

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING NO. 08  
REGARDING THE PROFESSIONAL ENGINEERING AND SCIENTIFIC  
REPRESENTATION UNIT  
(MOU 08)**

**This AMENDMENT NO. 1 to the 2018-2021 Professional Engineering and Scientific  
Representation Unit Memorandum of Understanding No. 08 is made and entered  
into this 2<sup>nd</sup> day of February, 2021**

**BY AND BETWEEN THE**

**CITY OF LOS ANGELES**

**AND THE**

**SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721**

**JULY 1, 2018 – JUNE 30, 2021**

**AMENDMENT NO. 1**

**PROFESSIONAL ENGINEERING AND SCIENTIFIC REPRESENTATION UNIT  
(MOU 08)**

The following underlined language shall amend the first paragraph of Article 1.5, as follows:

**ARTICLE 1.5 - TERM**

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 1.3, Implementation of Memorandum of Understanding, are fully met, except to the extent that the parties have agreed in Letters of Agreement to continue to meet and confer after implementation, but in no event shall said MOU become effective prior to 12:00 a.m. on July 1, 2018. This Memorandum of Understanding shall expire and otherwise be fully terminated at 11:59 p.m. on December 31, 2022. The MOU in effect on June 30, 2018, shall have remained in effect through 11:59 p.m. on the day of Council adoption of this MOU.

The following underlined language shall amend Article 1.6, as follows:

**ARTICLE 1.6 CALENDAR FOR SUCCESSOR MOU**

In the event the Union or Management desires a successor MOU, said party shall submit a written request to begin negotiations upon the other during the period from October 1, 2022, through October 31, 2022, along with its written proposals for such successor MOU. Meet and confer sessions shall begin no later than thirty (30) calendar days following submittal of the proposals.

The following underlined language shall amend Article 2.3 subsections A.1.b. and A.3., as follows:

**ARTICLE 2.3 PAYROLL DEDUCTION AND DUES**

The following provisions shall apply to employees in classifications listed in the Appendices herein.

**A. DUES**

1. a. Payroll deductions as may be properly requested and lawfully permitted will be deducted by the Controller biweekly, in twenty-four (24) increments annually from the salary of each employee in the unit where the Union identifies in writing to the Controller those

individuals from whom union-related deduction(s) should be lawfully taken.

Said payroll deductions shall not be assessed in any biweekly pay period in which the affected employee is not paid a minimum of twenty (20) hours. Such amounts shall be determined by the Union and implemented by Management in the first payroll period which starts thirty (30) calendar days after written notice of the new amount from the Union is received by the Controller.

- b. Employees who are on an unpaid leave of absence or otherwise on inactive status due to lack of scheduled hours shall not have dues deducted during that period.
2. Notwithstanding any provisions of LAAC Section 4.203 to the contrary, during the term of this MOU, payroll deductions requested by employees in this Unit for the purpose of becoming a member and/or to obtain benefits offered by any qualified organization other than the Union will not be accepted by the Controller. For the purpose of this provision, qualified organization means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.
3. Under current California law, the City has no input or control over the procedure for termination of union dues taken as payroll deductions from employees subject to this MOU, nor any legal ability to stop such deductions without the specific authorization of the Union. All procedures for termination of dues deductions are the Union's unilateral dues termination procedures; the City's sole obligation is to process such dues cancellations received from the Union pursuant to this subsection, subject to any future court decisions applicable to dues termination procedures. Any employee in the Unit may terminate such Union dues pursuant to procedures established by and administered solely by the Union. The Union will provide the City the appropriate documentation to process these membership dues cancellations. Employees with any questions relating to union membership dues shall direct those questions to the Union.

## B. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or other proper deductions to be deducted from twenty-four (24) biweekly payroll checks of each employee in this Unit as specified by Union under the terms contained herein. "Dues," shall be the result of Union certification that it has and will maintain an authorization signed by the individual employee from whose salary or wages the deductions are to be made, provided in the form of a list by the Union to the City.

