount from \$60.00 to \$120.00 per hour (January 1, 2026). (pensionable)
- New Salary Note 16 – Advanced Water Treatment Operator (January 1, 2025)
 - Compensate Wastewater Treatment Operators, Intermediate Wastewater Treatment Operators, and Senior Wastewater Treatment Operators who obtain an Advanced Water Treatment Operator Grade 3 certification \$100.00 biweekly. (pensionable)
 - In addition to the above, compensate employees assigned to work at an Advanced Water Purification Facility an additional 2.75% above the appropriate salary step rate for each day so assigned. (pensionable when regularly assigned)

MOU 10

- Targeted Salary Adjustments (March 24, 2024)
 - Occupational Psychologist II: 8.25%
 - Advanced Practice Provider, Correctional Nurse I, II, III, EMS Advanced Provider, EMS Advanced Provider Supervisor, and Occupational Health Nurse: 10.00%
 - Occupational Psychologist III: 11.00%
 - Veterinarian I, II, III and Zoo Veterinarian I, II, III: 20.00%
- New Salary Note – Workplace Violence Off-Duty Status (March 24, 2024)
 - Compensate an Occupational Psychologist who is contacted during off-duty hours regarding potential Workplace Violence matters a flat rate amount of \$80.00 per day for each 24 hour period contacted. (non-pensionable).
- Article 5.11 – Reimbursement for Continuing Education Requirements(March 24, 2024)
 - Increase by \$200.00 reimbursement for continuing education for each bargaining unit member as approved by Management. Total amount of reimbursement varies by class.
- Article 7.6- Uniforms(March 24, 2024)
 - Increase uniform maintenance from \$16.50 or \$25.00 to \$35 biweekly.
- Article 4.2- Travel Allowance(March 24, 2024)
 - Increase from \$4.00 to \$6.50 for each day of travel to which a temporary assignment occurs.
 - Increase from \$6.00 to \$8.50 per day for travel between home and a temporary assignment and for travel required from one job site to another within a workday.
- New Letter of Agreement – Staffing Issues
 - Continue discussions regarding various staffing issues and the creation of a new Occupational Psychologist classification.

MOU 11

- Targeted Salary Adjustments (March 24, 2024)
 - Align the salary for Child Care Associate II with Recreation Coordinator.
 - Align the salary for Child Care Center Director II with Senior Recreation Director.
- Article 4.10 - Recruitment/Retention Pay (March 24, 2024)
 - Expand and enhance the list of recreation facilities currently designated as Gang Reduction and Youth Development (G.R.Y.D.) programs.
 - Compensate bargaining unit members assigned to such facilities \$1.00 per hour when regularly assigned. (pensionable).

MOU 13

- Article 4.6 – Tool and Clothing Allowance (March 24, 2024)
 - Increase Tool and Clothing Allowance from \$57.47 to \$60.00 biweekly.
- Article 6.1 – Targeted Salary Adjustments (December 31, 2023)
 - Wastewater Treatment Electrician Supervisor: \$5.00 per hour.
- Article 6.5 – Standby Pay (Change in compensation structure) (December 31, 2023)
 - Employees will be paid seven and one-half minutes of straight-time compensation for each hour when assigned to off-duty standby. Compensation will be in hourly increments only, rounded to the next highest hour.
- Salary Note F – Communications Electrician Series (December 31, 2023)
 - Increase compensation paid to Communications Electricians when regularly assigned to the Public Safety Dispatch Section of Los Angeles Police Department or the Los Angeles Fire Department Communications and Dispatch Support Section from \$170.00 to \$180.00 biweekly. (pensionable)
- New Salary Note – Electrician Supervisor (Harbor Department) (December 31, 2023)
 - Compensate any Electrician Supervisor employed by the Harbor Department and who is assigned to work with Port Electrical Mechanics \$23.00 per day (when temporarily assigned/non-pensionable) and \$230.00 biweekly (when regularly assigned/pensionable).
- New Salary Note – Backflow Tester's License (December 31, 2023)
 - Compensate any Plumber Supervisor who possess a County-issued backflow tester's license and who is assigned to test backflow devices \$6.00 per day (when temporarily assigned/non-pensionable) or \$60.00 biweekly when regularly assigned/pensionable).

MOU 14

- Targeted Adjustments (December 31, 2023)
 - Increase starting salary step for Cement Finisher Worker from step 2 to step 5.
 - Consolidate the pay grades for Storekeeper I & II into Storekeeper, which results in a 2.40% increase for employees in the class and pay grade of Storekeeper I.
 - Helicopter Mechanic: 5.00%.
 - Parking Meter Technician, Warehouse Toolroom Worker I & II, Warehouse and Toolroom Worker Assistant, and Vocational Worker Warehouse and Toolroom Worker: 5.50%.
 - Expand eligibility for compensation paid to bargaining unit members assigned to use a top side creeper.
- Article 6.4 – Uniform Allowance (December 31, 2023)
 - Expand eligibility to new employees for a prorated boot allowance.
- Salary Note Q. – Tool Allowance (March 24, 2024)
 - Reimburse Auto Painters, Construction Equipment Service Workers, Garage Attendants, Mechanical Helpers, and Upholsterers \$50.00 biweekly for the purchase and maintenance of tools.
- Salary Note JJ – Electric Bus Bonus (March 24, 2024)
 - Compensate any Mechanical Helper who is trained and assigned by Los Angeles World Airports Management to perform maintenance on high voltage electric buses \$160.00 biweekly. (pensionable)

- New Salary Note KK – LAFD Equipment Service (March 24, 2024)
 - Compensate bargaining unit members employed by the Los Angeles Fire Department, Bureau of Supply Maintenance assigned to repair fire equipment or apparatus and who complete and return equipment to service the same day 2.75% above the appropriate salary step rate for each day so assigned. (non-pensionable)
- New Salary Note LL – Garage Attendant Commercial Vehicle (March 24, 2024)
 - Compensate any Garage Attendant employed by the Los Angeles Police Department who maintains a valid Commercial Driver's License and is assigned by Management to operate a Commercial Vehicle 2.75% above the appropriate salary step rate for each day so assigned. (non-pensionable)
- New Salary Note MM – Auto Body Certification (March 24, 2024)
 - Compensate any Auto Body Repairer Builder who possesses and maintains an I-CAR or ASE certification \$40.00 biweekly. (pensionable)
- New Salary Note NN – Auto Body Mechanical Bonus (March 24, 2024)
 - Compensate any Auto Body Repairer Builder who performs mechanical work on vehicles 2.75% above the appropriate salary step rate for each day so assigned. (non-pensionable)

MOU 15

- Article 5.10 – Targeted Adjustments (December 31, 2023)
 - Increase the starting salary step for Custodial Services Assistant and Vocational Worker Custodian from step 2 to step 4.
 - Consolidate class and pay grades of Parking Attendant I & II Parking Attendant, which results in an 8.00% increase for employees in the class and pay grade of Parking Attendant I.
- Salary Note H-2 – LAWA Custodial Bonus (March 24, 2024)
 - Expand eligibility for Custodians assigned to special custodial assignments on a daily basis. (non-pensionable)
- Salary Note H-5 – LAWA Custodial Bonus (March 24, 2024)
 - Expand eligibility for any Senior Custodian and Custodian employed by the Los Angeles Police Department assigned to cleaning the Shooting Range.

