

**MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION TO THE CITY COUNCIL
REGARDING THE INSPECTORS UNIT
(MOU #5)**

**THIS MEMORANDUM OF UNDERSTANDING
made and entered into this 22nd day of November, 2024.**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND THE

MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION, INC.

January 1, 2024 through January 6, 2029

TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
Article 1.0	General Provisions	1
Article 1.1	Recognition	1
Article 1.2	Parties to MOU.....	1
Article 1.3	Implementation of MOU	1
Article 1.4	Full Understanding	1
Article 1.5	Term.....	2
Article 1.6	Calendar for Successor MOU	2
Article 1.7	Obligation to Support	2
Article 1.8	Provisions of Law and Separability	2
Article 1.9	City–Association Relationship.....	3
Article 1.10	Employer–Employee Relations	4
Article 1.11	Non-Discrimination.....	4
Article 1.12	Contract Continuation Upon Expiration of MOU.....	4
Article 1.13	Amendment to MOU to Include New Classes	4
Article 2.0	Association Security	4
Article 2.1	Unit Membership List	4
Article 2.2	New Employee Information	6
Article 2.3	Work Access	6
Article 2.4	Use of City Facilities.....	6
Article 2.5	Bulletin Boards	7
Article 2.6	Actions by Employee Relations Board	7
Article 2.7	Employment Opportunities	7
Article 2.8	Payroll Deductions and Dues	8
Article 2.9	Political Action Committee	10
Article 2.10	Release Time.....	11
Article 2.11	New Employee Orientation	13
Article 3.0	Grievances	14
Article 3.1	Grievance Procedure	14
Article 3.2	Union Stewards.....	19
Article 4.0	On the Job	20
Article 4.1	Safety	20
Article 4.2	Departmental Personnel Folders.....	21
Article 4.3	Rest and Meal Periods	22
Article 4.4	Safety Gear	22
Article 4.5	Return of City Issued Equipment.....	23
Article 4.6	Job–Related Investigations	23
Article 4.7	Assignments for Dual Coverage.....	24
Article 4.8	Emergency Response	24
Article 4.9	Work Schedules	25
Article 4.10	1040/2080 Plan	25

TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
Article 4.0	On the Job (Continued)	
Article 4.11	Deputy Inspector Code Books and Specifications.....	26
Article 5.0	Compensation	27
Article 5.1	Salaries	27
Article 5.2	Promotional Movement	29
Article 5.3	Overtime	30
Article 5.4	Shift Differential.....	31
Article 5.5	Bilingual/Multilingual Differential.....	31
Article 5.6	Civic Duty.....	33
Article 5.7	Jury Duty.....	33
Article 5.8	Mileage Reimbursement	34
Article 5.9	Deputy Pay.....	35
Article 5.10	Hazardous and Obnoxious Pay.....	36
Article 5.11	Minimum Pay for Inspections in Off-Duty Hours.....	37
Article 5.12	Stand-by Provisions	37
Article 5.13	Reimbursement for Theft of Cash or Lost or Damaged Property	38
Article 5.14	ICC Certification	39
Article 5.15	Court Appearances	40
Article 5.16	Salary Step Advancement.....	42
Article 5.17	Acting Pay	43
Article 5.18	State Certification.....	44
Article 5.19	Street Services Certification	47
Article 5.20	Vehicle Emergency Repairs	47
Article 5.21	Accidents on City Time	47
Article 5.22	Mileage Permit Holder Individual Parking Fee Reimbursement	47
Article 5.23	Premium Pay for Persons Possessing Sign Language Skills.....	47
Article 5.24	Lead Pay Assignment	48
Article 6.0	Benefits	48
Article 6.1	Civilian Employee Benefits Program	48
Article 6.2	Retirement Benefits.....	51
Article 6.3	Sick Leave.....	52
Article 6.4	Family Illness	55
Article 6.5	Holidays	55
Article 6.6	Vacations	57
Article 6.7	Vacation Schedules	58
Article 6.8	Bereavement Leave	58
Article 6.9	Personal Leave	59
Article 6.10	Family and Medical Leave	59
Article 6.11	Disability Insurance Plan.....	67
Article 6.12	Employee Assistance Program	67
Article 6.13	Workers' Compensation.....	67

TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
Article 6.0	Benefits (Continued)	
Article 6.14	Death in the Line Of Duty.....	68
Article 6.15	Leave for Reproductive Loss.....	68
Article 6.16	Professional Development Leave.....	69
Salary Notes		
Appendices		
Appendix A	Salaries Operative January 1, 2024	
Appendix B	Salaries Operative April 7, 2024	
Appendix C	Salaries Operative October 6, 2024	
Appendix D	Salaries Operative July 13, 2025	
Appendix E	Salaries Operative July 12, 2026	
Appendix F	Salaries Operative July 11, 2027	
Appendix G	Salaries Operative July 9, 2028	

ARTICLE 1.0 GENERAL PROVISIONS

ARTICLE 1.1 RECOGNITION

Management hereby recognizes the MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION, INC. (MCIA or Association) as the exclusive representative of the employees in the Inspectors Unit for which MCIA was certified as the representative by the Employee Relations Board (ERB) on February 18, 1983. The City of Los Angeles (Management) hereby recognizes MCIA as the exclusive representative of the employees in said Unit, subject to the right of each employee to represent themselves.

The term “employee” as used herein, shall refer only to employees in the classifications listed in the Appendices, as well as such classes as may be added hereafter to the Unit by the ERB.

ARTICLE 1.2 PARTIES TO MOU

This Memorandum of Understanding (MOU) is entered into by the City Administrative Officer (CAO), as authorized management representative of the City, and the authorized management representatives of the Departments and Bureaus employing members of this bargaining unit, (hereinafter referred to as “Management”), and authorized representatives of the MCIA as the exclusive recognized employee organization for the Inspectors Unit.

ARTICLE 1.3 IMPLEMENTATION OF MOU

This MOU constitutes a joint recommendation of Management and the MCIA. It shall not be binding in whole or in part on the parties listed below unless and until:

- A. The MCIA has notified the CAO in writing that it has approved this MOU in its entirety; and
- B. The City Council has approved this MOU in its entirety.

Where resolutions, ordinances or amendments to applicable codes are required, those Articles of this MOU which require such resolutions, ordinances or amendments will become operative on the effective date of such resolution, ordinance or amendment unless otherwise specified.

ARTICLE 1.4 FULL UNDERSTANDING

Management and the MCIA acknowledge that during the meet and confer process each had the unlimited right and opportunity to make demands and proposals on any subject within the scope of representation, and that this MOU constitutes the full and entire understanding of the parties regarding all such demands and proposals. The parties mutually understand that any prior or existing understandings or agreements by the

parties, whether formal or informal, are hereby superseded or terminated.

The parties agree that this MOU may not be opened at any time during its term for any reason, except by mutual consent of the parties hereto, and that any changes mutually agreed to shall not be binding upon the parties unless and until they have been implemented in accordance with Article 1.3.

The waiver or breach of any term or condition of this MOU by any party hereto, shall not constitute a precedent in the future enforcement of any of its terms or provisions.

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 MOU, are fully met, but in no event shall the provisions of this MOU become effective prior to 12:01 a.m. on January 1, 2024. This MOU shall expire and otherwise be fully terminated at midnight on January 6, 2029.

ARTICLE 1.6 CALENDAR FOR SUCCESSOR MOU

In the event that the MCIA or Management desires a successor MOU, the MCIA or Management shall send a written request to the other party to commence meet and confer sessions at any time after July 1, 2028. Meet and confer sessions shall promptly begin on a mutually agreed upon date but no later than sixty (60) calendar days following the receipt of written request by the MCIA or Management to commence meet and confer sessions.

ARTICLE 1.7 OBLIGATION TO SUPPORT

During the period this MOU is being considered by the Mayor, Council, Council Committees, or the Commissioners of those departments where the Commission is the department head, neither the MCIA nor Management, nor their authorized representative, will appear before the Mayor, Council, Council Committees, or said Commissions, nor meet with the members of the Council or said Commissioners individually to advocate any addition or deletion to the terms and conditions of this MOU. However, this Article shall not preclude the parties from appearing before the Mayor, Council, Council Committees or said Commissions, nor meeting with individual members of the Council or said Commissioners to advocate or urge the adoption of this MOU.

ARTICLE 1.8 PROVISIONS OF LAW AND SEPARABILITY

It is understood and agreed that this MOU is subject to all applicable Federal and State laws, City ordinances and regulations, the Charter of the City of Los Angeles, and any lawful rules and regulations enacted by the City's Civil Service Commission or the ERB. If any part or provision of this MOU is in conflict or inconsistent with such applicable provisions of Federal, State, or local law or regulations, or is otherwise held to be invalid

or unenforceable by any court of competent jurisdiction, such part of said provision shall be suspended and superseded by such applicable law or regulations and the remainder of the MOU shall not be affected thereby; the parties agree to negotiate promptly a replacement for such part or provision.

The parties understand that many of the employees covered by this MOU may also be covered by the Fair Labor Standards Act of 1938, as amended, 29 U.S.C. Section 201 et seq. (FLSA). To the extent that any provision herein conflicts with the FLSA, employees covered by the FLSA shall receive benefits required hereunder and any additional benefits set forth herein if compatible with the FLSA.

ARTICLE 1.9 CITY-ASSOCIATION RELATIONSHIP

A. Continuity of Service to the Public

The City of Los Angeles is engaged in public services requiring continuous operations that are necessary to maintain the health and safety of all citizens. The obligation to maintain these public services is imposed both upon the City and the Association during the term of this MOU and the certification of the Association as the exclusive representative of the employees in this Unit.

B. Mutual Pledge of Accord

Inherent in the relationship between the City and its employees is the obligation of the City to deal justly and fairly with its employees and of the employees to cooperate with their fellow employees and the City in the performance of their public service obligation.

It is the purpose of this MOU to promote and ensure harmonious relations, cooperation and understanding between the City and the employees represented by the Association and to establish and maintain proper standards of wages, hours and other terms or conditions of employment.

C. No Strike – No Lockout

In consideration of the mutual desire of the parties to promote and ensure harmonious relations and in consideration of the Mutual Pledge of Accord, the City agrees that there shall be no lockout or the equivalent of members of the Association, and the Association and its members agree that there shall be no strike or other concerted action resulting in the withholding of service by the members during the term of this MOU. Should such a strike or concerted action by Association members occur, the Association shall immediately instruct its members to return to work. It is mutually understood and agreed that the City has the absolute right to impose discipline and, in that regard, shall have the right to take disciplinary action, including discharge, against any employee who participates in any manner in any strike or slowdown, picketing in support of a

strike or slowdown, or other concerted action resulting in the withholding of service by the members of this Unit. The curtailing of operations by the City in whole or part for operational or economic reasons shall not be construed as a lockout.

The provisions of this Paragraph C shall not detract in any way from any restrictions imposed by law on strikes and other types of work stoppages by public employees.

ARTICLE 1.10 EMPLOYER–EMPLOYEE RELATIONS

Meetings shall be scheduled at the request of a designated MCIA representative or the Management Representative of a department, office or bureau, for the purpose of informally discussing employer-employee related issues.

ARTICLE 1.11 NON-DISCRIMINATION

The parties mutually reaffirm their respective policies of non-discrimination in the treatment of any employee on the basis of age (40 and above), ancestry, color, disability (physical and mental, including HIV and AIDS), gender identity and/or expression, genetic information, LGBTQ identity, marital status, medical condition (genetic characteristics, cancer or a record or history of cancer), military or veteran status, national or ethnic origin, race, religion or creed (includes religious dress and grooming practices), sex or gender (includes pregnancy, childbirth, breastfeeding, and/or related medical conditions), reproductive health decision making, sexual orientation, political activities or political affiliation, or any other characteristic protected under applicable federal, state or local laws.

ARTICLE 1.12 CONTRACT CONTINUATION UPON EXPIRATION OF MOU

The provisions of this MOU shall remain in effect until a successor MOU is implemented or impasse proceedings are completed as long as the parties have met their obligations under the provisions of Article 1.6, Calendar for a Successor MOU, and are continuing to meet and confer in good faith.

ARTICLE 1.13 AMENDMENT TO MOU TO INCLUDE NEW CLASSES

Upon written notification from the CAO to the Controller, this MOU shall be amended to incorporate the class and salary of any class accreted to this Unit after the adoption of the MOU.

ARTICLE 2.0 ASSOCIATION SECURITY

ARTICLE 2.1 UNIT MEMBERSHIP LIST

The City shall provide the Union with a list of Unit employees in alphabetical order with the following Unit information in compliance with State law for each employee on said list:

1. Name
 2. Employee Identification Number
 3. Original Hire Date
 4. Bargaining Unit
 5. Class Title
 6. Class Code
 7. Membership Status
 8. Employing Department Title
 9. Work Location (by department, office or bureau, as well as division if such information is readily available, and department legend)
 10. Pay Rate (annual and biweekly)
 11. Work Phone Number on file
 12. Home Phone Number on file
 13. Personal cellular phone number on file
 14. Personal email address on file
 15. Home Address on file
- A. For new employees or those newly entering or re-entering Union representation, the City shall provide the aforementioned information within a minimum of thirty (30) calendar days of the date of the employee's hire or by the first pay period of the month following their hire, whichever is later.
- B. For existing employees, the City shall provide the above information to the Union a minimum of every thirty (30) calendar days.
- C. All information shall be provided to the Union electronically. The means of provision and the substance of the requisite information may be changed by mutual agreement.
- D. The information identified herein shall be provided to the MCIA regarding each employee whose classification is contained in this Bargaining Unit every 30 days. The City will not furnish the MCIA an individual employee's home address, home telephone, person cellular telephone, personal email, or date of birth who submitted a written request to the City pursuant to Government Code Section 6254.3(c) objecting to disclosure of such information.
- E. Initially the City shall provide department legends which identify the known work locations by department, office or bureau, as well as division code(s). Thereafter, it is understood that Departments will either adjust their legends to provide distinct division codes for each work location information in a simplified manner to the Union. Additional legends will be provided only as updated. Furthermore, the CAO will work with the Controller to provide this information with current electronic payroll reporting.

ARTICLE 2.2 NEW EMPLOYEE INFORMATION

The MCIA will provide each new employee an application containing the following information:

- A. Your classification is included in the Municipal Construction Inspectors Association, Inc. (MCIA) Representation Unit.
- B. The MCIA, located at 205 S. Broadway, Suite 508, Los Angeles, California 90012 has been certified to meet and confer in good faith with Management on all matters pertaining to your wages, hours of work, employee benefits and conditions of employment, and is the exclusive recognized employee organization for all employees in the MCIA Representation Unit.
- C. If you want additional information, you may telephone the MCIA at (213) 620-1402 or by email at office.mcia@gmail.com.

ARTICLE 2.3 WORK ACCESS

Association Staff Representatives, Association Officers, Association Executive Board Members, and Association Stewards, who are members of this Association shall have access to the facilities of the departments, offices or bureaus represented herein during working hours for the purpose of assisting employees covered under this MOU in the adjusting of grievances when Association assistance is requested by the grievant(s), or investigating matters arising out of the application of the provisions of this MOU. Said representative shall request authorization for such visit by contacting the designated Management representative of the head of the department, office or bureau. In the event immediate access cannot be authorized, the designated Management representative shall inform the Association representative as to the time when access can be granted. Such access shall be granted within seventy-two (72) hours of the request.

The Association shall provide Management with a list of its Association Staff Representatives. Management will provide the Association with a list of persons designated to grant access to specific City facilities or work locations.

This Article shall not be construed as a limitation on the authority of the head of the department, office or bureau to restrict access to areas designated "secure" or "confidential."

ARTICLE 2.4 USE OF CITY FACILITIES

The MCIA may use City facilities, on prior approval, for the purpose of holding meetings to the extent that such facilities can be made available, and to the extent that the use of a facility will not interfere with departmental operations. Participating employees will attend said meetings on their own time.

It is understood that if the use of a facility requires a fee for rental or special setup, security, and/or cleanup service, the MCIA will provide or assume the cost of such service(s) or facility.

ARTICLE 2.5 BULLETIN BOARDS

Section I

Each department shall provide an identified dedicated MCIA bulletin board or an identified dedicated space for MCIA on a shared bulletin board at each work location which may be used by the MCIA for the following purposes:

- A. Notices of MCIA meetings.
- B. Notices of MCIA elections and their results.
- C. Notices of MCIA recreational and social events.
- D. Notices of official MCIA business.
- E. Any other communication or written material which has received the prior approval of the Departmental Management Representative.

Section II

All notices and other communications shall be submitted to the designated department representative (generally, the Human Resources section) for posting. The posting will occur within twenty-four (24) hours of submission.

Section III

It is further agreed that the MCIA Representative shall place a removal date on all materials to be posted.

ARTICLE 2.6 ACTIONS BY EMPLOYEE RELATIONS BOARD

Should any action(s) by the ERB prior to the expiration of this MOU result in any significant changes to the composition of this Unit, the parties to this MOU will meet as soon as possible thereafter to consider any revisions or amendments thereto that may be required to ensure that the interests of the employees are protected.

ARTICLE 2.7 EMPLOYMENT OPPORTUNITIES

- A. The Personnel Department will transmit (electronically or by US Mail) copies of all recruitment bulletins to MCIA. Tentative examination bulletins approved by the Head of the Selection Services Division of the Personnel Department will be mailed

seven (7) calendar days prior to the date that said bulletins are scheduled to be approved by the Civil Service Commission. The bulletins, scheduled for Civil Service Commission approval, will be made available for pickup by a MCIA representative on Tuesdays after 3:30 p.m. in the Recruitment Division of the Personnel Department.

- B. Employees shall be granted reasonable time off with pay for the purpose of taking promotional examinations/interviews when such examinations/interviews are given by the City and scheduled during the employee's normal working period; however, each employee entitled to such time off with pay shall give reasonable advance notice to their supervisor. Such time off with pay shall include travel time.

ARTICLE 2.8 PAYROLL DEDUCTIONS 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 identified 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 does not work 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 members of the Union who previously elected to make union membership deductions prior to (1) starting an unpaid leave of absence, or (2) otherwise going on inactive status due to lack of scheduled hours, shall be reinstated as Union members with the automatic voluntary dues deductions immediately upon their return to work.
- 2. Notwithstanding any provisions of Los Angeles Administrative Code (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. Any employees in this Unit who have authorized Union dues deductions with the Union on the effective date of this MOU or at any time subsequent to the effective date of this MOU shall continue to have such dues deductions made by the City during the term of this MOU as authorized by California Government Code Sections 1157.12 and 1159 (a) and (b). 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 outlined in this subsection are, therefore, the Union's statement of its 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 beginning January 1st and postmarked no later than January 31st of each calendar year of this MOU. Such notification shall be by postal mail in the form of a letter containing the following information: employee name, employee phone number, employee ID number, job classification, and department name. The Union will provide to the City the appropriate documentation to process these membership dues cancellations within twenty (20) business days after the close of the withdrawal period. Employees with any questions relating to union membership dues shall direct those questions to the Union. The City shall rely on the information provided by the Union, pursuant to Government Code Section 1157.12, in deducting dues, and the Union shall indemnify the City for any claims made by individual employees for deductions made in reliance on documentation received from the Union. 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 voluntary consent in the form of an authorization signed by the individual employee 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 made 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) per 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.”

ARTICLE 2.9 POLITICAL ACTION COMMITTEE

At such time as the MCIA establishes an authorized political action committee, the Controller shall deduct any authorized amount per pay period from the salary to be paid to each MCIA member, identified on a list prepared and submitted by the MCIA, as a contribution to the Political Action Committee (PAC). MCIA members may voluntarily

contribute an amount greater than fifty cents (\$.50) per pay period to an MCIA designated PAC; provided the MCIA provides the Controller timely notice of the members' names and the additional amount they wish to contribute on a biweekly basis. Such contribution is to be deducted from twenty-four (24) biweekly payroll checks annually.

Remittance of the amount of any MCIA PAC deductions shall be sent to the MCIA by the Controller within thirty (30) working days after the end of the month in which such deductions are made.

A fee of nine cents (\$.09) per deduction shall be assessed by the Controller for the processing of each MCIA PAC deduction taken. The Controller will deduct the aggregate amount of such fees on a biweekly basis.

Neither the employee nor the MCIA shall have any claim against the City for a MCIA PAC deduction made or not made, as the case may be, unless a claim of error is presented to the Controller in writing within thirty (30) calendar days after such deduction was or should have been made.

The MCIA indemnifies the City, its officers (present and former), and its employees (present and former) for, and holds them harmless against any liability or expense (including without limitation any judgment, reasonable attorney's fees, and costs of suit) arising out of the adoption or implementation of this Article.

ARTICLE 2.10 RELEASE TIME

The MCIA may request release time for the purposes of conducting MCIA business. The appointing authority may grant to elected officers or appointed representatives of the MCIA time off for employee organization representation activities. Such time shall not be unreasonably withheld if there is no critical impact upon department operations. Approval of requests for release for MCIA business shall be at the discretion of the appointing authority. Each appointing authority shall prepare a written agreement containing the terms and parameters of approved release time from their respective departments in accordance with the provisions of paragraphs A and B below.

A. Release Time for MCIA Board Members

Bargaining unit members elected to the MCIA Board shall be released for up to one day each month without suffering loss of seniority or any other benefit to attend monthly Board meetings. This provision shall be limited to elected officers of the MCIA. The CAO shall be notified in writing of the qualified elected Unit members following each election. The MCIA agrees to reimburse the City for the salary and benefits of the Unit members released under this provision.

B. Release Time – One-Year

The appointing authority may grant to elected officers or appointed representatives of the MCIA time off for employee organization representation activities. No more than three full time equivalent employee shall be allowed release time under this section of this Article.

1. The MCIA shall submit a written request for release of an employee to that employee's department Management. Such request shall be submitted at least twenty-one (21) calendar days prior to the effective release date, specifying the starting and ending dates of release. The MCIA shall provide a copy of said request to the CAO. The employee shall fill out any necessary paperwork required by Management for their release.
2. Whenever operationally feasible, the department shall grant the time off request. When it is not possible to immediately grant the request, the department shall provide an explanation in writing and specify a date when the employee can be released.
3. Release time shall be granted for a maximum of one year in any three (3) year period unless additional release time is approved by the affected department and the CAO. The release time may be utilized on a part time basis in increments not to exceed one year per released employee.
4. The employee shall be paid the employee's current salary by the City while the employee is performing these duties for the MCIA.
5. Employees shall retain all of their existing benefits, including, but not limited to medical, dental, deferred compensation plan, retirement benefits and seniority accrual in their civil service class.
6. The MCIA shall reimburse the City for all salary and benefits costs incurred as a result of release time, including but not limited to, vacation, sick leave, compensated time off, retirement, short-term disability, life insurance, medical, dental and workers' compensation. The benefits cost shall be based on the benefits rates provided by the CAO as contained in the City Budget in effect during the period of release time, and the cost of other benefits approved by the Joint Labor Management Benefits Committee that become effective during this period.
7. Payment of any overtime worked while on release time shall be the responsibility of the MCIA.
8. The CAO shall bill the MCIA and MCIA shall make payments to the CAO of all reimbursable costs identified in item 6 above.

9. An employee on release time shall submit weekly timesheets signed by the employee and their supervisor to their respective Personnel Director specifying the number of hours worked and use of any sick leave, vacation time or compensated time off.
10. Should an employee incur a work-related injury while on release time, they shall remain on release time with the MCIA during the period of injury-on duty (IOD), or until the release time has ended, and shall continue to be counted in determining the employee maximum, as provided for above. The MCIA will reimburse the City for all IOD and Workers' Compensation related costs.
11. When the employee returns from release time, they shall return to their civil service classification and pay grade at the time of release.
12. The employee must have passed probation in their current class to be eligible for release time.
13. The MCIA shall indemnify, defend and hold the City and its officers and employees harmless against any and all claims, suits, demands or other forms of liability that might arise out of or result from any action taken by an employee in the service of the MCIA.
14. When the day to day operations of the MCIA is run by elected officers and the release is for representation purposes, the request is exempt from the requirements under B1 and 2.

The CAO shall maintain a list of employees who have been approved for release time and the approved duration.

ARTICLE 2.11 NEW EMPLOYEE ORIENTATION

The City shall provide written notice of hiring a new employee in a classification represented by MCIA in accordance with Article 2.1. Each Department shall provide MCIA access to new employee orientations. Notice of scheduled orientations shall be provided at least 10 calendar days prior to the orientation. MCIA and the City may agree to group or have individual meetings between new employees and MCIA representatives on City time for a maximum uninterrupted time of up to 60 minutes that shall not be shared with any other unions, organization's presentations and/or other distractions. These meetings shall occur no later than 60 days from the date of hire unless otherwise agreed to by the parties. MCIA Representatives may provide the new employee any information or materials about MCIA, its programs, benefits and becoming a member. Employee attendance at a new employee orientation shall be mandatory for the entire agenda.

Two MCIA representatives may be released to conduct or participate in new employee orientation meetings. Permission shall be granted to the representative by the employing

department unless such absence would cause an undue interruption of work. If such permission cannot be granted, the employing department of the new employee and/or representative shall provide the Association with an alternative presentation date and time that is not more than five (5) business days beyond the initial new employee orientation date.

ARTICLE 3.0 GRIEVANCES

ARTICLE 3.1 GRIEVANCE PROCEDURE

STATEMENT OF INTENT

Management and the Union have a mutual interest in resolving workplace issues appropriately, expeditiously and at the lowest level possible. In recognition of this mutual interest, the parties acknowledge that the grievance process is not a replacement for daily communication between the employee and the supervisor, nor is it inherently an adversarial process. Rather, it is a process to mutually resolve workplace issues to the maximum extent possible within the organization.

DEFINITION

A grievance is defined as a dispute concerning the interpretation or application of this written MOU, or departmental rules and regulations governing personnel practices or working conditions applicable to employees covered by this MOU. The parties agree that the following shall not be subject to the grievance procedure:

- A. An impasse in meeting and conferring upon the terms of a proposed MOU.
- B. Any matter for which an administrative remedy is provided before the Civil Service Commission.
- C. Any issue that the parties agree to refer to another administrative resolution process.

GENERAL PROVISIONS

A. BINDING ELECTION OF PROCEDURE

Where a matter within the scope of this grievance procedure is alleged to be both a grievance and an unfair labor practice under the jurisdiction of the ERB, the employee must elect to pursue the matter under either the grievance procedure herein provided, or by action before the ERB. The employee's election of either procedure shall constitute a binding election of the procedure chosen and a waiver of the alternate procedure.

B. GRIEVANCE PROCESS RIGHTS

No grievant shall lose their right to process their grievance because of Management-imposed limitations in scheduling meetings.

C. TIME, TIME LIMITS AND WAIVERS

“Business days” shall be defined as Monday thru Friday, exclusive of City Holidays, as defined in Article 6.5 of this MOU.

The time limits between steps of the grievance procedure provided herein may be extended by mutual agreement, not to exceed sixty (60) business days. In addition, the grievant and Management may jointly waive one level of review from this grievance procedure.

D. MEDIATION

At any step following the Informal Discussion in the grievance process, the Union or Management may request mediation, by letter to the department’s personnel officer. Within ten (10) business days of receipt of a request for mediation, the receiving party shall either return the request without action or request that the ERB appoint a mediator. The ERB shall attempt to obtain the services of a mediator from the State Mediation and Conciliation Service. If a State mediator is unavailable, Union and Management may jointly agree to a mediator selected by the Executive Director of the ERB. The fees of such mediator shall be shared equally by Union and Management.

The primary effort of the mediator shall be to assist the parties in settling the grievance in a mutually satisfactory fashion. The mediation procedure shall be informal, i.e., court reporters shall not be allowed, the rules of evidence shall not apply, and no formal record shall be made. The mediator shall determine whether witnesses are necessary in the conduct of the proceedings.

If settlement is not possible, the mediator may be requested to provide the parties with an immediate oral opinion as to how the grievance would be decided if it went to arbitration. Such opinion shall be advisory only. Upon mutual agreement of the parties, the mediator may be requested to furnish such opinion in writing, along with a brief statement of the reasons for the opinion. Such opinion shall not be used during any subsequent arbitration.

Notwithstanding the above, and Section 4.865 of the Employee Relations Ordinance, the parties may mutually agree to accept the opinion of the mediator as binding.

If mediation does not resolve the issue, the grievant has ten (10) business days to file an appeal to the next level in the procedure.

E. EXPEDITED ISSUES

To resolve issues at the appropriate level, the following issues will be automatically waived to the General Manager level of the grievance process.

- Suspensions without pay
- Allegations of failure to accommodate medical restrictions
- Allegations of retaliation
- Whistleblower complaints

Additional issues may be waived to the General Manager level upon mutual agreement of the Union and Management.

GRIEVANCE PROCESS

STEP 1 – ISSUE IDENTIFICATION AND INFORMAL DISCUSSION

The employee shall discuss the issue with the immediate supervisor on an informal basis to identify and attempt resolution of the employee's issue within ten (10) business days following the day the issue arose. The employee shall have the affirmative responsibility to inform the supervisor that the issue is being raised pursuant to this grievance procedure.

The immediate supervisor shall meet with the employee, secure clarification of the issue, consider the employee's proposed solution, and discuss possible alternative solutions and/or other administrative remedies. The immediate supervisor shall respond verbally within ten (10) business days following the meeting with the employee. Failure of the supervisor to respond within the time limit shall entitle the employee to process the issue to the next step.

STEP 2

If the issue is not resolved at Step 1, or jointly referred to another administrative procedure for resolution, the employee may, within ten (10) business days of receiving the response from the immediate supervisor, serve a grievance initiation form with the immediate supervisor (or another member of management if the immediate supervisor is not available within the ten day filing period), who will accept it on behalf of Management and immediately forward it to the next level manager above the immediate supervisor who is not in the same bargaining unit as the grievant.

A grievance is owned by the Union. A department must inform the Union of a grievance in writing at this step. The manager, or appropriate designee, shall meet with the grievant within ten (10) business days of the date of service of the grievance form at this Step to discuss the facts and solicit information on possible solutions or other appropriate administrative procedures. The manager will provide a written response to the grievant

and the Union within ten (10) business days of meeting with the grievant. Failure of management to respond within the time limit shall entitle the grievant to process the grievance to the next step.

STEP 3

If the grievance is not resolved at Step 2, the grievant may serve a written appeal to the General Manager, or designee, within ten (10) business days following (a) receipt of the written response at Step 2, or (b) the last day of the response period provided for in Step 2. The General Manager or designee shall meet with the grievant within ten (10) business days of the date of service of the appeal, discuss the facts, and solicit information on possible alternative solutions. A written response will be provided to the grievant within twenty (20) business days from the date of meeting with the aggrieved employee.