- (a) Remittance of the aggregate amount of all dues and other proper deductions taken from the salaries of employees hereunder shall be made to the Union by the Controller within thirty (30) working days after the conclusion of the month in which said dues, and/or deductions were deducted.
  - (b) A fee of nine cents (\$.09) for the processing of each such deduction shall be assessed by the Controller for the processing of each payroll deduction taken. The Controller will deduct the aggregate amount of said fees on a biweekly basis.
- 2. The Controller shall also apply this provision to every permanent employee who, following the operative date of this Article, becomes a member of this Unit, within sixty (60) calendar days of such reassignment or transfer.
- 3. Management will provide the Union with unit membership information pursuant to the Unit Membership List Article of this MOU.
- 4. The Controller shall notify the Union within sixty (60) calendar days of any employee who, because of a change in employment status, is no longer a member of the Unit or subject to the provisions of this Article.

C. UNION RESPONSIBILITIES

Except for claims resulting from errors caused by defective City equipment, the Union agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article.

D. CALIFORNIA GOVERNMENT CODE SECTION 1159 (a-b)

Existing California Government Code Section 1159 (a-b) states:

“(a) The Controller, a public employer, an employee organization, or any of their employees or agents, shall not be liable for, and shall have a complete defense to, any claims or actions under the law of this state for requiring, deducting, receiving, or retaining agency or fair share fees from public employees, and current or former public employees shall not have standing to pursue these claims or actions, if the fees were permitted at the time under the laws of this state then in force and paid, through payroll deduction or otherwise, prior to June 27, 2018.

“(b) This section shall apply to claims and actions pending on its effective date, as well as to claims and actions filed on or after that date.”

The following underlined language shall be added to subsection D of Article 5.1, as follows:

**ARTICLE 5.1 OVERTIME**

D. Compensated Time Off

Employees may, subject to Management discretion, be permitted to accumulate up to eighty (80) hours of compensated time off (CTO). Occasionally, employees may accumulate CTO in excess of eighty (80) hours for a temporary period of time, not to exceed an additional fiscal year. If an employee does not schedule and take CTO over eighty (80) hours prior to the end of the fiscal year, Management may require employees to use CTO prior to the end of the fiscal year; require employees to use such time in lieu of vacation (unless the mandatory use of CTO would result in the loss of vacation accumulation) or other leave time; or authorize cash payment. In the event sufficient funds are not available to provide cash compensation for all or a portion of the CTO hours in excess of eighty (80), Management may extend the time limit for a period not to exceed one additional fiscal year.

However, during the term of this MOU, employees may accumulate up to 240 hours of CTO.

In accordance with FLSA, no employee shall lose CTO. An employee who has requested the use of CTO for overtime worked must be permitted by Management to use such time within a reasonable time period after making the request unless the use of the CTO within a reasonable period would unduly disrupt the operations of the City department. This standard does not apply to non-FLSA overtime (i.e., overtime earned pursuant to this agreement that does not meet the FLSA definition of overtime).

Under no circumstances shall compensated time off in excess of two hundred forty (240) hours be accumulated.

The following underlined language shall amend the lead-in section and subsection B of Article 5.10, as follows:

**ARTICLE 5.10 SALARIES**

The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in the attached salary Appendices.

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

- Appendix A – July 1, 2018
- 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 – June 20, 2021; deferred to be effective on June 19, 2022

**B. SALARY ADJUSTMENTS**

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

1. Effective October 28, 2018, the base hourly wages for all Unit employees shall be increased by 2.9%.
2. Effective January 19, 2020, the base hourly wages for all Unit employees shall be increased by 2.75%.
3. Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.
4. Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.

The following underlined language shall be added as a new Article 6.14, as follows:

**ARTICLE 6.14      PERSONAL LEAVE**

Effective February 28, 2021, each full-time unit member shall, in addition to all other compensatory time, receive forty (40) hours per calendar year as personal leave. Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost. Personal leave may be taken by employees in one (1) hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of satisfactory City service. Under no circumstances shall such time be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or any other reason.

Effective February 28, 2021, for calendar year 2021 only, each part-time unit member shall, in addition to all other compensatory time, receive personal leave as follows:

- Civil Service half-time - 20 hours
- Exempt half-time - 10 hours
- Intermittent - 5 hours

Effective calendar year 2022, each part-time unit member shall, in addition to all other compensatory time, accrue personal leave based on hours worked in the prior calendar year not to exceed 40 hours in a calendar year. All other terms and conditions as provided for full-time employees are applicable.