MOU 16

- New Appendix J – Relocation Assistance Program (March 24, 2024)
 - Provide up to \$75,000 in relocations fees to enhance recruitment.
- Article 25 – Travel Allowance (March 24, 2024)
 - Increase from \$4.00 to \$6.50 for each day of travel to which a temporary assignment occurs.
 - Increase from \$6.00 to \$8.50 per day for travel between home and a temporary assignment and for travel required from one job site to another within a workday.
- Article 30 – Intradepartmental Transfers and Reassignments (March 24, 2024)
 - Issue the transfer opportunity sheet every 30 days instead of quarterly.
 - Memorialize in writing reassignments lasting 30 days or more that reflect a permanent change to the employee's headquarters.

- New Letter of Agreement – Language Access Plan
 - Meet and discuss expansion and additional duties/requirements.
- New Letter of Agreement – Staffing Issues
 - Meet and discuss recruitment, retention, redeployment, and minimum staffing level issues.

MOU 17

- Article 5.2 – Overtime Meal Allowance (March 24, 2024)
 - Increase the overtime meal allowance from \$12.00 to \$24.00 per event.
- Article 5.10 – Targeted Salary Adjustment (March 24, 2024)
 - Senior Cyber Security Analyst I: 12.00%
 - Senior Cyber Security Analyst II: 6.00%
 - Landscape Architect II: 11.00%
- Article 6.5 – Uniform Allowance (December 31, 2023)
 - Increase the annual safety shoe/boot allowance from \$250.00 to \$300.00.
 - Expand eligibility for new employees to receive a prorated amount.
- Salary Note 5 – Sewage Testing Bonus (March 24, 2024)
 - Increase compensation for bargaining unit members employed by the Bureau of Sanitation sewage testing unit from \$1.50 to \$3.00 per hour. (non-pensionable)
- Salary Note 13 – Registration Bonus (March 24, 2024)
 - Increase compensation paid to Environmental Affairs Officers, Environmental Supervisors I, II or III, or Industrial Hygienists who maintain registration as Environmental Health Specialist with California Department of Public Health from \$75.00 to \$100.00 biweekly. (pensionable)
- Salary Note 23 – CASp Certification (December 31, 2023)
 - Compensate the first 35 bargaining unit members employed in the Department of Building and Safety who acquire a CASp certification 2.75% above the appropriate salary step. (pensionable)
- Salary Note 25 – CAO Assignment Bonus (March 24, 2024)
 - Compensate any bargaining unit member employed by the Office of the City Administrative Officer 5.50% above the appropriate salary step rate for each day so assigned. (pensionable)
- Salary Note 26 – CAO Homelessness Group Bonus (March 24, 2024)
 - Compensate any bargaining unit member employed by the Office of the City Administrative Officer assigned to the Homelessness Group 5.50% above the appropriate salary step rate for each day so assigned. (pensionable)

MOU 18

- Article 5.6 – Travel Allowance (March 24, 2024)
 - Increase the Travel Allowance from \$6.00 \$12.00 per day.
- Article 5.9 – Targeted Salary Adjustment (December 31, 2023)
 - Detention Officer and Property Officer: 3.00%
 - Animal Control Officer: 1.00%
 - Increase Detention Officer starting salary step from step 2 to step 4.

- Article 6.4 – Uniform Allowance (November 17, 2024)
 - Convert the \$45.00 biweekly (the equivalent of \$1,174.50 annually) uniform allowance to an annual payment of \$1,225.00.
- Salary Note J – RAP Aquatics Uniform Allowance (March 24, 2024)
 - Increase the annual Uniform Allowance from \$150.00 to \$250.00.
- Salary Note R – Security Officer Vehicle Inspection Bonus (December 31, 2023)
 - Convert the flat rate amount of \$100.00 biweekly to 2.75 above the appropriate salary step rate for each day so assigned.
- Salary Note S – Traffic Officer Bonus (December 31, 2023)
 - Increase base wages for Traffic Officers I, II, & III by the equivalent amount of the bonus.
- New Salary Note W. – Detention Officer Training Bonus (March 24, 2024)
 - Compensate any Detention Officer who is trained and assigned by Management to conduct State Standards and Training for Corrections (STC) in-service and recruit training sessions \$50.00 per day when so assigned.(non-pensionable)
- New Salary Note X. – Animal Control Officer Commercial Vehicle (March 24, 2024)
 - Compensate any Animal Control Officer who maintains a valid Commercial Driver's License and is assigned by Management to operate a Commercial Vehicle shall receive one premium level (2.75%) above the appropriate salary step rate for each day so assigned. (non-pensionable)
- New Salary Note Y. – Homeless Assignment Bonus (March 24, 2024)
 - Compensate any Animal Control Officer who is assigned to field duties at a homeless encampment \$25.00 per day when so assigned.
- New Salary Note Z. – Harbor Security Officer Retention Bonus (March 24, 2024)
 - Compensate any Security Officer employed by the Harbor Department for more than five years at the Department and in the classification 5.50% above the appropriate salary step rate. (pensionable).
- New Salary Note AA. – RAP Lifeguard Retention Bonus (March 24, 2024)
 - Compensate any Pool Lifeguard who works 400 hours during the Summer Season (from Memorial Day through Labor Day) a cash payment of \$800.00 to be paid in October following completion of hours. (non-pensionable)

MOU 34

- Article 6.3 – Holidays and Holiday Pay
 - Provide for one addition Pupil-Free Day off for a total of three Pupil-Free Days per calendar year.
- New Letter of Agreement – Staffing Issues
 - Agree to meet and discuss the administration of and enhancements, including but not limited to staffing, deployment process, disciplinary/termination process, salaries, and benefits of the Crossing Guard Program.