STEP 4 – ARBITRATION

If the written response at Step 3, or mediation, does not settle the grievance, or Management fails to provide a written response within twenty (20) business days of the Step 3 meeting, the Union may elect to serve a written request for arbitration with the ERB. A copy of this notice shall be served upon the department's personnel officer. The request for arbitration must be filed with the ERB within twenty (20) business days following (a) the date of service of the written response of the General Manager/Commission or the designee, or (b) the last day of the response period provided for in Step 3 or 3A. Failure of the Union to serve a written request for arbitration with the ERB within said period shall constitute a waiver of the grievance.

If such written notice is served, the parties shall jointly select an arbitrator from a list of seven arbitrators furnished by the ERB, within ten (10) business days following receipt of said list. Failure of the Union to notify the ERB of the selected arbitrator within sixty (60) business days of receipt of said list shall constitute a waiver of the grievance.

- A. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved. The proceedings shall be conducted in accordance with applicable rules and procedures adopted or specified by the ERB, unless the parties hereto agree to other rules or procedures for the conduct of such arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being mutually understood that all other expenses including, but not limited to, fees for witnesses, transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual party incurring same.
- B. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned.

- C. The decision of an arbitrator resulting from any arbitration of grievances hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this MOU.

PROCEDURE FOR GRIEVANCES AFFECTING A GROUP OF EMPLOYEES

The Union may elect to file a grievance on behalf of two (2) or more employees. The facts and issues of the grievance must be the same. In cases where the issues identified in the grievance affect more employees than are identified as grievants, the parties may agree that the remedy may be applied to those employees upon their consent, if needed.

PROCEDURE:

- A. Step 1 – The Union shall file the grievance in writing with the General Manager, or designee, of the affected department within twenty (20) business days following the day the issue arose. To the extent possible, the filing shall include the issue of the grievance, proposed solution(s), the names of the employees impacted by the issue, and the specific facts pertaining to each grievant. All employees participating in the grievance must waive their respective rights to file an individual grievance on the same issue by completing an individual grievance waiver form prior to the meeting with the General Manager.
- B. Step 2 – The General Manager, or designee, shall provide written notification to the Employee Relations Division of the CAO of the receipt of the grievance. The General Manager, or designee, shall meet with the Union within twenty (20) business days of receipt of the grievance to review the facts, solicit information on the proposed solution(s), or consider other appropriate administrative procedures. The General Manager, or designee, may include department managers who have knowledge of the grievance issues and/or representatives from the CAO's Employee Relations Division in the meeting with the union. The General Manager, or designee, shall prepare a written response within twenty (20) business days of the meeting.
- C. Step 3 – If the grievance is not resolved in Step 2, the Union may file for arbitration pursuant to the procedure in Step 4 – Arbitration, above.

PROCEDURE FOR GRIEVANCES GENERAL IN CHARACTER

In order to provide an effective mechanism whereby disputes between the MCIA and Management concerning interpretation or application of the general provisions in Articles 1-5 of this MOU affecting the bargaining unit may be resolved, the parties agree to the following procedures:

- A. The Union shall file a written preliminary request for review to the Employee Relations Division of the Office of the City Administrative Officer (CAO). The CAO shall have 15 business days to address the issue with the Department(s) and the

Union. If the issue is not resolved to the satisfaction of both parties within the 15 business days, the grievance shall proceed as indicated below.

- B. The Union shall file the grievance in writing with the General Manager, or designee, of the affected department within 20 business days if the issue is not resolved in Step 1. To the extent possible, the filing shall include the issue of the grievance and the proposed solutions.
- C. The General Manager, or designee, shall provide written notification to the Employee Relations Division of the CAO of the receipt of the grievance. The General Manager, or designee, shall meet with the Union within twenty (20) business days of receipt of the grievance to review the facts, solicit information on the proposed solution(s), or consider other appropriate administrative procedures. The General Manager, or designee, may include department managers who have knowledge of the grievance issues and/or representatives from the CAO's Employee Relations Division in the meeting with the union. The General Manager, or designee, shall prepare a written response within twenty (20) business days of the meeting.
- D. If the grievance is not resolved in Step 3, the Union may file for arbitration pursuant to the procedure in Step 4 – Arbitration, above.

ARTICLE 3.2 UNION STEWARDS

The MCIA may designate up to 10% of the employees in the Unit to act as union stewards and shall provide all departments, offices or bureaus who are parties to this MOU with a written list of employees who have been so designated. The MCIA will update the list at least quarterly. A union steward, if so requested, may represent a grievant at all levels of the grievance procedure.

The grievant and their representative may have a reasonable amount of paid time off for this purpose. However, said representative will receive paid time off only if they are a member of the MCIA and in the same Unit as the grievant; is employed by the same department, office or bureau as the grievant; and, is employed within a reasonable distance from the work location of the grievant.

If a union steward must leave their work location to represent a grievant, they shall first obtain permission from their supervisor on a form provided for such purpose. Permission to leave will be granted unless such absence would cause an undue interruption of work. Denial of permission to leave at the time requested will automatically constitute an extension of time limits provided in the grievance procedure herein equal to the amount of the delay.

Time spent on grievances outside of regular working hours of the employee or their representative shall not be counted as work time for any purpose. Whenever a grievance is to be presented during the working hours of the grievant and/or their representative,

only that amount of time necessary to bring about a prompt disposition of the grievance will be allowed.

ARTICLE 4.0 ON THE JOB

ARTICLE 4.1 SAFETY

Section I

Safety clothing and devices shall be provided by Management as appropriate per California Code of Regulations (CCR), Title 8, Section 3380. The MCIA will encourage all members of the Unit to utilize said safety clothing and devices to the fullest extent possible.

Section II

Management will provide safe conditions and comply with the CCR, Title 8, rules and regulations that apply. The MCIA will encourage all members in the Unit to perform their work in a safe manner. Each employee should be alert to unsafe practices, equipment and conditions, and should report any hazardous condition promptly to their immediate supervisor. Said supervisor will:

- A. Correct or eliminate the hazardous condition if correction or elimination thereof is within the authority and capability of the supervisor; or
- B. Safeguard a hazardous condition in such a manner as to preclude injury to personnel and/or property damage, and promptly report the nature and location of the hazardous condition to the next level of supervision designated by departmental management for said purpose, if elimination of the hazardous condition is not within the immediate supervisor's capability.
- C. If elimination of the hazardous condition is not within the capability of the second level of supervision to correct, they shall promptly report the problem to the next designated level of supervision or inform the Safety Coordinator about the problem.
- D. No employee shall be required or knowingly permitted to work in an unsafe place.

Section III

If the procedures for handling a reported hazardous condition are not initiated, or if initiated, fail to affect a satisfactory solution of the problem within a reasonable time, the employee or their representative may call the City Occupational Safety Office and report such hazard. Unresolved complaints hereunder may be referred to the State Safety Engineer for processing under the CAL/OSHA rules and regulations.

Section IV

Management shall provide training in asbestos hazards recognition as appropriate per CCR, Title 8, Section 1529.

Management shall provide all safety training specific to inspection conditions. The training may be identified using a Job Hazard Assessment (JHA) or Job Safety Assessment (JSA) per the CCR, Title 8, Section 3203.

All current employees shall be provided with a minimum ten (10) hour CAL/OSHA Construction Safety Course by July 1, 2020. All new employees shall be provided a minimum ten (10) hour CAL/OSHA Construction Safety Course within 12 months of hire date. The training shall be provided by an authorized CAL/OSHA Construction Industry Outreach Trainer. An authorized CAL/OSHA Construction Industry Outreach Trainer is an individual who has successfully completed the Construction Industry Outreach Trainer Program from an authorized OSHA Training Institute Educational Center. In addition to the CAL/OSHA training, a minimum of twenty (20) hours of safety training shall be provided per calendar year including NFPA 70E training for Electrical Inspectors and Sr. Electrical Inspectors. The course content (i.e. syllabus) shall be related to job duties. The employing department shall provide MCIA documentation of completed safety training within 30 business days of request. The employing department is responsible for all training of their employees to meet safety and procedural standards.

ARTICLE 4.2 DEPARTMENTAL PERSONNEL FOLDERS

An employee shall be entitled to review the contents of their departmental, bureau and/or division personnel folders at reasonable intervals, upon request, during hours when their personnel office is normally open for business. Such review shall not interfere with the normal business of the department, office or bureau. An employee may bring another person along with them to review their personnel folder.

The employee may authorize an Association representative to inspect the employee's personnel folder, upon written consent of the employee. Authorization shall be granted through a letter from the employee to the appointing authority, or their designee, specifying the person from the Association who is granted authority to review the personnel folder. Each time an employee wants to grant authority, a new letter must be written to the appointing authority. The letter shall be filed in the employee's personnel folder. The time to review the folder must be arranged by the Association representative. The Association representative may not remove or have a copy of any document in the folder. The employee or Association representative's review of the personnel folder shall not interfere with the normal business of the department.

No evaluation or disciplinary document may be placed in an employee's personnel file without their review and a copy of the document presented to them for their records. The employee shall acknowledge that they have reviewed and received a copy of the document by signing it with the understanding that such signature does not necessarily

indicate agreement with its contents. The employee shall have the right to respond in writing to any material placed in their personnel folder.

A written reprimand or "Notice to Correct Deficiencies" may be sealed upon the written request of an affected employee if they have not been involved in any subsequent incidents that resulted in written corrective counseling or other management actions for a period of four (4) years from the date the most recent notice was issued, or management action taken.

ARTICLE 4.3 REST AND MEAL PERIODS

Section I

Each employee shall be granted a minimum of fifteen (15) minutes rest period in each four (4) hour period; provided however, that no such rest period shall be taken during the first or last hours of an employee's working day, in excess of fifteen (15) minutes nor used to extend a lunch period without express consent of the designated supervisor.

Each employee shall be entitled one unpaid thirty (30) minute meal period on shifts over five (5) hours, and a second unpaid thirty (30) minute meal period on shifts over ten (10) hours; provided however, that no such meal period shall be taken during the first or last hour of an employee's working day. The meal period can be waived if the employee's work day is less than 6 hours.

Section II

Management reserves the right to suspend the rest period or require an employee to work through a meal period or any portion thereof during an emergency. Any time worked in lieu of a rest or meal period shall be counted as Hours Worked for the purposes of computing regular compensation and overtime. Any rest or meal period so suspended or not taken at the time permitted shall not be accumulated or carried over from one day to any subsequent day, or compensated for in any form.

For the purpose of this Article, an emergency shall be defined as an occurrence, situation, or condition that could not have been reasonable foreseen or anticipated.

ARTICLE 4.4 SAFETY GEAR

Section I

During inclement weather all employees will work a normal regularly scheduled daily shift in accordance with the provisions of LAAC Section 4.108.

During the term of this MOU, Management will provide rain gear for employees who are required to remain in the field during inclement weather.

Section II

Effective January 5, 2020, each member of this Unit on active status shall receive a biweekly non-pensionable amount of \$10 per pay period for the purchase of safety boots.

Effective January 11, 2025, the biweekly payment methodology above shall cease, and each Unit member on active status, whose employing department does not already provide said safety boots, shall receive a cash allowance of three hundred dollars (\$300.00), for the purchase of safety boots. The \$300.00 cash allowance shall be distributed in Pay Period 15 of each calendar year. These funds are subject to Federal and State taxation.

Section III

Departments shall provide all safety equipment and pertinent training as required for the job duties as per the Department’s Job Safety Assessment (JSA) or Job Hazard Assessment (JHA).

Section IV

Departments shall comply to the California Code of Regulations (CCR), Title 8, Section 3382 for eye and face protection.

ARTICLE 4.5 RETURN OF CITY ISSUED EQUIPMENT

Upon leaving City service for any reason, it is the responsibility of each employee to return all City issued equipment. If an employee has lost or misplaced some or all of this equipment, they shall be responsible for reimbursing the City for the original cost of the items of equipment not returned at the following depreciated values:

One year old or less	90% of original cost
Two years old or less	75% of original cost
Three years old or less	50% of original cost
Four years old or less	20% of original cost
Five years old or less	10% of original cost
Over five years old	0% of original cost

Reimbursement need not be made if the amount to be reimbursed under the above schedule totals less than \$20.00.

ARTICLE 4.6 JOB-RELATED INVESTIGATIONS

Section I

Any employee who is the subject of a job-related investigation shall be informed of the nature of the investigation prior to any questioning of the employee. This section shall not

preclude the expansion of the investigation to other areas not previously known to the investigators. Upon completion of any investigation of which the Personnel Division notified the employee, and there being no actions or charges, the employee shall be notified of it.

Exception: This section shall not apply if, in the opinion of the General Manager, the subject matter of the investigation is of such a sensitive nature that revealing the nature of the investigation would likely hinder the chances of a complete and thorough investigation.

Section II

When an employee is to be questioned relative to a complaint or investigation, they shall be advised of and shall have the right to be represented by counsel or any other representative of their choice, who may be present at all times during such questioning. Such employees shall be given at least twenty-four (24) hours' notice prior to the employee being required to report.

Section III

When the employee is formally notified of proposed disciplinary action which is a result of misconduct or other related matters, the employee will be given written notice as to the charges and receive a copy of the documents upon which the department's case is based. In the case of proposed suspension or discharge, the employee will be given an opportunity to respond to the proposed disciplinary action prior to a final decision being made by the department's appointing authority.

Section IV – Polygraph Examination

Employees shall not be compelled to submit to a polygraph examination against their will. No disciplinary action or other recrimination shall be taken because of such refusal to submit to a polygraph examination.

ARTICLE 4.7 ASSIGNMENTS FOR DUAL COVERAGE

The parties mutually understand that there are certain instances where it is desirable to have two (2) Inspectors present at a work location. Requests for dual coverage will be considered when brought to the attention of Management before field inspections are made. Said requests for such coverage will be made through the Inspector's first line supervisor.

ARTICLE 4.8 EMERGENCY RESPONSE

Any employee shall be required to respond when contacted by their employing department's General Manager or designee upon the declaration of a natural disaster by the Mayor, and/or City Council, and/or a federal or California State governing authority.

Employees shall be notified by Management of the declared emergency and the dates which they shall be required to respond. Compensation shall be in accordance with Article 5.12 of this MOU.

If an employee is required to physically report for duty while they are being compensated on stand-by pay, the employee shall no longer be eligible for stand-by pay and shall instead be compensated at the overtime rate of one and one-half times (1½) the employee's regular rate of pay for all time worked outside of their regularly scheduled work shift.

ARTICLE 4.9 WORK SCHEDULES

Pursuant to the Fair Labor Standards Act (FLSA), employees shall have a fixed workweek that consists of a regular recurring period of one hundred sixty-eight (168) consecutive hours (seven 24-hour periods) which can begin and end on any day of the week and at any time of the day. The designated workweek for an employee may be changed only if the change is intended to be permanent and not designed to evade overtime requirements of the FLSA. Management may assign employees to work a five/fourty, four/ten, nine/eighty, or other work schedule. Management shall have the right to refuse an employee's request to work a four/ten, nine/eighty, or other modified work schedule, and to require the reversion to a five/fourty work schedule, providing that the exercise of such right is not arbitrary, capricious or discriminatory. The parties further agree that Management may require employees to change their work schedules (working hours, or change days off, except the split day) within the same FLSA workweek.

Employees on a nine/eighty modified work schedule shall have designated a regular day off (also known as 9/80 day off or RDO) which shall remain fixed. Temporary changes to the designated 9/80 day off at the request of Management or the employee are prohibited unless it is intended for the employee to work additional hours (overtime).

Except in emergencies, an employee shall be notified in writing of a change in their work schedule at least 72 hours prior to such change. For the purposes of this Article, an emergency shall be defined as an occurrence, situation, or condition that could not have been reasonably foreseen or anticipated.

ARTICLE 4.10 1040/2080 PLAN

Management reserves the right to develop twenty-six (26) week/1040 or 52-week/2080 hour work periods under FLSA during the term of this MOU for the purpose of increasing scheduling flexibility. Implementation of this work schedule is subject to agreement by the parties and certification of the MCIA as bona fide by the National Labor Relations Board (NLRB).

ARTICLE 4.11 DEPUTY INSPECTOR CODE BOOKS AND SPECIFICATIONS

The City will provide Code Books and/or Specifications for use by Assistant Construction Inspectors, Class Code 4208, Construction Inspectors, Class Codes 7291 and 7291-A, and Senior Construction Inspectors, Class Codes 7294 and 7294-A for these employees to carry out their Deputy Inspector job duties. These materials are the property of the City and shall be used in accordance with the policies and procedures established by the respective departments, bureaus and offices that are parties to the MOU. The City will reimburse the above classifications for the cost of the required updates or first time purchase of Code Books and Specifications after the employee has qualified to take and has passed the exam to obtain a specific deputy license. The reimbursement shall occur within three (3) pay periods. If a Code Book(s) and/or Specification is lost, the employee will be responsible for its/their replacement. The Code Books and Specifications paid for by the City shall become the property of the City of Los Angeles.

ARTICLE 4.12 PROCUREMENT OF TOOLS AND PERSONAL PROTECTIVE EQUIPMENT

The appointing authority shall supply all tools and personal protective equipment (PPE), and training for the use of such tools and PPE, required by employees in the execution of their duties and responsibilities, as determined by Management.

At no time shall any employee be required to use their own money to purchase tools or PPE to execute their job duties and responsibilities or for any other City-related purpose regardless of whether such money is intended to be reimbursed.

ARTICLE 4.13 STATE'S CONTINUING EDUCATION REQUIREMENT

In accordance with Article 1.8, this MOU is subject to all applicable State laws. As such, the intent of Departments or Bureaus that employ Unit members meeting the definition of "Construction Inspector" pursuant to California Health and Safety Code (HSC) Section 18949.25, as initially determined by Management, is to comply with the continuing education requirements set forth in Section 18949.29 of the HSC.

The HSC Section 18949.25 defines "construction inspector" as any person who is hired or contracted by a local agency in a temporary or permanent capacity for the purpose of inspecting construction for structural, seismic safety, fire and life safety, or building system requirements of adopted uniform codes or standards, as applied to residential commercial, or industrial buildings.

The employing Departments or Bureaus shall provide the MCIA documentation of completed continuing education courses, which are described in HSC Section 18949.29 (c) and (d) within 60 business days of the request.

ARTICLE 4.14 CODE ENFORCEMENT OFFICERS' SAFETY STANDARDS AND TRAINING

In accordance with Article 1.8, this MOU is subject to all applicable State laws. As such, the intent of Departments or Bureaus that employ Unit members, meeting the definition of "Code Enforcement Officer" pursuant to Penal Code Section 829.5, as initially determined by Management, is to comply with California Senate Bill 296 (2021-2022) in setting safety standards and providing training to "Code Enforcement Officers" that address risks associated with treats, assault, injury, or homicide.

Penal Code Section 829.5 defines "Code Enforcement Officer" as any person who is employed by any governmental subdivision, public or quasi-public corporation, public agency, public service corporation, any town, city, county, or municipal corporation, whether incorporated or chartered, who has enforcement authority for health, safety, and welfare requirements, whose duties include enforcement of any statute, rule, regulation, or standard, and who is authorized to issue citations, or file formal complaints.

The employing Departments and Bureaus shall provide MCIA documentation of completed training within 60 business days of request.

ARTICLE 4.15 CHANGE IN WORK RULES

Whenever written departmental working rules are established or changes are made to existing written departmental working rules, which affect conditions of employment, Management shall give the Association an opportunity to meet with Management prior to placing the new rules or changes in such existing rules into effect.

Nothing contained in this Article shall be construed as a limitation of the right of Management to implement new written department working rules or make changes in such existing rules in cases of emergency. Provided, however, when such new work rules or changed existing work rules, as the case may be, must be adopted immediately, without prior notice to the Association, notice and the opportunity to meet and consult shall be given at the earliest practical time following the adoption of such new work rules or changes in existing written department work rules, as the case may be.

The Association agrees to notify Management promptly after receiving notice of its intent to exercise its rights granted under this Article.

No statement in this Article shall be considered a waiver of the Association's right to meet and confer on any mandatory subject of bargaining or its impact.

ARTICLE 5.0 COMPENSATION

ARTICLE 5.1 SALARIES

Employees covered by this MOU shall be compensated in accordance with the salary ranges and rates listed in the Appendices.

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 below shall become operative as follows:

Appendix A	January 1, 2024
Appendix B	April 7, 2024
Appendix C	October 6, 2024
Appendix D	July 13, 2025
Appendix E	July 12, 2026
Appendix F	July 11, 2027
Appendix G	July 9, 2028

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

A. SALARY STEPS

1. Employees hired into trainee-level positions (Targeted Local Hire) shall be hired at Step 1 and shall remain on Step 1 for the duration of a twelve (12) month probationary period. This MOU does not utilize Targeted Local Hire.
2. Employees hired into non-trainee positions shall be hired at Step 2 (or appropriate higher step in accordance with applicable MOU provisions or LAAC Section 4.90).
3. Employees shall remain on Steps 2 and 3 for nine (9) months each. Steps 2 and 3 are separated by one (1) premium level.
4. Steps 4 through 8 are separated by two (2) premium levels (Step 4 is one [1] premium level above Step 3). Employees shall advance to each subsequent step after twelve (12) months.
5. Steps 9 through 12 are separated by one (1) premium level (Step 9 is one [1] premium level above Step 8). Employees shall advance to each subsequent step after twelve (12) months.

Note: On the City's salary range tables, each premium level is equal to approximately 2.75%.

B. SALARY ADJUSTMENTS

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

Effective April 7, 2024, employees covered by this MOU shall receive a 3.0% salary increase. (Appendix B)

Effective October 6, 2024, employees covered by this MOU shall receive a 3.0% salary increase. (Appendix C)

Effective July 13, 2025, employees covered by this MOU shall receive a 4.0% salary increase. (Appendix D)

Effective July 12, 2026, employees covered by this MOU shall receive a 4.0% salary increase. (Appendix E)

Effective July 11, 2027, employees covered by this MOU shall receive a 4.0% salary increase. (Appendix F)

Effective July 9, 2028, employees covered by this MOU shall receive a 4.0% salary increase. (Appendix G)

- C. Effective upon Council adoption of this MOU, all compensation, including biweekly salaries, bonuses, and special payments, shall be made by direct deposit to each employee. No physical paper paychecks shall be issued unless the City Controller or the Office of the City Attorney determines that issuing a physical, paper paycheck would avoid making an untimely payment to an employee or during exigent circumstances.

D. SPECIAL SALARY ADJUSTMENTS

Effective June 30, 2024, the minimum starting step for Street Service Investigators, class code 4283-0, and Sr. Street Services Investigators, class code 4285-1, 4285-2, and 4285-3, shall increase from Step 2 to Step 8.

ARTICLE 5.2 PROMOTIONAL MOVEMENT

Promotional movement shall be a minimum of two premium levels, or approximately 5.5%.

ARTICLE 5.3 OVERTIME

Section I – Assignment of Overtime

Management will attempt to assign overtime work as equitably as possible among all qualified employees in the same classification, in the same organizational unit and work location. However, Management may consider special skills required to perform particular work. The parties understand that no employee shall work overtime without prior approval from their supervisor and that unofficial overtime “white time” is absolutely prohibited. FLSA non-exempt employees may not work outside of scheduled working hours, or during unpaid meal periods, without the prior approval of a supervisor consistent with department policy. Failure to secure prior approval may result in discipline.

Section II – Rate and Method of Overtime Compensation - (FLSA) Non-Exempt Employees

Compensation for overtime shall be for all hours worked in excess of forty (40) hours in a workweek including all absences with pay authorized by law. Compensation for overtime worked by employees in classifications listed in the Appendices attached hereto shall be in time off at the rate of one-and-one-half (1½) hours for each hour of overtime worked or in cash at one and one-half times (1½) the employee’s regular rate of pay, at the discretion of Management.

Section III – Compensatory Time Off

Pursuant to Section II above, employees shall be permitted to accumulate up to eighty (80) hours of compensated time off (CTO). On occasion, employees may accumulate CTO in excess of eighty (80) hours for a temporary period of time. 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 accumulated vacation time) 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 year. Notification of such extension shall be provided in writing to the Association and to each employee with CTO hours in excess of eighty (80) hours at least thirty (30) calendar days prior to the extension.

In accordance with FLSA, no employee shall lose CTO. An employee who has requested the use of CTO 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 unduly disrupts 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 (CTO) in excess of two hundred and forty (240) hours be accumulated.

Section IV – Overtime Meal Allowance

Whenever an employee works at least four (4) hours in excess of the employee's regularly scheduled work shift on a normal work day, or at least four (4) hours in excess of an overtime work shift on a normal work day off, then the employee shall be paid an overtime meal allowance. Said overtime meal allowance shall be \$10.00.

ARTICLE 5.4 SHIFT DIFFERENTIAL

An employee required to work more than 50% of their time, in any one day between the hours of 5:00 p.m. and 8:00 a.m., shall receive for each such day worked, salary at the second premium level rate (5.5%) above the appropriate step of the salary range prescribed for their class. The procedure for the payment of adjusted compensation for work performed under the provision of Note "N" shall be in accordance with LAAC Sections 4.72, and 4.75.

Effective the first full pay period after the City Council adopts this MOU, the following shall supersede the above provisions. Notwithstanding the provisions of LAAC Section 4.61, Schedule A, Note N, if an employee who works more than 50% of a shift, between the hours of 5:00 p.m. and 12:00 a.m., the employee shall receive, for each such shift worked, salary at the second premium level rate (5.5%) above the appropriate step of the salary range prescribed for their class. (Pensionable when regularly assigned; non-pensionable when assigned on a daily basis.)

Effective the first full pay period after the City Council adopts this MOU, notwithstanding the provisions of LAAC Section 4.61, Schedule A, Note N, if an employee works more than fifty percent (50%) of a shift between the hours of 12:00 a.m. and 8:00 a.m., the employee shall receive, for each such shift worked, three (3) premium levels (8.25%) above the rate currently received by the employee. (Pensionable when regularly assigned; non-pensionable when assigned on a daily basis.)

ARTICLE 5.5 BILINGUAL/MULTILINGUAL DIFFERENTIAL

A. Whenever an appointing authority determines that it is necessary or desirable that a position be filled by a person able to converse fluently in a language other than English, or write and interpret a language other than English, the appointing authority shall transmit to the Controller a written statement approving payment of a bilingual premium, as provided by this Article to the person occupying such a position and possessing such bilingual skills. Effective the first full pay period following Council adoption of the 2024-2029 MOU, bargaining unit members shall be eligible for compensation for bilingual or multilingual premiums, as described in Section D, below, for more than one language other than English.

- B. After authorizing payment of a bilingual premium, the appointing authority shall certify to the Controller the name of an employee eligible for a bilingual premium and the Personnel Department shall certify to the Controller that the employee has qualified under its standards of fluency and proficiency for said language. Effective the first full pay period following Council adoption of the 2024-2029 MOU, bargaining unit members shall be eligible for compensation for bilingual or multilingual premiums, as described in Section D, below, for more than one language other than English.
- C. Effective the first full pay period following Council adoption of the 2024-2029 MOU, the following provision expires: Effective December 22, 2019, employees assigned to converse in a language other than English shall receive a one hundred dollar (\$100.00) biweekly pensionable bonus. Employees assigned to interpret (read and write) a language other than English shall receive a two hundred (\$200.00) biweekly pensionable bonus.

Effective the first full pay period following Council adoption of the 2024-2029 MOU, the following provision expires: Employees receiving the pensionable bilingual 2.75% (one premium level) or pensionable 5.5% (two premium levels) bonus prior to November 13, 2016, shall continue to receive the bonus at a one or two premium level rate. Management shall not be capricious and arbitrary in the removal of this bonus. Persons in Departments who require requalification in a new assignment to receive the bonus and are currently being paid as premium levels shall continue to do so until no longer assigned to speak, read, or write in a language other than English.

- D. Effective the first full pay period following Council adoption of the 2024-2029 MOU, persons certified as being qualified by the Personnel Department shall receive a bilingual or multilingual premium of one (1) premium level rate (2.75%) above the top step of the salary range assigned to the classification of Building Inspector, Class Code 4211-0, in this MOU, for each language where duties require conversing fluently in a language other than English, as determined to be necessary by the appointing authority.

Persons certified as being qualified by the Personnel Department shall receive a bilingual or multilingual premium two (2) premium level rates (5.5%) above the top step of the salary range assigned to the classification of Building Inspector, Class Code 4211-0, in this MOU, for each language where duties require conversing fluently and interpreting (read and write) a language other than English, as determined to be necessary by the appointing authority.

- E. The bilingual or multilingual premiums described above are pensionable when regularly assigned and non-pensionable when assigned on a daily basis.
- F. Compensation provided for in this Article shall be retroactive to the start of the first pay period following the employee having been certified by the Personnel

Department for bilingual or multilingual pay in a bilingual or multilingual position assignment.

ARTICLE 5.6 CIVIC DUTY

Whenever an employee is served with a subpoena by a court of competent jurisdiction which compels their presence as a witness during their normal working period, unless they are a party to the litigation or an expert witness, such employee shall be granted time off with pay in the amount of the difference between the employee's regular earnings and any amount they receive for such appearance. This Article is not applicable to appearances for which the employee receives compensation in excess of their regular earnings.

A court of competent jurisdiction is defined as a court within the county in which the employee resides, or if outside the county of residence, the place of appearance must be within one hundred fifty (150) miles of the employee's residence.

ARTICLE 5.7 JURY DUTY

- A. An employee duly summoned to attend any court for the purpose of performing jury service shall, for those days during which jury service is actually performed and those days necessary to qualify for the jury service, receive their regular salary. The absence of the employee for the purpose of performing jury service shall be deemed to be an authorized absence with pay within the meaning of LAAC Section 4.75.
- B. During the time the employee is actually reporting to the Court for jury service, the head of the department, office or bureau or their designate will convert the employee's usual shift to a regular five-day, Monday through Friday day shift. However, employees may choose to remain on an alternative work schedule (9/80, 4/10, or 3/12) or on an off-watch schedule during jury service with the understanding that jury service on a regularly scheduled day off (RDO) will not be compensated. Employees must report for work on any day of their converted shift that they are not required by the Court to perform jury service.
- C. Compensation for mileage paid by the courts for jury service shall be retained by the employee.
- D. Employees performing jury service on a designated City holiday shall be compensated for the designated City holiday; additional time off for that holiday shall not be provided.