The following underlined language shall be added as a new Salary Note 18, as follows:

On July 1, 2021, employees in the classifications of Engineering Associate II in any of the disciplines listed in Salary Note 16, who are currently on payroll and below step 4 of the salary range shall be moved to step 4 without adjustment to their salary step anniversary date.

The following underlined lead-in language shall be added to the MOU 08 signature page, as follows:

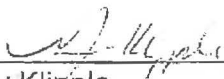
Except for the Articles, Appendices, Letter of Agreement added or amended herein, all other Articles, provisions, Appendices, Letters of Intent, and Letters of Agreement of the 2018-2021 MOU No. 08 shall remain in full force and effect during the new term of the July 1, 2018 through December 31, 2022, of this MOU

**IN WITNESS WHEREOF**, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.

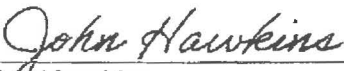
Except for the Articles, Appendices, Letter of Agreement added or amended herein, all other Articles, provisions, Appendices, Letters of Intent, and Letters of Agreement of the 2018-2021 MOU No. 08 shall remain in full force and effect during the new term of July 1, 2018 through December 31, 2022, of this MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No. 1 to MOU No. 08 the day, month, and year written below.

FOR THE UNION:


  
\_\_\_\_\_  
Jody Klipple  
Chief Negotiator  
SEIU 721

2/1/2021  
Date

  
\_\_\_\_\_  
John Hawkins  
Bargaining Team, MOU 08

2/1/2021  
Date

FOR MANAGEMENT:

  
\_\_\_\_\_  
Richard H. Llewellyn, Jr.  
City Administrative Officer

2/2/21  
Date

APPROVED AS TO FORM:

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

February 2, 2021  
Date



**MOU 08**  
**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY	STEP	SALARY		
2400-1	Aquarist I	2721	2	\$ 58,380	--	12	\$ 85,357	
2400-2	Aquarist II	3023	2	\$ 64,853	--	12	\$ 94,816	
2493-1	Aquarium Educator I	2446	2	\$ 52,471	--	12	\$ 76,692	
2493-2	Aquarium Educator II	2623	2	\$ 56,271	--	12	\$ 82,267	
7926-B	Architect Associate/PM I	4904	2	\$ 105,214	--	12	\$ 153,843	
7926-C	Architect Associate/PM II	5677	2	\$ 121,793	--	12	\$ 178,064	
7926-D	Architect Associate/PM III	6489	2	\$ 139,206	--	12	\$ 203,559	
7926-1	Architectural Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7926-2	Architectural Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7926-3	Architectural Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7926-4	Architectural Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7542-1	Building Electrical Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7542-B	Building Electrical Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7542-2	Building Electrical Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7542-C	Building Electrical Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7542-3	Building Electrical Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7542-D	Building Electrical Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7542-4	Building Electrical Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7557-1	Building Mechanical Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7557-B	Building Mechanical Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7557-2	Building Mechanical Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7557-C	Building Mechanical Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7557-3	Building Mechanical Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7557-D	Building Mechanical Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7557-4	Building Mechanical Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7833-1	Chemist I	3093	2	\$ 66,356	--	12	\$ 96,987	
7833-2	Chemist II	3331	2	\$ 71,472	--	12	\$ 104,504	
7833-3	Chemist III	3831	2	\$ 82,183	--	12	\$ 120,164	
7246-1	Civil Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7246-B	Civil Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7246-2	Civil Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7246-C	Civil Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7246-3	Civil Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7246-D	Civil Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7246-4	Civil Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7607-1	Commun Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7607-B	Commun Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	

