

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 26, 2025

To: Kenneth Mejia, Controller
Attn: James Robinson, Principal Deputy Controller

From: *Paul Anand for*
Matthew W. Szabo, City Administrative Officer

Subject: **TECHNICAL CORRECTIONS FOR THE 2023-2028 MEMORANDUM OF UNDERSTANDING FOR THE RECREATION ASSISTANT UNIT (MOU 07) (C.F. [24-0427](#))**

The 2023-2028 Memorandum of Understanding (MOU) between the City of Los Angeles and the American Federation of State, County and Municipal Employees (AFSCME), District Council 36, Local 741, AFL-CIO, for the Recreation Assistant Unit (MOU 07), contains the following technical errors that require technical correction.

TABLE OF CONTENTS

The Appendices section of the Table of Contents shall be updated to correct the operative dates listed for Appendices C-J. The new language is reflected in the **bold underlined** information displayed below.

CURRENT	CORRECTED
Appendix A – December 31, 2023	
Appendix B – March 24, 2024	
Appendix C – September 22, 2024	<u>Appendix C – April 21, 2024</u>
Appendix D – June 29, 2025	<u>Appendix D – September 22, 2024</u>
Appendix E – June 28, 2026	<u>Appendix E – October 20, 2024</u>
Appendix F – June 27, 2027	<u>Appendix F – June 29, 2025</u>
Appendix G – December 26, 2027	<u>Appendix G – June 28, 2026</u>
Appendix H – June 25, 2028	<u>Appendix H – June 27, 2027</u>
	<u>Appendix I – December 26, 2027</u>
	<u>Appendix J – June 25, 2028</u>

ARTICLE 5.1 SALARIES

The effective dates for salary appendices listed in Article 5.1, A. SALARY ADJUSTMENTS, subsections 2, 3, 4, 5, 6, and 7, are incorrect. The correct appendix titles are identified in **bold and underlined text** below.

2. Effective September 22, 2024, the base wages for all Unit classifications shall be increased by 3.0%, as illustrated in **Appendix D.**
3. Effective June 29, 2025, the base wages for all Unit classifications shall be increased by 4.0% after the increase provided in B.5 and B.6 below, as illustrated in **Appendix F.**
4. Effective June 28, 2026, the base wages for all Unit classifications shall be increased by 4.0% after the increase provided in B.7 and B.8 below, as illustrated in **Appendix G.**
5. Effective June 27, 2027, the base wages for all Unit classifications shall be increased by 3.0%, as illustrated in **Appendix H.**
6. Effective December 26, 2027, the base wages for all Unit classifications shall be increased by 3.0%, as illustrated in **Appendix I.**
7. Effective June 25, 2028, the base wages for all Unit classifications shall be increased by 2.0%, as illustrated in **Appendix J.**

ARTICLE 6.4 FAMILY ILLNESS

Effective January 1, 2024, the California Labor Code changed, incorporating new sick leave benefits for California employees, including but not limited to sick leave benefits for part-time intermittent employees. As such, Article 6.4 (FAMILY ILLNESS) contains outdated language that is inconsistent with California law and incorrectly states that family illness benefits do not apply to intermittent employees in MOU 07. The following **bolded and underlined** language in the text of Article 6.4 (FAMILY ILLNESS) below shall be **removed** from MOU 07.

ARTICLE 6.4 FAMILY ILLNESS

A half-time employee, as defined by in this MOU, shall qualify for and receive family illness benefits, provided, however, that pay for family illness shall be at the half-time rate. **Intermittent employees, as defined by in this MOU, shall not be entitled to family illness benefits.**

The aggregate number of working days allowed in any one calendar year with full pay shall not exceed 60 hours. The practice of allowance for leave for illness in the family shall be in accordance with Section 4.127 (Allowance for Leave for Illness in Family) of the LAAC. Upon the adoption of a child, an employee will be permitted to use 60 hours of family illness sick leave. Effective January 1, 2020, employees shall be permitted to use 75% sick time for family illness only after exhausting all 100% sick time.