ARTICLE 5.8 MILEAGE REIMBURSEMENT

Section I

- A. Mileage shall be paid in accordance with LAAC Sections 4.230 and 4.231, and all other applicable sections.
- B. When an employee is authorized by the City to use their own vehicle, pursuant to Division 4, Chapter 5, Article 2 of the LAAC, in the performance of their duties, such employee shall be reimbursed for transportation expenses at the rate certified by the CAO per mile for all miles traveled in any biweekly pay period.
- C. During the term of this MOU, the cents per mile reimbursement shall be adjusted to an amount equal to the annual standard car mileage allowance as determined by the Internal Revenue Service. The CAO shall certify to the Controller appropriate changes, if required, reflecting increases or decreases to become effective on the effective date determined by the IRS.
- D. Pursuant to LAAC Section 4.231, each employee qualifying for reimbursement under this Article shall be guaranteed, each pay period, mileage reimbursement equal to the number of days in the pay period for which the employee receives reimbursement under the provision of LAAC Section 4.230, times ten miles.
- E. For employees who do not qualify for mileage reimbursement under D. above, but are required and designated by Management to bring a personal vehicle to work each day, such employee shall receive reimbursement for twenty-five (25) miles each week regardless of whether or not the vehicle is driven for City business.
- F. Employees shall only receive one mileage payment under D or E above, whichever is greater.
- G. In the event that City parking placards are not made available to inspectors covered by this MOU, the City shall reimburse employees who incur parking expenses in connection with official City business. Reimbursement shall be made within two (2) pay periods of the expense(s) having been submitted to the City.

Section II

In addition to the mileage reimbursement described in Section I above, effective June 25, 2019, each employee who is authorized to use their own vehicle, pursuant to LAAC Sections 4.229, in the performance of their duties, shall receive a non-pensionable reimbursement of one hundred and twenty-five dollars (\$125.00) every two (2) pay periods in which the employee drives at least 200 miles for City business, and average retail gas price for regular unleaded in the Los Angeles region is at least \$1.75 per gallon as of the third Monday of the prior month as shown by the Energy Information Administration, U.S. Department of Energy.

Effective upon Council adoption of the 2024-2029 MOU, the non-pensionable reimbursement amount shall increase from one hundred and twenty-five dollars (\$125.00) to one hundred and fifty dollars (\$150.00).

The parties agree to a reopener in February 2026, to meet and discuss the economic subjects related to this Article and potential adjustments to the reimbursable amounts. Any adjustments to this Article will only be made by mutual agreement of the parties.

ARTICLE 5.9 DEPUTY PAY

Employees in the classes of Assistant Inspector, Code 4208, who are employed by the Los Angeles World Airports (LAWA), Port of Los Angeles (POLA), and Public Works; Construction Inspector Codes 7291, 7291-A; and Senior Construction Inspector Codes 7294, 7294-A, shall receive, in addition to all regular and premium compensation, the following amounts for holding valid registration(s) as Deputy Building Inspectors in the categories shown below in accordance with Ordinance No. 162435. Deputy Pay Registration bonuses are per hour and pensionable.

Registration	Effective 7/7/2019
Steel Construction	\$2.85
Masonry Construction	\$1.76
Pre-stressed Concrete	\$1.42
Concrete Construction	\$1.48
Wood Construction	\$1.67
Methane	\$1.00
Exterior Insulation and Finish System	\$1.00
Gunite/Shot-Crete	\$1.00
Seismic Torque Testing (Renamed "Drilled-In-Anchors")	\$1.00
Sprayed Fire-Resistant Materials	\$1.00
Grading	\$1.00

The appointing authority shall certify to the Controller that the employees who receive Deputy Pay in accordance with the Article hold appropriate valid registration(s) for the payments shown above.

Employees in LAWA, Public Works and POLA Departments shall be reimbursed for the International Code Council (ICC), American Concrete Institute (ACI), and the Association of the Wall and Ceiling Industry (AWCI) examination fees required to obtain valid registration(s) for which employees are compensated under this Article. Employees shall be authorized reimbursement for successful completion of the above mentioned examination(s) upon presentation by the employee of a paid receipt for such fees and the valid certification to their appointing authority.

On January 11, 2025, the following provision will expire: Employees in Public Works, POLA and LAWA in the above-mentioned inspector classifications shall be reimbursed

for the examination fees required to obtain a valid certificate. Employees shall be reimbursed for successful completion of examination(s) upon presentation by the employee of a paid receipt for such fees and a valid certification to their appointing authority. The reimbursement shall occur within three (3) pay periods.

Beginning January 12, 2025, employees in LAWA, Public Works, and POLA that are subject to the provisions of this Article, may request from their appointing authority vouchers to be used for the City fees to obtain or renew any of the above listed registrations. Upon request, the appointing authority shall issue two vouchers for any registration, for an amount not to exceed \$600.00 each that will expire at the end of each calendar year. The vouchers may be used for two attempts to obtain or renew the desired registration in a calendar year; employees will be responsible for the City fees for any additional registration attempts.

The appointing authority of each department may limit the number of registrations or determine the need for additional registrations in particular areas of expertise on a go-forward basis based on operational needs (e.g., funding, demand for services, new or obsolete registrations). Notice of implementation or removal of a limit on registrations shall be provided to impacted employees and the MCIA at least 60 days prior to the change.

Employees in the classes of Construction Inspector, Codes 7291, 7291-A, and Senior Construction Inspector, Codes 7294, 7294-A, in LAWA, Public Works and POLA Departments who hold a valid registration as a Deputy Building Inspector in the categories of Reinforced Concrete, Reinforced Masonry, or Structural Steel Welding shall be permitted to obtain, by passing the appropriate examination, additional deputy registrations. The four (4) years' experience requirement shall be waived by the City for any additional registration certificates.

During the term of this MOU, if Management proposes new Deputy Licenses be added, deleted, or limit the number of registrations needed for a particular area of expertise, the parties agree to reopen this Article to negotiate such a proposal.

If the title of Deputy Pay or Deputy Pay Registration changes during the term of this MOU, the parties agree to adjust herein accordingly.

If an employee is required to take an exam/interview for a new registration or renewal during their work shift, their time will be compensated by their department.

ARTICLE 5.10 HAZARDOUS AND OBNOXIOUS PAY

Employees covered by this MOU shall not be eligible for adjusted salary under the provisions of Notes "H" and "K" of Schedule A of LAAC Section 4.61. In lieu thereof, Unit employees shall receive additional salary for specified assignments, in specified classes, as follows:

Employees in any Unit class required to perform duties more than 50% of a work day consisting of working on a ladder, scaffolding, a hydraulic lift platform, or working from a scaffold or other device that is suspended by ropes or cables shall receive, for each day so assigned, non-pensionable salary at the appropriate step of the second premium level (5.5%) above the salary range prescribed for the class.

Whenever an employee is performing duties over 50% of their time in any one day in a sewer over five feet (5') in depth consisting of timbering, shoring, tunneling, pipe laying and concreting, the employee shall receive for each such day, non-pensionable salary at the second premium level rate (5.5%) above the appropriate step of their salary range.

ARTICLE 5.11 MINIMUM PAY FOR INSPECTIONS IN OFF-DUTY HOURS

An employee shall receive a minimum payment equivalent to four (4) hours of pay at time and a half whenever they are assigned or required by the administrative head of their department, office or bureau to return to duty following completion of the employee's work shift and departure from the work location, or to report for duty on the employee's regular day(s) off. For the purposes of this Article, duty time contiguous to and continuing into a normal work shift shall be known as a continuation of service and will not be treated as Off Duty Hours, but will instead be compensated as overtime.

Management shall notify employees of the type of overtime: continuation of service, or Off Duty Hours for which the employee shall receive a minimum payment equivalent to four (4) hours of pay at time and a half.

Whenever there is a continuation of service assignment, Management shall provide access to headquarter offices and parking, and the employee shall return to their assigned headquarters and perform their daily duties, unless directed otherwise by their Supervisor as to duties to perform and/or reporting location.

Management maintains its authority to determine Off Duty Hours and scheduling requirements.

ARTICLE 5.12 STAND-BY PROVISIONS

A. Designation of and Responsibilities of Employees

Management may designate certain employees to be on stand-by duty. Stand-by lists will be established using the following method:

1. Volunteers in the classification required.
2. In class seniority in classification required.
3. Special skills required.

Stand-by duty will rotate among eligible employees every payroll period as long as there are at least two (2) eligible employees. New employees and/or employees who had opted off of stand-by provisions and desire to return, will be added to the bottom of the list.

Management may, at its discretion, provide assigned employees with cell phones or other electronic devices. However, only those employees actually designated and assigned to be on stand-by, while not otherwise on duty, shall receive the prescribed hourly bonus for wearing a cell phone or other electronic device by which they can be contacted. When a call is made to an employee, that employee shall return the call promptly, by telephone, and report to the required work location within an hour of the telephone response. Failure to respond by telephone promptly and to show up at the designated location within an hour may result in deletion from the stand-by list. In addition, that employee will not receive stand-by pay for the entire period of time the employee was designated to be on stand-by and their name will be placed at the bottom of the list. The next employee on the stand-by list shall then be called to respond and if the employee reports to a designated site, they will receive the stand-by pay as if they were the designated employee assigned on stand-by.

B. Stand-by Pay

Employees who are assigned stand-by duty by Management shall receive non-pensionable two dollars (\$2.00) per hour for each hour on such assignment. When called, the employee will be paid at the regular overtime rate for the class from the time of the telephone response through completion of the call.

Effective upon Council Adoption of this MOU, the stand-by hourly rate shall increase from two dollars (\$2.00) to four dollars (\$4.00)

Notwithstanding the provisions of Article 5.3-Overtime, all premium pay earned on stand-by will be paid in cash. Stand-by pay excludes time spent commuting to and from a worksite which requires an employee's presence. Such time shall count as hours worked for purposes of computing overtime pay.

In the event an employee on stand-by duty is called to return to work by Management, said employee shall be subject to the provisions of Article 5.11, Minimum Pay for Inspections in Off Duty-Hours, and shall not receive stand-by pay while receiving call back pay.

ARTICLE 5.13 REIMBURSEMENT FOR THEFT OF CASH OR LOST OR DAMAGED PROPERTY

Any employee covered by this MOU who suffers a money loss due to a theft or an armed robbery or mugging while on duty shall be entitled to reimbursement from the City for an amount not to exceed \$250.00 (two hundred fifty dollars) provided that the employee, as

soon as possible after the incident, has reported the theft to the law enforcement agency having jurisdiction and has provided Management with verification of such report.

Reimbursement for lost or damaged employee property shall be in accordance with the provisions of LAAC Sections 4.106.1 through 4.106.15.

ARTICLE 5.14 ICC CERTIFICATION

- A. Employees who are employed in the classifications listed below who are certified by the following professional associations:

International Code Council (ICC);
International Association of Plumbing and Mechanical Officials (IAPMO);
National Fire Protection Association (NFPA);
National Inspection Testing and Certification (NITC);

(any of the above professional associations which shall hereinafter be referred to as ICC or a successor organization as certified by Management) shall receive, in addition to all regular and premium compensation, pensionable salary at the second premium level rate (5.5%) above the step rate prescribed for the appropriate class: Building Inspector, Senior Building Inspector, Building Mechanical Inspector, Senior Building Mechanical Inspector, Electrical Inspector, Senior Electrical Inspector, Plumbing Inspector, Senior Plumbing Inspector, Heating and Refrigeration Inspector, Senior Heating and Refrigeration Inspector, Fire Sprinkler Inspector, Senior Fire Sprinkler Inspector, Housing Inspector and Senior Housing Inspector.

Employees in Public Works, LAWA, POLA, Los Angeles Department of Building and Safety (LADBS), and Los Angeles Housing Department (LAHD) in the above mentioned classifications shall be reimbursed for the examination fees and code books required to obtain a valid certificate, and renewals fees. Employees shall be reimbursed for successful completion of examination(s) upon presentation by the employee of a paid receipt for such fees and a valid certification to their appointing authority. The reimbursement shall occur within four (4) pay periods.

- B. Any Rehabilitation Construction Specialist, Code 1569, who is certified by ICC as a Building Inspector or as a Combination Building Inspector as of July 1, 1997, shall receive, in addition to all regular and premium compensation, pensionable salary at the second premium level rate above the step rate prescribed for the class.
1. Any Rehabilitation Construction Specialist, Code 1569, who is not ICC-certified as of July 1, 1997, and wishes to qualify for the bonus must take and successfully complete the ICC Combination Dwelling Inspector test.

2. Any Rehabilitation Construction Specialist, Code 1569, who is certified by ICC as a Building Inspector as of July 1, 1997, shall receive the bonus for that certification only until such certification expires. Employees wishing to continue qualifying for the bonus must take and successfully complete the ICC Combination Dwelling Inspector test.
- C. Only a single bonus shall be allowed, notwithstanding multiple certifications. That bonus shall commence at the beginning of the payroll period following the date the employee presents to the appointing authority evidence of ICC certification. Such bonus shall continue to be in effect as long as the employee maintains current certification.
- D. ICC certification shall be a mandatory job requirement in accordance with California State Law. Further, to the maximum extent possible, Management will assign duties appropriate to the classification of the individuals. However, nothing in this Article shall prevent Management from meeting workload needs or emergency situations on a temporary basis by assigning inspectors to work assignments not normally within their classification. When it becomes necessary to make such assignments, such assignments will be vacated by Management as soon as practical.
- E. Following initial certification, LADBS periodically will provide training and materials on updated Code requirements as necessary.

ARTICLE 5.15 COURT APPEARANCES

Section I

The following provisions will apply to all Street Services Investigators employed in the Department of Public Works, Bureau of Street Services.

When an employee is required to appear in Court for the County of Los Angeles outside of their normal duty hours, but on a matter arising within the scope of their employment, said employee shall be entitled to receive a minimum of one hour at 1 ½ times the employee's regular rate of pay, payable in six (6) minute increments. No compensation shall be paid for the first forty-five (45) minutes of the court's noon recess, provided, however, that no such compensation shall be allowed unless such employee is in actual attendance in court. Such compensation for court appearances may be in either time off or cash at the discretion of Management. Call back provisions are not applicable to court appearances.

Effective upon Council adoption of this MOU, any employee who is required to appear in a court of competent jurisdiction outside of their normal duty hours, on a matter arising within the scope of their employment, said employee shall be entitled to receive a minimum of one hour at 1½ times the employee's regular rate of pay, payable in (6) minute increments. No compensation shall be paid for the first forty-five (45) minutes of

the court's noon recess, provided, however, that no such compensation shall be allowed unless such employee is in actual attendance in court. Such compensation for court appearances may be in either time off or cash at the discretion of Management. Call back provisions are not applicable to court appearances.

Section II

These provisions apply only for the payment of overtime for court appearances outside of the normal duty hours of employees. Call-back provisions are not applicable to court appearances.

A. Basic Compensation

An employee, at the employee's option, may report to court when subpoenaed or remain on call. If the employee elects to appear in court, the division supervisor must be notified, at the latest, one administrative day prior to the scheduled court appearance. If the employee wishes to remain on call, the employee must be able to appear in court not more than one hour after being notified that the employee's appearance is required in court. To appear in court more than an hour after having been notified will void the employee's right to on-call compensation. An employee need not remain at home, but must be available for telephonic notification at a location where the supervisor knows the employee can be reached.

1. An off-duty employee shall receive a minimum of four (4) hours overtime compensation for any court day they are subpoenaed to be on call or required to appear.
2. An off-duty employee shall receive hour-for-hour overtime compensation for each additional hour of actual attendance in excess of the four (4) hour minimum provided for in Paragraph A.1. above, with the following noontime recess exceptions:

<u>Length of Recess</u>	<u>Amount of Compensation</u>
Forty-five (45) minutes or less	None
Forty-six (46) minutes or more	All time over forty-six (46) minutes (in six (6) minute increments)

Note: An employee shall not receive court on call overtime compensation and hour-for-hour overtime compensation for the same time period.

B. Multiple Cases

An off-duty employee who receives morning and afternoon subpoenas for separate cases on a court day shall receive overtime compensation as in Paragraph A.1. above. In addition, they shall receive hour-for-hour overtime compensation for each additional hour of actual court attendance in excess of two (2) hours.

C. Exceptions to the Two-Hour Minimum

1. Court appearances or on call status commencing two (2) hours or less before the employee's regularly assigned shift begins. Compensation will be for the actual time between the commencement of the court appearance or on call and the beginning of the employee's assigned shift with the same noon recess provisions as outlined in Paragraph A.2. above.
2. Court appearances commencing two (2) hours or less after the employee's regularly assigned shift ends. Compensation will be for the actual time between the end of the employee's assigned shift and the termination of the court appearance with the same noon recess provisions as outlined in Paragraph A.2. above.
3. Court appearances or on-call statuses that begin during an employee's regularly assigned shift. Compensation will be for the actual time between the end of the employee's assigned shift and the termination of the court appearance or on call status with the same noon recess provisions as outlined in Paragraph A.2. above.

ARTICLE 5.16 SALARY STEP ADVANCEMENT

FULL-TIME EMPLOYEES

Notwithstanding LAAC Section 4.92, subsections (a), (c), (d), and (f)(1), the following salary step advancement procedures, A through D shall apply to all employees who are appointed or promoted to classifications that are compensated on a salary range:

A. The First Salary Step Advancement Following Initial Appointment or Promotion

The first salary step advancement for an employee who has been initially appointed to City service or who has been appointed or assigned (through pay grade advancement) to a position on a higher salary range shall occur at the beginning of the payroll period following completion of **2,080** regular paid hours and 12 months of service. This date shall become the employee's step advancement date, except as noted in Section C below and Article 5.1 (A), Salary Steps.

B. Subsequent Step Advancement

Each subsequent step advancement shall occur in accordance with Article 5.1 (A), Salary Steps.

C. Extension of Step Advancement Date – Uncompensated Hours

Uncompensated absences of sixteen (16) days (128 hours for employees on a work schedule other than 5/40) or less during the two thousand eighty-hour (2,080) qualifying period and during each subsequent two thousand eighty-hour (2,080) annual period shall not extend the step advancement date. The step advancement date shall be extended one working day for each working day absence (or one hour for each hour of aggregated uncompensated absence in excess of 128 hours). Employees who are injured on duty and are compensated in accordance with Division IV of the Labor Code of the State of California and Article 7 of Division 4 of the LAAC shall not have their step advancement date changed due to their workers' compensation status.

D. Consecutive Appointments within a 12 Month Period

Consecutive appointments or assignments to positions with the same top step salary rate in the 12 months (2,080 hours) following an appointment or assignment shall be treated as one appointment or assignment for step advancement purposes.

ARTICLE 5.17 ACTING PAY

Section I – Definition

It is the intent of Management to avoid working an employee on an out-of-class assignment. An out-of-class assignment is defined as any assignment requiring substantial work in a higher level position (in a class for which the duties and responsibilities of the current class would provide qualifying experience for the higher level class), which is not usually included within the scope of the duties and responsibilities as defined by the class specifications for the class to which the assigned employee's regular position is allocated.

Section II – Waivers and Exceptions

- A. Nothing in this Section shall be construed as limiting Management's authority to make temporary assignments of qualified personnel during emergencies or unusual operating conditions. However, such assignments shall not be extended beyond the period of emergency or unusual operating conditions.
- B. Whenever an employee performs duties outside of the normal duties of their position for the purpose of training or providing experience, written confirmation of such performance will be placed in the employee's personnel file upon request by the employee. Management shall designate a knowledgeable person to supervise said training or experience.

Section III – Rate of Pay

Upon City Council adoption of this MOU, an employee temporarily assigned higher level duties under the provisions of Section II.A, will continue to receive the rate of pay for their regular classification and pay grade. Upon completion of a qualifying period of ten (10) cumulative working days within a twelve-month period, such employee shall become eligible for additional compensation. The higher compensation shall begin on the 11th cumulative working day of the assignment and shall continue thereafter for each day that the employee works in such assignment.

Each subsequent acting assignment following the employee's return to their regular assignment shall not require completion of a new qualifying period.

Whenever management assigns an employee on a temporary basis to perform the duties of a vacant higher level position, such employee shall become eligible for additional compensation on the first day of said assignment.

The employee qualifying for additional compensation shall receive pensionable salary at the second premium level (5.5%) above the appropriate biweekly rate for their class for each day on duty in such assignment.

Section IV – Status Review

Acting pay is not intended as compensation for a long-term out-of-class assignment and, shall not extend past one (1) year. When an employee has filled an acting assignment for a period of three (3) months, Management will review the status of the vacancy to determine when the vacancy can be filled through appropriate measures. Upon request, Management will review the acting assignment with the employee. At that time, the employee may request to be removed from the acting assignment.

At the Association's request, Management will provide a list of employees in acting positions on a yearly basis. The list will include: name of employee; date of appointment to acting position; department; assigned class; acting class.

*Management will assign higher level duties to an employee who meets the criteria, to the extent practicable.

ARTICLE 5.18 STATE CERTIFICATION

Section I – CASp Certification

- A. Any Inspector or Rehabilitation Construction Specialist, Class Code 1569, while employed by the LADBS, LAHD or LAWA, possessing a valid and current Certified Access Specialist certification (CASp) shall be paid, in addition to all other regular and premium compensation, a pensionable salary of one hundred fifty dollars (\$150.00) per pay period.

- B. The employing department shall reimburse each Inspector or Rehabilitation Construction Specialist, Class Code 1569, who has paid for and is qualified to sit for the CASp certification for the examination fees, application fees, and code books required to obtain a valid certificate upon passing. Any employee, who is required by Management to maintain the CASp certification, shall be reimbursed for the cost of renewing the certification upon presentation by the employee of a paid receipt for such cost.
- C. CASp certification is a requirement for the LADBS, in accordance with SB 1186. Management will have sole discretion in determining the number of CASp certified Inspectors or Rehabilitation Construction Specialist, Class Code 1569, necessary to meet the requirements of the department.

Section II – QSP Certification

- A. Employees who are employed by POLA and LAWA in the classification of Construction Inspector, Class Code 7291, or Senior Construction Inspector, Class Code 7294, and are certified by one of the following professional organizations:

Certified Professional in Storm Water Quality (CPSWQ);
Certified Erosion, Sediment and Storm Water Inspector (CESSWI);
Certified Inspector of Sediment and Erosion Control (CISEC)

Any employee holding the above certifications (CPSWQ, CESSWI, and CISEC) must also hold a State of California Qualified Storm Water Pollution Prevention Practitioner (QSP) certification issued by California Storm Water Quality Association (CASQA), shall receive, in addition to all regular and premium compensation, a pensionable salary of one hundred dollars (\$100.00) per pay period.
- B. Employees who are employed by POLA and LAWA shall be reimbursed for all fees associated with obtaining a certification from one of the above organizations upon the presentation by the employee of paid receipt for said fees and a valid certification to their appointing authority. Any employee assigned to inspections that require QSP certification, shall be reimbursed for the cost of renewing the certification upon presentation by the employee of a paid receipt for such cost.
- C. QSP certification shall be a requirement for any person performing Storm Water Pollution Prevention Program (SWPPP) inspections, in accordance with state law as ordered by the State Water Resource Control Board. Management will have sole discretion in determining the number of QSP certified inspectors necessary to meet the requirements of the department.

Section III – Certified Competent Pressure Vessels Inspector

- A. Any employee, while employed by the LADBS, possessing a valid and current Certified Competent Pressure Vessels Inspector certification (CCPVI) issued by the California Department of Industrial Relations shall receive, in addition to all regular and premium compensation, pensionable one hundred fifty dollars (\$150.00) per pay period.
- B. The City shall reimburse each Inspector who has paid for and is qualified to sit for the CCPVI certification examinations the cost of the exam and the cost of the application upon passing.
- C. CCPVI certification is a requirement for the Safety Engineer Pressure Vessels and the Senior Safety Engineer Pressure Vessels, in accordance with Title 8 of the California Code of Regulations.

Section IV – Certified Competent Conveyance Inspector

- A. Any employee, while employed by the LADBS, possessing a valid and current Certified Competent Conveyance Inspector certification (CCCI) issued by the California Department of Industrial Relations shall receive, in addition to all regular and premium compensation, pensionable \$150.00 per pay period.
- B. The City shall reimburse each Inspector who has paid for and is qualified to sit for the CCCI certification examinations the cost of the exam and the cost of the application upon passing.
- C. CCCI certification is a requirement for the Safety Engineer Elevator, Code 4263, and the Senior Safety Engineer Elevators, Code 4264, in accordance with Title 8 of the California Code of Regulations.

Following initial certification, LADBS will periodically provide training and materials on updated Code requirements as necessary.

Section V – Authorized CAL/OSHA Construction Industry Outreach Trainer

Effective the first full pay period following Council adoption, any Inspector who presents proof of having completed the requirements for an Authorized CAL/OSHA Construction Industry Outreach Trainer, shall be paid in addition to all other compensation a pensionable salary of two hundred dollars (\$200.00) per pay period.

Section VI – PC 832 Certification

Any bargaining unit member while employed by LADBS or LAHD who is authorized by the appointing authority to obtain and possess a valid PC 832 certificate shall receive, in addition to all other regular and premium compensation, a pensionable bonus of \$150.00

per pay period. The bonus shall commence at the beginning of the next payroll period following the date the employee presents proof of certification.

In the case where an employee was authorized by the appointing authority and obtained a valid PC 832 certificate prior to the adoption of this MOU, the bonus shall commence on the first day of the first full pay period after City Council adoption.

ARTICLE 5.19 STREET SERVICES CERTIFICATION

Any Street Services Investigator, (Code 4283, 4285 – I/II/III), while employed by the Department of Public Works, Bureau of Street Services, possessing a valid and current PC 832 certificate shall be paid, in addition to all other regular and premium compensation, a pensionable salary of \$150.00 per pay period. Any Street Services Investigator, Code 4283, 4285 – I/II/III, possessing a valid and current Level III POST certificate shall be paid an additional pensionable salary of \$250.00 per pay period.

ARTICLE 5.20 VEHICLE EMERGENCY REPAIRS

All members who are regularly assigned as mileage employees shall be given up to 16 hours per calendar year to be used in minimum one-hour increments for the purpose of emergency repairs.

ARTICLE 5.21 ACCIDENTS ON CITY TIME

When a mileage employee's vehicle is damaged during an accident on City work time and it is unsafe to continue use of their vehicle in the performance of their work, the employee shall be compensated for the remainder of their scheduled work shift.

ARTICLE 5.22 MILEAGE PERMIT HOLDER INDIVIDUAL PARKING FEE REIMBURSEMENT

Upon the first full pay period following adoption by City Council of this 2024-2029 MOU, department reimbursement of employee individual parking fees following the 2023 Special MOU regarding City Employee Parking and Commute Options, Article 5, Parking Permit Priorities and Conditions, Section B.2., shall be paid to parking permit holding employees as soon as practicable after such fees are paid by the employee.

ARTICLE 5.23 PREMIUM PAY FOR PERSONS POSSESSING SIGN LANGUAGE SKILLS

Management's practice with regard to sign language premium pay shall be in accordance with Los Angeles Administrative Code Section 4.84.1, as noted below.

- A. Whenever a City department desires to have an employee certified as proficient in American Sign Language (ASL) as necessary to provide City services to the deaf community, the administrative head of that department shall transmit a written

request to the Personnel Department to certify the employee as qualified to communicate fluently in ASL. The Personnel Department shall certify to the Controller, and to the appointing authority, that the employee has been certified and is eligible for sign language bonus pay as provided in subsections (B) and (C) below.

- B. Certified employees who are required to utilize sign language skills in the performance of their job duties shall be compensated at the rate of \$5.00 per day for each business day they are required to utilize their skills, not to exceed \$50 bi-weekly. (This compensation is non-pensionable)
- C. Prior to an eligible employee receiving sign language bonus pay for each business day on which their sign language skills were utilized, the employee's appointing authority or designated representative shall certify to the Controller that the eligible employee utilized sign language communication skills in performance of their duties as requested by the City on each such business day.

ARTICLE 5.24 LEAD PAY ASSIGNMENT

The following Article will be effective upon Council adoption of this MOU.

- A. Non-supervisory employees (employees whose classification or pay grade description does not include supervisory duties) who are designated and assigned by Management to act as lead workers over other employees, either on a regularly assigned or on a daily basis, shall receive compensation at two (2) premium levels (approximately 5.5%) above the appropriate step on the salary range prescribed for the class, while so assigned. (Pensionable when regularly assigned; non-pensionable when assigned on a daily basis.)
- B. The designation, re-designation or removal of a lead assignment shall be a Management prerogative and may occur any time Management deems it appropriate. Such Management decisions shall be final and conclusive and shall not be subject to the grievance procedure herein, with the exception of claims made under Article 1.11 Non-Discrimination of this MOU. Nothing in this Section, however, is intended to deny the premium payment specified herein to an employee who has been assigned, has qualified and has performed the lead assignment in accordance with the provisions of this Article.

ARTICLE 6.0 BENEFITS

ARTICLE 6.1 CIVILIAN EMPLOYEE BENEFITS PROGRAM

During the term of this MOU, the City will provide benefits in accordance with the Civilian Employee Benefits Program and any modifications thereto as recommended by the Joint Labor-Management Benefits Committee (JLMBC) and approved by the City Council.

If there are any discrepancies between the benefits described herein and the Civilian Employee Benefits Program approved by the JLMBC, the Civilian Employee Benefits Program benefits will take precedence.

Section I – Health Plans

The health plans offered and benefits provided by those plans shall be those recommended by the JLMBC and approved by the Council and shall be administered by the Personnel Department in accordance with LAAC Section 4.303.

Management agrees to contribute a monthly sum not to exceed the Kaiser family rate (“maximum monthly health care subsidy”) per full-time employee toward the cost of a City-sponsored health plan for employees who are members of the Los Angeles City Employees’ Retirement System (LACERS).

During the term of this MOU, Management’s monthly subsidy for full-time employees shall increase by the increase in the Kaiser family rate. Increases in this monthly subsidy shall be effective at the beginning of the pay period in which the Kaiser Permanente yearly premium rate change is implemented.

Management will apply the subsidy first to the employee’s coverage. Any remaining balance will be applied toward the coverage of the employee’s dependents under the plan.

In the event that an employee is enrolled in a health care plan that has a monthly premium that exceeds the City’s maximum monthly subsidy, then, effective January 1, 2018, such employees shall pay on a biweekly basis the total of the difference between the cost of their monthly health care premium and the City’s maximum monthly health care subsidy.

Employees who transfer from full-time to half-time under the provisions of Article 6.10, Family and Medical Leave, shall continue to receive the same subsidy as full-time employees and shall be subject to any adjustments applied to that subsidy as provided in this Article.

During the term of this MOU, the JLMBC will review all rate changes and their impact on the Health Plans.

Section II – Dental Plans

The dental plans offered and benefits provided by those plans shall be those recommended by the JLMBC and approved by the Los Angeles City Council and shall be administered by the Personnel Department in accordance with LAAC Section 4.303.

Management will expend for full-time employees in the classifications listed in this Unit, who are members of LACERS, the monthly sum necessary to cover the cost of employee only coverage under the City-sponsored Dental Plan Program. Coverage for dependents

of eligible employees may be obtained in a City-sponsored plan at the employee's expense, provided that such sufficient enrollment is maintained to continue to make such coverage available.

