

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING  
SUPERVISORY ADMINISTRATIVE UNIT (MOU NO. 20)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 20  
made and entered into this 9th day of June 2022**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND**

**THE ENGINEERS AND ARCHITECTS ASSOCIATION**

**June 23, 2019 – December 31, 2023**

**MOU AMENDMENT NO. 1  
SUPERVISORY ADMINISTRATIVE UNIT (MOU 20)**

The Engineers and Architects Association and the City of Los Angeles have reached agreement on the following MOU amendments.

The preamble to **Article 6.1 (SALARIES)** and the first section of **Article 6.1. B. (SALARY ADJUSTMENTS)** is 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 July 7, 2019, Appendix C 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 – June 23, 2019
- Appendix B – October 28, 2018
- Appendix C – July 7, 2019 (Specials and Structural Changes)
- Appendix D – January 19, 2020
- Appendix E – January 31, 2021; deferred to be effective on June 19, 2022
- Appendix F – January 30, 2022; deferred to be effective on January 29, 2023
- Appendix G – June 19, 2022; deferred to be effective on June 18, 2023
- Appendix H – July 2, 2023**

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

**B.        SALARY ADJUSTMENTS**

The following salary adjustments are reflected in appendices B-G above and apply to all Unit employees (salary range, flat-rate, and fixed-step [do not move on a salary range]):

Effective October 28, 2018, the base hourly wages for all Unit employees shall be increased by 2.9%.

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 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%.

**Effective July 2, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.**

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2019-2023 MOU No. 20 shall remain in full force and effect during the term of the MOU.

**MOU 20**  
**Appendix H**  
**Operative on July 2, 2023**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1119-1	Accounting Records Supervisor I	2969	2	\$ 63,704	--	12	\$ 93,145.00
1119-2	Accounting Records Supervisor II	3494	2	\$ 74,959	--	12	\$ 109,599.00
2419-0	Aquatic Director	3469	7	\$ 92,477	--	12	\$ 108,805.00
2423-1	Aquatic Facility Manager I	2628	2	\$ 56,376	--	12	\$ 82,434.00
2423-2	Aquatic Facility Manager II	2926	2	\$ 62,765	--	12	\$ 91,788.00
2423-3	Aquatic Facility Manager III	3258	8	\$ 91,725	--	12	\$ 102,228.00
2478-1	Art Center Director I	2986	2	\$ 64,059	--	12	\$ 93,667.00
2478-2	Art Center Director II	3453	2	\$ 74,082	--	12	\$ 108,346.00
2478-3	Art Center Director III	4293	2	\$ 92,101	--	12	\$ 134,655.00
2455-1	Arts Manager I	3212	2	\$ 68,904	--	12	\$ 100,766.00
2455-2	Arts Manager II	3780	2	\$ 81,097	--	12	\$ 118,577.00
2455-3	Arts Manager III	4440	2	\$ 95,254	--	12	\$ 139,290.00
2397-0	Banning Residence Museum Director	3526	2	\$ 75,648	--	12	\$ 110,601.00
1203-0	Benefits Specialist	2969	2	\$ 63,704	--	12	\$ 93,145.00
1253-0	Chief Clerk	3544	2	\$ 76,024	--	12	\$ 111,206.00
0591-0	Chief Clerk City Attorney	3544	2	\$ 76,024	--	12	\$ 111,206.00
1249-0	Chief Clerk Police	3923	2	\$ 84,167	--	12	\$ 123,066.00
1466-0	Chief Communications Operator	3321	2	\$ 71,242	--	12	\$ 104,128.00
1180-0	Chief Demand Auditor	4108	2	\$ 88,134	--	12	\$ 128,850.00
0548-0	City Attorney Chief Investigator	3934	2	\$ 84,396	--	12	\$ 123,379.00
0537-0	City Attorney Senior Accountant	3669	2	\$ 78,717	--	12	\$ 115,090.00
0539-0	City Attorney Senior Systems Analyst I	4411	2	\$ 94,628	--	12	\$ 138,371.00
0540-0	City Attorney Senior Systems Analyst II	5476	2	\$ 117,491	--	12	\$ 171,717.00
2500-0	Community Program Director	4513	2	\$ 96,820	--	12	\$ 141,608.00
1434-0	Data Entry Supervisor	2490	2	\$ 53,411	--	12	\$ 78,112.00
1702-1	Emergency Management Coordinator I	4440	2	\$ 95,254	--	12	\$ 139,290.00
1702-2	Emergency Management Coordinator II	5497	2	\$ 117,930	--	12	\$ 172,427.00
9148-0	Finance Administrative Coordinator	4443	2	\$ 95,317	--	12	\$ 139,394.00
1549-1	Financial Analyst I	3763	2	\$ 80,722	--	12	\$ 118,055.00
1549-2	Financial Analyst II	4331	2	\$ 92,916	--	12	\$ 135,824.00
1555-1	Fiscal Systems Specialist I	4714	2	\$ 101,142	--	12	\$ 147,872.00
1555-2	Fiscal Systems Specialist II	5508	2	\$ 118,159	--	12	\$ 172,719.00
2479-1	Golf Starter Supervisor I	2556	2	\$ 54,830	--	12	\$ 80,179.00
2479-2	Golf Starter Supervisor II	3165	2	\$ 67,901	--	12	\$ 99,242.00
2459-0	Junior Arts Center Director	4296	2	\$ 92,164	--	12	\$ 134,780.00
1125-1	Mail & Messger Supervisor I	2556	2	\$ 54,830	--	12	\$ 80,179.00

