

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 13, 2025

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **AMENDMENTS TO THE 2023-2028 MEMORANDA OF UNDERSTANDING (MOU) FOR BARGAINING UNITS 04, 14, AND 18 REPRESENTED BY SERVICE EMPLOYEE INTERNATIONAL UNION (C.F. [24-0427](#))**

RECOMMENDATIONS

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

1. Approve the attached Amendments to MOUs 04, 14, and 18 to add Targeted Local Hire and Bridge-to-Jobs Program classifications to the appropriate MOUs, and
2. Authorize the City Controller and the CAO to correct any clerical errors in the MOUs, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

On October 31, 2023, the City Council adopted Ordinances No. 188035 and No. 188034, which amended Schedule "A" of Section 4.61 of the Los Angeles Administrative Code (LAAC) to establish salaries for new Targeted Local Hire and Bridge-to-Jobs Program classifications. The classifications included Cement Finisher Worker Assistant, (Class Code 3359), Cement Finisher Worker Trainee (Class Code 3358), Mechanical Helper Assistant (Class Code 3770), Vocational Worker Mechanical Helper (Class Code 3113-H), Traffic Painter and Sign Poster Assistant (Class Code 3406), and Traffic Painter and Sign Poster Trainee (Class Code 3405).

On April 30, 2024, the City Council adopted Ordinance No. 188237, which amended Schedule "A" of Section 4.61 of the LAAC to establish salaries for Bridge-to-Jobs Program classifications of Security Officer Assistant (Class Code 3314) and Security Officer Trainee (Class Code 3313).

On October 28, 2024, the Employee Relations Board (ERB) signed the Decision and Order Amending Certification to approve the accretions of the Targeted Local Hire and Bridge-to-Jobs Program classifications into the respective MOUs for the targeted civil service classifications represented by the Service Employees International Union (SEIU) Local 721. The Certifications approved the accretion of Cement Finisher Worker Assistant (Class Code 3359), Cement Finisher Worker Trainee (Class Code 3358), Mechanical Helper Assistant (Class Code 3770), and Vocational Worker Mechanical Helper (Class Code 3113-H) into the Service and Crafts Representation Unit (MOU 14), Traffic Painter and Sign Poster Assistant (Class Code 3406) and Traffic Painter and Sign Poster Trainee (Class Code 3405) into the Equipment Operation and Labor Employees Representation Unit (MOU 04), and Security Officer Assistant (Class Code 3314) and Security Officer Trainee (Class Code 3313) into the Safety/Security Representation Unit (MOU 18).

In accordance with Article 1.7, Amendment of MOU to Include New Classes, of MOUs 04, 14, and 18, the CAO has provided the amendments attached hereto to accrete the classifications as approved by the ERB.

FISCAL IMPACT

The General Fund will not be impacted in FY2024-25 as Departments will hire employees into these classifications using existing vacant civil service position authorities.

MWS:PAG:PF:0725132

Attachments

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
EQUIPMENT OPERATION AND LABOR EMPLOYEES REPRESENTATION UNIT
(MOU #4)**

**AMENDMENT NO. 1 to the Memorandum of Understanding
made and entered into this 13th day of May, 2025**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

December 31, 2023 through December 23, 2028

MOU AMENDMENT NO. 1
EQUIPMENT OPERATION AND LABOR EMPLOYEES REPRESENTATION UNIT
(MOU #4)

The Service Employees International Union, Local 721, and the City of Los Angeles have reached agreement on the following MOU amendments.

The Appendices E – J of MOU 4, attached hereto, are amended to add the classifications and salaries for Traffic Painter and Sign Poster Assistant, Code 3406, and Traffic Painter and Sign Poster Trainee, Code 3405, which were accreted on October 28, 2024.

Appendix E (Operative October 20, 2024)

Class Code	Title	Range	Starting Step	Salary Rate
3406	Traffic Painter and Sign Poster Assistant*	2551	2	\$54,726 - \$80,033
3405	Traffic Painter and Sign Poster Trainee*	2551	2	\$54,726 - \$80,033

**Classes accreted on October 28, 2024*

Appendix F (Operative on June 29, 2025)

Class Code	Title	Range	Starting Step	Salary Rate
3406	Traffic Painter and Sign Poster Assistant	2653	2	\$56,918 - \$83,227
3405	Traffic Painter and Sign Poster Trainee	2653	2	\$56,918 - \$83,227

Appendix G (Operative on June 28, 2026)

Class Code	Title	Range	Starting Step	Salary Rate
3406	Traffic Painter and Sign Poster Assistant	2760	2	\$59,215 - \$86,568
3405	Traffic Painter and Sign Poster Trainee	2760	2	\$59,215 - \$86,568

Appendix H (Operative on June 27, 2027)