- New Letter of Agreement – Additional Issues
 - Agree to meet and discuss the following items that may result in a side letter between the parties or some other resolution:
 - Lead and Temporary Lead Crossing Guards Designations
 - Bid Process
 - Safety
 - Equipment
 - Assignment of Open Corners
 - Uniforms

MOU 36

- Article 60 – Executive Officer Bonuses
 - Add the class of Assistant General Manager LAFPP to the list of classifications eligible to receive 5.50% above the appropriate salary step rate. (pensionable)
- Article 65 – On-Call/Standby Compensation (March 24, 2024)
 - Expand the eligible list for on-call/standby compensation.
- New Salary Note 20 – Duty Manager (March 24, 2024)
 - Compensate Sanitation Wastewater Managers, Solid Resources Managers, and Chief of Operations when assigned as a Duty Manager when assigned to oversee a 24/7 operation and authorized to submit legal reports to regulatory agencies 5.50% above the appropriate salary step rate.
- Salary Note 23 – Director of Airports Administration (March 24, 2024)
 - Compensate Directors of Airports Administration to receive up to 11.00% above the appropriate salary step rate. (pensionable)
- New Salary Note 32 – Chief Management Analyst, Airports (March 24, 2024)
 - Compensate one Chief Management Analyst employed by the Los Angeles World Airports and regularly assigned to the Financial System Division 5.50% above the appropriate salary step rate. (pensionable)
- New Salary Note 33 – Director of Airport Marketing (March 24, 2024)
 - Compensate one employee Director of Airport Marketing employed by the Los Angeles World Airports and assigned to the Public and Government Affairs Division 5.50% above the appropriate salary step rate. (pensionable)
- New Salary Note 34 – Assistant Director, Bureau of Contract Administration (March 24, 2024)
 - Compensate one Assistant Director, Bureau of Contract Administration when assigned duties and responsibilities additional to those required of an Assistant Director, Bureau of Contract Administration 5.50% above the appropriate salary step rate. (pensionable)
- New Salary Note 35 – Financial Manager II, Airports (March 24, 2024)
 - Compensate one Financial Manager II employed by the Los Angeles World Airports and who is responsible for supervising the Airline Rates and Charges in the Finance and Budget Division 5.50% above the appropriate salary step rate. (pensionable)

- New Salary Note 36 – Airport Manager III (March 24, 2024)
 - Compensate one employee in the class of Airport Manager III employed by the Los Angeles World Airports and who is responsible for supervising the operations at Van Nuys Airport 5.50% above the appropriate salary step rate. (pensionable)
- New Salary Note 37 – AGM LACERS or AGM LAFPP (March 24, 2024)
 - Provide authority to the General Managers of LACERS and LAFPP to bonus one employee in the class of Assistant General Manager LACERS or Assistant General Manager LAFPP in their respective department additional compensation in the amount of 5.50% above the appropriate salary step rate. (pensionable)
- Targeted Salary Adjustments (March 24, 2024)
 - The following classifications shall receive special salary adjustments ranging between 1%-20%, as reflected in the Appendices:
 - Assistant General Manager LACERS
 - Assistant General Manager LAFPP
 - Chief Police Psychologist
 - Chief Street Services Investigator I & II
 - Chief Veterinarian
 - Departmental Chief Accountant I & II
 - Medical Services Administrator
 - Police Administrator I – III
 - Revenue Manager
 - Safety Administrator
 - Street Lighting Construction and Maintenance Superintendent I & II
 - Taxicab Administrator

MOU 37

- New Article – Disturbance Calls (March 24, 2024)
 - Compensate any hourly (FLSA non-exempt) bargaining unit member who is contacted during off-duty hours 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, a minimum of one hour of compensation at the overtime rate of time and one-half (1½) for each such incident.
- New Article – Standby Compensation (March 24, 2024)
 - Compensate any bargaining unit member standby compensation when assigned by Management to standby during off-duty hours.
 - Compensate any bargaining unit member standby compensation in the amount of \$60.00 per day when assigned to standby on weekends and holidays.
- New Article – Temporary Assignment Pay (March 24, 2024)
 - Compensate Executive Administrative Assistants when temporarily assigned duties outside of the normal duties of their position for the purpose of continuity of service 5.50% above the appropriate salary step rate for each day so assigned.

- Salary Note 2 – Assistant to the President of the Board of Public Works (January 1, 2024)
 - Compensate any Executive Administrative Assistant II when assigned on a daily basis as a temporary full-time personal executive administrative assistant to the President of the Board of Public Works \$15.00 per day for each day assigned.
- Salary Note 4 – Assistant to Two or More Executive Positions (June 29, 2025)
 - Convert the current flat-rate, biweekly bonus of \$240 to 5.50% above the appropriate salary step rate an Executive Administrative Assistant is assigned as a full-time personal assistant to two or more executive positions at the level of a General Manager, Assistant General Manager, or equivalent executive positions. (pensionable).
- New Letter of Agreement – Classification Study
 - Request that the Personnel Department, Classification Division conduct a classification study for Executive Administrative Assistant to determine whether the duties and responsibilities require updating.

MOU 63

- New Salary Note 1 – Personnel Department HRP (March 24, 2024)
 - Compensate any bargaining unit member employed by the Personnel Department and assigned to the Human Resources and Payroll Section 5.50% above the appropriate salary step rate when regularly assigned. (pensionable)
- New Salary Note 37 – Lead (First Chair) Management Representative (March 24, 2024)
 - Compensate any bargaining unit member assigned to serve as the lead (first chair) management representative in a mediation, arbitration, Civil Service appeal hearing, or Unfair Employee Relations Practice charge \$500.00 per assigned administrative case. The compensation shall be paid upon final adjudication or settlement of the case, regardless of the outcome.

MOU 64

- New Salary Note 1 – Personnel Department HRP (March 24, 2024)
 - Compensate any bargaining unit member employed by the Personnel Department and assigned to the Human Resources and Payroll Section 5.50% above the appropriate salary step rate when regularly assigned. (pensionable)
- New Salary Note 37 – Lead (First Chair) Management Representative (March 24, 2024)
 - Compensate any bargaining unit member assigned to serve as the lead (first chair) management representative in a mediation, arbitration, Civil Service appeal hearing, or Unfair Employee Relations Practice charge \$500.00 per assigned administrative case. The compensation shall be paid upon final adjudication or settlement of the case, regardless of the outcome.

ESTIMATED <u>ANNUAL</u> FISCAL IMPACT OF THE PROPOSED 2023-2028 COALITION MOUs (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 54.37	\$ 34.96	\$ 19.41
2024-25	\$ 152.35	\$ 90.84	\$ 61.51
2025-26	\$ 137.41	\$ 80.31	\$ 57.10
2026-27	\$ 126.41	\$ 74.58	\$ 51.82
2027-28	\$ 140.58	\$ 82.48	\$ 58.09
2028-29	\$ 122.09	\$ 72.55	\$ 49.54
Total	\$ 733.20	\$ 435.72	\$ 297.48

ESTIMATED <u>CUMULATIVE</u> FISCAL IMPACT OF THE PROPOSED 2023-2028 COALITION MOUs (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 54.37	\$ 34.96	\$ 19.41
2024-25	\$ 206.72	\$ 125.80	\$ 80.92
2025-26	\$ 344.13	\$ 206.11	\$ 138.02
2026-27	\$ 470.54	\$ 280.69	\$ 189.84
2027-28	\$ 611.12	\$ 363.17	\$ 247.93
2028-29	\$ 733.21	\$ 435.72	\$ 297.47
Total	\$ 2,420.09	\$ 1,446.45	\$ 973.59