The definition of “immediate family” shall include the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, foster child, grandparent, grandchild, great-grandparent, great-grandchild, stepparent, and stepchild of any employee of the City, the domestic partner of the employee, a household member (any person residing in the immediate household of the employee at the time of the illness or injury), a designated person (as defined and limited to Article 6.10(B)) and the following relatives of an employee’s domestic partner: child, grandchild, mother, father.

Any employee claiming a domestic partner for purposes of this Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee’s domestic partner.

SALARY APPENDICES

During MOU negotiations, agreement was reached to establish a minimum wage for classifications represented in this MOU. The minimum wage adjustment rates are progressive over time. Over the life of the contract, the minimum wage increases four times. The agreed upon minimum wage adjustment rates and corresponding dates are provided for in MOU 07, Article 5.1(B)(1)-(8) (attached hereto) and are illustrated in the chart below.

MOU 07 Minimum Wage Adjustments (Before Scheduled Base Wage Adjustments)	
Effective Date	Minimum Wage Amount
April 21, 2024	\$20.00
October 20, 2024	\$21.50
June 29, 2025	\$23.00
June 28, 2026	\$25.00

The Salary Appendices C-H inadvertently omitted the minimum wage adjustments. The corrected salary appendices are provided below.

Appendix C (Operative April 21, 2024)

	Class Code	Class Title	Salary Rate
Current:	2433-0	Art Instructor	\$35.28/HR
<u>Revised:</u>	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$34.25/HR</u>
Current:	2452-A	Art Instructor	\$21.72/HR
<u>Revised:</u>	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$21.09/HR</u>
Current:	2452-B	Art Instructor	\$25.18/HR
<u>Revised:</u>	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$24.45/HR</u>
Current:	2452-C	Art Instructor	\$28.65/HR
<u>Revised:</u>	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$27.82/HR</u>
Current:	2452-D	Art Instructor	\$32.26/HR
<u>Revised:</u>	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$31.32/HR</u>
Current:	0835-0	Day Camp Director I	\$22.68/HR
<u>Revised:</u>	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$22.02/HR</u>
Current:	0835-A	Day Camp Director II	\$25.18/HR
<u>Revised:</u>	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$24.45/HR</u>
Current:	0835-B	Day Camp Director II	\$27.09/HR
<u>Revised:</u>	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$26.30/HR</u>
Current:	0835-C	Day Camp Director II	\$29.30/HR
<u>Revised:</u>	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$28.45/HR</u>
Current:	0835-D	Day Camp Director II	\$31.49/HR
<u>Revised:</u>	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$30.57/HR</u>
Current:	2498-0	Recreation Assistant	\$20.79/HR
<u>Revised:</u>	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$20.18/HR</u>
Current:	2499-A	Recreation Instructor	\$21.72/HR
<u>Revised:</u>	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$21.09/HR</u>
Current:	2499-B	Recreation Instructor	\$25.18/HR
<u>Revised:</u>	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$24.25/HR</u>
Current:	2499-C	Recreation Instructor	\$28.65/HR
<u>Revised:</u>	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$27.82/HR</u>
Current:	2499-D	Recreation Instructor	\$32.26/HR
<u>Revised:</u>	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$31.32/HR</u>

Appendix D

(Operative September 22, 2024)