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1125-2	Mail & Messger Supervisor II	2846	2	\$ 61,053	--	12	\$ 89,282.00
2404-0	Marine Aquarium Administrator	4664	2	\$ 100,056	--	12	\$ 146,306.00
2402-0	Marine Aquarium Exhibit Director	3547	2	\$ 76,107	--	12	\$ 111,269.00
2403-0	Marine Aquarium Program Director	3547	2	\$ 76,107	--	12	\$ 111,269.00
2407-0	Maritime Museum Curator	2840	2	\$ 60,927	--	12	\$ 89,053.00
2406-0	Maritime Museum Director	3527	2	\$ 75,669	--	12	\$ 110,622.00
1120-0	Medical Records Supervisor	3165	2	\$ 67,901	--	12	\$ 99,242.00
2426-0	Park Services Supervisor	3547	2	\$ 76,107	--	12	\$ 111,269.00
9130-0	Parking Systems Coordinator	5508	2	\$ 118,159	--	12	\$ 172,719.00
1170-0	Payroll Supervisor	3634	2	\$ 77,965	--	12	\$ 114,004.00
2449-0	Performance Arts Director	4197	2	\$ 90,034	--	12	\$ 131,648.00
2430-1	Performance Arts Program Coordinator I	2829	2	\$ 60,698	--	12	\$ 88,781.00
2430-2	Performance Arts Program Coordinator II	3340	2	\$ 71,660	--	12	\$ 104,754.00
1129-0	Personnel Records Supervisor	3165	2	\$ 67,901	--	12	\$ 99,242.00
1525-1	Principal Accountant I	4269	2	\$ 91,579	--	12	\$ 133,903.00
1525-2	Principal Accountant II	4504	2	\$ 96,632	--	12	\$ 141,274.00
9176-0	Principal Administrative Assistant	3202	2	\$ 68,695	--	12	\$ 100,453.00
1201-0	Principal Clerk	2969	2	\$ 63,704	--	12	\$ 93,145.00
0589-0	Principal Clerk City Attorney I	3001	2	\$ 64,393	--	12	\$ 94,168.00
0578-0	Principal Clerk City Attorney II	3544	2	\$ 76,024	--	12	\$ 111,206.00
1171-0	Principal Clerk Personnel	2980	2	\$ 63,934	--	12	\$ 93,438.00
1152-1	Principal Clerk Police I	2980	2	\$ 63,934	--	12	\$ 93,438.00
1152-2	Principal Clerk Police II	3321	2	\$ 71,242	--	12	\$ 104,128.00
1152-3	Principal Clerk Police III	3011	2	\$ 64,602	--	12	\$ 94,461.00
1458-0	Principal Communications Operator	3149	2	\$ 67,567	--	12	\$ 98,783.00
2424-0	Principal Park Services Attendant	2998	2	\$ 64,310	--	12	\$ 94,022.00
9134-0	Principal Project Coordinator	5135	2	\$ 110,162	--	12	\$ 161,047.00
1786-0	Principal Public Relations Representative	3651	2	\$ 78,320	--	12	\$ 114,547.00
1524-0	Principal Tax Auditor	4931	2	\$ 105,798	--	12	\$ 154,658.00
1195-0	Principal Tax Compliance Officer	5185	2	\$ 111,248	--	12	\$ 162,592.00
1193-0	Principal Teller	3494	2	\$ 74,959	--	12	\$ 109,599.00
1777-0	Principal Workers Compensation Analyst	4927	2	\$ 105,694	--	12	\$ 154,512.00
1852-0	Procurement Supervisor	4443	2	\$ 95,317	--	12	\$ 139,394.00
2460-0	Recreation Supervisor	3650	2	\$ 78,300	--	12	\$ 114,526.00
8502-1	Rehabilitation Project Coordinator I	4806	2	\$ 103,105	--	12	\$ 150,732.00
8502-2	Rehabilitation Project Coordinator II	5157	2	\$ 110,643	--	12	\$ 161,757.00