ENGINEERS AND ARCHITECTS ASSOCIATION (EAA): COMMON PROVISIONS

Term and Salary

- Term - Four years (January 1, 2024 through December 25, 2027)
- General Base Wage Movement
 - 3.0% effective January 28, 2024
 - 3.0% effective September 22, 2024
 - 2.0% effective June 29, 2025
 - 2.0% effective December 28, 2025
 - 3.0% effective June 28, 2026
 - 2.0% effective December 27, 2026
 - 2.0% effective June 27, 2027

Sick Leave – Excess Sick Payout Pilot Program (ESPPP) effective January 1, 2024, through December 25, 2027

- At the end of each calendar year for the duration of the pilot program, any unused balance of accumulated and current 100% sick leave time that exceeds 800 hours shall be compensated by a cash payment of 100% of the current salary rate (increased from 50%).
- An employee who retires or is eligible to retire and dies prior to retirement shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.
- An employee who (1) is eligible to retire and dies prior to retirement or (2) retires shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.

Leave for Reproductive Loss – Effective January 1, 2024

- Employees may take up to 5 days of leave, either unpaid or using accrued compensated time, within 3 months for each reproductive loss event. Time off shall not exceed 20 days within a 12-month period.

Bilingual Pay – Effective March 24, 2024

- Employees who fill a position designated by Management that:
 - Requires fluency in a language other than English shall receive 2.75% above the top salary step rate for the class of Principal Public Relations Representative assigned for each required language; or
 - Requires fluency and the ability to interpret in a language other than English shall receive 5.50% above the top salary step rate for the class of Principal Public Relations Representative assigned for each required language.

Paid Parental Time – Effective March 24, 2024

- The Paid Parental Pilot program shall become permanent and the amount of time off granted shall increase from six (6) weeks to twelve (12) weeks.

Personal Leave – New pilot program effective December 31, 2023

- On January 1st of each year:
 - Full-time employees shall receive 24 hours of Personal and 16 hours of Hourly Unspecified Holiday time.
 - Part-time employees shall receive up to 24 hours of Personal Leave time and up to 16 hours of Hourly Unspecified Holiday time based on a proration of 0.0192 hours for each hour worked during the prior calendar year.
- Unused Personal Leave (a maximum of 24 hours) at the end of each calendar year shall be compensated by cash payment.

Shift Differential – Effective March 24, 2024

- An employee works more than 50% of a shift between 5:00 p.m. and 12:00 a.m. shall receive 5.5% above the rate currently received.
- An employee works more than 50% of a shift between 12:00 a.m. and 8:00 a.m. shall receive 8.25% above the rate currently received.

Acting Pay – Qualifying period changes from consecutive to cumulative

- Effective March 24, 2024, when Management assigns an employee to perform the duties of a higher level position 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 cumulative working days within a twelve-month period. Such additional compensation shall begin on the 11th working day of the acting assignment.

Telecommuting - effective upon Council adoption

- Amend the current Article to provide additional information regarding requirements when telecommuting is made mandatory by management.

Work Boot Allowance - Effective the first full pay period in 2025

- Payment methodology shall change from \$8.00 biweekly to an annual \$300.00 payment for full time employees.
- Payment methodology shall change from \$4.00 biweekly payments to an annual \$150.00 for part-time employees.

Payroll Deductions and Dues - effective upon Council adoption

- Clarify EAA policies related to becoming a member or opting out of membership from EAA.

Notary Bonus - effective upon Council adoption

- Compensate any bargaining unit member employed by the Housing Department or the Community Investment for Families Department who is assigned to sign documents as a certified Notary Public and who holds certification as a California Notary Public \$25.00 biweekly.

Personnel HRP Bonus- effective upon Council adoption

- Compensate any bargaining unit member employed and assigned to the Human Resources and Payroll Section of the Personnel Department 5.50% above the appropriate salary step rate when regularly assigned. (pensionable)

Healthcare for Part-Time Employees

- For all part-time employees who are not eligible to receive medical benefits through the City's LAWell Program, set aside \$9.70 per hour up to a maximum of \$388.00 biweekly.
- Form a Joint Labor Management Committee to determine how funds will be allocated to provide for healthcare coverage.

EAA: SPECIFIC BARGAINING UNIT PROVISIONS

MOU 01

- Note 15 - Airport Superintendent of Operation Bonus (Upon Council Adoption)
 - Eliminate additional compensation paid to Airport Superintendent of Operations under this Article.
- Note 20 - Police Performance Auditor Certification (Upon Council Adoption)
 - Provide for additional compensation to be pensionable.
- New Note 29 - Associate Safety Professional Certification (Upon Council Adoption)
 - Compensate any Safety Engineer who maintains a valid Associate Safety Professional (ASP) \$80.00 biweekly when the maintenance of ASP is not a condition of employment.
 - Compensate any Safety Engineer who maintains a valid Certified Safety Professional (CSP) \$160.00 biweekly when the maintenance of CSP is not a condition of employment.
 - Compensation for ASP and CSP is mutually exclusive.
- New Note 30 - DOT Adjudication Office Manager (Upon Council Adoption)
 - Compensate three Management Analysts employed in the Department of Transportation and when regularly assigned as the Office Manager in an Adjudication Office 5.50% above the appropriate salary step rate when regularly assigned. (pensionable)
- Targeted Salary Adjustments (Upon Council Adoption)
 - The following classifications shall receive targeted salary adjustments ranging between 2.00%-9.00% as reflected in the Salary Appendices:
 - Accountant
 - Airport Superintendent of Operations I-II
 - City Attorney Investigator I-III
 - Paralegal I-III
 - Police Performance Auditor III & IV
 - Systems Analyst
 - Tax Auditor I & II

MOU 19

- Article 4.6 Uniforms or Other Required Work Clothing (Upon Council Adoption)
 - Provide for a uniform maintenance stipend to Senior Environmental Compliance Inspectors and Chief Environmental Compliance Inspectors required to wear a uniform in the amount of \$35.00 biweekly.
 - Provide five sets of uniforms annually to Senior Environmental Compliance Inspectors and Chief Environmental Compliance Inspectors required to wear a uniform.
- Note 7 - Homeless Encampment Cleanup (Upon Council Adoption)
 - Compensate Senior Environmental Compliance Inspectors for cleaning activities associated with homeless encampments who have been so assigned for at least five consecutive years 5.50% above the appropriate salary step rate when regularly assigned. (pensionable)
- Note 10 – Registrations (Upon Council Adoption and September 22, 2024)
 - Increase the base wage amounts for classifications addressed in this salary note by half of the bonus amount upon Council adoption and the remaining half on September 22, 2024. In exchange, additional compensation provided for in this salary note shall be eliminated.
- Note 12 - Principal Construction Inspectors at LAWA (Upon Council Adoption)
 - Increase compensation paid to Principal Construction Inspectors assigned to work at the Los Angeles World Airports from \$470.00 to \$500.00 biweekly.
 - Expand eligibility to include all Principal Construction Inspectors assigned to work at the Los Angeles World Airports.
- New Note 14 - CAL/OSHA Construction Industry Outreach Trainer
 - Compensate Principal Construction Inspectors who are required by Management to become authorized CAL/OSHA Construction Industry Outreach Trainers \$200.00 biweekly.
- New Note 17 - Appraisal or Real Estate License (Upon Council Adoption)
 - Compensate any bargaining unit member who is assigned by Management to maintain a valid Appraisal License or Real Estate License through the California Department of Real Estate \$75.00 biweekly.
- Special Salary Adjustments
 - The following classifications shall receive targeted salary adjustments ranging between 5.00%-18.00% as reflected in the Salary Appendices:
 - Principal Civil Engineering Drafting Tech
 - Principal Construction Inspector
 - Senior Environmental Compliance Inspector

