

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING  
CITY ATTORNEYS REPRESENTATION UNIT (MOU NO. 29)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 29  
made and entered into this 9th day of June 2022**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND**

**THE LOS ANGELES CITY ATTORNEYS ASSOCIATION**

**July 1, 2019 – December 31, 2023**

**MOU AMENDMENT NO. 1  
CITY ATTORNEYS BARGAINING UNIT (MOU 29)**

The Los Angeles City Attorneys Association and the City of Los Angeles have reached agreement on the following MOU amendments.

The preamble to **Article 8 (Salaries)** and section **Article 8. A. (SALARY SCHEDULE)** is **amended**, as follows:

**ARTICLE 8            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, 2019
- Appendix B – July 7, 2019
- Appendix C – July 5, 2020
- Appendix D – January 31, 2021; deferred to be effective on June 19, 2022
- Appendix E – January 16, 2022; deferred to be effective on January 15, 2023
- Appendix F – July 2, 2023**

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

**A.        SALARY SCHEDULE**

1.        Effective July 7, 2019, employees covered by this MOU shall receive a 2.9% salary increase. (Appendix B)
2.        Effective July 5, 2020, employees covered by this MOU shall receive a 2.75% salary increase. (Appendix C)
3.        Effective June 19, 2022, employees covered by this MOU shall receive a 2.0% salary increase. (Appendix D)
4.        Effective January 15, 2023, employees covered by this MOU shall receive a 2.0% salary increase. (Appendix E)
5.        **Effective July 2, 2023, employees covered by this MOU shall receive a 3.0% salary increase. (Appendix F)**

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2019-2023 MOU No. 29 shall remain in full force and effect during the term of the MOU.

**MOU 29**  
**Appendix F**  
**Operative on July 2, 2023**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
0598-0	Assistant City Attorney	9125	1	\$ 190,530	--	15	\$ 278,560.00
0594-0	Deputy City Attorney I	4508	1	\$ 94,127	--	15	\$ 137,599.00
0595-0	Deputy City Attorney II	5541	1	\$ 115,696	--	15	\$ 169,148.00
0596-0	Deputy City Attorney III	7253	1	\$ 151,442	--	15	\$ 221,390.00
0597-0	Deputy City Attorney IV	8316	1	\$ 173,638	--	15	\$ 253,879.00

**APPENDIX F**  
**MOU 29 - SALARIES EFFECTIVE July 2, 2023**

<b>CLASS CODE</b>	<b>CLASS/RANGE</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
0543-0	Deputy City Attorney I 4508	HR	\$ 45.08	\$ 46.32	\$ 47.59	\$ 48.90	\$ 50.24	\$ 51.62	\$ 53.04	\$ 54.50	\$ 56.00	\$ 57.54	\$ 59.12	\$ 60.75	\$ 62.42	\$ 64.14	\$ 65.90
		BW	\$ 3,606.40	\$ 3,705.60	\$ 3,807.20	\$ 3,912.00	\$ 4,019.20	\$ 4,129.60	\$ 4,243.20	\$ 4,360.00	\$ 4,480.00	\$ 4,603.20	\$ 4,729.60	\$ 4,860.00	\$ 4,993.60	\$ 5,131.20	\$ 5,272.00
		YR	\$ 94,127	\$ 96,716	\$ 99,367	\$ 102,103	\$ 104,901	\$ 107,782	\$ 110,747	\$ 113,796	\$ 116,928	\$ 120,143	\$ 123,442	\$ 126,846	\$ 130,332	\$ 133,924	\$ 137,599
0544-0	Deputy City Attorney II 5541	HR	\$ 55.41	\$ 56.93	\$ 58.50	\$ 60.11	\$ 61.76	\$ 63.46	\$ 65.20	\$ 66.99	\$ 68.84	\$ 70.73	\$ 72.68	\$ 74.68	\$ 76.73	\$ 78.84	\$ 81.01
		BW	\$ 4,432.80	\$ 4,554.40	\$ 4,680.00	\$ 4,808.80	\$ 4,940.80	\$ 5,076.80	\$ 5,216.00	\$ 5,359.20	\$ 5,507.20	\$ 5,658.40	\$ 5,814.40	\$ 5,974.40	\$ 6,138.40	\$ 6,307.20	\$ 6,480.80
		YR	\$ 115,696	\$ 118,869	\$ 122,148	\$ 125,509	\$ 128,954	\$ 132,504	\$ 136,137	\$ 139,875	\$ 143,737	\$ 147,684	\$ 151,755	\$ 155,931	\$ 160,212	\$ 164,617	\$ 169,148
0543-0	Deputy City Attorney III 7253	HR	\$ 72.53	\$ 74.52	\$ 76.57	\$ 78.68	\$ 80.84	\$ 83.06	\$ 85.35	\$ 87.70	\$ 90.11	\$ 92.59	\$ 95.13	\$ 97.75	\$ 100.43	\$ 103.19	\$ 106.03
		BW	\$ 5,802.40	\$ 5,961.60	\$ 6,125.60	\$ 6,294.40	\$ 6,467.20	\$ 6,644.80	\$ 6,828.00	\$ 7,016.00	\$ 7,208.80	\$ 7,407.20	\$ 7,610.40	\$ 7,820.00	\$ 8,034.40	\$ 8,255.20	\$ 8,482.40
		YR	\$ 151,442	\$ 155,597	\$ 159,878	\$ 164,283	\$ 168,793	\$ 173,429	\$ 178,210	\$ 183,117	\$ 188,149	\$ 193,327	\$ 198,631	\$ 204,102	\$ 209,697	\$ 215,460	\$ 221,390
0543-0	Deputy City Attorney IV 8316	HR	\$ 83.16	\$ 85.45	\$ 87.80	\$ 90.21	\$ 92.70	\$ 95.25	\$ 97.87	\$ 100.56	\$ 103.33	\$ 106.17	\$ 109.09	\$ 112.09	\$ 115.17	\$ 118.34	\$ 121.59
		BW	\$ 6,652.80	\$ 6,836.00	\$ 7,024.00	\$ 7,216.80	\$ 7,416.00	\$ 7,620.00	\$ 7,829.60	\$ 8,044.80	\$ 8,266.40	\$ 8,493.60	\$ 8,727.20	\$ 8,967.20	\$ 9,213.60	\$ 9,467.20	\$ 9,727.20
		YR	\$ 173,638	\$ 178,419	\$ 183,326	\$ 188,358	\$ 193,557	\$ 198,882	\$ 204,352	\$ 209,969	\$ 215,753	\$ 221,682	\$ 227,779	\$ 234,043	\$ 240,474	\$ 247,093	\$ 253,879
0547-0	Assistant City Attorney 9125	HR	\$ 91.25	\$ 93.76	\$ 96.34	\$ 98.99	\$ 101.71	\$ 104.51	\$ 107.38	\$ 110.33	\$ 113.37	\$ 116.49	\$ 119.69	\$ 122.98	\$ 126.36	\$ 129.83	\$ 133.41
		BW	\$ 7,300.00	\$ 7,500.80	\$ 7,707.20	\$ 7,919.20	\$ 8,136.80	\$ 8,360.80	\$ 8,590.40	\$ 8,826.40	\$ 9,069.60	\$ 9,319.20	\$ 9,575.20	\$ 9,838.40	\$10,108.80	\$10,386.40	\$10,672.80
		YR	\$ 190,530	\$ 195,770	\$ 201,157	\$ 206,691	\$ 212,370	\$ 218,216	\$ 224,209	\$ 230,369	\$ 236,716	\$ 243,231	\$ 249,912	\$ 256,782	\$ 263,839	\$ 271,085	\$ 278,560