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3163-1	Reprographics Supervisor I	2621	2	\$ 56,229	--	12	\$ 82,204.00
3163-2	Reprographics Supervisor II	3274	2	\$ 70,240	--	12	\$ 102,750.00
1727-0	Safety Engineer	4671	2	\$ 100,203	--	12	\$ 146,494.00
1523-1	Senior Accountant I	3426	2	\$ 73,497	--	12	\$ 107,490.00
1523-2	Senior Accountant II	3712	2	\$ 79,636	--	12	\$ 116,468.00
1518-0	Senior Auditor	3990	2	\$ 85,608	--	12	\$ 125,133.00
9109-1	Senior Benefits Analyst I	4816	2	\$ 103,314	--	12	\$ 151,087.00
9109-2	Senior Benefits Analyst II	5961	2	\$ 127,890	--	12	\$ 186,959.00
1467-1	Senior Communications Operator I	2829	2	\$ 60,698	--	12	\$ 88,781.00
1467-2	Senior Communications Operator II	2986	2	\$ 64,059	--	12	\$ 93,667.00
2241-0	Senior Crime & Intelligence Analyst	4443	2	\$ 95,317	--	12	\$ 139,394.00
1200-0	Senior Deputy Treasurer	4160	2	\$ 89,241	--	12	\$ 130,479.00
8517-1	Senior Housing Investigator I	4443	2	\$ 95,317	--	12	\$ 139,394.00
8517-2	Senior Housing Investigator II	5508	2	\$ 118,159	--	12	\$ 172,719.00
8505-0	Senior Housing, Planning and Economic Ana	5683	2	\$ 121,918	--	12	\$ 178,294.00
0558-0	Senior Legal Assistant	3688	2	\$ 79,114	--	12	\$ 115,675.00
1187-0	Senior Legislative Assistant	5508	2	\$ 118,159	--	12	\$ 172,719.00
9171-1	Senior Management Analyst I	4823	2	\$ 103,481	--	12	\$ 151,275.00
9171-2	Senior Management Analyst II	5964	2	\$ 127,952	--	12	\$ 187,063.00
2422-0	Senior Park Services Attendent	2556	2	\$ 54,830	--	12	\$ 80,179.00
2209-1	Senior Police Services Representative I	3733	2	\$ 80,095	--	12	\$ 117,095.00
2209-2	Senior Police Services Representative II	4141	2	\$ 88,844	--	12	\$ 129,915.00
1538-0	Senior Project Coordinator	4187	2	\$ 89,825	--	12	\$ 131,293.00
1597-1	Senior Systems Analyst I	4451	2	\$ 95,484	--	12	\$ 139,624.00
1597-2	Senior Systems Analyst II	5508	2	\$ 118,159	--	12	\$ 172,719.00
1519-0	Senior Tax Auditor	4459	2	\$ 95,672	--	12	\$ 139,875.00
7282-0	Senior Traffic Checker	2485	2	\$ 53,306	--	12	\$ 77,945.00
6405-0	Senior Transit Analyst	4443	2	\$ 95,317	--	12	\$ 139,394.00
1769-0	Senior Workers Compensation Analyst	4344	2	\$ 93,187	--	12	\$ 136,262.00


LETTER OF AGREEMENT  
SUPERVISORY ADMINISTRATIVE UNIT (MOU 20)

**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's (MOU's). 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 employee who is on payroll status under legacy codes 5, 6, 7, 10, 11, 12, 13, 14, 15, 16, 17, 22, 23, 24, 25, 26, or 27 as of July 2, 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.
2. The bonus shall commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
3. The bonus shall cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
4. Any employee whose original appointment to City service, regardless of legacy status, postdates July 2, 2022, shall be ineligible to receive this bonus.
5. The bonus shall be applied to an employee's base rate of pay before any other bonus is applied. Other bonuses earned by an employee shall be calculated on top of this bonus, i.e., compounded.
6. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers to a classification different from the employee's classification as of July 3, 2022, i.e. the bonus is attached to the employee's Form 41, provided that the position to which an employee promotes or transfers is eligible for the bonus under this agreement and as adopted by the appropriate bargaining unit, or that the employee was eligible to receive this bonus in the employee's pre-promotion/transfer classification pursuant to agreement between the City and the labor organization that represented the employee prior to promotion/transfer.
7. Any qualifying employee regardless of legacy status shall be paid this bonus as a Form 41 bonus, i.e. the bonus shall be regularly assigned.