MOU 20

- Article 4.6 – Uniforms or Other Required Work Clothing (Upon Council Adoption)
 - Increase biweekly for bargaining unit members employed by the Department of Recreation and Parks and the Zoo from \$10.00 to \$35.00 biweekly.
- Note 6 - Duty Manager and On-Call (Upon Council Adoption)
 - Increase compensation paid to one Emergency Management Coordinator I or II assigned to act as Duty Officer from \$35.00 to \$50.00 biweekly.
 - Increase compensation paid to any Emergency Management Coordinator II who is employed by a department other than the Emergency Management Department and who is assigned to serve in the Emergency Operation Center in response to a Level I or Level II emergency from \$35.00 to \$50.00 biweekly.
- Note 11 - Payroll Supervisor (Upon Council Adoption)
 - Compensate one Payroll Supervisor employed in the Department of Public Works, Bureau of Street Services \$150.00 biweekly.
- Note 13 - PSR Floor Supervisor (Upon Council Adoption)
 - Convert additional compensation for Senior Police Representatives I and II assigned as floor supervisors, timekeepers, Training Coordinators or Assistant Watch Commanders from non-pensionable to pensionable.
- Note 19 - HR Certification (Upon Council Adoption)
 - Increase compensation for Senior Management Analysts assigned to perform full-time HR duties and who obtain and maintain a senior-level professional HR Certification from 2.75% to 5.50% above the appropriate salary step rate when regularly assigned. (pensionable)
- Note 22 - GRYD Program (Upon Council Adoption)
 - Compensate any Aquatic Facility Manager who is assigned to work at a GRYD Facility (or a related successor program) 5.5% above the appropriate salary step rate when regularly assigned. (pensionable)
- Special Salary Adjustments
 - The following classifications shall receive targeted salary adjustments ranging between 2.00%-22.00% as reflected in the Salary Appendices:
 - Arts Manager I-III
 - Aquatic Director
 - Aquatic Facility Manager I-III
 - Emergency Management Coordinator I & II
 - Golf Starter Supervisor I & II
 - Principal Accountant I & II
 - Principal Park Services Attendant
 - Principal Tax Auditor
 - Senior Accountant I & II
 - Senior Police Service Representative
 - Senior Systems Analyst I & II
 - Senior Tax Auditor

MOU 21

- Article 4.5 - Rain Gear (Upon Council Adoption)
 - Add Assistant Environmental Compliance Inspector to classifications eligible for this provision.
- Article 4.6 Uniforms or Other Required Work Clothing (Upon Council Adoption)
 - Provide for a uniform maintenance stipend to Senior Environmental Compliance Inspectors and Chief Environmental Compliance Inspectors required to wear a uniform in the amount of \$35.00 biweekly.
 - Provide five sets of uniforms annually to Senior Environmental Compliance Inspectors and Chief Environmental Compliance Inspectors required to wear a uniform.
- Article 6.13 - On Call/Standby (Upon Council Adoption)
 - Expand eligibility for additional compensation to include Firearms Examiners.
- Note 1 - Aerial Photography (Upon Council Adoption)
 - Increase additional compensation from \$25.00 to \$60.00 biweekly.
- Note 24 - Environmental Certifications (Upon Council Adoption)
 - Expand eligibility to allow Assistant Environmental Compliance Inspectors to qualify for the additional compensation.
- Note 25 - Homeless Encampment Cleanup
 - Expand eligibility to allow Assistant Environmental Compliance Inspectors to qualify for the additional compensation.
 - Increase compensation for Senior Environmental Compliance Inspectors assigned to homelessness encampment cleanups by 5.50% above the appropriate salary step rate when regularly assigned. (pensionable)
- New Note 29 - Veterinary Technician Continuing Education Reimbursement (Upon Council Adoption)
 - Reimburse Veterinary Technicians up to \$600.00 every two years for costs associated with required continuing education.
- New Note 30 - Appraisal or Real Estate License (Upon Council Adoption)
 - Compensate any bargaining unit member who is assigned by Management to maintain a valid Appraisal License or Real Estate License through the California Department of Real Estate \$75.00 biweekly.
- New Note 33 - Unmanned Aircraft System Remote Pilot Certification (Upon Council Adoption)
 - Compensate Land Surveying Assistants, Field Engineering Aides, and Survey Party Chiefs who maintain an Unmanned Aircraft System (UAS) Remote Pilot certification \$2.00 per hour for each hour assigned to use the UAS training.

- Special Salary Adjustments
 - The following classifications shall receive special salary adjustments ranging between 1.00%-20.00% as reflected in the Salary Appendices:
 - Architectural Drafting Technician
 - Civil Engineering Drafting Technician
 - Electrical Engineering Drafting Technician
 - Environmental Compliance Inspector
 - Finance Development Officer I & II
 - Land Surveying Assistant
 - Photographer III
 - Polygraph Examiner I-IV
 - Senior Architectural Drafting Technician
 - Senior Civil Engineering Drafting Technician
 - Senior Electrical Engineering Drafting Technician
 - Senior Photographer II
 - Senior Transportation Investigator
 - Transportation Investigator
 - Veterinary Technician

ESTIMATED <u>ANNUAL</u> FISCAL IMPACT OF THE PROPOSED 2023-2027 EAA MOUs (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 21.69	\$ 12.79	\$ 8.91
2024-25	\$ 72.47	\$ 43.18	\$ 29.29
2025-26	\$ 43.13	\$ 25.75	\$ 17.38
2026-27	\$ 55.26	\$ 33.13	\$ 22.13
2027-28	\$ 37.99	\$ 22.65	\$ 15.34
Total	\$ 230.55	\$ 137.49	\$ 93.05

ESTIMATED <u>CUMULATIVE</u> FISCAL IMPACT OF THE PROPOSED 2023-2027 EAA MOUs (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 21.69	\$ 12.79	\$ 8.91
2024-25	\$ 94.16	\$ 55.97	\$ 38.20
2025-26	\$ 137.29	\$ 81.72	\$ 55.58
2026-27	\$ 192.55	\$ 114.85	\$ 77.71
2027-28	\$ 230.54	\$ 137.50	\$ 93.05
Total	\$ 676.23	\$ 402.83	\$ 73.45

