

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
MANAGEMENT ATTORNEYS REPRESENTATION UNIT (MOU NO. 32)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 32
made and entered into this ___ day of June 2022**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

THE LOS ANGELES CITY ATTORNEYS MANAGEMENT ASSOCIATION

July 1, 2019 – December 31, 2023

**MOU AMENDMENT NO. 1
MANAGEMENT ATTORNEYS BARGAINING UNIT (MOU 32)**

The Los Angeles City Attorneys Management 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. 32 shall remain in full force and effect during the term of the MOU.

MOU 32
Appendix F
Operative on July 2, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY	STEP	SALARY
0555-0	Chief Assistant City Attorney	10172	1	\$ 212,391	--	15	\$	310,464.00
0554-0	Senior Assistant City Attorney	9635	1	\$ 201,178	--	15	\$	294,115.00

APPENDIX F

MOU 32 - SALARIES EFFECTIVE July 2, 2023

CLASS CODE	CLASS/RANGE		1	2	3	4	5	6	7	8	9	10	11	12
0554-0	Senior Assistant City Attorney 9635	HR	\$ 96.35	\$ 99.00	\$ 101.72	\$ 104.52	\$ 107.39	\$ 110.34	\$ 113.38	\$ 116.50	\$ 119.70	\$ 122.99	\$ 126.37	\$ 129.83
		BW	\$ 7,708.00	\$ 7,920.00	\$ 8,137.60	\$ 8,361.60	\$ 8,591.20	\$ 8,827.20	\$ 9,070.40	\$ 9,320.00	\$ 9,576.00	\$ 9,839.20	\$ 10,109.60	\$ 10,386.40
		YR	\$ 201,178	\$ 206,712	\$ 212,391	\$ 218,237	\$ 224,230	\$ 230,389	\$ 236,737	\$ 243,252	\$ 249,933	\$ 256,803	\$ 263,860	\$ 271,085
0555-0	Chief Assistant City Attorney 10172	HR	\$ 101.72	\$ 104.52	\$ 107.39	\$ 110.34	\$ 113.37	\$ 116.49	\$ 119.69	\$ 122.98	\$ 126.36	\$ 129.83	\$ 133.40	\$ 137.00
		BW	\$ 8,137.60	\$ 8,361.60	\$ 8,591.20	\$ 8,827.20	\$ 9,069.60	\$ 9,319.20	\$ 9,575.20	\$ 9,838.40	\$ 10,108.80	\$ 10,386.40	\$ 10,672.00	\$ 10,966.40
		YR	\$ 212,391	\$ 218,237	\$ 224,230	\$ 230,389	\$ 236,716	\$ 243,231	\$ 249,912	\$ 256,782	\$ 263,839	\$ 271,085	\$ 278,539	\$ 286,200

LETTER OF AGREEMENT
MAN AGEMENT ATTORNEYS UNIT (MOU 32)

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:



Arturo A. Martinez
President

6/7/2022

Date

FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

6/9/2022

Date

**MOU AMENDMENT NO. 1
MANAGEMENT ATTORNEYS BARGAINING UNIT (MOU 32)**

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:



Arturo Martinez, President
Los Angeles City Attorney Management
Association

6/7/2022
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