During the term of this MOU, the JLMBC will review all rate changes and their impact on the Dental Plans.

Section III – Definition of Dependent

The definition of a dependent shall include the domestic partner of an employee and the dependents of such domestic partner. Any employee claiming a domestic partner and/or the dependents of such domestic partner for purposes of this Article shall complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee and the domestic partner, declaring the existence of a domestic partnership.

Section IV – General Provisions

An open enrollment period of at least 30 days shall be declared by the Personnel Department each year. During this open period, employees may enroll themselves and, at their option, their dependents in the City-sponsored plan. Employees who fail to enroll during this open period will be ineligible to participate in City-sponsored plan unless another open enrollment period is subsequently declared by the Personnel Department.

The parties mutually understand that the City will expend the above noted funds only for those employees who enroll in these plans and remain on active payroll status with the City, and that the City retains all rights to any unused funds which may be allocated for the purpose of implementing this Article.

Management will retain all duties and responsibilities it has had for the administration of the City's Health and Dental Plans.

Section V – Subsidy During Family and Medical Leave

For employees who are on Family or Medical Leave, under the provisions of Article 6.10 of this MOU, Management shall continue the City's medical and dental plan subsidies for employees who are enrolled in a City health and/or dental plan prior to the beginning of said leave. Employees shall be eligible for such continued subsidies while on a Family or Medical Leave in accordance with Article 6.10 herein. However, for any unpaid portion of Family or Medical Leave, health and/or dental plan subsidies shall be continued for a maximum of nine (9) pay periods.

ARTICLE 6.2 RETIREMENT BENEFITS

A. Benefits

Beginning November 8, 2009, all members of LACERS shall contribute by salary deduction to the Retirement Fund at the rate of 6% of the member's compensation earnable, of which 0.5% shall be the survivor portion.

Pursuant to the provisions of LAAC Section 4.1033(a)(9), commencing on July 1, 2011, and ending on June 30, 2026, or when the Early Retirement Incentive Package (ERIP) Cost Obligation is fully paid, whichever comes first, in lieu of contributing as provided in the paragraph above, all members of the Retirement System shall contribute by salary deduction to the Retirement Fund at the rate of 7% of the amount of the member's compensation earnable, of which 0.5% shall be the survivor contribution portion.

Effective July 1, 2011, all Unit members who are members of LACERS shall contribute an Employee Retiree Health Care Contribution of an additional four percent (4%) of their pre-tax compensation to defray a portion of the City's cost of providing retiree health insurance.

In exchange for the additional employee contributions, the maximum amount of the annual subsidy increase authorized under the LAAC will be vested. The LACERS Board of Administration may adjust the subsidy annually by no more than the increase in the Kaiser two-party rate or the medical trend inflation rate.

B. Procedure for Benefits Modifications

Proposals for major retirement benefit modifications will be negotiated in joint meetings with the certified employee organizations whose memberships will be directly affected. Agreements reached between Management and organizations whereby a majority of the members in LACERS are affected shall be recommended to the Council by the CAO as affecting the membership of all employees in LACERS. Such modifications need not be included in the MOU in order to be considered appropriately negotiated.

Proposals for minor benefit modifications and technical changes will be considered and reported on as appropriate, but no more than once a year, in a report from the CAO to the City Council. Affected organizations shall be given the opportunity to review the proposed minor changes prior to the release of the report, and their views shall be included in the report.

If agreement is not reached between Management and the organizations representing a majority of the members in LACERS as to whether a particular proposal constitutes either a major or a minor modification, the proposal shall be treated as a major modification.

ARTICLE 6.3 SICK LEAVE

Management's practices with regard to sick leave benefits will be in accordance with Los Angeles Administrative Code Sections 4.126, 4.126.2, and 4.128, except as noted below.

Sick leave may be used for the following purposes: diagnosis, care, or treatment of a health condition of or preventive care for an employee, or an employee's designated person, as defined in this Article, or an employee's immediate family member, as provided in Article 6.4 (Family Illness) of this MOU.

For purposes of this Article, "designated person" means a person identified by the employee at the time the employee requests paid sick leave. Employees are limited to only one designated person per 12-month period.

1. Full-time employees entering City service shall begin accruing sick leave on the first day of employment. Such employees shall accrue one day (8 hours) of sick leave at the end of the first month of employment and shall accrue one additional day at the end of each subsequent month worked until January 1. Employees may use accrued sick leave beginning on the 90th calendar day of City employment. Beginning the subsequent January 1, employee shall be allowed twelve (12) working days' (96 hours) leave at full pay, five working days at 75% of full pay each calendar year, plus the days of sick leave accrued and accumulated as provided in this Article.

As of January 1, 1998, any unused balance of sick leave at 50% of full pay shall be frozen with no further credits or withdrawals permitted.

2. Changes in an employee's rate of accrual resulting from a change in their bargaining unit shall be adjusted on the January 1 following such change.
3. Management's practices with regard to allowances for sick leave will continue during the term of this MOU. Such practices shall be in accordance with LAAC Sections 4.126, 4.126.2, and 4.128.

No sick leave at partial pay shall be allowed any employee unless and until all sick leave with full pay to which the employee is entitled shall have been used.

All sick leave shall be taken in whole hour increments.

PAYMENT FOR UNUSED SICK LEAVE

1. Any unused balance of sick leave at full pay at the end of any calendar year shall be carried over and accumulated from one calendar year to the next to a maximum of one hundred (100) working days (800 hours), provided, however, that any sick leave at full pay remaining unused at the end of any

calendar year, which if added to an employee's accumulated sick leave at full pay will exceed one hundred (100) working days (800 hours), shall, as soon as practicable after the end of each calendar year, be compensated for by cash payment of 50% of the salary rate current at the date of payment.

Effective January 1, 2024, an Excess Sick Payout Pilot Program (ESPPP) shall be created whereby, at the end of calendar years 2023*, 2024, 2025, 2026, 2027, and 2028, any unused sick leave at 100% of full pay remaining at the end of each of those calendar years, which, if added to an employee's accumulated sick leave at 100% of full pay, will exceed 800 hours, shall be compensated by a cash payment of 100% of the employee's salary rate current at the end of the pay period containing the date of December 31.

*Any employee who was compensated in January 2024 for accumulated sick leave in excess of eight hundred (800) hours, at 50% of full pay, shall be paid an additional amount equal to the original amount received in January 2024, as soon as practicable following Council adoption and implementation of this 2024-2029 MOU.

Upon expiration of the ESPPP following the cash payment of the 2028 accumulated unused sick leave at 100% full pay, the City shall revert to the payout provision codified in the first paragraph of (1) above, which provides for cash payment of 50% of the salary rate current at the date of payment.

2. If an employee retires from the service of the City, or if an employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at full pay remaining unused at the date of retirement or death shall be compensated to the employee, or in the event of the death of the employee, to their legal beneficiaries, by cash payment at 50% of the employee's salary rate on the date of retirement or death.

Effective January 1, 2024, through December 31, 2028, if an employee retires from City service or, if an employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 100% of full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 100% of the employee's salary rate on the date of retirement or death.

Upon expiration of this provision on December 31, 2028, the City shall revert to the payout provision codified in the first paragraph of (2) above, which provides for cash payment of 50% of the salary rate current at the date of retirement or death.

3. Effective January 1, 1997, if an employee retires from the service of the City, or if an employee who is eligible to retire on or after January 1, 1997, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the date of retirement or death shall be compensated to the employee, or in the event of the death of the employee, to their legal beneficiaries, by cash payment at 25% of the employee's salary rate on the date of retirement or death.

Effective January 1, 2024, through December 31, 2028, if an employee retires from City Service or, if an employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Upon expiration of the this provision on December 31, 2028, the City shall revert to the payout provision codified in the first paragraph of (3) above which provides for cash payment of 25% of the salary rate current at the date of retirement or death.

The City Council may, by resolution, authorize cash payment to the legal beneficiaries of any City employee who, on or after January 1, 1990, is killed during the performance of job-related duties for the balance of the employee's accumulated full-pay sick leave at 100% of the employee's salary rate on the date of their death.

In no instance shall an employee or their beneficiaries be compensated more than once for accumulated full pay sick leave and 50% sick leave upon retirement or death.

Any unused balance of sick leave at 75% of full pay at the end of any calendar year shall be carried over and accumulated from one calendar year to the next to a maximum of 100 working days at 75% pay. All accrued sick leave at partial pay in excess of such maximum amount shall be deemed waived and lost.

PREVENTIVE MEDICINE

Upon approval of the appointing authority, effective January 1, 2017, an employee may be allowed sick leave with full pay not to exceed an aggregate of forty (40) hours, in any one calendar year, but not less than one hour at any one time, which shall be included in the allowance of sick leave at full pay under this Article for the purpose of securing preventive medical, dental, optical or other like treatment or examination for the employee, the employee's designated person, and for the members of the employees immediate family, as defined in Article 6.4.

ARTICLE 6.4 FAMILY ILLNESS

Any employee who is absent from work by reason of the illness or injury of a member of their immediate family, and who has accrued unused sick leave shall, upon the approval of the appointing authority be allowed leave of absence will full pay for a maximum of fifteen (15) working days, or to a maximum of one hundred twenty (120) hours, in any one calendar year. Effective January 1, 2020, employees who have exhausted all their 100% sick time, may use their 75% sick time.

“Immediate family” shall include the father, mother, brother, sister, spouse, child, grandparents, grandchildren, stepparents, stepchildren, foster child, great-grandparents, great-grandchildren, 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 in Article 6.10, Section II), 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 complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee and the domestic partner, declaring the existence of a domestic partnership with a named domestic partner.

Leave under this Article may be used for the adoption of a child.

ARTICLE 6.5 HOLIDAYS

A. The following days shall be treated as holidays:

1. New Year’s Day (January 1)
2. Martin Luther King Jr’s Birthday (the third Monday in January)
3. President’s Day (the third Monday in February)
4. Cesar E. Chavez’ Birthday (the fourth Monday in March)
5. Memorial Day (the last Monday in May)
6. Juneteenth (June 19)
7. Independence Day (July 4)
8. Labor Day (the first Monday in September)
9. Indigenous Peoples’ Day (the second Monday in October)
10. Veteran’s Day (November 11)
11. Thanksgiving Day (the fourth Thursday in November)
12. The Friday after Thanksgiving Day
13. Christmas Day (December 25)
14. Any day or portion thereof declared to be a holiday by proclamation of the Mayor with the concurrence of the City Council by resolution.
15. Two (2) unspecified holidays (floating holiday)

B. When any holiday from 1 through 13 above falls on a Sunday, it shall be observed on the following Monday.

- C. When any holiday from 1 through 13 above falls on a Saturday, it shall be observed on the preceding Friday.
- D. Any holiday declared by proclamation of the Mayor shall not be deemed to advance the last scheduled working day before a holiday for purposes of computing any additional time off.
- E. Whenever a holiday from 1 through 13 above occurs during an employee's regularly scheduled workweek, eight (8) hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- F. Whenever a holiday listed under 14 and/or 15 above occurs during an employee's regularly scheduled workweek, the appropriate number of hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- G. Whenever an employee's 9/80 or modified day off falls on a holiday, the employee shall take an alternate day off within the same workweek and calendar week as the holiday.
- H. Holiday Premium Pay – Any FLSA non-exempt employee who works on any holiday listed above will receive eight (8) hours (or portion thereof as specified above in A.14) of holiday pay and one and one-half (1½) the hourly rate for all hours worked on the observed holiday; provided they have (1) worked their assigned shift immediately before and their assigned shift immediately after the holiday, or, (2) Management has authorized the employee to take paid leave time off in-lieu of the requirement to work said shifts. Any employee who fails to meet these requirements will be paid at the rate of one (1) hour for each hour worked. Employees shall not receive both overtime and holiday premium pay for the same hours.
- I. An employee who works in excess of: eight (8) hours on any holiday listed from 1 through 13 above, or works in excess of any day or portion thereof declared to be a holiday by proclamation of the Mayor, shall be paid at the appropriate holiday premium pay rate for their class. Employees shall not receive both overtime and holiday premium pay for the same hours.
- J. For each holiday listed above which results in time off with pay for employees working a Monday through Friday workweek, employees who are scheduled to work other than the Monday through Friday workweek shall be entitled to such day off with pay or shall be compensated in accordance with all pertinent provisions of B through I above. If such holiday falls on the employee's scheduled day off, an alternative day off in-lieu shall be scheduled within the same calendar week of the holiday.

- K. Management shall have the sole authority and responsibility to determine whether the compensation for any holiday worked shall be in cash or paid leave time off.
- L. The Unspecified Holidays shall be taken in accordance with the following requirements:
 1. The holidays must be taken in full normal working day increments of eight (8) hours within the calendar year in which they are credited or they will be forfeited. The request for such time off, if timely submitted by the employee, will be promptly approved by Management subject to the operating needs of the employee's department, office or bureau. If an unforeseen operating requirement prevents the employee from taking such previously approved holiday, Management will reschedule the holiday so that it may be taken on some other reasonably satisfactory date within the calendar year.
 2. Any break in service (i.e., resignation, discharge, retirement, etc.) prior to taking the holidays shall forfeit any right thereto.
 3. The holidays shall not be utilized to extend the date of any layoff.
 4. An employee shall be entitled to unspecified holidays when they have completed six months of service.
 5. Employees who work in intermittent, on-call, vacation relief, or seasonal positions shall not be entitled to unspecified holidays.
 6. No employee shall receive more than two (2) unspecified holidays each calendar year

ARTICLE 6.6 VACATIONS

Each employee shall be entitled to the following number of vacation days with full pay, based on the number of years of City service completed, accrued and credited at the rates indicated, subject to deductions for absences as provided in LAAC Section 4.246:

No. of Service Years	Monthly Accrual	Annual Vacation Allotment		Three Annual Vacation Allotments		End of...	Lump Sum
		Hrs	Days	Hrs	Days		
1 – 4	7:20	88	11	264	33	1 st year	88:00
5 – 12	11:20	136	17	408	51	5 th year	55:20
13	11:20	144	18	432	54	13 th year	19:20

No. of Service Years	Monthly Accrual	Annual Vacation Allotment		Three Annual Vacation Allotments		End of...	Lump Sum
14	11:20	152	19	456	57	14 th year	27:20
15	11:20	160	20	480	60	15 th year	35:20
16	11:20	168	21	504	63	16 th year	43:20
17	14:40	176	22	528	66	17 th year	51:20
18	14:40	184	23	552	69	18 th year	22:40
19 – 24	16:00	192	24	576	72	19 th year	30:40
25+	16:40	200	25	600	75	25 th year	24:40

Accumulation of Vacation Time

Effective September 1, 2019, notwithstanding LAAC, Section 4.254, employees shall be permitted to accumulate vacation time not to exceed three (3) annual vacation allotment periods and no vacation hours shall be permitted to accrue in excess of the maximum three (3) annual vacation allotment periods.

Utilization of vacation time must have the approval of the appointing authority.

Vacation Accrual/Cash Out During Active Military Service

Employees called into active military service (other than temporary military leave) following their qualifying year of service for vacation shall continue to accrue vacation during their military service, subject to the same maximum accrual requirements as active City employees. To avoid reaching maximum accrual during an extended leave, employees may request cash payment of unused vacation hours accrued as of the date of the commencement of their military leave. Such request may be for all accrued time or a portion of the accrued time. The request shall be made prior to the employee's first day of their leave of absence and shall be accompanied by orders or other evidence of call-up into the armed forces of the United States.

ARTICLE 6.7 VACATION SCHEDULES

Vacations will be scheduled as far in advance as possible. Consideration shall be given to the efficient operation of the department, office or bureau; the desires of the employees; and seniority in class of the employees represented herein.

ARTICLE 6.8 BEREAVEMENT LEAVE

An employee who is absent from work by reason of the death of a member of their immediate family shall, upon the approval of the appointing authority or the agent thereof

designated to determine such matters, be allowed a leave of absence with full pay for a maximum of three (3) working days for each occurrence of a death in the employee's immediate family. Such employees shall furnish a death certificate or other satisfactory proof of the death to justify the absence. "Immediate family" shall include father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, grandfather, grandmother, stepparents, stepchildren, grandchildren, any relative who resided in the employee's household, and the domestic partner of an employee. For the purpose of this Article, simultaneous, multiple family deaths will be considered as one occurrence.

Bereavement Leave may be taken during a period of up to three hundred seventy (370) calendar days after the occurrence.

Any employee claiming a domestic partner for purposes of this Article shall complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee only, declaring the existence of a domestic partnership with a named domestic partner.

In addition to the bereavement leave granted under the Article, upon the approval of the appointing authority, any employee shall be allowed to use accrued unused sick leave, vacation, personal leave, or other compensatory time off, or unpaid leave not to exceed two working days per occurrence for the purpose of bereavement leave. Use of sick leave hours for bereavement leave shall not be counted as sick leave in any department Sick Leave Use Monitoring Program.

ARTICLE 6.9 PERSONAL LEAVE

Each 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 in one-hour increments. No employee shall be entitled to personal leave until after completion of six months of satisfactory 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.

ARTICLE 6.10 FAMILY AND MEDICAL LEAVE

I. Authorization for Leave

During the term of this MOU, up to four (4) months (nine [9] pay periods [720 hours]) of family or medical leave shall be provided for the purpose of childbirth, adoption, foster care of a child, or serious health condition of an immediate family member, or designated person, upon the request of the employee, or the designation of Management in accordance with applicable Federal or State law, notwithstanding any other provisions of this MOU or the LAAC to the contrary.

An employee may take leave under the provisions of this Article if they have a serious health condition that makes them unable to perform the functions of their position.

Leave under the provisions of this Article shall be limited to four (4) months (nine [9] pay periods [720 hours]) during a twelve (12) month period, regardless of the number of incidents. A twelve (12) month period shall begin on the first day of leave for each individual taking such leave. The succeeding 12-month period will begin the first day of leave taken under the provisions of this Article after completion of the previous twelve (12) month period.

II. Definitions

- A. Spouse means a husband or wife as defined or recognized under State law for purposes of marriage in this State.
- B. Domestic partner means a named domestic partner in a confidential affidavit declaring the existence of said domestic partner and signed by the City employee, which is on file in the Employee Benefits Office, Personnel Department.
- C. Parent means a biological, step, adoptive or foster parent, an individual who stands or stood *in loco parentis* to an employee, or a legal guardian. This term does not mean parents-in-law.
- D. Son or daughter means a biological, adopted, or foster child, a stepchild, a legal ward or a child of a person standing *in loco parentis*, who is either under age eighteen (18) or age eighteen (18) or older and incapable of self-care because of a mental or physical disability.
- E. Persons who are *in loco parentis* include those with day-to-day responsibilities to care for or financially support a child, or in the case of an employee who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.
- F. Designated person means any individual related by blood or whose association with the employee is the equivalent of a family relationship. Employees are limited to only one designated person per 12-month period.

III. Eligibility

- A. The provisions of this Article shall apply to all employees in this Unit in all City departments who have been employed by the City for at least twelve (12) months and who have worked at least one thousand forty (1,040) hours during the twelve (12) months immediately preceding the beginning of the leave.

Exception: In accordance with Pregnancy Disability Leave under the California Fair Employment and Housing Act (FEHA), on the first day of employment with the City pregnant employees are eligible for up to four (4) months (nine [9] pay periods[720 hours]) of leave if disabled due to pregnancy.

- B. Parents (including those who are domestic partners) who both work for the City may each individually take leave under the provisions of this Article at the same time to care for a new child by birth or adoption, or foster care of a child.

Spouses or domestic partners who both work for the City may take leave under the provisions of this Article at the same time to care for a sick parent, however, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee.

Each employee must notify their employing department at the time the leave is requested of the name and department of the second family member who is requesting leave for the same incident. Such notification must include the starting and ending dates of the time period for which each employee is requesting leave.

The time limitation described above does not apply to leave taken by one spouse or domestic partner to care for the other who is seriously ill, or to care for a child with a serious health condition.

IV. Conditions

- A. The start of a leave for a pregnant employee shall be:
 - 1. During or after the employee's pregnancy where there is no disability, at the employee's discretion; or
 - 2. At the beginning of the employee's pregnancy-related disability that a doctor certifies as necessary.
- B. The start of a family leave for adoption shall begin on a date reasonably close to the date the child is placed in the custody of the employee. Leave for adoption or foster care of a child may also be granted prior to placement if an absence from work is required.
- C. The start of a family leave for a serious health condition of a family member or designated person shall begin on the date requested by the employee.

- D. The start of a leave for the employee's own serious health condition shall begin on the date requested by the employee.
- E. A serious health condition is defined as an illness, injury, impairment, or physical or mental condition that involves:
1. Any period of Incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility; or
 2. A period of incapacity requiring an absence of greater than three (3) calendar days involving continuing treatment by or under the supervision of a health care provider; or
 3. Any period of incapacity (or treatment resulting there from) due to a chronic serious health condition; or
 4. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective; or
 5. Any absences to receive multiple treatments (including any period of recovery there from) by, or on referral by, a health care provider for a condition that likely would result in incapacity or more than three (3) consecutive days if left untreated; or
 6. Any period of incapacity due to pregnancy or for prenatal care.
- F. All leave granted under this Article shall normally be for a continuous period of time for each incident.

An employee shall be permitted to take intermittent leave or work on a reduced schedule to take care of a family member with a serious health condition or for their own serious health condition when it is medically necessary. Management may require the employee to transfer temporarily to an available alternative position with equivalent compensation for which the employee is qualified that accommodates recurring periods of leave better than the employee's regular position. Employees who elect a part-time schedule shall receive prorated compensated time off benefits in accordance with LAAC Section 4.110 during the duration of their part-time schedule.

Intermittent leave or work on a reduced schedule for the birth, adoption or foster care of a child shall only be permitted at the discretion of Management.

- G. If any employee requires another leave for a separate incident under the provisions of this Article during the same twelve (12) month period, a new request must be submitted.
- H. In accordance with Pregnancy Disability Leave under the California FEHA, pregnant employees who are disabled due to pregnancy, child birth, or related medical conditions are eligible for up to four (4) months (nine [9] pay periods [720 hours]) of leave with medical certification certifying the employee as unable to work due to a pregnancy-related condition. Pregnancy Disability Leave under the FEHA may be taken before or after the birth of the child. Pregnancy leave under the federal Family and Medical Leave Act shall run concurrently with Pregnancy Disability Leave under the FEHA, and must be concluded within one year of the child's birth.

Employees (each parent individually) are also eligible for family leave ("bonding") under the California Family Rights Act, which shall be limited to four (4) months (nine [9] pay periods [720 hours]) and must be concluded within one year of the child's birth. (The administration of such leave shall be in accordance with Section III, B. of this Article.)

- I. A personal leave beyond the four (4) month (nine [9] pay periods [720 hours]) leave provided in this Article may be requested, subject to the approval of the appointing authority and, if required, the Personnel Department, as provided under other City leave provisions.
- J. An employee receiving Workers' Compensation benefits (either IOD or the rate provided in Division IV of the California Labor Code) who meets the eligibility requirements in III. A. of this Article shall automatically be considered to be on family and medical leave, effective the first day of the employee's absence.
- K. Management has the right to verify the certification of a serious health condition by a health care provider for a leave under the provisions of this Article. Management shall allow the employee at least fifteen (15) calendar days to obtain the medical certification.
- L. Upon return from family or medical leave, an employee shall be returned to their original job or to an equivalent job.

V. Notice Requirements

A. Employee

When an employee requests family or medical leave, they must state the reason for the requested leave (e.g., childbirth, to care for an immediate family member with a serious health condition, etc.). When the necessity for

a leave is foreseeable, the employee must provide at least thirty (30) days' notice. However, if the leave must begin in less than thirty (30) days, the employee must provide as much advance notice as is practicable.

B. Management

In response to an employee's request for family or medical leave, Management shall indicate whether or not the employee is eligible for such leave, if such leave will be counted against the employee's annual family or medical leave entitlement, and any requirement for the employee to furnish medical certification. Management shall notify an employee if it designates paid or unpaid leave as qualifying time taken by an employee as family or medical leave-qualifying regardless of whether or not the employee initiates a request to take family or medical leave,

VI. Applicable Time Off

Employees who are granted leave in accordance with this Article shall take time off in the following order:

A. Childbirth (Mother)

1. Accrued sick leave (100% or 75%) or vacation for the entire period of disability that a health care provider certifies is necessary (including prenatal care or the mother's inability to work prior to the birth), may be taken at the employee's discretion.
2. For the non-disability portion of childbirth leave (before delivery or after "bonding"), accrued vacation available at the start of the leave shall be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four (4) month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall

extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

B. Childbirth (Father), Adoption, Foster Care, or Family Illness

1. Annual family illness sick leave up to twelve (12) days may be used at the employee's discretion. Such leave may be taken before or after the vacation described in 2 below.
2. Accrued vacation available at the start of the leave shall be taken. Such time must be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four (4) month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

C. Personal Medical Leave

1. Accrued 100% sick leave may be used at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
2. Accrued 75% sick leave may be used following use of all 100% sick leave at the employee's discretion. Such leave may be taken before or after the vacation described in No. 3 below.
3. Accrued vacation time
4. Unpaid leave.

5. Accrued compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (No. 1 above). However, FLSA compensatory time off shall not be counted against the employee's four (4) month (nine [9] pay period [720 hours]) family or medical leave entitlement. Therefore, any use of FLSA compensatory time off under this Section shall extend the employee's family or medical leave by the total amount of FLSA compensatory time off used.

VII. Sick Leave Rate of Pay

Payment for sick leave usage under VI. A, B, and C shall be at the regular accrued rate of 100% or 75%, as appropriate.

VIII. Monitoring

Management shall maintain such records as are required to monitor the usage of leave as defined in this Article. Such records are to be made available to the Association upon request.

It is the intent of the parties that the provisions and administration of this Article be in compliance with the Family and Medical Leave Act of 1993, the California Family Rights Act of 1993 and the Pregnancy Disability Leave provisions of the California Fair Employment and Housing Act.

IX. Paid Parental Time

- A. Effective upon Council adoption of this MOU, the Paid Parental Time (PPT) Pilot Program for the period of January 1, 2021, through June 30, 2025, shall become permanent. The permanent PPT benefit shall be increased from up to six (6) weeks (240 hours) under the Pilot Program up to twelve (12) weeks (480 hours). Any bargaining unit member may use up to the maximum amount of time allotted for pregnancy disability and/or to bond with their new child during Family and Medical Leave (FML). Use of PPT shall be limited to twelve (12) weeks (480 hours) as part of the employee's FML entitlement during each of the employee's 12-month FML anniversary period.
- B. PPT shall be available to eligible employees who have experienced one of the following qualifying events:
 1. Birth of a child or children;
 2. Disability due to pregnancy;
 3. Long-term placement of a child or children for foster care;

4. Placement of a child or children for adoption; or
 5. Placement of a child or children for legal guardianship.
- C. PPT may be used at the employee's discretion without regard to any other available paid time off balance. All eligible employees with a qualifying event shall receive up to twelve (12) weeks (480 hours) of PPT regardless of any other paid time off balances (e.g., sick leave, vacation, compensatory time off, etc.). PPT may be used at the employee's discretion at any time during pregnancy or bonding FML and taken on a continuous or intermittent basis in no less than one (1) hour increments. Employees must conclude PPT within one (1) year of the child's or multiple children's birth or placement. PPT will be administered in the same manner as all other paid time off balances. PPT does not accrue, carry over, or pay out upon retirement or separation from City service.

ARTICLE 6.11 DISABILITY INSURANCE PLAN

During the term of this MOU, Management agrees to maintain a Disability Insurance Plan for active employees who are members of the Los Angeles City Employees' Retirement System, provided that sufficient enrollment is maintained to continue to make the plan available.

The City's Joint Labor-Management Benefits Committee shall determine the benefits and provider of the plan.

Enrollment in the Disability Insurance Plan is at the discretion of each employee. The full cost of the premiums shall be paid by the individual employees who enroll in the plan.

ARTICLE 6.12 EMPLOYEE ASSISTANCE PROGRAM

Management will expend for active employees who are members of LACERS, and their dependents, the sum necessary to cover the cost of an Employee Assistance Program (EAP). The benefits and services of the EAP and the EAP provider shall be determined by the City's Joint Labor-Management Benefits Committee.

Information on the current EAP provider is available through the Personnel Department, Employee Benefits Division at (213) 978-1655 or at <https://perlacity.org/bens/index.html>.

ARTICLE 6.13 WORKERS' COMPENSATION

The City shall provide Workers' Compensation benefits in accordance with LAAC Section 4.104. Salary continuation payments during absences for temporary disability conditions shall be in an amount equal to the employee's regular biweekly, take-home pay at the time of incurring the disability condition. For purposes of this Article, take-home

pay shall be defined as an employee's biweekly gross salary rate less the mandatory deduction for Federal and State income tax withholding and employee retirement contributions. The employee will be able to make adjustments in their voluntary deductions while on temporary disability leave but will not be able to change the amount normally deducted for State and Federal income taxes, unless the employee has changed those deductions to those which they are legally entitled to take within ten (10) days of the commencement of any disability leave, or within ten (10) days of any change in dependents.

ARTICLE 6.14 DEATH IN THE LINE OF DUTY

The City shall provide a funeral expense benefit of ten thousand dollars (\$10,000) to the heirs of any employee who is killed in the line of duty, subject to the same eligibility requirements as the health subsidy continuation.

ARTICLE 6.15 LEAVE FOR REPRODUCTIVE LOSS

A. Effective January 1, 2024, in compliance with California Government Code Section 12945.6, employees who have been employed for at least 30 calendar days may take up to five (5) days of leave for reproductive loss within three (3) months following a reproductive loss event, as defined below. Said leave shall be taken on assigned work days using the number of hours the employee is usually scheduled to work on those days. Employees shall be allowed to take consecutive or non-consecutive days off. Employees may use unpaid leave, accrued unused sick leave, accrued unused vacation time, or accrued compensatory time off, accrued unspecified holiday time, or any combination thereof for their reproductive loss leave. In the event of an employee experiencing multiple reproductive loss events, the amount of aggregate time off granted shall not exceed twenty (20) days within a 12-month period.

1. "Reproductive loss event" means the day or, for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction, defined as follows:
 - a. "Failed adoption" – the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party. This event applies to an employee who would have been a parent of the adoptee if the adoption had been completed.
 - b. "Failed surrogacy" – the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate. This event applies to an employee who would have been a parent of a child or children born as a result of the surrogacy.
 - c. "Miscarriage" – a miscarriage by an employee, by the employee's

current spouse or domestic partner, or by another individual if the employee would have been a parent of a child or children born as a result of the pregnancy that ended in miscarriage.