CITY ATTORNEY UNITS (CITY ATTORNEYS): COMMON PROVISIONS

Term and Salary

- Term - Five years (January 1, 2024 through January 6, 2029)
- General Base Wage Movement
 - 3.0% effective March 24, 2024
 - 3.0% effective September 22, 2024
 - 2.0% effective April 6, 2025
 - 2.0% effective October 5, 2025
 - 2.0% effective April 5, 2026
 - 3.0% effective October 4, 2026
 - 2.0% effective June 27, 2027 (3.0% effective April 4, 2027 – MOU 32)
 - 3.0% effective December 26, 2027 (2.0% effective December 26, 2027 – MOU32)
 - 2.0% effective June 25, 2028

Paid Parental Time – Effective March 24, 2024

- The Paid Parental Pilot program shall become permanent and the amount of time off granted shall increase from six (6) weeks to twelve (12) weeks.

Personal Leave – New pilot program effective December 31, 2023

- On January 1st of each year:
 - Full-time employees shall receive 24 hours of Personal and 16 hours of Hourly Unspecified Holiday time.
 - Part-time employees shall receive up to 24 hours of Personal Leave time and up to 16 hours of Hourly Unspecified Holiday time based on a proration of 0.0192 hours for each hour worked during the prior calendar year.
- Unused Personal Leave (a maximum of 24 hours) at the end of each calendar year shall be compensated by cash payment.

Sick Leave – Excess Sick Payout Pilot Program (ESPPP) effective December 31, 2023, through December 23, 2028

- At the end of each calendar year for the duration of the pilot program, any unused balance of accumulated and current 100% sick leave time that exceeds 800 hours shall be compensated by a cash payment of 100% of the current salary rate (increased from 50%).
- An employee who retires or is eligible to retire and dies prior to retirement shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.
- An employee who (1) is eligible to retire and dies prior to retirement or (2) retires shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.

Leave for Reproductive Loss – Effective January 1, 2024

- Employees may take up to 5 days of leave, either unpaid or using accrued compensated time, within 3 months for each reproductive loss event. Time off shall not exceed 20 days within a 12-month period.

CITY ATTORNEYS: SPECIFIC BARGAINING UNIT PROVISIONS

MOU 29

- Article 8 – Targeted Salary Adjustments (March 24, 2024)
 - Increase the salary range for Deputy City Attorney Is to salary range 4700.
 - Increase the salary range for Deputy City Attorney IIs to salary range 5601.
- Article 8 – Special Assignment Pay
 - Compensate bargaining unit members assigned to work in the Business and Complex Litigation, General Civil Litigation, or Police Litigation units.
 - Effective March 24, 2024, compensation shall be \$120.00 biweekly.
 - Effective July 6, 2025, compensation shall be \$140.00 biweekly.
 - Effective July 5, 2026, compensation shall be \$160.00 biweekly.
 - Effective July 11, 2027, compensation shall be \$180.00 biweekly.
- Article 9 – Salary Step Advancement (April 7, 2024)
 - No employee with satisfactory service shall spend more than four years as a Deputy City Attorney I. After completion of the fourth year of satisfactory service as a Deputy City Attorney I, or after having served one year of satisfactory service on the highest salary step for Deputy City Attorney I, the employee shall advance to Deputy City Attorney II.
- Article 32 – Professional Bar Dues (FY2024-25)
 - Increase the combined annual advanced payment and reimbursement for continuing legal education from \$1,500.00 to \$1,900.00 annually.
 - The annual advanced payment shall increase from \$750.00 to \$900.00 on July 1 of each year.
 - The annual reimbursement shall increase from \$750.00 to \$1,000.00.
 - Any employee who joins the bargaining unit after the issuance of the annual advanced payment shall receive a prorated cash payment that is reduced by \$75.00 for every month after July of the fiscal year.

MOU 31

- Article 8 – Targeted Salary Adjustments (March 24, 2024)
 - Increase the salary range for Deputy City Attorney Is to salary range 4700.
 - Increase the salary range for Deputy City Attorney IIs to salary range 5601.
- Article 8 – Special Assignment Pay
 - Compensate bargaining unit members assigned to work in the Employment Litigation and Labor Relations units.
 - Compensate bargaining unit members assigned to work in a Proprietary Department and carrying similar capacity case work that is carried in the Business and Complex Litigation, General Civil Litigation, Employment Litigation, Labor Relations, or Police Litigation.
 - Effective March 24, 2024, compensation shall be \$120.00 biweekly.
 - Effective July 6, 2025, compensation shall be \$140.00 biweekly.
 - Effective July 5, 2026, compensation shall be \$160.00 biweekly.
 - Effective July 11, 2027, compensation shall be \$180.00 biweekly.
- Article 9 – Salary Step Advancement (April 7, 2024)
 - No employee with satisfactory service shall spend more than four years as a Deputy City Attorney I. After completion of the fourth year of satisfactory service as a Deputy City Attorney I, or after having served one year of satisfactory service on the highest salary step for Deputy City Attorney I, the employee shall advance to Deputy City Attorney II.
- Article 32 – Professional Bar Dues (FY2024-25)
 - Increase the combined annual advanced payment and reimbursement for continuing legal education from \$1,500.00 to \$1,900.00 annually.
 - The annual advanced payment shall increase from \$750.00 to \$900.00 on July 1 of each year.
 - The annual reimbursement shall increase from \$750.00 to \$1,000.00.
 - Any employee who joins the bargaining unit after the issuance of the annual advanced payment shall receive a prorated cash payment that is reduced by \$75.00 for every month after July of the fiscal year.

MOU 32

- Article 31 – Professional Bar Dues (FY2024-25)
 - Increase the combined annual advanced payment and reimbursement for continuing legal education from \$1,500.00 to \$1,900.00 annually.
 - The annual advanced payment shall increase from \$750.00 to \$900.00 on July 1 of each year.
 - The annual reimbursement shall increase from \$750.00 to \$1,000.00.
 - Any employee who joins the bargaining unit after the issuance of the annual advanced payment shall receive a prorated cash payment that is reduced by \$75.00 for every month after July of the fiscal year.