**MOU 08**  
**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY	SALARY	
7607-2	Commun Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7607-C	Commun Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7607-3	Commun Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7607-D	Commun Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7607-4	Commun Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7230-1	Control Systems Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7230-B	Control Systems Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7230-2	Control Systems Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7230-C	Control Systems Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7230-3	Control Systems Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7230-D	Control Systems Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7230-4	Control Systems Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
2234-1	Criminalist I	3298	2	\$ 70,762	--	12	\$ 103,439	
2234-2	Criminalist II	4318	2	\$ 92,644	--	12	\$ 135,427	
2234-3	Criminalist III	4530	2	\$ 97,196	--	12	\$ 142,109	
7525-1	Electrcal Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7525-B	Electrcal Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7525-2	Electrcal Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7525-C	Electrcal Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7525-3	Electrcal Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7525-D	Electrcal Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7525-4	Electrcal Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7253-1	Engineering Geologist Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7253-B	Engineering Geologist Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7253-2	Engineering Geologist Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7253-C	Engineering Geologist Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7253-3	Engineering Geologist Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7253-D	Engineering Geologist Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7253-4	Engineering Geologist Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7871-1	Environmental Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7871-B	Environmental Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7871-2	Environmental Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7871-C	Environmental Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7871-3	Environmental Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7871-D	Environmental Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7871-4	Environmental Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7310-1	Environmental Specialist I	3093	2	\$ 66,356	--	12	\$ 96,987	

**MOU 08**  
**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7310-2	Environmental Specialist II	3726	2	\$ 79,928	--	12	\$ 116,865
7310-3	Environmental Specialist III	4145	2	\$ 88,927	--	12	\$ 130,019
1743-0	Ergonomist	3816	2	\$ 81,870	--	12	\$ 119,684
7978-1	Fire Protection Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504
7978-B	Fire Protection Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843
7978-2	Fire Protection Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865
7978-C	Fire Protection Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064
7978-3	Fire Protection Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019
7978-D	Fire Protection Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559
7978-4	Fire Protection Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357
7933-1	Landscape Architect Associate I	3331	6	\$ 84,104	--	12	\$ 104,504
7933-B	Landscape Architect Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843
7933-2	Landscape Architect Associate II	3726	2	\$ 79,928	--	12	\$ 116,865
7933-C	Landscape Architect Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064
7933-3	Landscape Architect Associate III	4145	2	\$ 88,927	--	12	\$ 130,019
7933-D	Landscape Architect Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559
7933-4	Landscape Architect Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357
7967-1	Materials Testing Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504
7967-B	Materials Testing Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843
7967-2	Materials Testing Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865
7967-C	Materials Testing Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064
7967-3	Materials Testing Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019
7967-D	Materials Testing Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559
7967-4	Materials Testing Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357
7554-1	Mechanical Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504
7554-B	Mechanical Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843
7554-2	Mechanical Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865
7554-C	Mechanical Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064
7554-3	Mechanical Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019
7554-D	Mechanical Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559
7554-4	Mechanical Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357
6216-0	Observatory Program Supervisor	3439	2	\$ 73,789	--	12	\$ 107,886
1779-1	Operations and Statistical Research Analyst I	3582	2	\$ 76,859	--	12	\$ 112,376
1779-2	Operations and Statistical Research Analyst II	4279	2	\$ 91,809	--	12	\$ 134,216
1431-1	Programmer/Analyst I	3273	2	\$ 70,219	--	12	\$ 102,666
1431-2	Programmer/Analyst II	3492	2	\$ 74,917	--	12	\$ 109,536
1431-3	Programmer/Analyst III	3812	2	\$ 81,786	--	12	\$ 119,558