**FOR THE UNION:**

  
\_\_\_\_\_  
Marleen Fonseca  
Executive Director

6/7/2022

Date

**FOR THE CITY:**

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

6/9/2022

Date

**MOU AMENDMENT NO. 1  
SUPERVISORY ADMINISTRATIVE UNIT (MOU 20)**

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:**



\_\_\_\_\_  
Marleen Fonseca, Executive Director  
Engineers and Architects Association

6/7/2022

Date

**FOR THE CITY:**

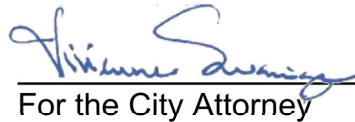


\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

6/9/2022

Date

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
For the City Attorney

June 3, 2022

Date



**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

**REVISED**

(June 9, 2022, memo;  
Page 2, Paragraph 3)

Date: July 19, 2022

To: The City Council

*Paul Brind for*

From: Matthew W. Szabo, City Administrative Officer

Subject: **2019-2023 MEMORANDA OF UNDERSTANDING FOR THE ENGINEERS AND ARCHITECTS ASSOCIATION (MOUS 01, 19, 20, AND 21) — TENTATIVE AGREEMENTS AND MOU AMENDMENTS**

## RECOMMENDATION

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

1. Approve the attached Tentative Agreements with the Engineers and Architects Association (EAA) on behalf of the Administrative (MOU 01), Supervisory Technical (MOU 19), Supervisory Administrative (MOU 20), and Technical (MOU 21) bargaining units regarding the salary reopener provisions contained in the 2019-2023 Memoranda Of Understanding (MOUs);
2. Approve the attached amendments to MOUs 01, 19, 20, and 21 that would codify the provisions of the attached Tentative Agreements;
3. Pursuant to Council File 12-1148, approve the terms of the Tentative Agreement with EAA to be applied to non-represented classifications; and
4. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

## SUMMARY

In February 2021, the City Council approved an agreement with EAA to modify the terms and conditions contained in the 2019-2022 MOUs, including but not limited to extending the term of the MOU (through December 2023), deferring scheduled base wage increases, and including a clause to reopen the MOU on or after January 1, 2022, to engage in discussions exclusively about wages (Salary Reopener).

At the direction of the Executive Employee Relations Committee (EERC), this Office met with EAA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with EAA for the bargaining units it represents.

As part of the February 2021 MOU amendment, EAA agreed to defer three base wage increases (two percent from January 2021 to June 2022; two percent from January 2022 to January 2023; and one and one-half percent from June 2022 to June 2023). The proposed Tentative Agreements provide a non-pensionable, biweekly bonus of three percent (3%) of each eligible employee's regular base rate of pay. The bonus will commence on July 3, 2022, and will cease on July 1, 2023. On July 2, 2023, all base hourly rates for all classifications represented in MOUs 1, 19, 20, and 21 shall be increased by three percent (3%).

Consistent with Recommendations 1.A. and 1.D. of the July 26, 2012, CAO report found in Council File 12-1148, and adopted by Council on August 1, 2012, non-represented employees in classifications commensurate with EAA classifications, and General Manager positions, are subject to receive the same negotiated and adopted salary adjustments as EAA. As such, all non-represented employees in commensurate classifications, and General Manager classifications, shall receive the same biweekly bonus of three percent (3%) on each eligible employee's regular base rate of pay, as described above. Additionally, all eligible non-represented employees and General Managers shall receive the same base hourly rate increase of three percent (3%), effective July 2, 2023.

## **FISCAL IMPACT**

The General Fund impact of the Salary Reopener Tentative Agreements and amendments to EAA-represented MOUs will be a total of approximately \$19MM in FY2022-23 and \$26.5MM FY2023-24. This General Fund impact combines the cost of administering the terms of the Salary Reopener Agreement for EAA unit members, as well as non-represented classifications.

*MWS:MCB:PAG:SAO:0722137 REVISED*

Attachments