ESTIMATED <u>ANNUAL</u> FISCAL IMPACT OF THE PROPOSED 2023-2028 CITY ATTORNEY MOUs (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 2.56	\$ 2.43	\$ 0.12
2024-25	\$ 11.87	\$ 11.28	\$ 0.59
2025-26	\$ 8.71	\$ 8.28	\$ 0.43
2026-27	\$ 9.06	\$ 8.62	\$ 0.45
2027-28	\$ 9.50	\$ 9.03	\$ 0.46
2028-29	\$ 8.26	\$ 7.85	\$ 0.41
Total	\$ 49.94	\$ 47.49	\$ 2.46

ESTIMATED <u>CUMULATIVE</u> FISCAL IMPACT OF THE PROPOSED 2023-2028 CITY ATTORNEY MOUs (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 2.56	\$ 2.43	\$ 0.12
2024-25	\$ 14.43	\$ 13.71	\$ 0.71
2025-26	\$ 23.14	\$ 21.99	\$ 1.14
2026-27	\$ 32.20	\$ 30.61	\$ 1.59
2027-28	\$ 41.70	\$ 39.64	\$ 2.05
2028-29	\$ 49.96	\$ 47.49	\$ 2.46
Total	\$ 163.99	\$ 155.87	\$ 8.07

FISCAL AND POLICY PROFESSIONALS ASSOCIATION (FPPA): ALL PROVISIONS

Term and Salary

- Term - Five years (January 1, 2024 through December 23, 2028)
- General Base Wage Movement
 - 3.0% effective March 24, 2024
 - 3.0% effective September 22, 2024
 - 4.0% effective June 29, 2025
 - 4.0% effective June 28, 2026
 - 3.0% effective June 27, 2027
 - 3.0% effective December 26, 2027
 - 2.0% effective June 25, 2028

Paid Parental Time – Effective March 24, 2024

- The Paid Parental Pilot program shall become permanent and the amount of time off granted shall increase from six (6) weeks to twelve (12) weeks.

Personal Leave – New pilot program effective December 31, 2023

- On January 1st of each year:
 - Full-time employees shall receive 24 hours of Personal and 16 hours of Hourly Unspecified Holiday time.
 - Part-time employees shall receive up to 24 hours of Personal Leave time and up to 16 hours of Hourly Unspecified Holiday time based on a proration of 0.0192 hours for each hour worked during the prior calendar year.
- Unused Personal Leave (a maximum of 24 hours) at the end of each calendar year shall be compensated by cash payment.

Sick Leave – Excess Sick Payout Pilot Program (ESPPP) effective December 31, 2023, through December 23, 2028

- At the end of each calendar year for the duration of the pilot program, any unused balance of accumulated and current 100% sick leave time that exceeds 800 hours shall be compensated by a cash payment of 100% of the current salary rate (increased from 50%).
- An employee who retires or is eligible to retire and dies prior to retirement shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.
- An employee who (1) is eligible to retire and dies prior to retirement or (2) retires shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.

Leave for Reproductive Loss – Effective January 1, 2024

- Employees may take up to 5 days of leave, either unpaid or using accrued compensated time, within 3 months for each reproductive loss event. Time off shall not exceed 20 days within a 12-month period.

Article 6.8 Emergency Operations Center Assignment

- Compensate any bargaining unit member assigned to serve in the Emergency Operations Center in response to Level I or Level II emergency \$50.00 per day for each 24 hour period. (non-pensionable)

ESTIMATED <u>ANNUAL</u> FISCAL IMPACT OF THE PROPOSED 2023-2028 FPPA MOU (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 0.11	\$ 0.10	\$ 0.02
2024-25	\$ 0.61	\$ 0.51	\$ 0.10
2025-26	\$ 0.58	\$ 0.48	\$ 0.10
2026-27	\$ 0.52	\$ 0.43	\$ 0.09
2027-28	\$ 0.60	\$ 0.50	\$ 0.10
2028-29	\$ 0.50	\$ 0.42	\$ 0.08
Total	\$ 2.92	\$ 2.43	\$ 0.49

ESTIMATED <u>CUMULATIVE</u> FISCAL IMPACT OF THE PROPOSED 2023-2028 FPPA MOU (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 0.11	\$ 0.10	\$ 0.02
2024-25	\$ 0.72	\$ 0.61	\$ 0.12
2025-26	\$ 1.30	\$ 1.09	\$ 0.22
2026-27	\$ 1.82	\$ 1.52	\$ 0.31
2027-28	\$ 2.42	\$ 2.02	\$ 0.41
2028-29	\$ 2.92	\$ 2.44	\$ 0.49
Total	\$ 9.29	\$ 7.78	\$ 1.57

NON-REPRESENTED CLASSIFICATIONS

Salary

- General Base Wage Movement
 - 4.0% effective June 30, 2024
 - 2.0% effective December 29, 2024
 - 4.0% effective June 29, 2025
 - 2.0% effective December 28, 2025
 - 4.0% effective June 28, 2026
 - 2.0% effective December 27, 2026
 - 2.0% effective June 27, 2027
 - 2.0% effective December 26, 2027

Paid Parental Time – Effective March 24, 2024

- The Paid Parental Pilot program shall become permanent and the amount of time off granted shall increase from six (6) weeks to twelve (12) weeks.

Personal Leave – New pilot program effective December 31, 2023

- On January 1st of each year:
 - Full-time employees shall receive 24 hours of Personal and 16 hours of Hourly Unspecified Holiday time.
 - Part-time employees shall receive up to 24 hours of Personal Leave time and up to 16 hours of Hourly Unspecified Holiday time based on a proration of 0.0192 hours for each hour worked during the prior calendar year.
- Unused Personal Leave (a maximum of 24 hours) at the end of each calendar year shall be compensated by cash payment.

Sick Leave – Excess Sick Payout Pilot Program (ESPPP) effective December 31, 2023, through December 23, 2028

- At the end of each calendar year for the duration of the pilot program, any unused balance of accumulated and current 100% sick leave time that exceeds 800 hours shall be compensated by a cash payment of 100% of the current salary rate (increased from 50%).
- An employee who retires or is eligible to retire and dies prior to retirement shall be compensated for the full value (100%) of unused accumulated 100% sick leave time up to 800 hours at the time of retirement or death.
- An employee who retires or is eligible to retire and dies prior to retirement shall be compensated for the full value (100%) of unused accumulated 100% sick leave time at the time of retirement or death.

Leave for Reproductive Loss – Effective January 1, 2024

- Employees may take up to 5 days of leave, either unpaid or using accrued compensated time, within 3 months for each reproductive loss event. Time off shall not exceed 20 days within a 12-month period.