	Class Code	Class Title	Salary Rate
Current:	2433-0	Art Instructor	\$36.69/HR
<u>Revised:</u>	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$35.28/HR</u>
Current:	2452-A	Art Instructor	\$22.59/HR
<u>Revised:</u>	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$21.72/HR</u>
Current:	2452-B	Art Instructor	\$26.19/HR
<u>Revised:</u>	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$25.18/HR</u>
Current:	2452-C	Art Instructor	\$29.80/HR
<u>Revised:</u>	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$28.65/HR</u>
Current:	2452-D	Art Instructor	\$33.55/HR
<u>Revised:</u>	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$32.26/HR</u>
Current:	0835-0	Day Camp Director I	\$23.59/HR
<u>Revised:</u>	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$22.68/HR</u>
Current:	0835-A	Day Camp Director II	\$26.19/HR
<u>Revised:</u>	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$25.18/HR</u>
Current:	0835-B	Day Camp Director II	\$28.17/HR
<u>Revised:</u>	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$27.09/HR</u>
Current:	0835-C	Day Camp Director II	\$30.47/HR
<u>Revised:</u>	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$29.30/HR</u>
Current:	0835-D	Day Camp Director II	\$31.49/HR
<u>Revised:</u>	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$20.79/HR</u>
Current:	2498-0	Recreation Assistant	\$21.62HR
<u>Revised:</u>	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$20.79/HR</u>
Current:	2499-A	Recreation Instructor	\$22.59/HR
<u>Revised:</u>	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$21.72/HR</u>
Current:	2499-B	Recreation Instructor	\$26.19/HR
<u>Revised:</u>	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$25.18/HR</u>
Current:	2499-C	Recreation Instructor	\$29.80/HR
<u>Revised:</u>	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$28.65/HR</u>
Current:	2499-D	Recreation Instructor	\$33.55/HR
<u>Revised:</u>	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$32.26/HR</u>

Appendix E

(Operative October 20, 2024)

	Class Code	Class Title	Salary Rate
Current:	2433-0	Art Instructor	\$38.16/HR
Revised:	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$35.28/HR</u>
Current:	2452-A	Art Instructor	\$23.49/HR
Revised:	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$21.72/HR</u>
Current:	2452-B	Art Instructor	\$27.24/HR
Revised:	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$25.18/HR</u>
Current:	2452-C	Art Instructor	\$30.99/HR
Revised:	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$28.65/HR</u>
Current:	2452-D	Art Instructor	\$34.89/HR
Revised:	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$32.26/HR</u>
Current:	0835-0	Day Camp Director I	\$24.53/HR
Revised:	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$22.68/HR</u>
Current:	0835-A	Day Camp Director II	\$27.24/HR
Revised:	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$25.18/HR</u>
Current:	0835-B	Day Camp Director II	\$29.30/HR
Revised:	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$27.09/HR</u>
Current:	0835-C	Day Camp Director II	\$31.69/HR
Revised:	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$29.30HR</u>
Current:	0835-D	Day Camp Director II	\$34.06/HR
Revised:	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$31.49/HR</u>
Current:	2498-0	Recreation Assistant	\$22.48/HR
Revised:	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$21.50/HR</u>
Current:	2499-A	Recreation Instructor	\$23.49/HR
Revised:	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$21.72/HR</u>
Current:	2499-B	Recreation Instructor	\$27.24/HR
Revised:	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$25.18/HR</u>
Current:	2499-C	Recreation Instructor	\$30.99/HR
Revised:	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$28.65/HR</u>
Current:	2499-D	Recreation Instructor	\$34.89/HR
Revised:	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$32.26/HR</u>

Appendix F

(Operative June 29, 2025)

	Class Code	Class Title	Salary Rate
Current:	2433-0	Art Instructor	\$39.30/HR
<u>Revised:</u>	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$36.69/HR</u>
Current:	2452-A	Art Instructor	\$24.19/HR
<u>Revised:</u>	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$23.92/HR</u>
Current:	2452-B	Art Instructor	\$28.06/HR
<u>Revised:</u>	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$26.19/HR</u>
Current:	2452-C	Art Instructor	\$31.92/HR
<u>Revised:</u>	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$29.80/HR</u>
Current:	2452-D	Art Instructor	\$35.94/HR
<u>Revised:</u>	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$33.55/HR</u>
Current:	0835-0	Day Camp Director I	\$25.27/HR
<u>Revised:</u>	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$23.59/HR</u>
Current:	0835-A	Day Camp Director II	\$28.06/HR
<u>Revised:</u>	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$26.19/HR</u>
Current:	0835-B	Day Camp Director II	\$30.18/HR
<u>Revised:</u>	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$28.17/HR</u>
Current:	0835-C	Day Camp Director II	\$32.64/HR
<u>Revised:</u>	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$30.47/HR</u>
Current:	0835-D	Day Camp Director II	\$35.08/HR
<u>Revised:</u>	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$32.75/HR</u>
Current:	2498-0	Recreation Assistant	\$23.15/HR
<u>Revised:</u>	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$23.92/HR</u>
Current:	2499-A	Recreation Instructor	\$24.19/HR
<u>Revised:</u>	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$23.92/HR</u>
Current:	2499-B	Recreation Instructor	\$28.06/HR
<u>Revised:</u>	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$26.19/HR</u>
Current:	2499-C	Recreation Instructor	\$31.92/HR
<u>Revised:</u>	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$29.80/HR</u>
Current:	2499-D	Recreation Instructor	\$35.94/HR
<u>Revised:</u>	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$33.55/HR</u>

