

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
SENIOR ADMINISTRATIVE AND ADMINISTRATIVE ANALYSTS UNIT (MOU NO. 61)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 61
made and entered into this 2nd day of December 2022**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

FISCAL AND POLICY PROFESSIONALS ASSOCIATION

June 23, 2019 – December 31, 2023

MOU AMENDMENT NO. 1
SENIOR ADMINISTRATIVE AND ADMINISTRATIVE ANALYSTS UNIT (MOU 61)

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

MOU 61, Article 6.5 (Additional Compensation) shall be amended, as follows:

The CAO shall have the authority and sole discretion to provide additional compensation to any employee in the amount of one to four premium levels (in premium-level increments) above the salary step to which the employee is so assigned. A decision by the CAO to remove such additional compensation (thereby returning an employee to his/her regular base pay rate for the step to which they are so assigned) shall not be grievable or arbitrable.

Effective January 1, 2023, any bargaining unit member who is regularly assigned to work for the Homelessness Initiative Group shall receive additional, regularly assigned compensation in the amount of two premium levels (5.5%) above the member's hourly base rate of pay. Assignment into or out of the Homelessness Initiative Group shall be at the sole discretion of the City Administrative Officer or their designee.

All additional compensation shall be an Adds To Rate and shall be pensionable.

The preamble to **Article 6.1 (SALARIES)** and the first section of **Article 6.1. B. (SALARY ADJUSTMENTS)** shall be amended, as follows:

ARTICLE 6.1 SALARIES

The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in the attached Salary Appendices. Effective October 13, 2019, Appendix B will represent a conversion of the 15-Step salary range program to a 12-Step salary range program for employees in this Unit.

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

Appendix A – Effective October 28, 2018

Appendix B – Effective October 13, 2019 (Structural Changes)

Appendix C – Effective January 19, 2020

Appendix D – Effective January 31, 2021; deferred to be effective on June 19, 2022

Appendix E – Effective January 1, 2023

Appendix F – Effective January 30, 2022; deferred to be effective on January 29, 2023

Appendix G – Effective June 19, 2022; deferred to be effective on June 18, 2023

Note: The operative dates for all Appendices coincide with the beginning of payroll periods.

**MOU AMENDMENT NO. 1
SENIOR ADMINISTRATIVE AND ADMINISTRATIVE ANALYSTS UNIT (MOU 61)**

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:



Soozy Rios Bellenot
Acting President

12/02/2022

Date

FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

12/2/2022

Date

Approved as to Form and Legality:



For the City Attorney

December 2, 2022

Date

B. SALARY ADJUSTMENTS

The following salary adjustments are reflected in appendices C-G above and apply to all Unit employees:

Effective January 19, 2020, the base hourly wages for all Unit employees shall be increased by 2.75%.

Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 11%.

Effective January 29, 2023, the base hourly wages for all Unit employees shall be increased by 2.0%.

Effective June 18, 2023, the base hourly wages for all Unit employees shall be increased by 1.50%.

Except for the Salary Note and Article specifically added or amended herein, all other Appendices, Articles and/or provisions of the 2019-2023 MOU No. 61 shall remain in full force and effect during the term of the MOU.

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Appendix E

Operative on January 1, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1590-0	Administrative Analyst	4079	2	\$ 87,508	--	12	\$ 127,931
1541-1	Senior Administrative Analyst I	5013	2	\$ 107,552	--	12	\$ 157,268
1541-2	Senior Administrative Analyst II	6202	2	\$ 133,068	--	12	\$ 194,538

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Appendix F

Operative on January 29, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY		STEP	SALARY
1590-0	Administrative Analyst	4161	2	\$ 89,262	--	12	\$ 130,500
1541-1	Senior Administrative Analyst I	5114	2	\$ 109,724	--	12	\$ 160,421
1541-2	Senior Administrative Analyst II	6327	2	\$ 135,740	--	12	\$ 198,422

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Appendix G

Operative on June 18, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1590-0	Administrative Analyst	4224	2	\$ 90,619	--	12	\$ 132,525
1541-1	Senior Administrative Analyst I	5191	2	\$ 111,373	--	12	\$ 162,864
1541-2	Senior Administrative Analyst II	6421	2	\$ 137,766	--	12	\$ 201,408