ESTIMATED <u>ANNUAL</u> FISCAL IMPACT OF THE PROPOSED COMPENSATION ADJUSTMENTS FOR NON-REPRESENTED CLASSIFICATIONS (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 5.56	\$ 4.79	\$ 0.77
2024-25	\$ 7.08	\$ 6.11	\$ 0.98
2025-26	\$ 7.52	\$ 6.48	\$ 1.04
2026-27	\$ 5.31	\$ 4.58	\$ 0.73
2027-28	\$ 2.74	\$ 2.36	\$ 0.38
Total	\$ 28.21	\$ 24.32	\$ 3.89

ESTIMATED <u>CUMULATIVE</u> FISCAL IMPACT OF THE PROPOSED COMPENSATION ADJUSTMENTS FOR NON-REPRESENTED CLASSIFICATIONS (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 5.56	\$ 4.79	\$ 0.77
2024-25	\$ 12.64	\$ 10.90	\$ 1.75
2025-26	\$ 20.16	\$ 17.38	\$ 2.79
2026-27	\$ 25.47	\$ 21.96	\$ 3.52
2027-28	\$ 28.21	\$ 24.32	\$ 3.90
Total	\$ 92.04	\$ 79.35	\$ 12.73

UNION HIRING HALLS FOR TEMPORARY USE OF CRAFT WORKERS (MOU 35)

The City Council first approved MOU 35 on February 15, 1989. Craft workers dispatched to the City through the MOU are assigned to construction-related and special projects and to augment the existing City workforce to reduce work backlogs. The utilization of as-needed Craft workers has provided the City a better alternative to outsourcing while avoiding additional cost to the City's pension obligations and reduced long-term responsibility of additional position authorities.

Currently, MOU 35 covers 481 Craft workers employed throughout the City by 12 departments. MOU 35 is not bound to a term date; instead the agreement continues until cancelled at the request of the City or the LAOCBCTC. Since its adoption in 1989, MOU 35 has been amended twice. In November 2018, an amendment provided craft workers with paid sick leave benefits. In September 2019, an amendment provided for employment of apprentice-level craft workers for the use in the General Services Department on the A Bridge Home Project to construct temporary shelter sites.

The attached agreement increases hourly wages for the represented hiring hall job classifications and includes the following provisions:

Hiring

- Expand the use of temporary craft workers by City departments to include apprentice level workers.

Work Requirements

- Extend the maximum length of time that workers dispatched to the City under the agreement are permitted to be employed, which includes being employed for longer than one year as opposed to being tied to the duration of a project.
- Formalize that statutory benefits including but not limited to Medicare, Social Security, California State Disability Insurance, and California Unemployment Insurance will be withheld from each craft worker.

Salary and Fringe Benefits

- Increase journey level worker pay from 90% to 95% of the Union's Master Labor Agreement (MLA) for the Los Angeles area journeyman basic wage.
- Pay apprentice level workers according to the Union's MLA for the Los Angeles area at the appropriate apprentice level or period plus 100% of applicable fringe benefits.
- Formalize applicable fringe benefits (i.e., Health and Welfare, Retirement, Training, and related benefits).

Shift Differential

- Modify the shift bonus article by removing references to a swing or graveyard shift and prerequisite the bonus to a shift where fifty percent (50%) or more of that shift is between the hours of 5:00 p.m. and 8:00 a.m.

Overtime

- Align overtime pay consistent with Civilian MOUs by applying the overtime rate to all compensated hours in excess of forty (40) hours in a work week including absences with pay as authorized by law.

Paid Sick Leave

- Expand the use of paid sick leave, pursuant to California Labor Code Section 245.5(c)(8), to include a “designated person,” the meaning of which is defined as “a person identified by the employee at the time the employee requests paid sick days.”

HIRING HALL: ESTIMATED FISCAL IMPACT

Implementation of the provisions of the proposed MOU 35 will result in an estimated immediate cost to the City of approximately \$1.8MM annually. These funds will be absorbed by the departments that use temporary craft workers within their authorized budgets. Overall, due to lower pension and benefits costs, utilizing Hiring Hall workers represents a savings to the City.

TOTAL ESTIMATED FISCAL IMPACT OF PROPOSED CIVILIAN COMPENATION ADJUSTMENTS

ESTIMATED <u>ANNUAL</u> FISCAL IMPACT OF PROPOSED CIVILIAN COMPENSATION ADJUSTMENTS* (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 78.73	\$ 50.27	\$ 28.46
2024-25	\$ 237.30	\$ 145.80	\$ 91.50
2025-26	\$ 189.83	\$ 114.82	\$ 75.00
2026-27	\$ 191.25	\$ 116.76	\$ 74.49
2027-28	\$ 188.67	\$ 114.67	\$ 74.00
2028-29	\$ 130.85	\$ 80.81	\$ 50.03
Total	\$ 1,016.62	\$ 623.14	\$ 393.48

* Excluding MOU 35

ESTIMATED <u>CUMULATIVE</u> FISCAL IMPACT OF PROPOSED CIVILIAN COMPENSATION ADJUSTMENTS* (in millions)			
FY	All Funds	General Fund	Special Funds
2023-24	\$ 78.73	\$ 50.27	\$ 28.46
2024-25	\$ 316.03	\$ 196.07	\$ 119.96
2025-26	\$ 505.86	\$ 310.89	\$ 194.96
2026-27	\$ 697.11	\$ 427.65	\$ 269.45
2027-28	\$ 885.78	\$ 542.32	\$ 343.45
2028-29	\$ 1,016.63	\$ 623.13	\$ 393.48
Total	\$ 3,500.14	\$ 2,150.33	\$ 1,349.76

* Excluding MOU 35

MWS:MCB:PAG:MAU:MTC:0724174

Attachments

ATTACHMENT A

TENTATIVE AGREEMENTS FOR SUCCESSOR MEMORANDA OF UNDERSTANDING		
ASSOCIATION	MOU	BARGAINING UNIT
American Federation of State, County and Municipal Employees *	03	Clerical and Support Services Unit
	06	Librarian Representation Unit
	07	Recreation Assistant Unit
	10	Professional Medical Services Unit
	11	Recreational Representation Unit
	16	Supervisory Librarian
	37	Executive Administrative Assistants Unit
International Union of Operating Engineers, LOCAL 501 *	09	Plant Equipment Operation and Repair Representation Unit
Los Angeles/Orange County Building and Construction Trades Council *	02	Building Trades Rank and File Representation Unit
	13	Supervisory Building Trades and Related Employees Representation Unit
Service Employees' International Union *	04	Equipment Operation and Labor Employees Representation Unit
	08	Professional Engineering and Scientific Unit
	14	Service and Crafts Representation Unit
	15	Service Employees Representation Unit
	17	Supervisory Professional Engineering and Scientific Unit
	18	Safety/Security Representation Unit
Los Angeles Professional Managers Association *	36	Management Employees Unit
	63	Personnel Director Unit
	64	Confidential Senior Personnel Analyst Unit
Teamsters Local 911 *	34	Crossing Guard Representation Unit
Engineers and Architects Association	01	Administrative Unit
	19	Supervisory Technical Unit
	20	Supervisory Administrative Unit
	21	Technical Rank and File Unit
Los Angeles City Attorneys Association	29	City Attorneys Representation Unit
International Union of Operating Engineers, LOCAL 501	31	Confidential Attorneys Unit
Los Angeles City Attorney Management Association	32	Management Attorneys Unit
Fiscal and Policy Professional Association	61	Senior Administrative and Administrative Analysts Unit

* Aligned with the Coalition of Los Angeles City Unions