Appendix G

(Operative June 28, 2026)

	Class Code	Class Title	Salary Rate
Current:	2433-0	Art Instructor	\$40.48/HR
<u>Revised:</u>	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$38.16/HR</u>
Current:	2452-A	Art Instructor	\$24.92/HR
<u>Revised:</u>	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$26.00/HR</u>
Current:	2452-B	Art Instructor	\$28.90/HR
<u>Revised:</u>	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$27.24/HR</u>
Current:	2452-C	Art Instructor	\$32.88/HR
<u>Revised:</u>	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$30.99/HR</u>
Current:	2452-D	Art Instructor	\$37.02/HR
<u>Revised:</u>	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$34.89/HR</u>
Current:	0835-0	Day Camp Director I	\$26.03/HR
<u>Revised:</u>	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$26.00/HR</u>
Current:	0835-A	Day Camp Director II	\$28.90/HR
<u>Revised:</u>	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$27.24/HR</u>
Current:	0835-B	Day Camp Director II	\$31.09/HR
<u>Revised:</u>	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$29.30/HR</u>
Current:	0835-C	Day Camp Director II	\$33.62/HR
<u>Revised:</u>	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$31.69/HR</u>
Current:	0835-D	Day Camp Director II	\$36.13/HR
<u>Revised:</u>	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$34.06/HR</u>
Current:	2498-0	Recreation Assistant	\$23.84/HR
<u>Revised:</u>	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$26.00/HR</u>
Current:	2499-A	Recreation Instructor	\$24.92/HR
<u>Revised:</u>	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$26.00/HR</u>
Current:	2499-B	Recreation Instructor	\$28.90/HR
<u>Revised:</u>	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$27.24/HR</u>
Current:	2499-C	Recreation Instructor	\$32.88/HR
<u>Revised:</u>	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$30.99/HR</u>
Current:	2499-D	Recreation Instructor	\$37.02/HR
<u>Revised:</u>	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$34.89/HR</u>

Appendix H

(Operative June 27, 2027)

	Class Code	Class Title	Salary Rate
Current:	2433-0	Art Instructor	\$41.29/HR
Revised:	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$39.30/HR</u>
Current:	2452-A	Art Instructor	\$25.42/HR
Revised:	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$26.78/HR</u>
Current:	2452-B	Art Instructor	\$29.48/HR
Revised:	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$28.06/HR</u>
Current:	2452-C	Art Instructor	\$33.54/HR
Revised:	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$31.92/HR</u>
Current:	2452-D	Art Instructor	\$37.76/HR
Revised:	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$35.94/HR</u>
Current:	0835-0	Day Camp Director I	\$26.55/HR
Revised:	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$26.78/HR</u>
Current:	0835-A	Day Camp Director II	\$29.48/HR
Revised:	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$28.06/HR</u>
Current:	0835-B	Day Camp Director II	\$31.71/HR
Revised:	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$30.18/HR</u>
Current:	0835-C	Day Camp Director II	\$34.29/HR
Revised:	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$32.64/HR</u>
Current:	0835-D	Day Camp Director II	\$36.85/HR
Revised:	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$35.08/HR</u>
Current:	2498-0	Recreation Assistant	\$24.32/HR
Revised:	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$26.78/HR</u>
Current:	2499-A	Recreation Instructor	\$25.42/HR
Revised:	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$26.78/HR</u>
Current:	2499-B	Recreation Instructor	\$29.48/HR
Revised:	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$28.06/HR</u>
Current:	2499-C	Recreation Instructor	\$33.54/HR
Revised:	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$31.92/HR</u>
Current:	2499-D	Recreation Instructor	\$37.76/HR
Revised:	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$35.94/HR</u>