- d. “Stillbirth” – a stillbirth resulting from an employee’s pregnancy, the pregnancy of the employee’s current spouse or domestic partner, or another individual, if the employee would have been a parent of a child or children born as a result of the pregnancy that ended in stillbirth.
- e. “Unsuccessful assisted reproduction” – an unsuccessful round of intrauterine insemination or embryo transfer, which includes gamete and embryo donation, or of an assisted reproductive technology procedure. This event applies to an employee, the employee’s current spouse or domestic partner, or another individual, if the employee would have been a parent of a child or children born as a result of the pregnancy that was unsuccessful.

B. Notwithstanding Subsection (A) above, when employees are on Family and Medical Leave, or any other leave entitlement under State or federal law, either prior to or immediately following a reproductive loss event, employees shall complete their reproductive loss leave within three months after the end date of the other leave.

ARTICLE 6.16 PROFESSIONAL DEVELOPMENT LEAVE

Upon City Council adoption of this MOU, each employee shall be entitled, with prior approval from Management, to forty (40) hours of paid administrative leave each fiscal year for the purpose of professional development in areas related to the employee’s advancement, and that has a nexus with the employing department’s service delivery goals and performance expectations. The request for such time off, if timely submitted by the employee and subject to the operational needs of the department, will be promptly approved by Management. The leave must be utilized within the fiscal year and cannot be accumulated. Such leaves can be taken in increments of a full work day.

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 2024-2029 MOU No. 5 shall remain in full force and effect during the new term of January 1, 2024 through January 6, 2029, of this MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this MOU the day, month and year as indicated.

FOR THE UNION:



Karin Izumi, President
MCIA

October 31, 2024
Date

FOR THE CITY:

Malaiika Billups for
Matthew W. Szabo
City Administrative Officer

November 22, 2024
Date

Approved as to Form and Legality:



Ulysses Aguayo
Office of the City Attorney

November 04, 2024
Date

SALARY NOTES

- Note 1:** Senior Inspectors who are regularly assigned to manage a LADBS Satellite Office serving a Council district or portion thereof and who are responsible for the day-to-day office operations related to inspection of new construction and/or the handling of complaints shall receive pensionable salary at one premium level (2.75%) rate above the appropriate step rate of the salary range for the class.
- Note 2:** The following salary tables (Appendices A - G) are exclusive of the one-time negotiated 2.75% salary adjustment which became effective January 1st of 2010. The incumbents who received the January 1, 2010, salary adjustment who had been on the then top or 5th step of their salary range for a minimum of one year shall continue to receive said adjustment in addition to the salaries listed in the following salary range appendices during the period of this MOU as long as they remain active employees. If a qualifying employee leaves employment of a classification covered by this MOU, by transfer, promotion, or termination, the 2.75% additional compensation shall be lost and not restored under any circumstances. The January 1, 2010, special adjustments shall continue to be identified and added to the ranges specified in the following appendices for those employees that qualified for the special adjustment as of January 1, 2010, through the term of this MOU so long as the employee remains without interruption in a classification covered by this MOU.
- Note 3:** Employees in the class of Senior Street Services Investigator II or III, Codes 4285-2/3 who are regularly assigned to the Transportation Construction Traffic Management Committee (TCTMC) and/or LAWA Collaborative Departmental Meetings shall receive salary at the second premium level rate above the appropriate step rate of the salary range for the position.
- Note 4:** Effective upon Council Adoption of this MOU, any Inspector or Sr. Inspector not employed by LAWA but assigned to LAWA projects at LAWA, , shall receive additional pensionable compensation of four premium levels beginning on the first full pay period of the assignment. This additional compensation shall cease upon completion of or reassignment from LAWA projects.
- Note 5:** Effective the first full pay period following Council adoption of the 2024-2029 MOU, any Unit member employed by POLA as a Construction Inspector (7291-0), Senior Construction Inspector (7294-0), Electrical Inspector (4221-0), or Senior Electrical Inspector (4223-0), shall receive additional pensionable compensation of four premium levels (11%).

MOU 05
Appendix A
Operative on January 1, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2051	10	\$ 60,927	--	12	\$ 64,310
4208-2	Assistant Inspector II	2303	10	\$ 68,423	--	12	\$ 72,244
4208-3	Assistant Inspector III	2648	10	\$ 78,696	--	12	\$ 83,102
4208-4	Assistant Inspector IV	2980	10	\$ 88,489	--	12	\$ 93,438
4211-0	Building Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
4251-0	Building Mechanical Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
7291-0	Construction Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
7291-A	Construction Inspector - Airport	4074	8	\$ 114,631	--	12	\$ 127,785
4221-0	Electrical Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
4265-0	Equipment Safety Investigator	3676	8	\$ 103,439	--	12	\$ 115,299
4240-0	Fire Sprinkler Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
4245-0	Heating & Refrigeration Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
4243-0	Housing Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
4212-1	Inspector Trainee I	1991	10	\$ 59,173	--	12	\$ 62,472
4212-2	Inspector Trainee II	2243	10	\$ 66,607	--	12	\$ 70,323
4212-3	Inspector Trainee III	2575	10	\$ 76,504	--	12	\$ 80,784
4212-4	Inspector Trainee IV	2897	10	\$ 86,088	--	12	\$ 90,911
4231-0	Plumbing Inspector	3676	8	\$ 103,439	--	12	\$ 115,299
1569-1	Rehabilitation Construction Specialist I	3777	8	\$ 106,300	--	12	\$ 118,494
1569-2	Rehabilitation Construction Specialist II	4426	2	\$ 94,962	--	12	\$ 138,852
1569-3	Rehabilitation Construction Specialist III	4678	2	\$ 100,370	--	12	\$ 146,723
4263-0	Safety Engineer Elevators	4296	10	\$ 127,660	--	12	\$ 134,780
4261-0	Safety Engineer Pressure Vessels	4074	8	\$ 114,631	--	12	\$ 127,785
4213-0	Senior Building Inspector	4074	8	\$ 114,631	--	12	\$ 127,785
4253-0	Senior Building Mechanical Inspector	4074	8	\$ 114,631	--	12	\$ 127,785
7294-0	Senior Construction Inspector	4086	8	\$ 114,986	--	12	\$ 128,182
7294-A	Senior Construction Inspector - Airport	4569	2	\$ 98,031	--	12	\$ 143,341
4223-0	Senior Electrical Inspector	4074	8	\$ 114,631	--	12	\$ 127,785
4242-0	Senior Fire Sprinkler Inspector	4074	8	\$ 114,631	--	12	\$ 127,785
4247-0	Senior Heating & Refrigeration Inspector	4074	8	\$ 114,631	--	12	\$ 127,785
4244-0	Senior Housing Inspector	4074	8	\$ 114,631	--	12	\$ 127,785
4233-0	Senior Plumbing Inspector	4074	8	\$ 114,631	--	12	\$ 127,785
4264-0	Senior Safety Engineer Elevators	5051	2	\$ 108,367	--	12	\$ 158,416
4262-0	Senior Safety Engineer Pressure Vessels	4545	2	\$ 97,509	--	12	\$ 142,547
4285-1	Senior Street Services Investigator I	3751	2	\$ 80,471	--	12	\$ 117,658
4285-2	Senior Street Services Investigator II	4086	2	\$ 87,654	--	12	\$ 128,182
4285-3	Senior Street Services Investigator III	4426	2	\$ 94,962	--	12	\$ 138,852
4283-0	Street Services Investigator	3676	2	\$ 78,863	--	12	\$ 115,299
4205-0	Vehicle Nuisance Inspector	2502	2	\$ 53,682	--	12	\$ 78,487

MOU 05
Appendix A
Operative on January 1, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
1991	HR	\$ 19.91	\$ 20.46	\$ 21.02	\$ 21.60	\$ 22.80	\$ 24.07	\$ 25.42	\$ 26.84	\$ 27.58	\$ 28.34	\$ 29.12	\$ 29.92
	BW	\$ 1,592.80	\$ 1,636.80	\$ 1,681.60	\$ 1,728.00	\$ 1,824.00	\$ 1,925.60	\$ 2,033.60	\$ 2,147.20	\$ 2,206.40	\$ 2,267.20	\$ 2,329.60	\$ 2,393.60
	YR	\$ 41,572	\$ 42,720	\$ 43,889	\$ 45,100	\$ 47,606	\$ 50,258	\$ 53,076	\$ 56,041	\$ 57,587	\$ 59,173	\$ 60,802	\$ 62,472
2051	HR	\$ 20.51	\$ 21.07	\$ 21.65	\$ 22.25	\$ 23.49	\$ 24.79	\$ 26.18	\$ 27.64	\$ 28.40	\$ 29.18	\$ 29.98	\$ 30.80
	BW	\$ 1,640.80	\$ 1,685.60	\$ 1,732.00	\$ 1,780.00	\$ 1,879.20	\$ 1,983.20	\$ 2,094.40	\$ 2,211.20	\$ 2,272.00	\$ 2,334.40	\$ 2,398.40	\$ 2,464.00
	YR	\$ 42,824	\$ 43,994	\$ 45,205	\$ 46,458	\$ 49,047	\$ 51,761	\$ 54,663	\$ 57,712	\$ 59,299	\$ 60,927	\$ 62,598	\$ 64,310
2243	HR	\$ 22.43	\$ 23.05	\$ 23.68	\$ 24.33	\$ 25.69	\$ 27.12	\$ 28.63	\$ 30.22	\$ 31.05	\$ 31.90	\$ 32.78	\$ 33.68
	BW	\$ 1,794.40	\$ 1,844.00	\$ 1,894.40	\$ 1,946.40	\$ 2,055.20	\$ 2,169.60	\$ 2,290.40	\$ 2,417.60	\$ 2,484.00	\$ 2,552.00	\$ 2,622.40	\$ 2,694.40
	YR	\$ 46,833	\$ 48,128	\$ 49,443	\$ 50,801	\$ 53,640	\$ 56,626	\$ 59,779	\$ 63,099	\$ 64,832	\$ 66,607	\$ 68,444	\$ 70,323
2303	HR	\$ 23.03	\$ 23.66	\$ 24.31	\$ 24.98	\$ 26.38	\$ 27.85	\$ 29.40	\$ 31.04	\$ 31.89	\$ 32.77	\$ 33.67	\$ 34.60
	BW	\$ 1,842.40	\$ 1,892.80	\$ 1,944.80	\$ 1,998.40	\$ 2,110.40	\$ 2,228.00	\$ 2,352.00	\$ 2,483.20	\$ 2,551.20	\$ 2,621.60	\$ 2,693.60	\$ 2,768.00
	YR	\$ 48,086	\$ 49,402	\$ 50,759	\$ 52,158	\$ 55,081	\$ 58,150	\$ 61,387	\$ 64,811	\$ 66,586	\$ 68,423	\$ 70,302	\$ 72,244
2502	HR	\$ 25.02	\$ 25.71	\$ 26.42	\$ 27.15	\$ 28.66	\$ 30.26	\$ 31.94	\$ 33.72	\$ 34.65	\$ 35.60	\$ 36.58	\$ 37.59
	BW	\$ 2,001.60	\$ 2,056.80	\$ 2,113.60	\$ 2,172.00	\$ 2,292.80	\$ 2,420.80	\$ 2,555.20	\$ 2,697.60	\$ 2,772.00	\$ 2,848.00	\$ 2,926.40	\$ 3,007.20
	YR	\$ 52,241	\$ 53,682	\$ 55,164	\$ 56,689	\$ 59,842	\$ 63,182	\$ 66,690	\$ 70,407	\$ 72,349	\$ 74,332	\$ 76,379	\$ 78,487
2575	HR	\$ 25.75	\$ 26.46	\$ 27.19	\$ 27.94	\$ 29.50	\$ 31.14	\$ 32.88	\$ 34.71	\$ 35.66	\$ 36.64	\$ 37.65	\$ 38.69
	BW	\$ 2,060.00	\$ 2,116.80	\$ 2,175.20	\$ 2,235.20	\$ 2,360.00	\$ 2,491.20	\$ 2,630.40	\$ 2,776.80	\$ 2,852.80	\$ 2,931.20	\$ 3,012.00	\$ 3,095.20
	YR	\$ 53,766	\$ 55,248	\$ 56,772	\$ 58,338	\$ 61,596	\$ 65,020	\$ 68,653	\$ 72,474	\$ 74,458	\$ 76,504	\$ 78,613	\$ 80,784
2648	HR	\$ 26.48	\$ 27.21	\$ 27.96	\$ 28.73	\$ 30.33	\$ 32.03	\$ 33.82	\$ 35.70	\$ 36.68	\$ 37.69	\$ 38.73	\$ 39.80
	BW	\$ 2,118.40	\$ 2,176.80	\$ 2,236.80	\$ 2,298.40	\$ 2,426.40	\$ 2,562.40	\$ 2,705.60	\$ 2,856.00	\$ 2,934.40	\$ 3,015.20	\$ 3,098.40	\$ 3,184.00
	YR	\$ 55,290	\$ 56,814	\$ 58,380	\$ 59,988	\$ 63,329	\$ 66,878	\$ 70,616	\$ 74,541	\$ 76,587	\$ 78,696	\$ 80,868	\$ 83,102
2897	HR	\$ 28.97	\$ 29.77	\$ 30.59	\$ 31.43	\$ 33.19	\$ 35.04	\$ 36.99	\$ 39.06	\$ 40.13	\$ 41.23	\$ 42.37	\$ 43.54
	BW	\$ 2,317.60	\$ 2,381.60	\$ 2,447.20	\$ 2,514.40	\$ 2,655.20	\$ 2,803.20	\$ 2,959.20	\$ 3,124.80	\$ 3,210.40	\$ 3,298.40	\$ 3,389.60	\$ 3,483.20
	YR	\$ 60,489	\$ 62,159	\$ 63,871	\$ 65,625	\$ 69,300	\$ 73,163	\$ 77,235	\$ 81,557	\$ 83,791	\$ 86,088	\$ 88,468	\$ 90,911
2980	HR	\$ 29.80	\$ 30.62	\$ 31.46	\$ 32.33	\$ 34.12	\$ 36.02	\$ 38.03	\$ 40.14	\$ 41.25	\$ 42.38	\$ 43.55	\$ 44.75
	BW	\$ 2,384.00	\$ 2,449.60	\$ 2,516.80	\$ 2,586.40	\$ 2,729.60	\$ 2,881.60	\$ 3,042.40	\$ 3,211.20	\$ 3,300.00	\$ 3,390.40	\$ 3,484.00	\$ 3,580.00
	YR	\$ 62,222	\$ 63,934	\$ 65,688	\$ 67,505	\$ 71,242	\$ 75,209	\$ 79,406	\$ 83,812	\$ 86,130	\$ 88,489	\$ 90,932	\$ 93,438
3676	HR	\$ 36.76	\$ 37.77	\$ 38.81	\$ 39.88	\$ 42.10	\$ 44.44	\$ 46.92	\$ 49.54	\$ 50.90	\$ 52.30	\$ 53.74	\$ 55.22
	BW	\$ 2,940.80	\$ 3,021.60	\$ 3,104.80	\$ 3,190.40	\$ 3,368.00	\$ 3,555.20	\$ 3,753.60	\$ 3,963.20	\$ 4,072.00	\$ 4,184.00	\$ 4,299.20	\$ 4,417.60
	YR	\$ 76,754	\$ 78,863	\$ 81,035	\$ 83,269	\$ 87,904	\$ 92,790	\$ 97,968	\$ 103,439	\$ 106,279	\$ 109,202	\$ 112,209	\$ 115,299
3751	HR	\$ 37.51	\$ 38.54	\$ 39.60	\$ 40.69	\$ 42.96	\$ 45.35	\$ 47.88	\$ 50.55	\$ 51.94	\$ 53.37	\$ 54.84	\$ 56.35
	BW	\$ 3,000.80	\$ 3,083.20	\$ 3,168.00	\$ 3,255.20	\$ 3,436.80	\$ 3,628.00	\$ 3,830.40	\$ 4,044.00	\$ 4,155.20	\$ 4,269.60	\$ 4,387.20	\$ 4,508.00
	YR	\$ 78,320	\$ 80,471	\$ 82,684	\$ 84,960	\$ 89,700	\$ 94,690	\$ 99,973	\$ 105,548	\$ 108,450	\$ 111,436	\$ 114,505	\$ 117,658
3777	HR	\$ 37.77	\$ 38.81	\$ 39.88	\$ 40.98	\$ 43.26	\$ 45.67	\$ 48.22	\$ 50.91	\$ 52.31	\$ 53.75	\$ 55.23	\$ 56.75
	BW	\$ 3,021.60	\$ 3,104.80	\$ 3,190.40	\$ 3,278.40	\$ 3,460.80	\$ 3,653.60	\$ 3,857.60	\$ 4,072.80	\$ 4,184.80	\$ 4,300.00	\$ 4,418.40	\$ 4,540.00
	YR	\$ 78,863	\$ 81,035	\$ 83,269	\$ 85,566	\$ 90,326	\$ 95,358	\$ 100,683	\$ 106,300	\$ 109,223	\$ 112,230	\$ 115,320	\$ 118,494
4074	HR	\$ 40.74	\$ 41.86	\$ 43.01	\$ 44.19	\$ 46.66	\$ 49.26	\$ 52.00	\$ 54.90	\$ 56.41	\$ 57.96	\$ 59.56	\$ 61.20
	BW	\$ 3,259.20	\$ 3,348.80	\$ 3,440.80	\$ 3,535.20	\$ 3,732.80	\$ 3,940.80	\$ 4,160.00	\$ 4,392.00	\$ 4,512.80	\$ 4,636.80	\$ 4,764.80	\$ 4,896.00
	YR	\$ 85,065	\$ 87,403	\$ 89,804	\$ 92,268	\$ 97,426	\$ 102,854	\$ 108,576	\$ 114,631	\$ 117,784	\$ 121,020	\$ 124,361	\$ 127,785
4086	HR	\$ 40.86	\$ 41.98	\$ 43.14	\$ 44.33	\$ 46.80	\$ 49.41	\$ 52.17	\$ 55.07	\$ 56.59	\$ 58.15	\$ 59.75	\$ 61.39
	BW	\$ 3,268.80	\$ 3,358.40	\$ 3,451.20	\$ 3,546.40	\$ 3,744.00	\$ 3,952.80	\$ 4,173.60	\$ 4,405.60	\$ 4,527.20	\$ 4,652.00	\$ 4,780.00	\$ 4,911.20
	YR	\$ 85,315	\$ 87,654	\$ 90,076	\$ 92,561	\$ 97,718	\$ 103,168	\$ 108,930	\$ 114,986	\$ 118,159	\$ 121,417	\$ 124,758	\$ 128,182
4296	HR	\$ 42.96	\$ 44.14	\$ 45.36	\$ 46.61	\$ 49.21	\$ 51.95	\$ 54.85	\$ 57.91	\$ 59.50	\$ 61.14	\$ 62.82	\$ 64.55
	BW	\$ 3,436.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80	\$ 3,936.80	\$ 4,156.00	\$ 4,388.00	\$ 4,632.80	\$ 4,760.00	\$ 4,891.20	\$ 5,025.60	\$ 5,164.00
	YR	\$ 89,700	\$ 92,164	\$ 94,711	\$ 97,321	\$ 102,750	\$ 108,471	\$ 114,526	\$ 120,916	\$ 124,236	\$ 127,660	\$ 131,168	\$ 134,780
4426	HR	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02	\$ 50.70	\$ 53.52	\$ 56.50	\$ 59.66	\$ 61.30	\$ 62.99	\$ 64.72	\$ 66.50
	BW	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60	\$ 4,056.00	\$ 4,281.60	\$ 4,520.00	\$ 4,772.80	\$ 4,904.00	\$ 5,039.20	\$ 5,177.60	\$ 5,320.00
	YR	\$ 92,414	\$ 94,962	\$ 97,572	\$ 100,265	\$ 105,861	\$ 111,749	\$ 117,972	\$ 124,570	\$ 127,994	\$ 131,523	\$ 135,135	\$ 138,852
4545	HR	\$ 45.45	\$ 46.70	\$ 47.98	\$ 49.30	\$ 52.05	\$ 54.95	\$ 58.01	\$ 61.25	\$ 62.93	\$ 64.66	\$ 66.44	\$ 68.27
	BW	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40	\$ 3,944.00	\$ 4,164.00	\$ 4,396.00	\$ 4,640.80	\$ 4,900.00	\$ 5,034.40	\$ 5,172.80	\$ 5,315.20	\$ 5,461.60
	YR	\$ 94,899	\$ 97,509	\$ 100,182	\$ 102,938	\$ 108,680	\$ 114,735	\$ 121,124	\$ 127,890	\$ 131,397	\$ 135,010	\$ 138,726	\$ 142,547
4569	HR	\$ 45.69	\$ 46.95	\$ 48.24	\$ 49.57	\$ 52.33	\$ 55.25	\$ 58.33	\$ 61.59	\$ 63.28	\$ 65.02	\$ 66.81	\$ 68.65
	BW	\$ 3,655.20	\$ 3,756.00	\$ 3,859.20	\$ 3,965.60	\$ 4,186.40	\$ 4,420.00	\$ 4,666.40	\$ 4,927.20	\$ 5,062.40	\$ 5,201.60	\$ 5,344.80	\$ 5,492.00
	YR	\$ 95,400	\$ 98,031	\$ 100,725	\$ 103,502	\$ 109,265	\$ 115,362	\$ 121,793	\$ 128,599	\$ 132,128	\$ 135,761	\$ 139,499	\$ 143,341
4678	HR	\$ 46.78	\$ 48.07	\$ 49.39	\$ 50.75	\$ 53.57	\$ 56.56	\$ 59.72	\$ 63.05	\$ 64.78	\$ 66.56	\$ 68.39	\$ 70.27
	BW	\$ 3,742.40	\$ 3,845.60	\$ 3,951.20	\$ 4,060.00	\$ 4,285.60	\$ 4,524.80	\$ 4,777.60	\$ 5,044.00	\$ 5,182.40	\$ 5,324.80	\$ 5,471.20	\$ 5,621.60
	YR	\$ 97,676	\$ 100,370	\$ 103,126	\$ 105,966	\$ 111,854	\$ 118,097	\$ 124,695	\$ 131,648	\$ 135,260	\$ 138,977	\$ 142,798	\$ 146,723
5051	HR	\$ 50.51	\$ 51.90	\$ 53.33	\$ 54.80	\$ 57.85	\$ 61.07	\$ 64.48	\$ 68.07	\$ 69.94	\$ 71.86	\$ 73.84	\$ 75.87
	BW	\$ 4,040.80	\$ 4,152.00	\$ 4,266.40	\$ 4,384.00	\$ 4,628.00	\$ 4,885.60	\$ 5,158.40	\$ 5,445.60	\$ 5,595.20	\$ 5,748.80	\$ 5,907.20	\$ 6,069.60
	YR	\$ 105,464	\$ 108,367	\$ 111,353	\$ 114,422	\$ 120,790	\$ 127,514	\$ 134,634	\$ 142,130	\$ 146,034	\$ 150,043	\$ 154,177	\$ 158,416

MOU 05
Appendix B
Operative on April 7, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2112	10	\$ 62,723	--	12	\$ 66,231
4208-2	Assistant Inspector II	2373	10	\$ 70,490	--	12	\$ 74,416
4208-3	Assistant Inspector III	2728	10	\$ 81,077	--	12	\$ 85,608
4208-4	Assistant Inspector IV	3068	10	\$ 91,162	--	12	\$ 96,235
4211-0	Building Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
4251-0	Building Mechanical Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
7291-0	Construction Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
7291-A	Construction Inspector - Airport	4196	8	\$ 118,076	--	12	\$ 131,627
4221-0	Electrical Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
4265-0	Equipment Safety Investigator	3788	8	\$ 106,592	--	12	\$ 118,786
4240-0	Fire Sprinkler Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
4245-0	Heating & Refrigeration Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
4243-0	Housing Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
4212-1	Inspector Trainee I	2052	10	\$ 60,969	--	12	\$ 64,373
4212-2	Inspector Trainee II	2309	10	\$ 68,632	--	12	\$ 72,453
4212-3	Inspector Trainee III	2652	10	\$ 78,801	--	12	\$ 83,206
4212-4	Inspector Trainee IV	2986	10	\$ 88,719	--	12	\$ 93,667
4231-0	Plumbing Inspector	3788	8	\$ 106,592	--	12	\$ 118,786
1569-1	Rehabilitation Construction Specialist I	3891	8	\$ 109,494	--	12	\$ 122,043
1569-2	Rehabilitation Construction Specialist II	4562	2	\$ 97,864	--	12	\$ 143,090
1569-3	Rehabilitation Construction Specialist III	4818	2	\$ 103,356	--	12	\$ 151,129
4263-0	Safety Engineer Elevators	4426	10	\$ 131,523	--	12	\$ 138,852
4261-0	Safety Engineer Pressure Vessels	4196	8	\$ 118,076	--	12	\$ 131,627
4213-0	Senior Building Inspector	4196	8	\$ 118,076	--	12	\$ 131,627
4253-0	Senior Building Mechanical Inspector	4196	8	\$ 118,076	--	12	\$ 131,627
7294-0	Senior Construction Inspector	4208	8	\$ 118,452	--	12	\$ 132,024
7294-A	Senior Construction Inspector - Airport	4708	2	\$ 100,996	--	12	\$ 147,684
4223-0	Senior Electrical Inspector	4196	8	\$ 118,076	--	12	\$ 131,627
4242-0	Senior Fire Sprinkler Inspector	4196	8	\$ 118,076	--	12	\$ 131,627
4247-0	Senior Heating & Refrigeration Inspector	4196	8	\$ 118,076	--	12	\$ 131,627
4244-0	Senior Housing Inspector	4196	8	\$ 118,076	--	12	\$ 131,627
4233-0	Senior Plumbing Inspector	4196	8	\$ 118,076	--	12	\$ 131,627
4264-0	Senior Safety Engineer Elevators	5204	2	\$ 111,645	--	12	\$ 163,177
4262-0	Senior Safety Engineer Pressure Vessels	4682	2	\$ 100,453	--	12	\$ 146,828
4285-1	Senior Street Services Investigator I	3865	2	\$ 82,914	--	12	\$ 121,208
4285-2	Senior Street Services Investigator II	4208	2	\$ 90,285	--	12	\$ 132,024
4285-3	Senior Street Services Investigator III	4562	2	\$ 97,864	--	12	\$ 143,090
4283-0	Street Services Investigator	3788	2	\$ 81,264	--	12	\$ 118,786
4205-0	Vehicle Nuisance Inspector	2577	2	\$ 55,290	--	12	\$ 80,868