**MOU 08**  
**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY	STEP	SALARY	STEP	SALARY
1431-4	Programmer/Analyst IV	4125	2	\$ 88,489	--	12	\$ 129,414	
1431-5	Programmer/Analyst V	4443	2	\$ 95,317	--	12	\$ 139,394	
7980-0	Risk Management and Prevention Program Specialist	4507	2	\$ 96,695	--	12	\$ 141,357	
7527-1	Street Lighting Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7527-B	Street Lighting Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7527-2	Street Lighting Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7527-C	Street Lighting Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7527-3	Street Lighting Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7527-D	Street Lighting Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7527-4	Street Lighting Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7957-1	Structural Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7957-B	Structural Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7957-2	Structural Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7957-C	Structural Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7957-3	Structural Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7957-D	Structural Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7957-4	Structural Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7642-0	Telecommunications Planner	4000	2	\$ 85,816	--	12	\$ 125,447	
7280-1	Transportation Engineering Associate I	3331	6	\$ 84,104	--	12	\$ 104,504	
7280-B	Transportation Engineering Associate I/PM I	4904	12	\$ 153,843	--	12	\$ 153,843	
7280-2	Transportation Engineering Associate II	3726	2	\$ 79,928	--	12	\$ 116,865	
7280-C	Transportation Engineering Associate II/PM II	5677	12	\$ 178,064	--	12	\$ 178,064	
7280-3	Transportation Engineering Associate III	4145	2	\$ 88,927	--	12	\$ 130,019	
7280-D	Transportation Engineering Associate III/PM III	6489	12	\$ 203,559	--	12	\$ 203,559	
7280-4	Transportation Engineering Associate IV	4507	2	\$ 96,695	--	12	\$ 141,357	
7856-1	Water Biologist I	3093	2	\$ 66,356	--	12	\$ 96,987	
7856-2	Water Biologist II	3333	2	\$ 71,514	--	12	\$ 104,546	
7856-3	Water Biologist III	3831	2	\$ 82,183	--	12	\$ 120,164	
7857-1	Water Microbiologist I	3093	2	\$ 66,356	--	12	\$ 96,987	
7857-2	Water Microbiologist II	3333	2	\$ 71,514	--	12	\$ 104,546	
7857-3	Water Microbiologist III	3831	2	\$ 82,183	--	12	\$ 120,164	
4302-0	Zoo Research Director	3357	2	\$ 72,015	--	12	\$ 105,318	

**MOU 08**  
**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY	STEP	SALARY		
2400-1	Aquarist I	2776	2	\$ 59,549	--	12	\$ 87,069	
2400-2	Aquarist II	3084	2	\$ 66,168	--	12	\$ 96,757	
2493-1	Aquarium Educator I	2493	2	\$ 53,494	--	12	\$ 78,216	
2493-2	Aquarium Educator II	2676	2	\$ 57,420	--	12	\$ 83,958	
7926-B	Architect Associate/PM I	5003	2	\$ 107,344	--	12	\$ 156,934	
7926-C	Architect Associate/PM II	5791	2	\$ 124,236	--	12	\$ 181,656	
7926-D	Architect Associate/PM III	6620	2	\$ 142,025	--	12	\$ 207,630	
7926-1	Architectural Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7926-2	Architectural Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7926-3	Architectural Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7926-4	Architectural Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7542-1	Building Electrical Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7542-B	Building Electrical Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7542-2	Building Electrical Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7542-C	Building Electrical Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7542-3	Building Electrical Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7542-D	Building Electrical Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7542-4	Building Electrical Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7557-1	Building Mechanical Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7557-B	Building Mechanical Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7557-2	Building Mechanical Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7557-C	Building Mechanical Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7557-3	Building Mechanical Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7557-D	Building Mechanical Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7557-4	Building Mechanical Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7833-1	Chemist I	3154	2	\$ 67,672	--	12	\$ 98,971	
7833-2	Chemist II	3399	2	\$ 72,912	--	12	\$ 106,613	
7833-3	Chemist III	3907	2	\$ 83,812	--	12	\$ 122,565	
7246-1	Civil Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7246-B	Civil Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7246-2	Civil Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7246-C	Civil Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7246-3	Civil Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7246-D	Civil Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7246-4	Civil Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7607-1	Commun Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7607-B	Commun Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	

**MOU 08**  
**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7607-2	Commun Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203
7607-C	Commun Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656
7607-3	Commun Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650
7607-D	Commun Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630
7607-4	Commun Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176
7230-1	Control Systems Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613
7230-B	Control Systems Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934
7230-2	Control Systems Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203
7230-C	Control Systems Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656
7230-3	Control Systems Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650
7230-D	Control Systems Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630
7230-4	Control Systems Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176
2234-1	Criminalist I	3363	2	\$ 72,140	--	12	\$ 105,506
2234-2	Criminalist II	4404	2	\$ 94,482	--	12	\$ 138,142
2234-3	Criminalist III	4621	2	\$ 99,138	--	12	\$ 144,948
7525-1	Electrcal Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613
7525-B	Electrcal Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934
7525-2	Electrcal Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203
7525-C	Electrcal Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656
7525-3	Electrcal Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650
7525-D	Electrcal Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630
7525-4	Electrcal Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176
7253-1	Engineering Geologist Associate I	3399	6	\$ 85,816	--	12	\$ 106,613
7253-B	Engineering Geologist Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934
7253-2	Engineering Geologist Associate II	3801	2	\$ 81,557	--	12	\$ 119,203
7253-C	Engineering Geologist Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656
7253-3	Engineering Geologist Associate III	4229	2	\$ 90,723	--	12	\$ 132,650
7253-D	Engineering Geologist Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630
7253-4	Engineering Geologist Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176
7871-1	Environmental Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613
7871-B	Environmental Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934
7871-2	Environmental Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203
7871-C	Environmental Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656
7871-3	Environmental Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650
7871-D	Environmental Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630
7871-4	Environmental Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176
7310-1	Environmental Specialist I	3154	2	\$ 67,672	--	12	\$ 98,971