LETTER OF AGREEMENT  
LOS ANGELES CITY ATTORNEY ASSOCIATION (MOU 29)

**SALARY REOPENER**

Between January 2022 and April 2022, the parties engaged in the meet and confer process pursuant to the Salary Reopener Amendment to the 2019-2023 Memoranda of Understanding (MOU). This Letter of Agreement is the product and represents the conclusion of that meet and confer process in which the parties reached agreement, the terms of which are as follows:

1. Any bargaining unit member (“employee”) who is on active payroll status as of July 3, 2022, shall be paid a biweekly, Adds to Rate, non-pensionable bonus of three percent (3%) of the employee’s regular base rate of pay. The bonus shall:
  - a. Commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
  - b. Cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
2. The bonus shall be paid to an employee who is on active payroll status during the time period between (and inclusive of) July 3, 2022 through July 1, 2023.
3. The bonus shall be applied to an employee’s base rate of pay before any other bonus is applied, where applicable, i.e., a percent-based or premium level bonus. Other bonuses earned by an employee that are calculated on an employee’s base rate shall be calculated on top of this bonus, i.e., compounded.
4. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers to a classification different than the employee’s classification during the time period that the bonus is paid as specified above. i.e., the bonus is attached to the employee’s Form 41.

**FOR THE UNION:**



Joshua Geller, President  
Los Angeles City Attorneys Association

6/6/22  
Date

**FOR THE CITY:**



Matthew W. Szabo  
City Administrative Officer

6/9/2022  
Date

**MOU AMENDMENT NO. 1  
CITY ATTORNEYS BARGAINING UNIT (MOU 29)**


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first written above.

**FOR THE UNION:**

  
\_\_\_\_\_  
Joshua Geller, President  
Los Angeles City Attorneys Association

6/6/22  
Date

**FOR THE CITY:**

 FOR  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

6/9/2022  
Date

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
For the City Attorney


June 3, 2022  
Date

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

CF# 20-0331

Date: June 9, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer  FORSubject: **2019-2023 MEMORANDUM OF UNDERSTANDING FOR THE CITY ATTORNEYS BARGAINING UNIT (MOU 29) — TENTATIVE AGREEMENT AND MOU AMENDMENT NO. 1****RECOMMENDATION**

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

1. Approve the attached Tentative Agreement with Los Angeles City Attorneys Association (LACAA) representing the City Attorneys bargaining unit (MOU 29) regarding the salary reopener provisions contained in the 2019-2023 Memorandum Of Understanding (MOU);
2. Approve the attached Amendment No. 1 to MOU 29 that would codify the provisions of the attached Tentative Agreement; and
3. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

**SUMMARY**

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

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

As part of the February 2021 MOU amendment, LACAA agreed to defer two base wage increases (two percent from January 2021 to June 2022; and two percent from January 2022 to January 2023). The proposed Tentative Agreement provides a non-pensionable,

biweekly bonus of three percent (3%) of each eligible employee's regular base rate of pay. The bonus will commence on July 3, 2022, and will cease on July 1, 2023. On July 2, 2023, all base hourly rates for all classifications represented in MOU 29 shall be increased by three percent (3%).

**FISCAL IMPACT**

The General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$2.9MM in FY2022-23 and \$3.9MM FY2023-24.

*MWS:MCB:PAG:SAO:0722134*

Attachments