

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING  
REGARDING THE SERVICE EMPLOYEES REPRESENTATION UNIT  
(MOU 15)**

**This AMENDMENT NO. 1 to the Service Employees Representation Unit  
Memorandum of Understanding No. 15 is made and entered into  
this 24<sup>th</sup> day of August, 2023.**

**BY AND BETWEEN THE**

**CITY OF LOS ANGELES**

**AND THE**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

**JANUARY 1, 2023 – DECEMBER 30, 2023**

**AMENDMENT NO. 1  
SERVICE EMPLOYEES REPRESENTATION UNIT (MOU 15)**

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

The following Article 5.10 Salaries is **amended** as follows:

**ARTICLE 5.10 SALARIES**

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

Appendix A – January 1, 2023

**Appendix B – July 2, 2023**

**A. SALARY STEPS**

1. a. Employees hired into Targeted Local Hire Program (TLHP) positions shall be hired at Step 1 and shall remain on Step 1 for the duration of a twelve (12) month probationary period. TLHP position hourly wages will begin one (1) premium level below the entry level of the targeted Civil Service classification which will not be below ~~fifteen dollars (\$15.00) per hour~~ **the City's Minimum Wage per hour.**

Notwithstanding the language above, any TLHP classification that begins the Program on a step other than Step 1 shall be identified in the Salary Appendices.

**I. MINIMUM SALARY FOR SENIOR CUSTODIAN**

- 1. Effective July 2, 2023, any Senior Custodian I, Code 3157-1, hired on or after July 2, 2023, shall be placed on step 5 of the salary range assigned to Senior Custodian I, as reflected in Appendix B.**
- 2. Effective July 2, 2023, any Senior Custodian II, Code 3157-2, hired on or after July 2, 2023, shall be placed on step 5 of the salary range assigned to Senior Custodian II, as reflected in Appendix B.**
- 3. Effective July 2, 2023, any Senior Custodian I, Code 3157-1, who is on salary step 2, 3, or 4 shall be reassigned to salary step 5. The employees shall retain their step anniversary date.**

- 4. Effective July 2, 2023, any Senior Custodian II, Code 3157-2, who is on salary step 2, 3, or 4 shall be reassigned to salary step 5. The employees shall retain their step anniversary date.**

All other provisions of Article 5.10 remain unchanged.

The following Salary Notes H-6 is **amended** as follows:

- H-6 ~~Employees in the Department and classifications listed below Pursuant to information provided in the table below, any bargaining unit member employed in a classification and department who meets the consecutive months of completed service requirement shall receive a non-pensionable longevity bonus, as follows:-~~

Effective January 19, 2020:

<b><u>Biweekly Retention Pay for MOU 15 Classifications Employed by the Los Angeles World Airports (LAWA)</u></b>					
<b><u>Effective Date</u></b>	<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Department</u></b>	<b><u>Required Consecutive Months of Completed Service</u></b>	<b><u>Per Pay Period</u></b>
<b><u>January 19, 2020</u></b>	<b><u>3156-A</u></b>	Custodian	LAWA	12	\$25.00
<b><u>January 19, 2020</u></b>	<b><u>3157-A</u></b>	Senior Custodian	LAWA	12	\$25.00
<b><u>January 19, 2020</u></b>	<b><u>3173-A</u></b>	Window Cleaner	LAWA	12	\$25.00
<b><u>July 2, 2023</u></b>	<b><u>3174-A</u></b>	<b><u>Senior Window Cleaner</u></b>	<b><u>LAWA</u></b>	<b><u>12</u></b>	<b><u>\$25.00</u></b>

~~Any employee who leaves the classifications listed and/or Department are no longer entitled to receive the above additional compensation.~~

**A break in service from the qualifying classification and/or department shall disqualify a bargaining unit member from receiving the additional compensation identified in the table above. If a bargaining unit member who receives additional compensation under this salary note leaves employment in the qualifying classification and/or department and subsequently resumes employment in the qualifying classification and department, the bargaining unit member shall be required to serve a new consecutive twelve-month qualifying period in order to be eligible for the additional compensation.**

Effective January 17, 2021:

<b>Biweekly Retention Pay for MOU 15 Classifications Employed by the Los Angeles World Airports (LAWA)</b>					
<b>Effective Date</b>	<b>Class Code</b>	<b>Class Title</b>	<b>Department</b>	<b>Required Consecutive Months of Completed Service</b>	<b>Per Pay Period</b>
<u>January 17, 2021</u>	3156-A	Custodian	LAWA	60	\$25.00
<u>January 17, 2021</u>	3157-A	Senior Custodian	LAWA	60	\$25.00
<u>January 17, 2021</u>	3173-A	Window Cleaner	LAWA	60	\$25.00
<u>July 2, 2023</u>	<u>3174-A</u>	<u>Senior Window Cleaner</u>	<u>LAWA</u>	<u>60</u>	<u>\$25.00</u>

~~Any employee who leaves the classifications listed and/or Department are no longer entitled to receive the above additional compensation.~~

**A break in service from the qualifying classification and/or department shall disqualify a bargaining unit member from receiving the additional compensation identified in the table above. If a bargaining unit member who receives additional compensation under this salary note leaves employment in the qualifying classification and/or department and subsequently resumes employment in the qualifying classification and department, the bargaining unit member shall be required to serve a new consecutive sixty-month qualifying period in order to be eligible for the additional compensation.**

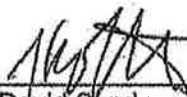
All other Salary Notes remain unchanged.

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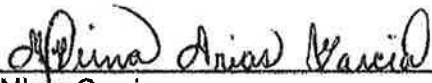
Except for the amendments specified herein, all other Articles and/or provisions of the 2023, MOU No. 15 shall remain in full force and effect during the term of the January 1, 2023 – December 30, 2023, MOU.

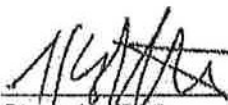
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the MOU No. 15, the day, month, and year first written above.

**FOR THE UNION:**


  
\_\_\_\_\_  
for David Sanders  
Regional Director, SEIU

8/14/23  
Date

  
\_\_\_\_\_  
Mirna Garcia  
Bargaining Unit Chair, MOU 15

  
\_\_\_\_\_  
Steve Koffroth  
Chief Negotiator, SEIU 721

**FOR THE CITY:**

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

August 24, 2023  
Date

**As to Form and Legality:**

  
\_\_\_\_\_  
Office of the City Attorney

8/7/2023  
Date