MOU 05
Appendix B
Operative on April 7, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
2052	HR	\$ 20.52	\$ 21.08	\$ 21.66	\$ 22.26	\$ 23.50	\$ 24.81	\$ 26.20	\$ 27.66	\$ 28.42	\$ 29.20	\$ 30.00	\$ 30.83
	BW	\$ 1,641.60	\$ 1,686.40	\$ 1,732.80	\$ 1,780.80	\$ 1,880.00	\$ 1,984.80	\$ 2,096.00	\$ 2,212.80	\$ 2,273.60	\$ 2,336.00	\$ 2,400.00	\$ 2,466.40
	YR	\$ 42,845	\$ 44,015	\$ 45,226	\$ 46,478	\$ 49,068	\$ 51,803	\$ 54,705	\$ 57,754	\$ 59,340	\$ 60,969	\$ 62,640	\$ 64,373
2112	HR	\$ 21.12	\$ 21.70	\$ 22.30	\$ 22.91	\$ 24.19	\$ 25.53	\$ 26.96	\$ 28.46	\$ 29.24	\$ 30.04	\$ 30.87	\$ 31.72
	BW	\$ 1,689.60	\$ 1,736.00	\$ 1,784.00	\$ 1,832.80	\$ 1,935.20	\$ 2,042.40	\$ 2,156.80	\$ 2,276.80	\$ 2,339.20	\$ 2,403.20	\$ 2,469.60	\$ 2,537.60
	YR	\$ 44,098	\$ 45,309	\$ 46,562	\$ 47,836	\$ 50,508	\$ 53,306	\$ 56,292	\$ 59,424	\$ 61,053	\$ 62,723	\$ 64,456	\$ 66,231
2309	HR	\$ 23.09	\$ 23.72	\$ 24.38	\$ 25.05	\$ 26.45	\$ 27.93	\$ 29.49	\$ 31.13	\$ 31.99	\$ 32.87	\$ 33.77	\$ 34.70
	BW	\$ 1,847.20	\$ 1,897.60	\$ 1,950.40	\$ 2,004.00	\$ 2,116.00	\$ 2,234.40	\$ 2,359.20	\$ 2,490.40	\$ 2,559.20	\$ 2,629.60	\$ 2,701.60	\$ 2,776.00
	YR	\$ 48,211	\$ 49,527	\$ 50,905	\$ 52,304	\$ 55,227	\$ 58,317	\$ 61,575	\$ 64,999	\$ 66,795	\$ 68,632	\$ 70,511	\$ 72,453
2373	HR	\$ 23.73	\$ 24.38	\$ 25.05	\$ 25.74	\$ 27.18	\$ 28.69	\$ 30.29	\$ 31.98	\$ 32.86	\$ 33.76	\$ 34.69	\$ 35.64
	BW	\$ 1,898.40	\$ 1,950.40	\$ 2,004.00	\$ 2,059.20	\$ 2,174.40	\$ 2,295.20	\$ 2,423.20	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80	\$ 2,775.20	\$ 2,851.20
	YR	\$ 49,548	\$ 50,905	\$ 52,304	\$ 53,745	\$ 56,751	\$ 59,904	\$ 63,245	\$ 66,774	\$ 68,611	\$ 70,490	\$ 72,432	\$ 74,416
2577	HR	\$ 25.77	\$ 26.48	\$ 27.21	\$ 27.96	\$ 29.52	\$ 31.16	\$ 32.90	\$ 34.74	\$ 35.70	\$ 36.68	\$ 37.69	\$ 38.73
	BW	\$ 2,061.60	\$ 2,118.40	\$ 2,176.80	\$ 2,236.80	\$ 2,361.60	\$ 2,492.80	\$ 2,632.00	\$ 2,779.20	\$ 2,856.00	\$ 2,934.40	\$ 3,015.20	\$ 3,098.40
	YR	\$ 53,807	\$ 55,290	\$ 56,814	\$ 58,380	\$ 61,637	\$ 65,062	\$ 68,695	\$ 72,537	\$ 74,541	\$ 76,587	\$ 78,696	\$ 80,868
2652	HR	\$ 26.52	\$ 27.25	\$ 28.00	\$ 28.77	\$ 30.37	\$ 32.07	\$ 33.86	\$ 35.75	\$ 36.73	\$ 37.74	\$ 38.78	\$ 39.85
	BW	\$ 2,121.60	\$ 2,180.00	\$ 2,240.00	\$ 2,301.60	\$ 2,429.60	\$ 2,565.60	\$ 2,708.80	\$ 2,860.00	\$ 2,938.40	\$ 3,019.20	\$ 3,102.40	\$ 3,188.00
	YR	\$ 55,373	\$ 56,898	\$ 58,464	\$ 60,071	\$ 63,412	\$ 66,962	\$ 70,699	\$ 74,646	\$ 76,692	\$ 78,801	\$ 80,972	\$ 83,206
2728	HR	\$ 27.28	\$ 28.03	\$ 28.80	\$ 29.59	\$ 31.25	\$ 32.99	\$ 34.83	\$ 36.77	\$ 37.79	\$ 38.83	\$ 39.90	\$ 41.00
	BW	\$ 2,182.40	\$ 2,242.40	\$ 2,304.00	\$ 2,367.20	\$ 2,500.00	\$ 2,639.20	\$ 2,786.40	\$ 2,941.60	\$ 3,023.20	\$ 3,106.40	\$ 3,192.00	\$ 3,280.00
	YR	\$ 56,960	\$ 58,526	\$ 60,134	\$ 61,783	\$ 65,250	\$ 68,883	\$ 72,725	\$ 76,775	\$ 78,905	\$ 81,077	\$ 83,311	\$ 85,608
2986	HR	\$ 29.86	\$ 30.68	\$ 31.52	\$ 32.39	\$ 34.20	\$ 36.11	\$ 38.12	\$ 40.25	\$ 41.35	\$ 42.49	\$ 43.66	\$ 44.86
	BW	\$ 2,388.80	\$ 2,454.40	\$ 2,521.60	\$ 2,591.20	\$ 2,736.00	\$ 2,888.80	\$ 3,049.60	\$ 3,220.00	\$ 3,308.00	\$ 3,399.20	\$ 3,492.80	\$ 3,588.80
	YR	\$ 62,347	\$ 64,059	\$ 65,813	\$ 67,630	\$ 71,409	\$ 75,397	\$ 79,594	\$ 84,042	\$ 86,338	\$ 88,719	\$ 91,162	\$ 93,667
3068	HR	\$ 30.68	\$ 31.52	\$ 32.39	\$ 33.28	\$ 35.14	\$ 37.10	\$ 39.17	\$ 41.36	\$ 42.49	\$ 43.66	\$ 44.86	\$ 46.09
	BW	\$ 2,454.40	\$ 2,521.60	\$ 2,591.20	\$ 2,662.40	\$ 2,811.20	\$ 2,968.00	\$ 3,133.60	\$ 3,308.80	\$ 3,399.20	\$ 3,492.80	\$ 3,588.80	\$ 3,687.20
	YR	\$ 64,059	\$ 65,813	\$ 67,630	\$ 69,488	\$ 73,372	\$ 77,464	\$ 81,786	\$ 86,359	\$ 88,719	\$ 91,162	\$ 93,667	\$ 96,235
3788	HR	\$ 37.88	\$ 38.92	\$ 39.99	\$ 41.09	\$ 43.38	\$ 45.80	\$ 48.35	\$ 51.05	\$ 52.45	\$ 53.89	\$ 55.37	\$ 56.89
	BW	\$ 3,030.40	\$ 3,113.60	\$ 3,199.20	\$ 3,287.20	\$ 3,470.40	\$ 3,664.00	\$ 3,868.00	\$ 4,084.00	\$ 4,196.00	\$ 4,311.20	\$ 4,429.60	\$ 4,551.20
	YR	\$ 79,093	\$ 81,264	\$ 83,499	\$ 85,795	\$ 90,577	\$ 95,630	\$ 100,954	\$ 106,592	\$ 109,515	\$ 112,522	\$ 115,612	\$ 118,786
3865	HR	\$ 38.65	\$ 39.71	\$ 40.80	\$ 41.92	\$ 44.25	\$ 46.72	\$ 49.33	\$ 52.08	\$ 53.52	\$ 54.99	\$ 56.50	\$ 58.05
	BW	\$ 3,092.00	\$ 3,176.80	\$ 3,264.00	\$ 3,353.60	\$ 3,540.00	\$ 3,737.60	\$ 3,946.40	\$ 4,166.40	\$ 4,281.60	\$ 4,399.20	\$ 4,520.00	\$ 4,644.00
	YR	\$ 80,701	\$ 82,914	\$ 85,190	\$ 87,528	\$ 92,394	\$ 97,551	\$ 103,001	\$ 108,743	\$ 111,749	\$ 114,819	\$ 117,972	\$ 121,208
3891	HR	\$ 38.91	\$ 39.98	\$ 41.08	\$ 42.21	\$ 44.56	\$ 47.05	\$ 49.67	\$ 52.44	\$ 53.89	\$ 55.37	\$ 56.89	\$ 58.45
	BW	\$ 3,112.80	\$ 3,198.40	\$ 3,286.40	\$ 3,376.80	\$ 3,564.80	\$ 3,764.00	\$ 3,973.60	\$ 4,195.20	\$ 4,311.20	\$ 4,429.60	\$ 4,551.20	\$ 4,676.00
	YR	\$ 81,244	\$ 83,478	\$ 85,775	\$ 88,134	\$ 93,041	\$ 98,240	\$ 103,710	\$ 109,494	\$ 112,522	\$ 115,612	\$ 118,786	\$ 122,043
4196	HR	\$ 41.96	\$ 43.11	\$ 44.30	\$ 45.52	\$ 48.06	\$ 50.74	\$ 53.56	\$ 56.55	\$ 58.11	\$ 59.71	\$ 61.35	\$ 63.04
	BW	\$ 3,356.80	\$ 3,448.80	\$ 3,544.00	\$ 3,641.60	\$ 3,844.80	\$ 4,059.20	\$ 4,284.80	\$ 4,524.00	\$ 4,648.80	\$ 4,776.80	\$ 4,908.00	\$ 5,043.20
	YR	\$ 87,612	\$ 90,013	\$ 92,498	\$ 95,045	\$ 100,349	\$ 105,945	\$ 111,833	\$ 118,076	\$ 121,333	\$ 124,674	\$ 128,098	\$ 131,627
4208	HR	\$ 42.08	\$ 43.24	\$ 44.43	\$ 45.65	\$ 48.20	\$ 50.89	\$ 53.73	\$ 56.73	\$ 58.29	\$ 59.89	\$ 61.54	\$ 63.23
	BW	\$ 3,366.40	\$ 3,459.20	\$ 3,554.40	\$ 3,652.00	\$ 3,856.00	\$ 4,071.20	\$ 4,298.40	\$ 4,538.40	\$ 4,663.20	\$ 4,791.20	\$ 4,923.20	\$ 5,058.40
	YR	\$ 87,863	\$ 90,285	\$ 92,769	\$ 95,317	\$ 100,641	\$ 106,258	\$ 112,188	\$ 118,452	\$ 121,709	\$ 125,050	\$ 128,495	\$ 132,024
4426	HR	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02	\$ 50.70	\$ 53.52	\$ 56.50	\$ 59.66	\$ 61.30	\$ 62.99	\$ 64.72	\$ 66.50
	BW	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60	\$ 4,056.00	\$ 4,281.60	\$ 4,520.00	\$ 4,772.80	\$ 4,904.00	\$ 5,039.20	\$ 5,177.60	\$ 5,320.00
	YR	\$ 92,414	\$ 94,962	\$ 97,572	\$ 100,265	\$ 105,861	\$ 111,749	\$ 117,972	\$ 124,570	\$ 127,994	\$ 131,523	\$ 135,135	\$ 138,852
4562	HR	\$ 45.62	\$ 46.87	\$ 48.16	\$ 49.48	\$ 52.25	\$ 55.17	\$ 58.24	\$ 61.49	\$ 63.18	\$ 64.92	\$ 66.70	\$ 68.53
	BW	\$ 3,649.60	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40	\$ 4,180.00	\$ 4,413.60	\$ 4,659.20	\$ 4,919.20	\$ 5,054.40	\$ 5,193.60	\$ 5,336.00	\$ 5,482.40
	YR	\$ 95,254	\$ 97,864	\$ 100,558	\$ 103,314	\$ 109,098	\$ 115,194	\$ 121,605	\$ 128,391	\$ 131,919	\$ 135,552	\$ 139,269	\$ 143,090
4682	HR	\$ 46.82	\$ 48.11	\$ 49.43	\$ 50.79	\$ 53.63	\$ 56.62	\$ 59.77	\$ 63.10	\$ 64.83	\$ 66.61	\$ 68.44	\$ 70.32
	BW	\$ 3,745.60	\$ 3,848.80	\$ 3,954.40	\$ 4,063.20	\$ 4,290.40	\$ 4,529.60	\$ 4,781.60	\$ 5,048.00	\$ 5,186.40	\$ 5,328.80	\$ 5,475.20	\$ 5,625.60
	YR	\$ 97,760	\$ 100,453	\$ 103,209	\$ 106,049	\$ 111,979	\$ 118,222	\$ 124,799	\$ 131,752	\$ 135,365	\$ 139,081	\$ 142,902	\$ 146,828
4708	HR	\$ 47.08	\$ 48.37	\$ 49.71	\$ 51.08	\$ 53.92	\$ 56.93	\$ 60.11	\$ 63.46	\$ 65.20	\$ 66.99	\$ 68.84	\$ 70.73
	BW	\$ 3,766.40	\$ 3,869.60	\$ 3,976.80	\$ 4,086.40	\$ 4,313.60	\$ 4,554.40	\$ 4,808.80	\$ 5,076.80	\$ 5,216.00	\$ 5,359.20	\$ 5,507.20	\$ 5,658.40
	YR	\$ 98,303	\$ 100,996	\$ 103,794	\$ 106,655	\$ 112,584	\$ 118,869	\$ 125,509	\$ 132,504	\$ 136,137	\$ 139,875	\$ 143,737	\$ 147,684
4818	HR	\$ 48.18	\$ 49.50	\$ 50.87	\$ 52.27	\$ 55.19	\$ 58.26	\$ 61.51	\$ 64.94	\$ 66.72	\$ 68.55	\$ 70.44	\$ 72.38
	BW	\$ 3,854.40	\$ 3,960.00	\$ 4,069.60	\$ 4,181.60	\$ 4,415.20	\$ 4,660.80	\$ 4,920.80	\$ 5,195.20	\$ 5,337.60	\$ 5,484.00	\$ 5,635.20	\$ 5,790.40
	YR	\$ 100,599	\$ 103,356	\$ 106,216	\$ 109,139	\$ 115,236	\$ 121,646	\$ 128,432	\$ 135,594	\$ 139,311	\$ 143,132	\$ 147,078	\$ 151,129
5204	HR	\$ 52.04	\$ 53.47	\$ 54.94	\$ 56.45	\$ 59.60	\$ 62.91	\$ 66.42	\$ 70.12	\$ 72.04	\$ 74.02	\$ 76.06	\$ 78.15
	BW	\$ 4,163.20	\$ 4,277.60	\$ 4,395.20	\$ 4,516.00	\$ 4,768.00	\$ 5,032.80	\$ 5,313.60	\$ 5,609.60	\$ 5,763.20	\$ 5,921.60	\$ 6,084.80	\$ 6,252.00
	YR	\$ 108,659	\$ 111,645	\$ 114,714	\$ 117,867	\$ 124,444	\$ 131,356	\$ 138,684	\$ 146,410	\$ 150,419	\$ 154,553	\$ 158,813	\$ 163,177

MOU 05
Appendix C
Operative on October 6, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2175	10	\$ 64,623	--	12	\$ 68,214
4208-2	Assistant Inspector II	2444	10	\$ 72,599	--	12	\$ 76,650
4208-3	Assistant Inspector III	2811	10	\$ 83,520	--	12	\$ 88,176
4208-4	Assistant Inspector IV	3161	10	\$ 93,876	--	12	\$ 99,117
4211-0	Building Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
4251-0	Building Mechanical Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
7291-0	Construction Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
7291-A	Construction Inspector - Airport	4322	8	\$ 121,626	--	12	\$ 135,573
4221-0	Electrical Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
4265-0	Equipment Safety Investigator	3901	8	\$ 109,787	--	12	\$ 122,356
4240-0	Fire Sprinkler Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
4245-0	Heating & Refrigeration Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
4243-0	Housing Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
4212-1	Inspector Trainee I	2114	10	\$ 62,786	--	12	\$ 66,294
4212-2	Inspector Trainee II	2378	10	\$ 70,678	--	12	\$ 74,625
4212-3	Inspector Trainee III	2733	10	\$ 81,181	--	12	\$ 85,712
4212-4	Inspector Trainee IV	3076	10	\$ 91,391	--	12	\$ 96,507
4231-0	Plumbing Inspector	3901	8	\$ 109,787	--	12	\$ 122,356
1569-1	Rehabilitation Construction Specialist I	4008	8	\$ 112,793	--	12	\$ 125,697
1569-2	Rehabilitation Construction Specialist II	4699	2	\$ 100,808	--	12	\$ 147,412
1569-3	Rehabilitation Construction Specialist III	4962	2	\$ 106,446	--	12	\$ 155,660
4263-0	Safety Engineer Elevators	4562	10	\$ 135,552	--	12	\$ 143,090
4261-0	Safety Engineer Pressure Vessels	4322	8	\$ 121,626	--	12	\$ 135,573
4213-0	Senior Building Inspector	4322	8	\$ 121,626	--	12	\$ 135,573
4253-0	Senior Building Mechanical Inspector	4322	8	\$ 121,626	--	12	\$ 135,573
7294-0	Senior Construction Inspector	4337	8	\$ 122,043	--	12	\$ 136,033
7294-A	Senior Construction Inspector - Airport	4851	2	\$ 104,065	--	12	\$ 152,152
4223-0	Senior Electrical Inspector	4322	8	\$ 121,626	--	12	\$ 135,573
4242-0	Senior Fire Sprinkler Inspector	4322	8	\$ 121,626	--	12	\$ 135,573
4247-0	Senior Heating & Refrigeration Inspector	4322	8	\$ 121,626	--	12	\$ 135,573
4244-0	Senior Housing Inspector	4322	8	\$ 121,626	--	12	\$ 135,573
4233-0	Senior Plumbing Inspector	4322	8	\$ 121,626	--	12	\$ 135,573
4264-0	Senior Safety Engineer Elevators	5358	2	\$ 114,944	--	12	\$ 168,063
4262-0	Senior Safety Engineer Pressure Vessels	4821	2	\$ 103,439	--	12	\$ 151,233
4285-1	Senior Street Services Investigator I	3981	8	\$ 112,021	--	12	\$ 124,841
4285-2	Senior Street Services Investigator II	4337	8	\$ 122,043	--	12	\$ 136,033
4285-3	Senior Street Services Investigator III	4699	8	\$ 132,253	--	12	\$ 147,412
4283-0	Street Services Investigator	3901	8	\$ 109,787	--	12	\$ 122,356
4205-0	Vehicle Nuisance Inspector	2656	2	\$ 56,981	--	12	\$ 83,290

MOU 05
Appendix C
Operative on October 6, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
2114	HR	\$ 21.14	\$ 21.72	\$ 22.32	\$ 22.93	\$ 24.21	\$ 25.55	\$ 26.98	\$ 28.48	\$ 29.27	\$ 30.07	\$ 30.90	\$ 31.75
	BW	\$ 1,691.20	\$ 1,737.60	\$ 1,785.60	\$ 1,834.40	\$ 1,936.80	\$ 2,044.00	\$ 2,158.40	\$ 2,278.40	\$ 2,341.60	\$ 2,405.60	\$ 2,472.00	\$ 2,540.00
	YR	\$ 44,140	\$ 45,351	\$ 46,604	\$ 47,877	\$ 50,550	\$ 53,348	\$ 56,334	\$ 59,466	\$ 61,115	\$ 62,786	\$ 64,519	\$ 66,294
2175	HR	\$ 21.75	\$ 22.35	\$ 22.96	\$ 23.59	\$ 24.91	\$ 26.29	\$ 27.76	\$ 29.31	\$ 30.12	\$ 30.95	\$ 31.80	\$ 32.67
	BW	\$ 1,740.00	\$ 1,788.00	\$ 1,836.80	\$ 1,887.20	\$ 1,992.80	\$ 2,103.20	\$ 2,220.80	\$ 2,344.80	\$ 2,409.60	\$ 2,476.00	\$ 2,544.00	\$ 2,613.60
	YR	\$ 45,414	\$ 46,666	\$ 47,940	\$ 49,255	\$ 52,012	\$ 54,893	\$ 57,962	\$ 61,199	\$ 62,890	\$ 64,623	\$ 66,398	\$ 68,214
2378	HR	\$ 23.78	\$ 24.43	\$ 25.11	\$ 25.80	\$ 27.24	\$ 28.76	\$ 30.36	\$ 32.06	\$ 32.94	\$ 33.85	\$ 34.78	\$ 35.74
	BW	\$ 1,902.40	\$ 1,954.40	\$ 2,008.80	\$ 2,064.00	\$ 2,179.20	\$ 2,300.80	\$ 2,428.80	\$ 2,564.80	\$ 2,635.20	\$ 2,708.00	\$ 2,782.40	\$ 2,859.20
	YR	\$ 49,652	\$ 51,009	\$ 52,429	\$ 53,870	\$ 56,877	\$ 60,050	\$ 63,391	\$ 66,941	\$ 68,778	\$ 70,678	\$ 72,620	\$ 74,625
2444	HR	\$ 24.44	\$ 25.11	\$ 25.80	\$ 26.51	\$ 27.99	\$ 29.55	\$ 31.19	\$ 32.93	\$ 33.84	\$ 34.77	\$ 35.73	\$ 36.71
	BW	\$ 1,955.20	\$ 2,008.80	\$ 2,064.00	\$ 2,120.80	\$ 2,239.20	\$ 2,364.00	\$ 2,495.20	\$ 2,634.40	\$ 2,707.20	\$ 2,781.60	\$ 2,858.40	\$ 2,936.80
	YR	\$ 51,030	\$ 52,429	\$ 53,870	\$ 55,352	\$ 58,443	\$ 61,700	\$ 65,124	\$ 68,757	\$ 70,657	\$ 72,599	\$ 74,604	\$ 76,650
2656	HR	\$ 26.56	\$ 27.29	\$ 28.04	\$ 28.81	\$ 30.41	\$ 32.11	\$ 33.90	\$ 35.79	\$ 36.77	\$ 37.78	\$ 38.82	\$ 39.89
	BW	\$ 2,124.80	\$ 2,183.20	\$ 2,243.20	\$ 2,304.80	\$ 2,432.80	\$ 2,568.80	\$ 2,712.00	\$ 2,863.20	\$ 2,941.60	\$ 3,022.40	\$ 3,105.60	\$ 3,191.20
	YR	\$ 55,457	\$ 56,981	\$ 58,547	\$ 60,155	\$ 63,496	\$ 67,045	\$ 70,783	\$ 74,729	\$ 76,775	\$ 78,884	\$ 81,056	\$ 83,290
2733	HR	\$ 27.33	\$ 28.08	\$ 28.85	\$ 29.64	\$ 31.30	\$ 33.04	\$ 34.88	\$ 36.83	\$ 37.84	\$ 38.88	\$ 39.95	\$ 41.05
	BW	\$ 2,186.40	\$ 2,246.40	\$ 2,308.00	\$ 2,371.20	\$ 2,504.00	\$ 2,643.20	\$ 2,790.40	\$ 2,946.40	\$ 3,027.20	\$ 3,110.40	\$ 3,196.00	\$ 3,284.00
	YR	\$ 57,065	\$ 58,631	\$ 60,238	\$ 61,888	\$ 65,354	\$ 68,987	\$ 72,829	\$ 76,901	\$ 79,009	\$ 81,181	\$ 83,415	\$ 85,712
2811	HR	\$ 28.11	\$ 28.88	\$ 29.68	\$ 30.50	\$ 32.19	\$ 33.99	\$ 35.88	\$ 37.88	\$ 38.93	\$ 40.00	\$ 41.10	\$ 42.23
	BW	\$ 2,248.80	\$ 2,310.40	\$ 2,374.40	\$ 2,440.00	\$ 2,575.20	\$ 2,719.20	\$ 2,870.40	\$ 3,030.40	\$ 3,114.40	\$ 3,200.00	\$ 3,288.00	\$ 3,378.40
	YR	\$ 58,693	\$ 60,301	\$ 61,971	\$ 63,684	\$ 67,212	\$ 70,971	\$ 74,917	\$ 79,093	\$ 81,285	\$ 83,520	\$ 85,816	\$ 88,176
3076	HR	\$ 30.76	\$ 31.61	\$ 32.48	\$ 33.37	\$ 35.23	\$ 37.20	\$ 39.27	\$ 41.46	\$ 42.60	\$ 43.77	\$ 44.98	\$ 46.22
	BW	\$ 2,460.80	\$ 2,528.80	\$ 2,598.40	\$ 2,669.60	\$ 2,818.40	\$ 2,976.00	\$ 3,141.60	\$ 3,316.80	\$ 3,408.00	\$ 3,501.60	\$ 3,598.40	\$ 3,697.60
	YR	\$ 64,226	\$ 66,001	\$ 67,818	\$ 69,676	\$ 73,560	\$ 77,673	\$ 81,995	\$ 86,568	\$ 88,948	\$ 91,391	\$ 93,918	\$ 96,507
3161	HR	\$ 31.61	\$ 32.48	\$ 33.37	\$ 34.29	\$ 36.20	\$ 38.21	\$ 40.34	\$ 42.59	\$ 43.76	\$ 44.96	\$ 46.20	\$ 47.47
	BW	\$ 2,528.80	\$ 2,598.40	\$ 2,669.60	\$ 2,743.20	\$ 2,896.00	\$ 3,056.80	\$ 3,227.20	\$ 3,407.20	\$ 3,500.80	\$ 3,596.80	\$ 3,696.00	\$ 3,797.60
	YR	\$ 66,001	\$ 67,818	\$ 69,676	\$ 71,597	\$ 75,585	\$ 79,782	\$ 84,229	\$ 88,927	\$ 91,370	\$ 93,876	\$ 96,465	\$ 99,117
3901	HR	\$ 39.01	\$ 40.08	\$ 41.19	\$ 42.32	\$ 44.69	\$ 47.17	\$ 49.80	\$ 52.58	\$ 54.02	\$ 55.51	\$ 57.03	\$ 58.60
	BW	\$ 3,120.80	\$ 3,206.40	\$ 3,295.20	\$ 3,385.60	\$ 3,575.20	\$ 3,773.60	\$ 3,984.00	\$ 4,206.40	\$ 4,321.60	\$ 4,440.80	\$ 4,562.40	\$ 4,688.00
	YR	\$ 81,452	\$ 83,687	\$ 86,004	\$ 88,364	\$ 93,312	\$ 98,490	\$ 103,982	\$ 109,787	\$ 112,793	\$ 115,904	\$ 119,078	\$ 122,356
3981	HR	\$ 39.81	\$ 40.90	\$ 42.03	\$ 43.19	\$ 45.59	\$ 48.13	\$ 50.81	\$ 53.65	\$ 55.12	\$ 56.64	\$ 58.19	\$ 59.79
	BW	\$ 3,184.80	\$ 3,272.00	\$ 3,362.40	\$ 3,455.20	\$ 3,647.20	\$ 3,850.40	\$ 4,064.80	\$ 4,292.00	\$ 4,409.60	\$ 4,531.20	\$ 4,655.20	\$ 4,783.20
	YR	\$ 83,123	\$ 85,399	\$ 87,758	\$ 90,180	\$ 95,191	\$ 100,495	\$ 106,091	\$ 112,021	\$ 115,090	\$ 118,264	\$ 121,500	\$ 124,841
4008	HR	\$ 40.08	\$ 41.18	\$ 42.31	\$ 43.47	\$ 45.90	\$ 48.46	\$ 51.16	\$ 54.02	\$ 55.50	\$ 57.03	\$ 58.59	\$ 60.20
	BW	\$ 3,206.40	\$ 3,294.40	\$ 3,384.80	\$ 3,477.60	\$ 3,672.00	\$ 3,876.80	\$ 4,092.80	\$ 4,321.60	\$ 4,440.00	\$ 4,562.40	\$ 4,687.20	\$ 4,816.00
	YR	\$ 83,687	\$ 85,983	\$ 88,343	\$ 90,765	\$ 95,839	\$ 101,184	\$ 106,822	\$ 112,793	\$ 115,884	\$ 119,078	\$ 122,335	\$ 125,697
4322	HR	\$ 43.22	\$ 44.41	\$ 45.63	\$ 46.88	\$ 49.49	\$ 52.26	\$ 55.18	\$ 58.25	\$ 59.85	\$ 61.50	\$ 63.19	\$ 64.93
	BW	\$ 3,457.60	\$ 3,552.80	\$ 3,650.40	\$ 3,750.40	\$ 3,959.20	\$ 4,180.80	\$ 4,414.40	\$ 4,660.00	\$ 4,788.00	\$ 4,920.00	\$ 5,055.20	\$ 5,194.40
	YR	\$ 90,243	\$ 92,728	\$ 95,275	\$ 97,885	\$ 103,335	\$ 109,118	\$ 115,215	\$ 121,626	\$ 124,966	\$ 128,412	\$ 131,940	\$ 135,573
4337	HR	\$ 43.37	\$ 44.56	\$ 45.79	\$ 47.05	\$ 49.67	\$ 52.44	\$ 55.37	\$ 58.45	\$ 60.06	\$ 61.71	\$ 63.41	\$ 65.15
	BW	\$ 3,469.60	\$ 3,564.80	\$ 3,663.20	\$ 3,764.00	\$ 3,973.60	\$ 4,195.20	\$ 4,429.60	\$ 4,676.00	\$ 4,804.80	\$ 4,936.80	\$ 5,072.80	\$ 5,212.00
	YR	\$ 90,556	\$ 93,041	\$ 95,609	\$ 98,240	\$ 103,710	\$ 109,494	\$ 115,612	\$ 122,043	\$ 125,405	\$ 128,850	\$ 132,400	\$ 136,033
4562	HR	\$ 45.62	\$ 46.87	\$ 48.16	\$ 49.48	\$ 52.25	\$ 55.17	\$ 58.24	\$ 61.49	\$ 63.18	\$ 64.92	\$ 66.70	\$ 68.53
	BW	\$ 3,649.60	\$ 3,749.60	\$ 3,852.80	\$ 3,958.40	\$ 4,180.00	\$ 4,413.60	\$ 4,659.20	\$ 4,919.20	\$ 5,054.40	\$ 5,193.60	\$ 5,336.00	\$ 5,482.40
	YR	\$ 95,254	\$ 97,864	\$ 100,558	\$ 103,314	\$ 109,098	\$ 115,194	\$ 121,605	\$ 128,391	\$ 131,919	\$ 135,552	\$ 139,269	\$ 143,090
4699	HR	\$ 46.99	\$ 48.28	\$ 49.61	\$ 50.97	\$ 53.82	\$ 56.82	\$ 59.99	\$ 63.34	\$ 65.08	\$ 66.87	\$ 68.71	\$ 70.60
	BW	\$ 3,759.20	\$ 3,862.40	\$ 3,968.80	\$ 4,077.60	\$ 4,305.60	\$ 4,545.60	\$ 4,799.20	\$ 5,067.20	\$ 5,206.40	\$ 5,349.60	\$ 5,496.80	\$ 5,648.00
	YR	\$ 98,115	\$ 100,808	\$ 103,585	\$ 106,425	\$ 112,376	\$ 118,640	\$ 125,259	\$ 132,253	\$ 135,887	\$ 139,624	\$ 143,466	\$ 147,412
4821	HR	\$ 48.21	\$ 49.54	\$ 50.90	\$ 52.30	\$ 55.22	\$ 58.30	\$ 61.55	\$ 64.98	\$ 66.77	\$ 68.61	\$ 70.49	\$ 72.43
	BW	\$ 3,856.80	\$ 3,963.20	\$ 4,072.00	\$ 4,184.00	\$ 4,417.60	\$ 4,664.00	\$ 4,924.00	\$ 5,198.40	\$ 5,341.60	\$ 5,488.80	\$ 5,639.20	\$ 5,794.40
	YR	\$ 100,662	\$ 103,439	\$ 106,279	\$ 109,202	\$ 115,299	\$ 121,730	\$ 128,516	\$ 135,678	\$ 139,415	\$ 143,257	\$ 147,183	\$ 151,233
4851	HR	\$ 48.51	\$ 49.84	\$ 51.21	\$ 52.62	\$ 55.56	\$ 58.65	\$ 61.92	\$ 65.37	\$ 67.17	\$ 69.02	\$ 70.92	\$ 72.87
	BW	\$ 3,880.80	\$ 3,987.20	\$ 4,096.80	\$ 4,209.60	\$ 4,444.80	\$ 4,692.00	\$ 4,953.60	\$ 5,229.60	\$ 5,373.60	\$ 5,521.60	\$ 5,673.60	\$ 5,829.60
	YR	\$ 101,288	\$ 104,065	\$ 106,926	\$ 109,870	\$ 116,009	\$ 122,461	\$ 129,288	\$ 136,492	\$ 140,250	\$ 144,113	\$ 148,080	\$ 152,152
4962	HR	\$ 49.62	\$ 50.98	\$ 52.39	\$ 53.83	\$ 56.83	\$ 60.00	\$ 63.35	\$ 66.88	\$ 68.72	\$ 70.61	\$ 72.55	\$ 74.55
	BW	\$ 3,969.60	\$ 4,078.40	\$ 4,191.20	\$ 4,306.40	\$ 4,546.40	\$ 4,800.00	\$ 5,068.00	\$ 5,350.40	\$ 5,497.60	\$ 5,648.80	\$ 5,804.00	\$ 5,964.00
	YR	\$ 103,606	\$ 106,446	\$ 109,390	\$ 112,397	\$ 118,661	\$ 125,280	\$ 132,274	\$ 139,645	\$ 143,487	\$ 147,433	\$ 151,484	\$ 155,660
5358	HR	\$ 53.58	\$ 55.05	\$ 56.57	\$ 58.13	\$ 61.36	\$ 64.78	\$ 68.40	\$ 72.21	\$ 74.20	\$ 76.24	\$ 78.34	\$ 80.49
	BW	\$ 4,286.40	\$ 4,404.00	\$ 4,525.60	\$ 4,650.40	\$ 4,908.80	\$ 5,182.40	\$ 5,472.00	\$ 5,776.80	\$ 5,936.00	\$ 6,099.20	\$ 6,267.20	\$ 6,439.20
	YR	\$ 111,875	\$ 114,944	\$ 118,118	\$ 121,375	\$ 128,119	\$ 135,260	\$ 142,819	\$ 150,774	\$ 154,929	\$ 159,189	\$ 163,573	\$ 168,063