Additionally, due to the specific time frame set forth in MOU 7 for minimum wage adjustments, two Appendices have also been added to the MOU, Appendix I and Appendix J. The added salary appendices are as follows:

Appendix I (Operative December 26, 2027)

	Class Code	Class Title	Salary Rate
<u>Added:</u>	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$40.48/HR</u>
<u>Added:</u>	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$27.58/HR</u>
<u>Added:</u>	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$28.90/HR</u>
<u>Added:</u>	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$32.88/HR</u>
<u>Added:</u>	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$37.02/HR</u>
<u>Added:</u>	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$27.58/HR</u>
<u>Added:</u>	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$28.90/HR</u>
<u>Added:</u>	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$31.09/HR</u>
<u>Added:</u>	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$33.62/HR</u>
<u>Added:</u>	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$36.13/HR</u>
<u>Added:</u>	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$27.58/HR</u>
<u>Added:</u>	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$27.58/HR</u>
<u>Added:</u>	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$28.90/HR</u>
<u>Added:</u>	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$32.88/HR</u>
<u>Added:</u>	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$37.02/HR</u>

Appendix J (Operative June 25, 2028)

	Class Code	Class Title	Salary Rate
<u>Added:</u>	<u>2433-0</u>	<u>Art Instructor</u>	<u>\$41.29/HR</u>
<u>Added:</u>	<u>2452-A</u>	<u>Art Instructor</u>	<u>\$28.13/HR</u>
<u>Added:</u>	<u>2452-B</u>	<u>Art Instructor</u>	<u>\$29.48/HR</u>
<u>Added:</u>	<u>2452-C</u>	<u>Art Instructor</u>	<u>\$33.54/HR</u>
<u>Added:</u>	<u>2452-D</u>	<u>Art Instructor</u>	<u>\$37.76/HR</u>
<u>Added:</u>	<u>0835-0</u>	<u>Day Camp Director I</u>	<u>\$28.13/HR</u>
<u>Added:</u>	<u>0835-A</u>	<u>Day Camp Director II</u>	<u>\$29.48/HR</u>
<u>Added:</u>	<u>0835-B</u>	<u>Day Camp Director II</u>	<u>\$31.71/HR</u>
<u>Added:</u>	<u>0835-C</u>	<u>Day Camp Director II</u>	<u>\$34.29/HR</u>
<u>Added:</u>	<u>0835-D</u>	<u>Day Camp Director II</u>	<u>\$36.85/HR</u>
<u>Added:</u>	<u>2498-0</u>	<u>Recreation Assistant</u>	<u>\$28.13/HR</u>
<u>Added:</u>	<u>2499-A</u>	<u>Recreation Instructor</u>	<u>\$28.13/HR</u>
<u>Added:</u>	<u>2499-B</u>	<u>Recreation Instructor</u>	<u>\$29.48/HR</u>
<u>Added:</u>	<u>2499-C</u>	<u>Recreation Instructor</u>	<u>\$33.54/HR</u>
<u>Added:</u>	<u>2499-D</u>	<u>Recreation Instructor</u>	<u>\$37.76/HR</u>

All other provisions of the MOU shall remain unchanged.

Please direct questions to Terra Messina at terra.messina@lacity.org.