**MOU 08**  
**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY	SALARY	
7310-2	Environmental Specialist II	3801	2	\$ 81,557	--	12	\$ 119,203	
7310-3	Environmental Specialist III	4229	2	\$ 90,723	--	12	\$ 132,650	
1743-0	Ergonomist	3892	2	\$ 83,499	--	12	\$ 122,106	
7978-1	Fire Protection Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7978-B	Fire Protection Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7978-2	Fire Protection Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7978-C	Fire Protection Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7978-3	Fire Protection Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7978-D	Fire Protection Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7978-4	Fire Protection Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7933-1	Landscape Architect Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7933-B	Landscape Architect Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7933-2	Landscape Architect Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7933-C	Landscape Architect Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7933-3	Landscape Architect Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7933-D	Landscape Architect Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7933-4	Landscape Architect Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7967-1	Materials Testing Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7967-B	Materials Testing Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7967-2	Materials Testing Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7967-C	Materials Testing Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7967-3	Materials Testing Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7967-D	Materials Testing Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7967-4	Materials Testing Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7554-1	Mechanical Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7554-B	Mechanical Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7554-2	Mechanical Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7554-C	Mechanical Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7554-3	Mechanical Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7554-D	Mechanical Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7554-4	Mechanical Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
6216-0	Observatory Program Supervisor	3508	2	\$ 75,251	--	12	\$ 110,058	
1779-1	Operations and Statistical Research Analyst I	3655	2	\$ 78,425	--	12	\$ 114,631	
1779-2	Operations and Statistical Research Analyst II	4367	2	\$ 93,688	--	12	\$ 136,931	
1431-1	Programmer/Analyst I	3339	2	\$ 71,639	--	12	\$ 104,734	
1431-2	Programmer/Analyst II	3562	2	\$ 76,420	--	12	\$ 111,749	
1431-3	Programmer/Analyst III	3889	2	\$ 83,436	--	12	\$ 121,960	

**MOU 08**  
**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY	STEP	SALARY		
1431-4	Programmer/Analyst IV	4208	2	\$ 90,285	--	12	\$ 132,024	
1431-5	Programmer/Analyst V	4533	2	\$ 97,259	--	12	\$ 142,192	
7980-0	Risk Management and Prevention Program Specialist	4596	2	\$ 98,595	--	12	\$ 144,176	
7527-1	Street Lighting Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7527-B	Street Lighting Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7527-2	Street Lighting Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7527-C	Street Lighting Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7527-3	Street Lighting Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7527-D	Street Lighting Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7527-4	Street Lighting Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7957-1	Structural Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7957-B	Structural Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7957-2	Structural Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7957-C	Structural Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7957-3	Structural Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7957-D	Structural Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7957-4	Structural Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7642-0	Telecommunications Planner	4080	2	\$ 87,528	--	12	\$ 127,973	
7280-1	Transportation Engineering Associate I	3399	6	\$ 85,816	--	12	\$ 106,613	
7280-B	Transportation Engineering Associate I/PM I	5003	12	\$ 156,934	--	12	\$ 156,934	
7280-2	Transportation Engineering Associate II	3801	2	\$ 81,557	--	12	\$ 119,203	
7280-C	Transportation Engineering Associate II/PM II	5791	12	\$ 181,656	--	12	\$ 181,656	
7280-3	Transportation Engineering Associate III	4229	2	\$ 90,723	--	12	\$ 132,650	
7280-D	Transportation Engineering Associate III/PM III	6620	12	\$ 207,630	--	12	\$ 207,630	
7280-4	Transportation Engineering Associate IV	4596	2	\$ 98,595	--	12	\$ 144,176	
7856-1	Water Biologist I	3154	2	\$ 67,672	--	12	\$ 98,971	
7856-2	Water Biologist II	3400	2	\$ 72,954	--	12	\$ 106,675	
7856-3	Water Biologist III	3907	2	\$ 83,812	--	12	\$ 122,565	
7857-1	Water Microbiologist I	3154	2	\$ 67,672	--	12	\$ 98,971	
7857-2	Water Microbiologist II	3400	2	\$ 72,954	--	12	\$ 106,675	
7857-3	Water Microbiologist III	3907	2	\$ 83,812	--	12	\$ 122,565	
4302-0	Zoo Research Director	3425	2	\$ 73,476	--	12	\$ 107,469	