MOU 05
Appendix D
Operative on July 13, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2262	10	\$ 67,191	--	12	\$ 70,950
4208-2	Assistant Inspector II	2541	10	\$ 75,522	--	12	\$ 79,719
4208-3	Assistant Inspector III	2923	10	\$ 86,860	--	12	\$ 91,725
4208-4	Assistant Inspector IV	3287	10	\$ 97,634	--	12	\$ 103,084
4211-0	Building Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
4251-0	Building Mechanical Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
7291-0	Construction Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
7291-A	Construction Inspector - Airport	4495	8	\$ 126,491	--	12	\$ 141,002
4221-0	Electrical Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
4265-0	Equipment Safety Investigator	4057	8	\$ 114,150	--	12	\$ 127,242
4240-0	Fire Sprinkler Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
4245-0	Heating & Refrigeration Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
4243-0	Housing Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
4212-1	Inspector Trainee I	2198	10	\$ 65,312	--	12	\$ 68,945
4212-2	Inspector Trainee II	2475	10	\$ 73,518	--	12	\$ 77,610
4212-3	Inspector Trainee III	2843	10	\$ 84,480	--	12	\$ 89,199
4212-4	Inspector Trainee IV	3200	10	\$ 95,066	--	12	\$ 100,370
4231-0	Plumbing Inspector	4057	8	\$ 114,150	--	12	\$ 127,242
1569-1	Rehabilitation Construction Specialist I	4168	8	\$ 117,262	--	12	\$ 130,729
1569-2	Rehabilitation Construction Specialist II	4888	2	\$ 104,859	--	12	\$ 153,384
1569-3	Rehabilitation Construction Specialist III	5161	2	\$ 110,726	--	12	\$ 161,945
4263-0	Safety Engineer Elevators	4744	10	\$ 140,960	--	12	\$ 148,811
4261-0	Safety Engineer Pressure Vessels	4495	8	\$ 126,491	--	12	\$ 141,002
4213-0	Senior Building Inspector	4495	8	\$ 126,491	--	12	\$ 141,002
4253-0	Senior Building Mechanical Inspector	4495	8	\$ 126,491	--	12	\$ 141,002
7294-0	Senior Construction Inspector	4511	8	\$ 126,971	--	12	\$ 141,503
7294-A	Senior Construction Inspector - Airport	5045	2	\$ 108,241	--	12	\$ 158,249
4223-0	Senior Electrical Inspector	4495	8	\$ 126,491	--	12	\$ 141,002
4242-0	Senior Fire Sprinkler Inspector	4495	8	\$ 126,491	--	12	\$ 141,002
4247-0	Senior Heating & Refrigeration Inspector	4495	8	\$ 126,491	--	12	\$ 141,002
4244-0	Senior Housing Inspector	4495	8	\$ 126,491	--	12	\$ 141,002
4233-0	Senior Plumbing Inspector	4495	8	\$ 126,491	--	12	\$ 141,002
4264-0	Senior Safety Engineer Elevators	5572	2	\$ 119,538	--	12	\$ 174,786
4262-0	Senior Safety Engineer Pressure Vessels	5014	2	\$ 107,573	--	12	\$ 157,289
4285-1	Senior Street Services Investigator I	4138	8	\$ 116,468	--	12	\$ 129,831
4285-2	Senior Street Services Investigator II	4511	8	\$ 126,971	--	12	\$ 141,503
4285-3	Senior Street Services Investigator III	4888	8	\$ 137,578	--	12	\$ 153,384
4283-0	Street Services Investigator	4057	8	\$ 114,150	--	12	\$ 127,242
4205-0	Vehicle Nuisance Inspector	2762	2	\$ 59,257	--	12	\$ 86,631

MOU 05
Appendix D
Operative on July 13, 2025

Range		1	2	3	4	5	6	7	8	9	10	11	12
2198	HR	\$ 21.98	\$ 22.58	\$ 23.21	\$ 23.85	\$ 25.17	\$ 26.58	\$ 28.06	\$ 29.62	\$ 30.44	\$ 31.28	\$ 32.14	\$ 33.02
	BW	\$ 1,758.40	\$ 1,806.40	\$ 1,856.80	\$ 1,908.00	\$ 2,013.60	\$ 2,126.40	\$ 2,244.80	\$ 2,369.60	\$ 2,435.20	\$ 2,502.40	\$ 2,571.20	\$ 2,641.60
	YR	\$ 45,894	\$ 47,147	\$ 48,462	\$ 49,798	\$ 52,554	\$ 55,499	\$ 58,589	\$ 61,846	\$ 63,558	\$ 65,312	\$ 67,108	\$ 68,945
2262	HR	\$ 22.62	\$ 23.24	\$ 23.88	\$ 24.54	\$ 25.90	\$ 27.35	\$ 28.87	\$ 30.49	\$ 31.32	\$ 32.18	\$ 33.07	\$ 33.98
	BW	\$ 1,809.60	\$ 1,859.20	\$ 1,910.40	\$ 1,963.20	\$ 2,072.00	\$ 2,188.00	\$ 2,309.60	\$ 2,439.20	\$ 2,505.60	\$ 2,574.40	\$ 2,645.60	\$ 2,718.40
	YR	\$ 47,230	\$ 48,525	\$ 49,861	\$ 51,239	\$ 54,079	\$ 57,106	\$ 60,280	\$ 63,663	\$ 65,396	\$ 67,191	\$ 69,050	\$ 70,950
2475	HR	\$ 24.75	\$ 25.43	\$ 26.13	\$ 26.85	\$ 28.35	\$ 29.93	\$ 31.60	\$ 33.35	\$ 34.27	\$ 35.21	\$ 36.18	\$ 37.17
	BW	\$ 1,980.00	\$ 2,034.40	\$ 2,090.40	\$ 2,148.00	\$ 2,268.00	\$ 2,394.40	\$ 2,528.00	\$ 2,668.00	\$ 2,741.60	\$ 2,816.80	\$ 2,894.40	\$ 2,973.60
	YR	\$ 51,678	\$ 53,097	\$ 54,559	\$ 56,062	\$ 59,194	\$ 62,493	\$ 65,980	\$ 69,634	\$ 71,555	\$ 73,518	\$ 75,543	\$ 77,610
2541	HR	\$ 25.41	\$ 26.11	\$ 26.83	\$ 27.57	\$ 29.11	\$ 30.73	\$ 32.45	\$ 34.26	\$ 35.20	\$ 36.17	\$ 37.16	\$ 38.18
	BW	\$ 2,032.80	\$ 2,088.80	\$ 2,146.40	\$ 2,205.60	\$ 2,328.80	\$ 2,458.40	\$ 2,596.00	\$ 2,740.80	\$ 2,816.00	\$ 2,893.60	\$ 2,972.80	\$ 3,054.40
	YR	\$ 53,056	\$ 54,517	\$ 56,021	\$ 57,566	\$ 60,781	\$ 64,164	\$ 67,755	\$ 71,534	\$ 73,497	\$ 75,522	\$ 77,590	\$ 79,719
2762	HR	\$ 27.62	\$ 28.38	\$ 29.16	\$ 29.96	\$ 31.64	\$ 33.40	\$ 35.26	\$ 37.23	\$ 38.25	\$ 39.30	\$ 40.38	\$ 41.49
	BW	\$ 2,209.60	\$ 2,270.40	\$ 2,332.80	\$ 2,396.80	\$ 2,531.20	\$ 2,672.00	\$ 2,820.80	\$ 2,978.40	\$ 3,060.00	\$ 3,144.00	\$ 3,230.40	\$ 3,319.20
	YR	\$ 57,670	\$ 59,257	\$ 60,886	\$ 62,556	\$ 66,064	\$ 69,739	\$ 73,622	\$ 77,736	\$ 79,866	\$ 82,058	\$ 84,313	\$ 86,631
2843	HR	\$ 28.43	\$ 29.21	\$ 30.02	\$ 30.85	\$ 32.56	\$ 34.38	\$ 36.30	\$ 38.33	\$ 39.38	\$ 40.46	\$ 41.58	\$ 42.72
	BW	\$ 2,274.40	\$ 2,336.80	\$ 2,401.60	\$ 2,468.00	\$ 2,604.80	\$ 2,750.40	\$ 2,904.00	\$ 3,066.40	\$ 3,150.40	\$ 3,236.80	\$ 3,326.40	\$ 3,417.60
	YR	\$ 59,361	\$ 60,990	\$ 62,681	\$ 64,414	\$ 67,985	\$ 71,785	\$ 75,794	\$ 80,033	\$ 82,225	\$ 84,480	\$ 86,819	\$ 89,199
2923	HR	\$ 29.23	\$ 30.03	\$ 30.86	\$ 31.71	\$ 33.48	\$ 35.35	\$ 37.32	\$ 39.40	\$ 40.49	\$ 41.60	\$ 42.75	\$ 43.93
	BW	\$ 2,338.40	\$ 2,402.40	\$ 2,468.80	\$ 2,536.80	\$ 2,678.40	\$ 2,828.00	\$ 2,985.60	\$ 3,152.00	\$ 3,239.20	\$ 3,328.00	\$ 3,420.00	\$ 3,514.40
	YR	\$ 61,032	\$ 62,702	\$ 64,435	\$ 66,210	\$ 69,906	\$ 73,810	\$ 77,924	\$ 82,267	\$ 84,543	\$ 86,860	\$ 89,262	\$ 91,725
3200	HR	\$ 32.00	\$ 32.88	\$ 33.78	\$ 34.71	\$ 36.64	\$ 38.69	\$ 40.84	\$ 43.12	\$ 44.31	\$ 45.53	\$ 46.78	\$ 48.07
	BW	\$ 2,560.00	\$ 2,630.40	\$ 2,702.40	\$ 2,776.80	\$ 2,931.20	\$ 3,095.20	\$ 3,267.20	\$ 3,449.60	\$ 3,544.80	\$ 3,642.40	\$ 3,742.40	\$ 3,845.60
	YR	\$ 66,816	\$ 68,653	\$ 70,532	\$ 72,474	\$ 76,504	\$ 80,784	\$ 85,273	\$ 90,034	\$ 92,519	\$ 95,066	\$ 97,676	\$ 100,370
3287	HR	\$ 32.87	\$ 33.77	\$ 34.70	\$ 35.65	\$ 37.64	\$ 39.73	\$ 41.95	\$ 44.30	\$ 45.51	\$ 46.76	\$ 48.05	\$ 49.37
	BW	\$ 2,629.60	\$ 2,701.60	\$ 2,776.00	\$ 2,852.00	\$ 3,011.20	\$ 3,178.40	\$ 3,356.00	\$ 3,544.00	\$ 3,640.80	\$ 3,740.80	\$ 3,844.00	\$ 3,949.60
	YR	\$ 68,632	\$ 70,511	\$ 72,453	\$ 74,437	\$ 78,592	\$ 82,956	\$ 87,591	\$ 92,498	\$ 95,024	\$ 97,634	\$ 100,328	\$ 103,084
4057	HR	\$ 40.57	\$ 41.69	\$ 42.83	\$ 44.01	\$ 46.46	\$ 49.05	\$ 51.79	\$ 54.67	\$ 56.18	\$ 57.72	\$ 59.31	\$ 60.94
	BW	\$ 3,245.60	\$ 3,335.20	\$ 3,426.40	\$ 3,520.80	\$ 3,716.80	\$ 3,924.00	\$ 4,143.20	\$ 4,373.60	\$ 4,494.40	\$ 4,617.60	\$ 4,744.80	\$ 4,875.20
	YR	\$ 84,710	\$ 87,048	\$ 89,429	\$ 91,892	\$ 97,008	\$ 102,416	\$ 108,137	\$ 114,150	\$ 117,303	\$ 120,519	\$ 123,839	\$ 127,242
4138	HR	\$ 41.38	\$ 42.52	\$ 43.69	\$ 44.89	\$ 47.40	\$ 50.04	\$ 52.83	\$ 55.78	\$ 57.32	\$ 58.90	\$ 60.52	\$ 62.18
	BW	\$ 3,310.40	\$ 3,401.60	\$ 3,495.20	\$ 3,591.20	\$ 3,792.00	\$ 4,003.20	\$ 4,226.40	\$ 4,462.40	\$ 4,585.60	\$ 4,712.00	\$ 4,841.60	\$ 4,974.40
	YR	\$ 86,401	\$ 88,781	\$ 91,224	\$ 93,730	\$ 98,971	\$ 104,483	\$ 110,309	\$ 116,468	\$ 119,684	\$ 122,983	\$ 126,365	\$ 129,831
4168	HR	\$ 41.68	\$ 42.83	\$ 44.00	\$ 45.21	\$ 47.73	\$ 50.39	\$ 53.19	\$ 56.16	\$ 57.71	\$ 59.30	\$ 60.93	\$ 62.61
	BW	\$ 3,334.40	\$ 3,426.40	\$ 3,520.00	\$ 3,616.80	\$ 3,818.40	\$ 4,031.20	\$ 4,255.20	\$ 4,492.80	\$ 4,616.80	\$ 4,744.00	\$ 4,874.40	\$ 5,008.80
	YR	\$ 87,027	\$ 89,429	\$ 91,872	\$ 94,398	\$ 99,660	\$ 105,214	\$ 111,060	\$ 117,262	\$ 120,498	\$ 123,818	\$ 127,221	\$ 130,729
4495	HR	\$ 44.95	\$ 46.19	\$ 47.46	\$ 48.77	\$ 51.49	\$ 54.35	\$ 57.39	\$ 60.58	\$ 62.25	\$ 63.96	\$ 65.72	\$ 67.53
	BW	\$ 3,596.00	\$ 3,695.20	\$ 3,796.80	\$ 3,901.60	\$ 4,119.20	\$ 4,348.00	\$ 4,591.20	\$ 4,846.40	\$ 4,980.00	\$ 5,116.80	\$ 5,257.60	\$ 5,402.40
	YR	\$ 93,855	\$ 96,444	\$ 99,096	\$ 101,831	\$ 107,511	\$ 113,482	\$ 119,830	\$ 126,491	\$ 129,978	\$ 133,548	\$ 137,223	\$ 141,002
4511	HR	\$ 45.11	\$ 46.35	\$ 47.63	\$ 48.94	\$ 51.67	\$ 54.55	\$ 57.59	\$ 60.81	\$ 62.48	\$ 64.20	\$ 65.96	\$ 67.77
	BW	\$ 3,608.80	\$ 3,708.00	\$ 3,810.40	\$ 3,915.20	\$ 4,133.60	\$ 4,364.00	\$ 4,607.20	\$ 4,864.80	\$ 4,998.40	\$ 5,136.00	\$ 5,276.80	\$ 5,421.60
	YR	\$ 94,189	\$ 96,778	\$ 99,451	\$ 102,186	\$ 107,886	\$ 113,900	\$ 120,247	\$ 126,971	\$ 130,458	\$ 134,049	\$ 137,724	\$ 141,503
4744	HR	\$ 47.44	\$ 48.74	\$ 50.09	\$ 51.47	\$ 54.33	\$ 57.37	\$ 60.56	\$ 63.94	\$ 65.70	\$ 67.51	\$ 69.36	\$ 71.27
	BW	\$ 3,795.20	\$ 3,899.20	\$ 4,007.20	\$ 4,117.60	\$ 4,346.40	\$ 4,589.60	\$ 4,844.80	\$ 5,115.20	\$ 5,256.00	\$ 5,400.80	\$ 5,548.80	\$ 5,701.60
	YR	\$ 99,054	\$ 101,769	\$ 104,587	\$ 107,469	\$ 113,441	\$ 119,788	\$ 126,449	\$ 133,506	\$ 137,181	\$ 140,960	\$ 144,823	\$ 148,811
4888	HR	\$ 48.88	\$ 50.22	\$ 51.61	\$ 53.03	\$ 55.99	\$ 59.11	\$ 62.41	\$ 65.89	\$ 67.71	\$ 69.57	\$ 71.49	\$ 73.46
	BW	\$ 3,910.40	\$ 4,017.60	\$ 4,128.80	\$ 4,242.40	\$ 4,479.20	\$ 4,728.80	\$ 4,992.80	\$ 5,271.20	\$ 5,416.80	\$ 5,565.60	\$ 5,719.20	\$ 5,876.80
	YR	\$ 102,061	\$ 104,859	\$ 107,761	\$ 110,726	\$ 116,907	\$ 123,421	\$ 130,312	\$ 137,578	\$ 141,378	\$ 145,262	\$ 149,271	\$ 153,384
5014	HR	\$ 50.14	\$ 51.52	\$ 52.94	\$ 54.40	\$ 57.43	\$ 60.63	\$ 64.01	\$ 67.58	\$ 69.44	\$ 71.35	\$ 73.31	\$ 75.33
	BW	\$ 4,011.20	\$ 4,121.60	\$ 4,235.20	\$ 4,352.00	\$ 4,594.40	\$ 4,850.40	\$ 5,120.80	\$ 5,406.40	\$ 5,555.20	\$ 5,708.00	\$ 5,864.80	\$ 6,026.40
	YR	\$ 104,692	\$ 107,573	\$ 110,538	\$ 113,587	\$ 119,913	\$ 126,595	\$ 133,652	\$ 141,107	\$ 144,990	\$ 148,978	\$ 153,071	\$ 157,289
5045	HR	\$ 50.45	\$ 51.84	\$ 53.26	\$ 54.72	\$ 57.78	\$ 61.00	\$ 64.40	\$ 67.99	\$ 69.86	\$ 71.78	\$ 73.76	\$ 75.79
	BW	\$ 4,036.00	\$ 4,147.20	\$ 4,260.80	\$ 4,377.60	\$ 4,622.40	\$ 4,880.00	\$ 5,152.00	\$ 5,439.20	\$ 5,588.80	\$ 5,742.40	\$ 5,900.80	\$ 6,063.20
	YR	\$ 105,339	\$ 108,241	\$ 111,206	\$ 114,255	\$ 120,644	\$ 127,368	\$ 134,467	\$ 141,963	\$ 145,867	\$ 149,876	\$ 154,010	\$ 158,249
5161	HR	\$ 51.61	\$ 53.03	\$ 54.49	\$ 55.99	\$ 59.11	\$ 62.41	\$ 65.89	\$ 69.57	\$ 71.49	\$ 73.46	\$ 75.48	\$ 77.56
	BW	\$ 4,128.80	\$ 4,242.40	\$ 4,359.20	\$ 4,479.20	\$ 4,728.80	\$ 4,992.80	\$ 5,271.20	\$ 5,565.60	\$ 5,719.20	\$ 5,876.80	\$ 6,038.40	\$ 6,204.80
	YR	\$ 107,761	\$ 110,726	\$ 113,775	\$ 116,907	\$ 123,421	\$ 130,312	\$ 137,578	\$ 145,262	\$ 149,271	\$ 153,384	\$ 157,602	\$ 161,945
5572	HR	\$ 55.72	\$ 57.25	\$ 58.83	\$ 60.45	\$ 63.82	\$ 67.37	\$ 71.13	\$ 75.10	\$ 77.17	\$ 79.29	\$ 81.47	\$ 83.71
	BW	\$ 4,457.60	\$ 4,580.00	\$ 4,706.40	\$ 4,836.00	\$ 5,105.60	\$ 5,389.60	\$ 5,690.40	\$ 6,008.00	\$ 6,173.60	\$ 6,343.20	\$ 6,517.60	\$ 6,696.80
	YR	\$ 116,343	\$ 119,538	\$ 122,837	\$ 126,219	\$ 133,256	\$ 140,668	\$ 148,519	\$ 156,808	\$ 161,130	\$ 165,557	\$ 170,109	\$ 174,786

MOU 05
Appendix E
Operative on July 12, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2353	10	\$ 69,885	--	12	\$ 73,789
4208-2	Assistant Inspector II	2645	10	\$ 78,571	--	12	\$ 82,935
4208-3	Assistant Inspector III	3041	10	\$ 90,368	--	12	\$ 95,400
4208-4	Assistant Inspector IV	3418	10	\$ 101,539	--	12	\$ 107,197
4211-0	Building Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
4251-0	Building Mechanical Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
7291-0	Construction Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
7291-A	Construction Inspector - Airport	4675	8	\$ 131,585	--	12	\$ 146,661
4221-0	Electrical Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
4265-0	Equipment Safety Investigator	4220	8	\$ 118,723	--	12	\$ 132,358
4240-0	Fire Sprinkler Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
4245-0	Heating & Refrigeration Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
4243-0	Housing Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
4212-1	Inspector Trainee I	2287	10	\$ 67,943	--	12	\$ 71,743
4212-2	Inspector Trainee II	2574	10	\$ 76,483	--	12	\$ 80,763
4212-3	Inspector Trainee III	2958	10	\$ 87,883	--	12	\$ 92,769
4212-4	Inspector Trainee IV	3328	10	\$ 98,887	--	12	\$ 104,400
4231-0	Plumbing Inspector	4220	8	\$ 118,723	--	12	\$ 132,358
1569-1	Rehabilitation Construction Specialist I	4335	8	\$ 121,960	--	12	\$ 135,949
1569-2	Rehabilitation Construction Specialist II	5086	2	\$ 109,118	--	12	\$ 159,523
1569-3	Rehabilitation Construction Specialist III	5369	2	\$ 115,194	--	12	\$ 168,418
4263-0	Safety Engineer Elevators	4934	10	\$ 146,598	--	12	\$ 154,762
4261-0	Safety Engineer Pressure Vessels	4675	8	\$ 131,585	--	12	\$ 146,661
4213-0	Senior Building Inspector	4675	8	\$ 131,585	--	12	\$ 146,661
4253-0	Senior Building Mechanical Inspector	4675	8	\$ 131,585	--	12	\$ 146,661
7294-0	Senior Construction Inspector	4691	8	\$ 132,024	--	12	\$ 147,162
7294-A	Senior Construction Inspector - Airport	5247	2	\$ 112,564	--	12	\$ 164,576
4223-0	Senior Electrical Inspector	4675	8	\$ 131,585	--	12	\$ 146,661
4242-0	Senior Fire Sprinkler Inspector	4675	8	\$ 131,585	--	12	\$ 146,661
4247-0	Senior Heating & Refrigeration Inspector	4675	8	\$ 131,585	--	12	\$ 146,661
4244-0	Senior Housing Inspector	4675	8	\$ 131,585	--	12	\$ 146,661
4233-0	Senior Plumbing Inspector	4675	8	\$ 131,585	--	12	\$ 146,661
4264-0	Senior Safety Engineer Elevators	5797	2	\$ 124,361	--	12	\$ 181,823
4262-0	Senior Safety Engineer Pressure Vessels	5215	2	\$ 111,875	--	12	\$ 163,573
4285-1	Senior Street Services Investigator I	4306	8	\$ 121,166	--	12	\$ 135,051
4285-2	Senior Street Services Investigator II	4691	8	\$ 132,024	--	12	\$ 147,162
4285-3	Senior Street Services Investigator III	5086	8	\$ 143,111	--	12	\$ 159,523
4283-0	Street Services Investigator	4220	8	\$ 118,723	--	12	\$ 132,358
4205-0	Vehicle Nuisance Inspector	2873	2	\$ 61,637	--	12	\$ 90,138