MWS:MCB:PAG:TTM:0725126

c: Daniel Quach, Controller's Office
Lori Condinus, AFSCME District Council 36
Karla Salazar, AFSCME District Council 36
Isophine Atkinson, WD Compensation, CAO

MOU 07
Appendix C
Operative on April 21, 2024

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 34.25 /HR
2452-A	Art Instructor	\$ 21.09 /HR
2452-B	Art Instructor	\$ 24.45 /HR
2452-C	Art Instructor	\$ 27.82 /HR
2452-D	Art Instructor	\$ 31.32 /HR
0835-0	Day Camp Director I	\$ 22.02 /HR
0835-A	Day Camp Director II	\$ 24.45 /HR
0835-B	Day Camp Director II	\$ 26.30 /HR
0835-C	Day Camp Director II	\$ 28.45 /HR
0835-D	Day Camp Director II	\$ 30.57 /HR
2498-0	Recreation Assistant	\$ 20.18 /HR
2499-A	Recreation Instructor	\$ 21.09 /HR
2499-B	Recreation Instructor	\$ 24.45 /HR
2499-C	Recreation Instructor	\$ 27.82 /HR
2499-D	Recreation Instructor	\$ 31.32 /HR

MOU 07

Appendix D

Operative on September 22, 2024

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 35.28 /HR
2452-A	Art Instructor	\$ 21.72 /HR
2452-B	Art Instructor	\$ 25.18 /HR
2452-C	Art Instructor	\$ 28.65 /HR
2452-D	Art Instructor	\$ 32.26 /HR
0835-0	Day Camp Director I	\$ 22.68 /HR
0835-A	Day Camp Director II	\$ 25.18 /HR
0835-B	Day Camp Director II	\$ 27.09 /HR
0835-C	Day Camp Director II	\$ 29.30 /HR
0835-D	Day Camp Director II	\$ 31.49 /HR
2498-0	Recreation Assistant	\$ 20.79 /HR
2499-A	Recreation Instructor	\$ 21.72 /HR
2499-B	Recreation Instructor	\$ 25.18 /HR
2499-C	Recreation Instructor	\$ 28.65 /HR
2499-D	Recreation Instructor	\$ 32.26 /HR

MOU 07
Appendix E
Operative on October 20, 2024

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 35.28 /HR
2452-A	Art Instructor	\$ 21.72 /HR
2452-B	Art Instructor	\$ 25.18 /HR
2452-C	Art Instructor	\$ 28.65 /HR
2452-D	Art Instructor	\$ 32.26 /HR
0835-0	Day Camp Director I	\$ 22.68 /HR
0835-A	Day Camp Director II	\$ 25.18 /HR
0835-B	Day Camp Director II	\$ 27.09 /HR
0835-C	Day Camp Director II	\$ 29.30 /HR
0835-D	Day Camp Director II	\$ 31.49 /HR
2498-0	Recreation Assistant	\$ 21.50 /HR
2499-A	Recreation Instructor	\$ 21.72 /HR
2499-B	Recreation Instructor	\$ 25.18 /HR
2499-C	Recreation Instructor	\$ 28.65 /HR
2499-D	Recreation Instructor	\$ 32.26 /HR

MOU 07

Appendix F

Operative on June 29, 2025

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 36.69 /HR
2452-A	Art Instructor	\$ 23.92 /HR
2452-B	Art Instructor	\$ 26.19 /HR
2452-C	Art Instructor	\$ 29.80 /HR
2452-D	Art Instructor	\$ 33.55 /HR
0835-0	Day Camp Director I	\$ 23.59 /HR
0835-A	Day Camp Director II	\$ 26.19 /HR
0835-B	Day Camp Director II	\$ 28.17 /HR
0835-C	Day Camp Director II	\$ 30.47 /HR
0835-D	Day Camp Director II	\$ 32.75 /HR
2498-0	Recreation Assistant	\$ 23.92 /HR
2499-A	Recreation Instructor	\$ 23.92 /HR
2499-B	Recreation Instructor	\$ 26.19 /HR
2499-C	Recreation Instructor	\$ 29.80 /HR
2499-D	Recreation Instructor	\$ 33.55 /HR