Class Code	Title	Range	Starting Step	Salary Rate
3406	Traffic Painter and Sign Poster Assistant	2843	2	\$60,990 - \$89,199
3405	Traffic Painter and Sign Poster Trainee	2843	2	\$60,990 - \$89,199

Appendix I (Operative on December 26, 2027)

Class Code	Title	Range	Starting Step	Salary Rate
3406	Traffic Painter and Sign Poster Assistant	2930	2	\$62,869 - \$91,872
3405	Traffic Painter and Sign Poster Trainee	2930	2	\$62,869 - \$91,872

Appendix J (Operative on June 25, 2028)

Class Code	Title	Range	Starting Step	Salary Rate
3406	Traffic Painter and Sign Poster Assistant	2987	2	\$64,080 - \$93,730
3405	Traffic Painter and Sign Poster Trainee	2987	2	\$64,080 - \$93,730

The following Salary Note is **amended** as follows:

- f-23 Any employee in the classification of Motor Sweeper Operator, Code 3585, Heavy Duty Truck Operator, Code 3584, Equipment Operator, Code 3525, Truck Operator, Code 3583, Maintenance & Construction Helper, Code 3115, Maintenance Laborer, Code 3112, Light Equipment Operator, Code 3523, and Street Services Worker I, II, and III, Code 4150-1, -2, -3, in the Bureau of Street Services who are regularly assigned by management to resurface and slurry crews shall receive additional pensionable compensation of one hundred and twenty dollars (\$120.00) bi-weekly or a non-pensionable fifteen dollars (\$15.00) per shift when assigned on a daily basis. This salary note expires effective March 23, 2024.

Effective March 24, 2024, salary note f-23 as shown above is replaced with the following:

Any employee in the classification of Motor Sweeper Operator, Code 3585, Heavy Duty Truck Operator, Code 3584, Equipment Operator, Code 3525, Truck Operator, Code 3583, Maintenance & Construction Helper, Code 3115, Maintenance Laborer, Code 3112, Maintenance Laborer Assistant, Code **3108** ~~3402~~, Vocational Worker Maintenance Laborer, Code 3113-M, Light Equipment Operator, Code 3523, and Street Services Worker I, II, and III, Code 4150- 1, - 2, - 3, in the Bureau of Street Services who are regularly assigned by management to resurface, slurry, and Pothole crews shall receive additional pensionable compensation of one hundred and twenty dollars (\$120.00) bi-weekly or a non-pensionable fifteen dollars (\$15.00) per shift when assigned on a daily basis.

All other salary notes remain unchanged.

The following Salary Notes are **added** as follows:

DEPARTMENT OF TRANSPORTATION – The following notes shall apply to employees within the Department of Transportation only:


- h-1** **Six persons employed in the class of Traffic Painter and Sign Poster I, Code 3421-1, when driving a high production, personnel transporting centerline and lane line street painting machine during actual painting operations more than 50 percent of the work shift in any one day shall be compensated at the second premium level rate above the appropriate step rate of the salary range prescribed for these classes. Traffic Painter and Sign Poster I positions regularly assigned to receive this compensation shall be entitled to receive this compensation when on authorized time off with pay. Employees eligible for compensation under the provisions of this note shall not be eligible for compensation concurrently provided for in the Department Personnel Ordinance.**
- h-2** **Two persons employed in the class of Traffic Painter and Sign Poster II, Code 3421-2, when assigned as crew chief of a high production, personnel transporting centerline and lane line street painting machine during actual painting operations or a hot thermoplastic pavement marking machine during actual marking operations more than 50 percent of the work shift in any one day shall be compensated at the second premium level rate above the appropriate step rate of the salary range prescribed for these classes. Traffic Painter and Sign Poster II positions regularly assigned to receive this compensation shall be entitled to receive this compensation when on authorized time off with pay. Employees eligible for compensation under the provisions of this note shall not be eligible for compensation concurrently provided for in the Department Personnel Ordinance.**

**MOU AMENDMENT NO. 1
EQUIPMENT OPERATION AND LABOR EMPLOYEES REPRESENTATION UNIT
(MOU #4)**

Except for the amendments specified herein, all other Articles and/or provisions of the 2023-2028 MOU No. 4 shall remain in full effect during the term of the December 31, 2023 through December 23, 2028, MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the 2023-2028 Memorandum of Understanding the day, month, and year first above written.

FOR THE UNION:




Jenita Igwealor
Regional Director, SEIU

4/11/25
Date



Simboa Wright
Bargaining Unit Chair, MOU 4


04-10-2025
Date



Steve Koffroth
Chief Negotiator, SEIU 721

4-7-25
Date

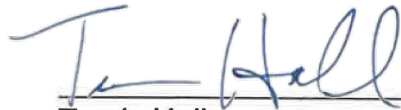
FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

5 / 13 / 2025
Date

Approved as to Form and Legality:



Travis Hall
Office of the City Attorney

May 1, 2025
Date