\* Class accreted prior to July 1, 2018.



## LETTER OF AGREEMENT

2018-2022 MEMORANDUM OF UNDERSTANDING NO. 08

### **CONTRACT EXTENSION AMENDMENT**

This Agreement is made and entered into by and between the City of Los Angeles ("City") and the Service Employees International Union, Local 721, for Memorandum of Understanding (MOU) No. 08 of the Professional Engineering and Scientific Unit (Unit). The parties agree to the following Agreement provisions:

1. AMENDED MOU TERM – The term of this Agreement is July 1, 2018, through December 31, 2022. See Amendment 1 for the amended provision.
2. FURLOUGHS – No furloughs will be implemented during Fiscal Year 2020/2021. Further, the parties agree to meet and confer on furloughs before implementation of furloughs in any other years during the term of this MOU.
3. LAYOFFS – No layoffs will be implemented during Fiscal Year 2020/2021.
4. MAXIMUM ACCUMULATION OF OVERTIME – During the term of this MOU, the maximum accumulation of overtime is increased to 240 hours. See Amendment 1 for the amended provision.
5. PERSONAL LEAVE – Additional compensatory leave time of 40 hours per calendar year provided as personal leave for eligible unit members. See Amendment 1 for the amended provision.
6. SALARY DEFERRALS – The amended Salary Adjustment effective dates are as follows:
  - A. The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022, as reflected in Appendix E.
  - B. The 2% salary adjustment scheduled for June 20, 2021, shall be deferred to June 19, 2022, as reflected in Appendix F.
  - C. See Amendment 1 for the amended provision.
7. UNPAID DAYS – Notwithstanding two (2) previously agreed upon unpaid days (November 3, 2020 and April 2, 2021), two (2) additional unpaid days in Fiscal Year 2020/2021 shall be taken as follows:

- A. On Friday, February 12, 2021, all employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations.
  - B. On Friday May 28, 2021, all employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations.
8. WAGE REOPENER – The parties agree to reopen negotiations to meet and confer on wages only no earlier than January 1, 2022.
  9. AMENDMENT – The parties agree to the revised Article 2.3 – Payroll Deduction and Dues. See Amendment 1 for the amended provision.
  10. AMENDMENT – The parties agree that all Engineering Associate IIs shall be on salary step 4 or higher. See Amendment 1 for the amended provision.

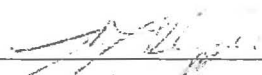
LETTER OF AGREEMENT

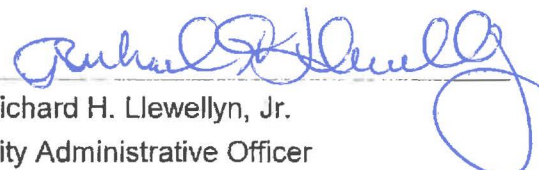
2018-2022 MEMORANDUM OF UNDERSTANDING NO. 08

CONTRACT EXTENSION AMENDMENT

For SEIU, Local 721


For the City:

  
\_\_\_\_\_  
Jody Klipple  
Chief Negotiator, SEIU Local 721

  
\_\_\_\_\_  
Richard H. Llewellyn, Jr.  
City Administrative Officer

Date 2/1/2021

Date 2/2/21

  
\_\_\_\_\_  
John Hawkins  
Bargaining Team, MOU 08

Approved as to Form and Legality:

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

Date 2/1/2021

Date February 2, 2021