MOU 07
Appendix G
Operative on June 28, 2026

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 38.16 /HR
2452-A	Art Instructor	\$ 26.00 /HR
2452-B	Art Instructor	\$ 27.24 /HR
2452-C	Art Instructor	\$ 30.99 /HR
2452-D	Art Instructor	\$ 34.89 /HR
0835-0	Day Camp Director I	\$ 26.00 /HR
0835-A	Day Camp Director II	\$ 27.24 /HR
0835-B	Day Camp Director II	\$ 29.30 /HR
0835-C	Day Camp Director II	\$ 31.69 /HR
0835-D	Day Camp Director II	\$ 34.06 /HR
2498-0	Recreation Assistant	\$ 26.00 /HR
2499-A	Recreation Instructor	\$ 26.00 /HR
2499-B	Recreation Instructor	\$ 27.24 /HR
2499-C	Recreation Instructor	\$ 30.99 /HR
2499-D	Recreation Instructor	\$ 34.89 /HR

MOU 07
Appendix H
Operative on June 27, 2027

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 39.30 /HR
2452-A	Art Instructor	\$ 26.78 /HR
2452-B	Art Instructor	\$ 28.06 /HR
2452-C	Art Instructor	\$ 31.92 /HR
2452-D	Art Instructor	\$ 35.94 /HR
0835-0	Day Camp Director I	\$ 26.78 /HR
0835-A	Day Camp Director II	\$ 28.06 /HR
0835-B	Day Camp Director II	\$ 30.18 /HR
0835-C	Day Camp Director II	\$ 32.64 /HR
0835-D	Day Camp Director II	\$ 35.08 /HR
2498-0	Recreation Assistant	\$ 26.78 /HR
2499-A	Recreation Instructor	\$ 26.78 /HR
2499-B	Recreation Instructor	\$ 28.06 /HR
2499-C	Recreation Instructor	\$ 31.92 /HR
2499-D	Recreation Instructor	\$ 35.94 /HR

MOU 07

Appendix I

Operative on December 26, 2027

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 40.48 /HR
2452-A	Art Instructor	\$ 27.58 /HR
2452-B	Art Instructor	\$ 28.90 /HR
2452-C	Art Instructor	\$ 32.88 /HR
2452-D	Art Instructor	\$ 37.02 /HR
0835-0	Day Camp Director I	\$ 27.58 /HR
0835-A	Day Camp Director II	\$ 28.90 /HR
0835-B	Day Camp Director II	\$ 31.09 /HR
0835-C	Day Camp Director II	\$ 33.62 /HR
0835-D	Day Camp Director II	\$ 36.13 /HR
2498-0	Recreation Assistant	\$ 27.58 /HR
2499-A	Recreation Instructor	\$ 27.58 /HR
2499-B	Recreation Instructor	\$ 28.90 /HR
2499-C	Recreation Instructor	\$ 32.88 /HR
2499-D	Recreation Instructor	\$ 37.02 /HR

MOU 07
Appendix J
Operative on June 25, 2028

CLASS CODE	TITLE	SALARY
2433-0	Art Instructor	\$ 41.29 /HR
2452-A	Art Instructor	\$ 28.13 /HR
2452-B	Art Instructor	\$ 29.48 /HR
2452-C	Art Instructor	\$ 33.54 /HR
2452-D	Art Instructor	\$ 37.76 /HR
0835-0	Day Camp Director I	\$ 28.13 /HR
0835-A	Day Camp Director II	\$ 29.48 /HR
0835-B	Day Camp Director II	\$ 31.71 /HR
0835-C	Day Camp Director II	\$ 34.29 /HR
0835-D	Day Camp Director II	\$ 36.85 /HR
2498-0	Recreation Assistant	\$ 28.13 /HR
2499-A	Recreation Instructor	\$ 28.13 /HR
2499-B	Recreation Instructor	\$ 29.48 /HR
2499-C	Recreation Instructor	\$ 33.54 /HR
2499-D	Recreation Instructor	\$ 37.76 /HR