MOU 05
Appendix E
Operative on July 12, 2026

Range		1	2	3	4	5	6	7	8	9	10	11	12
2287	HR	\$ 22.87	\$ 23.50	\$ 24.15	\$ 24.81	\$ 26.20	\$ 27.66	\$ 29.20	\$ 30.83	\$ 31.67	\$ 32.54	\$ 33.44	\$ 34.36
	BW	\$ 1,829.60	\$ 1,880.00	\$ 1,932.00	\$ 1,984.80	\$ 2,096.00	\$ 2,212.80	\$ 2,336.00	\$ 2,466.40	\$ 2,533.60	\$ 2,603.20	\$ 2,675.20	\$ 2,748.80
	YR	\$ 47,752	\$ 49,068	\$ 50,425	\$ 51,803	\$ 54,705	\$ 57,754	\$ 60,969	\$ 64,373	\$ 66,126	\$ 67,943	\$ 69,822	\$ 71,743
2353	HR	\$ 23.53	\$ 24.18	\$ 24.84	\$ 25.52	\$ 26.94	\$ 28.44	\$ 30.02	\$ 31.70	\$ 32.57	\$ 33.47	\$ 34.39	\$ 35.34
	BW	\$ 1,882.40	\$ 1,934.40	\$ 1,987.20	\$ 2,041.60	\$ 2,155.20	\$ 2,275.20	\$ 2,401.60	\$ 2,536.00	\$ 2,605.60	\$ 2,677.60	\$ 2,751.20	\$ 2,827.20
	YR	\$ 49,130	\$ 50,487	\$ 51,865	\$ 53,285	\$ 56,250	\$ 59,382	\$ 62,681	\$ 66,189	\$ 68,006	\$ 69,885	\$ 71,806	\$ 73,789
2574	HR	\$ 25.74	\$ 26.45	\$ 27.18	\$ 27.93	\$ 29.49	\$ 31.13	\$ 32.87	\$ 34.70	\$ 35.65	\$ 36.63	\$ 37.64	\$ 38.68
	BW	\$ 2,059.20	\$ 2,116.00	\$ 2,174.40	\$ 2,234.40	\$ 2,359.20	\$ 2,490.40	\$ 2,629.60	\$ 2,776.00	\$ 2,852.00	\$ 2,930.40	\$ 3,011.20	\$ 3,094.40
	YR	\$ 53,745	\$ 55,227	\$ 56,751	\$ 58,317	\$ 61,575	\$ 64,999	\$ 68,632	\$ 72,453	\$ 74,437	\$ 76,483	\$ 78,592	\$ 80,763
2645	HR	\$ 26.45	\$ 27.18	\$ 27.92	\$ 28.69	\$ 30.29	\$ 31.98	\$ 33.76	\$ 35.64	\$ 36.62	\$ 37.63	\$ 38.66	\$ 39.72
	BW	\$ 2,116.00	\$ 2,174.40	\$ 2,233.60	\$ 2,295.20	\$ 2,423.20	\$ 2,558.40	\$ 2,700.80	\$ 2,851.20	\$ 2,929.60	\$ 3,010.40	\$ 3,092.80	\$ 3,177.60
	YR	\$ 55,227	\$ 56,751	\$ 58,296	\$ 59,904	\$ 63,245	\$ 66,774	\$ 70,490	\$ 74,416	\$ 76,462	\$ 78,571	\$ 80,722	\$ 82,935
2873	HR	\$ 28.73	\$ 29.52	\$ 30.33	\$ 31.16	\$ 32.90	\$ 34.74	\$ 36.68	\$ 38.73	\$ 39.79	\$ 40.88	\$ 42.01	\$ 43.17
	BW	\$ 2,298.40	\$ 2,361.60	\$ 2,426.40	\$ 2,492.80	\$ 2,632.00	\$ 2,779.20	\$ 2,934.40	\$ 3,098.40	\$ 3,183.20	\$ 3,270.40	\$ 3,360.80	\$ 3,453.60
	YR	\$ 59,988	\$ 61,637	\$ 63,329	\$ 65,062	\$ 68,695	\$ 72,537	\$ 76,587	\$ 80,868	\$ 83,081	\$ 85,357	\$ 87,716	\$ 90,138
2958	HR	\$ 29.58	\$ 30.39	\$ 31.23	\$ 32.09	\$ 33.88	\$ 35.77	\$ 37.76	\$ 39.87	\$ 40.96	\$ 42.09	\$ 43.24	\$ 44.43
	BW	\$ 2,366.40	\$ 2,431.20	\$ 2,498.40	\$ 2,567.20	\$ 2,710.40	\$ 2,861.60	\$ 3,020.80	\$ 3,189.60	\$ 3,276.80	\$ 3,367.20	\$ 3,459.20	\$ 3,554.40
	YR	\$ 61,763	\$ 63,454	\$ 65,208	\$ 67,003	\$ 70,741	\$ 74,687	\$ 78,842	\$ 83,248	\$ 85,524	\$ 87,883	\$ 90,285	\$ 92,769
3041	HR	\$ 30.41	\$ 31.25	\$ 32.11	\$ 32.99	\$ 34.83	\$ 36.77	\$ 38.83	\$ 41.00	\$ 42.12	\$ 43.28	\$ 44.47	\$ 45.69
	BW	\$ 2,432.80	\$ 2,500.00	\$ 2,568.80	\$ 2,639.20	\$ 2,786.40	\$ 2,941.60	\$ 3,106.40	\$ 3,280.00	\$ 3,369.60	\$ 3,462.40	\$ 3,557.60	\$ 3,655.20
	YR	\$ 63,496	\$ 65,250	\$ 67,045	\$ 68,883	\$ 72,725	\$ 76,775	\$ 81,077	\$ 85,608	\$ 87,946	\$ 90,368	\$ 92,853	\$ 95,400
3328	HR	\$ 33.28	\$ 34.20	\$ 35.14	\$ 36.11	\$ 38.12	\$ 40.25	\$ 42.49	\$ 44.86	\$ 46.09	\$ 47.36	\$ 48.66	\$ 50.00
	BW	\$ 2,662.40	\$ 2,736.00	\$ 2,811.20	\$ 2,888.80	\$ 3,049.60	\$ 3,220.00	\$ 3,399.20	\$ 3,588.80	\$ 3,687.20	\$ 3,788.80	\$ 3,892.80	\$ 4,000.00
	YR	\$ 69,488	\$ 71,409	\$ 73,372	\$ 75,397	\$ 79,594	\$ 84,042	\$ 88,719	\$ 93,667	\$ 96,235	\$ 98,887	\$ 101,602	\$ 104,400
3418	HR	\$ 34.18	\$ 35.12	\$ 36.09	\$ 37.08	\$ 39.15	\$ 41.33	\$ 43.63	\$ 46.06	\$ 47.33	\$ 48.63	\$ 49.97	\$ 51.34
	BW	\$ 2,734.40	\$ 2,809.60	\$ 2,887.20	\$ 2,966.40	\$ 3,132.00	\$ 3,306.40	\$ 3,490.40	\$ 3,684.80	\$ 3,786.40	\$ 3,890.40	\$ 3,997.60	\$ 4,107.20
	YR	\$ 71,367	\$ 73,330	\$ 75,355	\$ 77,423	\$ 81,745	\$ 86,297	\$ 91,099	\$ 96,173	\$ 98,825	\$ 101,539	\$ 104,337	\$ 107,197
4220	HR	\$ 42.20	\$ 43.36	\$ 44.55	\$ 45.78	\$ 48.32	\$ 51.02	\$ 53.86	\$ 56.86	\$ 58.43	\$ 60.04	\$ 61.69	\$ 63.39
	BW	\$ 3,376.00	\$ 3,468.80	\$ 3,564.00	\$ 3,662.40	\$ 3,865.60	\$ 4,081.60	\$ 4,308.80	\$ 4,548.80	\$ 4,674.40	\$ 4,803.20	\$ 4,935.20	\$ 5,071.20
	YR	\$ 88,113	\$ 90,535	\$ 93,020	\$ 95,588	\$ 100,892	\$ 106,529	\$ 112,459	\$ 118,723	\$ 122,001	\$ 125,363	\$ 128,808	\$ 132,358
4306	HR	\$ 43.06	\$ 44.24	\$ 45.46	\$ 46.71	\$ 49.31	\$ 52.06	\$ 54.97	\$ 58.03	\$ 59.63	\$ 61.27	\$ 62.95	\$ 64.68
	BW	\$ 3,444.80	\$ 3,539.20	\$ 3,636.80	\$ 3,736.80	\$ 3,944.80	\$ 4,164.80	\$ 4,397.60	\$ 4,642.40	\$ 4,770.40	\$ 4,901.60	\$ 5,036.00	\$ 5,174.40
	YR	\$ 89,909	\$ 92,373	\$ 94,920	\$ 97,530	\$ 102,959	\$ 108,701	\$ 114,777	\$ 121,166	\$ 124,507	\$ 127,931	\$ 131,439	\$ 135,051
4335	HR	\$ 43.35	\$ 44.54	\$ 45.77	\$ 47.03	\$ 49.65	\$ 52.41	\$ 55.33	\$ 58.41	\$ 60.02	\$ 61.67	\$ 63.37	\$ 65.11
	BW	\$ 3,468.00	\$ 3,563.20	\$ 3,661.60	\$ 3,762.40	\$ 3,972.00	\$ 4,192.80	\$ 4,426.40	\$ 4,672.80	\$ 4,801.60	\$ 4,933.60	\$ 5,069.60	\$ 5,208.80
	YR	\$ 90,514	\$ 92,999	\$ 95,567	\$ 98,198	\$ 103,669	\$ 109,432	\$ 115,529	\$ 121,960	\$ 125,321	\$ 128,766	\$ 132,316	\$ 135,949
4675	HR	\$ 46.75	\$ 48.04	\$ 49.36	\$ 50.72	\$ 53.54	\$ 56.53	\$ 59.69	\$ 63.02	\$ 64.75	\$ 66.53	\$ 68.36	\$ 70.24
	BW	\$ 3,740.00	\$ 3,843.20	\$ 3,948.80	\$ 4,057.60	\$ 4,283.20	\$ 4,522.40	\$ 4,775.20	\$ 5,041.60	\$ 5,180.00	\$ 5,322.40	\$ 5,468.80	\$ 5,619.20
	YR	\$ 97,614	\$ 100,307	\$ 103,063	\$ 105,903	\$ 111,791	\$ 118,034	\$ 124,632	\$ 131,585	\$ 135,198	\$ 138,914	\$ 142,735	\$ 146,661
4691	HR	\$ 46.91	\$ 48.20	\$ 49.53	\$ 50.89	\$ 53.73	\$ 56.73	\$ 59.89	\$ 63.23	\$ 64.97	\$ 66.76	\$ 68.59	\$ 70.48
	BW	\$ 3,752.80	\$ 3,856.00	\$ 3,962.40	\$ 4,071.20	\$ 4,298.40	\$ 4,538.40	\$ 4,791.20	\$ 5,058.40	\$ 5,197.60	\$ 5,340.80	\$ 5,487.20	\$ 5,638.40
	YR	\$ 97,948	\$ 100,641	\$ 103,418	\$ 106,258	\$ 112,188	\$ 118,452	\$ 125,050	\$ 132,024	\$ 135,657	\$ 139,394	\$ 143,215	\$ 147,162
4934	HR	\$ 49.34	\$ 50.70	\$ 52.09	\$ 53.52	\$ 56.50	\$ 59.66	\$ 62.99	\$ 66.50	\$ 68.33	\$ 70.21	\$ 72.14	\$ 74.12
	BW	\$ 3,947.20	\$ 4,056.00	\$ 4,167.20	\$ 4,281.60	\$ 4,520.00	\$ 4,772.80	\$ 5,039.20	\$ 5,320.00	\$ 5,466.40	\$ 5,616.80	\$ 5,771.20	\$ 5,929.60
	YR	\$ 103,021	\$ 105,861	\$ 108,763	\$ 111,749	\$ 117,972	\$ 124,570	\$ 131,523	\$ 138,852	\$ 142,673	\$ 146,598	\$ 150,628	\$ 154,762
5086	HR	\$ 50.86	\$ 52.26	\$ 53.70	\$ 55.18	\$ 58.25	\$ 61.50	\$ 64.93	\$ 68.54	\$ 70.43	\$ 72.37	\$ 74.36	\$ 76.40
	BW	\$ 4,068.80	\$ 4,180.80	\$ 4,296.00	\$ 4,414.40	\$ 4,660.00	\$ 4,920.00	\$ 5,194.40	\$ 5,483.20	\$ 5,634.40	\$ 5,789.60	\$ 5,948.80	\$ 6,112.00
	YR	\$ 106,195	\$ 109,118	\$ 112,125	\$ 115,215	\$ 121,626	\$ 128,412	\$ 135,573	\$ 143,111	\$ 147,057	\$ 151,108	\$ 155,263	\$ 159,523
5215	HR	\$ 52.15	\$ 53.58	\$ 55.06	\$ 56.57	\$ 59.73	\$ 63.06	\$ 66.57	\$ 70.28	\$ 72.21	\$ 74.20	\$ 76.24	\$ 78.34
	BW	\$ 4,172.00	\$ 4,286.40	\$ 4,404.80	\$ 4,525.60	\$ 4,778.40	\$ 5,044.80	\$ 5,325.60	\$ 5,622.40	\$ 5,776.80	\$ 5,936.00	\$ 6,099.20	\$ 6,267.20
	YR	\$ 108,889	\$ 111,875	\$ 114,965	\$ 118,118	\$ 124,716	\$ 131,669	\$ 138,998	\$ 146,744	\$ 150,774	\$ 154,929	\$ 159,189	\$ 163,573
5247	HR	\$ 52.47	\$ 53.91	\$ 55.40	\$ 56.92	\$ 60.10	\$ 63.45	\$ 66.98	\$ 70.71	\$ 72.66	\$ 74.66	\$ 76.71	\$ 78.82
	BW	\$ 4,197.60	\$ 4,312.80	\$ 4,432.00	\$ 4,553.60	\$ 4,808.00	\$ 5,076.00	\$ 5,358.40	\$ 5,656.80	\$ 5,812.80	\$ 5,972.80	\$ 6,136.80	\$ 6,305.60
	YR	\$ 109,557	\$ 112,564	\$ 115,675	\$ 118,848	\$ 125,488	\$ 132,483	\$ 139,854	\$ 147,642	\$ 151,714	\$ 155,890	\$ 160,170	\$ 164,576
5369	HR	\$ 53.69	\$ 55.17	\$ 56.68	\$ 58.24	\$ 61.49	\$ 64.92	\$ 68.53	\$ 72.36	\$ 74.35	\$ 76.39	\$ 78.50	\$ 80.66
	BW	\$ 4,295.20	\$ 4,413.60	\$ 4,534.40	\$ 4,659.20	\$ 4,919.20	\$ 5,193.60	\$ 5,482.40	\$ 5,788.80	\$ 5,948.00	\$ 6,111.20	\$ 6,280.00	\$ 6,452.80
	YR	\$ 112,104	\$ 115,194	\$ 118,347	\$ 121,605	\$ 128,391	\$ 135,552	\$ 143,090	\$ 151,087	\$ 155,242	\$ 159,502	\$ 163,908	\$ 168,418
5797	HR	\$ 57.97	\$ 59.56	\$ 61.20	\$ 62.88	\$ 66.39	\$ 70.09	\$ 73.99	\$ 78.12	\$ 80.27	\$ 82.48	\$ 84.75	\$ 87.08
	BW	\$ 4,637.60	\$ 4,764.80	\$ 4,896.00	\$ 5,030.40	\$ 5,311.20	\$ 5,607.20	\$ 5,919.20	\$ 6,249.60	\$ 6,421.60	\$ 6,598.40	\$ 6,780.00	\$ 6,966.40
	YR	\$ 121,041	\$ 124,361	\$ 127,785	\$ 131,293	\$ 138,622	\$ 146,347	\$ 154,491	\$ 163,114	\$ 167,603	\$ 172,218	\$ 176,958	\$ 181,823

MOU 05
Appendix F
Operative on July 11, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2447	10	\$ 72,683	--	12	\$ 76,734
4208-2	Assistant Inspector II	2751	10	\$ 81,724	--	12	\$ 86,276
4208-3	Assistant Inspector III	3164	10	\$ 93,980	--	12	\$ 99,221
4208-4	Assistant Inspector IV	3555	10	\$ 105,590	--	12	\$ 111,478
4211-0	Building Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
4251-0	Building Mechanical Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
7291-0	Construction Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
7291-A	Construction Inspector - Airport	4864	8	\$ 136,847	--	12	\$ 152,570
4221-0	Electrical Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
4265-0	Equipment Safety Investigator	4389	8	\$ 123,505	--	12	\$ 137,661
4240-0	Fire Sprinkler Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
4245-0	Heating & Refrigeration Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
4243-0	Housing Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
4212-1	Inspector Trainee I	2377	10	\$ 70,657	--	12	\$ 74,604
4212-2	Inspector Trainee II	2678	10	\$ 79,573	--	12	\$ 84,021
4212-3	Inspector Trainee III	3076	10	\$ 91,391	--	12	\$ 96,507
4212-4	Inspector Trainee IV	3462	10	\$ 102,854	--	12	\$ 108,576
4231-0	Plumbing Inspector	4389	8	\$ 123,505	--	12	\$ 137,661
1569-1	Rehabilitation Construction Specialist I	4508	8	\$ 126,846	--	12	\$ 141,378
1569-2	Rehabilitation Construction Specialist II	5290	2	\$ 113,482	--	12	\$ 165,912
1569-3	Rehabilitation Construction Specialist III	5585	2	\$ 119,830	--	12	\$ 175,162
4263-0	Safety Engineer Elevators	5132	10	\$ 152,465	--	12	\$ 160,963
4261-0	Safety Engineer Pressure Vessels	4864	8	\$ 136,847	--	12	\$ 152,570
4213-0	Senior Building Inspector	4864	8	\$ 136,847	--	12	\$ 152,570
4253-0	Senior Building Mechanical Inspector	4864	8	\$ 136,847	--	12	\$ 152,570
7294-0	Senior Construction Inspector	4880	8	\$ 137,306	--	12	\$ 153,050
7294-A	Senior Construction Inspector - Airport	5458	2	\$ 117,095	--	12	\$ 171,153
4223-0	Senior Electrical Inspector	4864	8	\$ 136,847	--	12	\$ 152,570
4242-0	Senior Fire Sprinkler Inspector	4864	8	\$ 136,847	--	12	\$ 152,570
4247-0	Senior Heating & Refrigeration Inspector	4864	8	\$ 136,847	--	12	\$ 152,570
4244-0	Senior Housing Inspector	4864	8	\$ 136,847	--	12	\$ 152,570
4233-0	Senior Plumbing Inspector	4864	8	\$ 136,847	--	12	\$ 152,570
4264-0	Senior Safety Engineer Elevators	6028	2	\$ 129,330	--	12	\$ 189,110
4262-0	Senior Safety Engineer Pressure Vessels	5423	2	\$ 116,343	--	12	\$ 170,109
4285-1	Senior Street Services Investigator I	4478	8	\$ 126,031	--	12	\$ 140,480
4285-2	Senior Street Services Investigator II	4880	8	\$ 137,306	--	12	\$ 153,050
4285-3	Senior Street Services Investigator III	5290	8	\$ 148,853	--	12	\$ 165,912
4283-0	Street Services Investigator	4389	8	\$ 123,505	--	12	\$ 137,661
4205-0	Vehicle Nuisance Inspector	2988	2	\$ 64,101	--	12	\$ 93,751

MOU 05
Appendix F
Operative on July 11, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
2377	HR	\$ 23.77	\$ 24.42	\$ 25.10	\$ 25.79	\$ 27.23	\$ 28.75	\$ 30.35	\$ 32.05	\$ 32.93	\$ 33.84	\$ 34.77	\$ 35.73
	BW	\$ 1,901.60	\$ 1,953.60	\$ 2,008.00	\$ 2,063.20	\$ 2,178.40	\$ 2,300.00	\$ 2,428.00	\$ 2,564.00	\$ 2,634.40	\$ 2,707.20	\$ 2,781.60	\$ 2,858.40
	YR	\$ 49,631	\$ 50,988	\$ 52,408	\$ 53,849	\$ 56,856	\$ 60,030	\$ 63,370	\$ 66,920	\$ 68,757	\$ 70,657	\$ 72,599	\$ 74,604
2447	HR	\$ 24.47	\$ 25.14	\$ 25.83	\$ 26.54	\$ 28.02	\$ 29.58	\$ 31.24	\$ 32.97	\$ 33.88	\$ 34.81	\$ 35.77	\$ 36.75
	BW	\$ 1,957.60	\$ 2,011.20	\$ 2,066.40	\$ 2,123.20	\$ 2,241.60	\$ 2,366.40	\$ 2,499.20	\$ 2,637.60	\$ 2,710.40	\$ 2,784.80	\$ 2,861.60	\$ 2,940.00
	YR	\$ 51,093	\$ 52,492	\$ 53,933	\$ 55,415	\$ 58,505	\$ 61,763	\$ 65,229	\$ 68,841	\$ 70,741	\$ 72,683	\$ 74,687	\$ 76,734
2678	HR	\$ 26.78	\$ 27.52	\$ 28.27	\$ 29.05	\$ 30.67	\$ 32.38	\$ 34.18	\$ 36.10	\$ 37.09	\$ 38.11	\$ 39.16	\$ 40.24
	BW	\$ 2,142.40	\$ 2,201.60	\$ 2,261.60	\$ 2,324.00	\$ 2,453.60	\$ 2,590.40	\$ 2,734.40	\$ 2,888.00	\$ 2,967.20	\$ 3,048.80	\$ 3,132.80	\$ 3,219.20
	YR	\$ 55,916	\$ 57,461	\$ 59,027	\$ 60,656	\$ 64,038	\$ 67,609	\$ 71,367	\$ 75,376	\$ 77,443	\$ 79,573	\$ 81,766	\$ 84,021
2751	HR	\$ 27.51	\$ 28.27	\$ 29.04	\$ 29.84	\$ 31.50	\$ 33.26	\$ 35.11	\$ 37.07	\$ 38.09	\$ 39.14	\$ 40.21	\$ 41.32
	BW	\$ 2,200.80	\$ 2,261.60	\$ 2,323.20	\$ 2,387.20	\$ 2,520.00	\$ 2,660.80	\$ 2,808.80	\$ 2,965.60	\$ 3,047.20	\$ 3,131.20	\$ 3,216.80	\$ 3,305.60
	YR	\$ 57,440	\$ 59,027	\$ 60,635	\$ 62,305	\$ 65,772	\$ 69,446	\$ 73,309	\$ 77,402	\$ 79,531	\$ 81,724	\$ 83,958	\$ 86,276
2988	HR	\$ 29.88	\$ 30.70	\$ 31.55	\$ 32.42	\$ 34.23	\$ 36.14	\$ 38.15	\$ 40.28	\$ 41.39	\$ 42.53	\$ 43.70	\$ 44.90
	BW	\$ 2,390.40	\$ 2,456.00	\$ 2,524.00	\$ 2,593.60	\$ 2,738.40	\$ 2,891.20	\$ 3,052.00	\$ 3,222.40	\$ 3,311.20	\$ 3,402.40	\$ 3,496.00	\$ 3,592.00
	YR	\$ 62,389	\$ 64,101	\$ 65,876	\$ 67,692	\$ 71,472	\$ 75,460	\$ 79,657	\$ 84,104	\$ 86,422	\$ 88,802	\$ 91,245	\$ 93,751
3076	HR	\$ 30.76	\$ 31.61	\$ 32.48	\$ 33.37	\$ 35.23	\$ 37.20	\$ 39.27	\$ 41.46	\$ 42.60	\$ 43.77	\$ 44.98	\$ 46.22
	BW	\$ 2,460.80	\$ 2,528.80	\$ 2,598.40	\$ 2,669.60	\$ 2,818.40	\$ 2,976.00	\$ 3,141.60	\$ 3,316.80	\$ 3,408.00	\$ 3,501.60	\$ 3,598.40	\$ 3,697.60
	YR	\$ 64,226	\$ 66,001	\$ 67,818	\$ 69,676	\$ 73,560	\$ 77,673	\$ 81,995	\$ 86,568	\$ 88,948	\$ 91,391	\$ 93,918	\$ 96,507
3164	HR	\$ 31.64	\$ 32.51	\$ 33.40	\$ 34.32	\$ 36.23	\$ 38.25	\$ 40.39	\$ 42.64	\$ 43.81	\$ 45.01	\$ 46.25	\$ 47.52
	BW	\$ 2,531.20	\$ 2,600.80	\$ 2,672.00	\$ 2,745.60	\$ 2,898.40	\$ 3,060.00	\$ 3,231.20	\$ 3,411.20	\$ 3,504.80	\$ 3,600.80	\$ 3,700.00	\$ 3,801.60
	YR	\$ 66,064	\$ 67,880	\$ 69,739	\$ 71,660	\$ 75,648	\$ 79,866	\$ 84,334	\$ 89,032	\$ 91,475	\$ 93,980	\$ 96,570	\$ 99,221
3462	HR	\$ 34.62	\$ 35.57	\$ 36.55	\$ 37.56	\$ 39.65	\$ 41.86	\$ 44.19	\$ 46.66	\$ 47.94	\$ 49.26	\$ 50.61	\$ 52.00
	BW	\$ 2,769.60	\$ 2,845.60	\$ 2,924.00	\$ 3,004.80	\$ 3,172.00	\$ 3,348.80	\$ 3,535.20	\$ 3,732.80	\$ 3,835.20	\$ 3,940.80	\$ 4,048.80	\$ 4,160.00
	YR	\$ 72,286	\$ 74,270	\$ 76,316	\$ 78,425	\$ 82,789	\$ 87,403	\$ 92,268	\$ 97,426	\$ 100,098	\$ 102,854	\$ 105,673	\$ 108,576
3555	HR	\$ 35.55	\$ 36.53	\$ 37.53	\$ 38.56	\$ 40.71	\$ 42.98	\$ 45.37	\$ 47.90	\$ 49.22	\$ 50.57	\$ 51.96	\$ 53.39
	BW	\$ 2,844.00	\$ 2,922.40	\$ 3,002.40	\$ 3,084.80	\$ 3,256.80	\$ 3,438.40	\$ 3,629.60	\$ 3,832.00	\$ 3,937.60	\$ 4,045.60	\$ 4,156.80	\$ 4,271.20
	YR	\$ 74,228	\$ 76,274	\$ 78,362	\$ 80,513	\$ 85,002	\$ 89,742	\$ 94,732	\$ 100,015	\$ 102,771	\$ 105,590	\$ 108,492	\$ 111,478
4389	HR	\$ 43.89	\$ 45.10	\$ 46.34	\$ 47.61	\$ 50.27	\$ 53.07	\$ 56.03	\$ 59.15	\$ 60.78	\$ 62.45	\$ 64.17	\$ 65.93
	BW	\$ 3,511.20	\$ 3,608.00	\$ 3,707.20	\$ 3,808.80	\$ 4,021.60	\$ 4,245.60	\$ 4,482.40	\$ 4,732.00	\$ 4,862.40	\$ 4,996.00	\$ 5,133.60	\$ 5,274.40
	YR	\$ 91,642	\$ 94,168	\$ 96,757	\$ 99,409	\$ 104,963	\$ 110,810	\$ 116,990	\$ 123,505	\$ 126,908	\$ 130,395	\$ 133,986	\$ 137,661
4478	HR	\$ 44.78	\$ 46.01	\$ 47.28	\$ 48.58	\$ 51.29	\$ 54.15	\$ 57.17	\$ 60.36	\$ 62.02	\$ 63.73	\$ 65.48	\$ 67.28
	BW	\$ 3,582.40	\$ 3,680.80	\$ 3,782.40	\$ 3,886.40	\$ 4,103.20	\$ 4,332.00	\$ 4,573.60	\$ 4,828.80	\$ 4,961.60	\$ 5,098.40	\$ 5,238.40	\$ 5,382.40
	YR	\$ 93,500	\$ 96,068	\$ 98,720	\$ 101,435	\$ 107,093	\$ 113,065	\$ 119,370	\$ 126,031	\$ 129,497	\$ 133,068	\$ 136,722	\$ 140,480
4508	HR	\$ 45.08	\$ 46.32	\$ 47.59	\$ 48.90	\$ 51.62	\$ 54.50	\$ 57.54	\$ 60.75	\$ 62.42	\$ 64.14	\$ 65.90	\$ 67.71
	BW	\$ 3,606.40	\$ 3,705.60	\$ 3,807.20	\$ 3,912.00	\$ 4,129.60	\$ 4,360.00	\$ 4,603.20	\$ 4,860.00	\$ 4,993.60	\$ 5,131.20	\$ 5,272.00	\$ 5,416.80
	YR	\$ 94,127	\$ 96,716	\$ 99,367	\$ 102,103	\$ 107,782	\$ 113,796	\$ 120,143	\$ 126,846	\$ 130,332	\$ 133,924	\$ 137,599	\$ 141,378
4864	HR	\$ 48.64	\$ 49.98	\$ 51.35	\$ 52.76	\$ 55.70	\$ 58.80	\$ 62.08	\$ 65.54	\$ 67.35	\$ 69.20	\$ 71.11	\$ 73.07
	BW	\$ 3,891.20	\$ 3,998.40	\$ 4,108.00	\$ 4,220.80	\$ 4,456.00	\$ 4,704.00	\$ 4,966.40	\$ 5,243.20	\$ 5,388.00	\$ 5,536.00	\$ 5,688.80	\$ 5,845.60
	YR	\$ 101,560	\$ 104,358	\$ 107,218	\$ 110,162	\$ 116,301	\$ 122,774	\$ 129,623	\$ 136,847	\$ 140,626	\$ 144,489	\$ 148,477	\$ 152,570
4880	HR	\$ 48.80	\$ 50.14	\$ 51.52	\$ 52.94	\$ 55.89	\$ 59.00	\$ 62.29	\$ 65.76	\$ 67.57	\$ 69.43	\$ 71.34	\$ 73.30
	BW	\$ 3,904.00	\$ 4,011.20	\$ 4,121.60	\$ 4,235.20	\$ 4,471.20	\$ 4,720.00	\$ 4,983.20	\$ 5,260.80	\$ 5,405.60	\$ 5,554.40	\$ 5,707.20	\$ 5,864.00
	YR	\$ 101,894	\$ 104,692	\$ 107,573	\$ 110,538	\$ 116,698	\$ 123,192	\$ 130,061	\$ 137,306	\$ 141,086	\$ 144,969	\$ 148,957	\$ 153,050
5132	HR	\$ 51.32	\$ 52.73	\$ 54.18	\$ 55.67	\$ 58.77	\$ 62.05	\$ 65.51	\$ 69.17	\$ 71.07	\$ 73.02	\$ 75.03	\$ 77.09
	BW	\$ 4,105.60	\$ 4,218.40	\$ 4,334.40	\$ 4,453.60	\$ 4,701.60	\$ 4,964.00	\$ 5,240.80	\$ 5,533.60	\$ 5,685.60	\$ 5,841.60	\$ 6,002.40	\$ 6,167.20
	YR	\$ 107,156	\$ 110,100	\$ 113,127	\$ 116,238	\$ 122,711	\$ 129,560	\$ 136,784	\$ 144,426	\$ 148,394	\$ 152,465	\$ 156,662	\$ 160,963
5290	HR	\$ 52.90	\$ 54.35	\$ 55.85	\$ 57.39	\$ 60.58	\$ 63.96	\$ 67.53	\$ 71.29	\$ 73.25	\$ 75.26	\$ 77.33	\$ 79.46
	BW	\$ 4,232.00	\$ 4,348.00	\$ 4,468.00	\$ 4,591.20	\$ 4,846.40	\$ 5,116.80	\$ 5,402.40	\$ 5,703.20	\$ 5,860.00	\$ 6,020.80	\$ 6,186.40	\$ 6,356.80
	YR	\$ 110,455	\$ 113,482	\$ 116,614	\$ 119,830	\$ 126,491	\$ 133,548	\$ 141,002	\$ 148,853	\$ 152,946	\$ 157,142	\$ 161,465	\$ 165,912
5423	HR	\$ 54.23	\$ 55.72	\$ 57.25	\$ 58.82	\$ 62.10	\$ 65.56	\$ 69.22	\$ 73.09	\$ 75.10	\$ 77.17	\$ 79.29	\$ 81.47
	BW	\$ 4,338.40	\$ 4,457.60	\$ 4,580.00	\$ 4,705.60	\$ 4,968.00	\$ 5,244.80	\$ 5,537.60	\$ 5,847.20	\$ 6,008.00	\$ 6,173.60	\$ 6,343.20	\$ 6,517.60
	YR	\$ 113,232	\$ 116,343	\$ 119,538	\$ 122,816	\$ 129,664	\$ 136,889	\$ 144,531	\$ 152,611	\$ 156,808	\$ 161,130	\$ 165,557	\$ 170,109
5458	HR	\$ 54.58	\$ 56.08	\$ 57.62	\$ 59.20	\$ 62.50	\$ 65.99	\$ 69.66	\$ 73.55	\$ 75.57	\$ 77.65	\$ 79.78	\$ 81.97
	BW	\$ 4,366.40	\$ 4,486.40	\$ 4,609.60	\$ 4,736.00	\$ 5,000.00	\$ 5,279.20	\$ 5,572.80	\$ 5,884.00	\$ 6,045.60	\$ 6,212.00	\$ 6,382.40	\$ 6,557.60
	YR	\$ 113,963	\$ 117,095	\$ 120,310	\$ 123,609	\$ 130,500	\$ 137,787	\$ 145,450	\$ 153,572	\$ 157,790	\$ 162,133	\$ 166,580	\$ 171,153
5585	HR	\$ 55.85	\$ 57.39	\$ 58.96	\$ 60.58	\$ 63.96	\$ 67.53	\$ 71.29	\$ 75.26	\$ 77.33	\$ 79.46	\$ 81.64	\$ 83.89
	BW	\$ 4,468.00	\$ 4,591.20	\$ 4,716.80	\$ 4,846.40	\$ 5,116.80	\$ 5,402.40	\$ 5,703.20	\$ 6,020.80	\$ 6,186.40	\$ 6,356.80	\$ 6,531.20	\$ 6,711.20
	YR	\$ 116,614	\$ 119,830	\$ 123,108	\$ 126,491	\$ 133,548	\$ 141,002	\$ 148,853	\$ 157,142	\$ 161,465	\$ 165,912	\$ 170,464	\$ 175,162
6028	HR	\$ 60.28	\$ 61.94	\$ 63.64	\$ 65.39	\$ 69.04	\$ 72.89	\$ 76.96	\$ 81.25	\$ 83.49	\$ 85.79	\$ 88.15	\$ 90.57
	BW	\$ 4,822.40	\$ 4,955.20	\$ 5,091.20	\$ 5,231.20	\$ 5,523.20	\$ 5,831.20	\$ 6,156.80	\$ 6,500.00	\$ 6,679.20	\$ 6,863.20	\$ 7,052.00	\$ 7,245.60
	YR	\$ 125,864	\$ 129,330	\$ 132,880	\$ 136,534	\$ 144,155	\$ 152,194	\$ 160,692	\$ 169,650	\$ 174,327	\$ 179,129	\$ 184,057	\$ 189,110

MOU 05
Appendix G
Operative on July 9, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2545	10	\$ 75,606	--	12	\$ 79,803
4208-2	Assistant Inspector II	2861	10	\$ 85,002	--	12	\$ 89,742
4208-3	Assistant Inspector III	3290	10	\$ 97,739	--	12	\$ 103,188
4208-4	Assistant Inspector IV	3696	10	\$ 109,828	--	12	\$ 115,946
4211-0	Building Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
4251-0	Building Mechanical Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
7291-0	Construction Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
7291-A	Construction Inspector - Airport	5059	8	\$ 142,338	--	12	\$ 158,667
4221-0	Electrical Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
4265-0	Equipment Safety Investigator	4565	8	\$ 128,495	--	12	\$ 143,236
4240-0	Fire Sprinkler Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
4245-0	Heating & Refrigeration Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
4243-0	Housing Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
4212-1	Inspector Trainee I	2474	10	\$ 73,497	--	12	\$ 77,590
4212-2	Inspector Trainee II	2786	10	\$ 82,768	--	12	\$ 87,382
4212-3	Inspector Trainee III	3200	10	\$ 95,066	--	12	\$ 100,370
4212-4	Inspector Trainee IV	3600	10	\$ 106,947	--	12	\$ 112,919
4231-0	Plumbing Inspector	4565	8	\$ 128,495	--	12	\$ 143,236
1569-1	Rehabilitation Construction Specialist I	4688	8	\$ 131,919	--	12	\$ 147,036
1569-2	Rehabilitation Construction Specialist II	5501	2	\$ 118,013	--	12	\$ 172,552
1569-3	Rehabilitation Construction Specialist III	5808	2	\$ 124,611	--	12	\$ 182,178
4263-0	Safety Engineer Elevators	5336	10	\$ 158,541	--	12	\$ 167,394
4261-0	Safety Engineer Pressure Vessels	5059	8	\$ 142,338	--	12	\$ 158,667
4213-0	Senior Building Inspector	5059	8	\$ 142,338	--	12	\$ 158,667
4253-0	Senior Building Mechanical Inspector	5059	8	\$ 142,338	--	12	\$ 158,667
7294-0	Senior Construction Inspector	5075	8	\$ 142,819	--	12	\$ 159,189
7294-A	Senior Construction Inspector - Airport	5676	2	\$ 121,772	--	12	\$ 178,002
4223-0	Senior Electrical Inspector	5059	8	\$ 142,338	--	12	\$ 158,667
4242-0	Senior Fire Sprinkler Inspector	5059	8	\$ 142,338	--	12	\$ 158,667
4247-0	Senior Heating & Refrigeration Inspector	5059	8	\$ 142,338	--	12	\$ 158,667
4244-0	Senior Housing Inspector	5059	8	\$ 142,338	--	12	\$ 158,667
4233-0	Senior Plumbing Inspector	5059	8	\$ 142,338	--	12	\$ 158,667
4264-0	Senior Safety Engineer Elevators	6270	2	\$ 134,508	--	12	\$ 196,668
4262-0	Senior Safety Engineer Pressure Vessels	5641	2	\$ 121,020	--	12	\$ 176,978
4285-1	Senior Street Services Investigator I	4657	8	\$ 131,063	--	12	\$ 146,097
4285-2	Senior Street Services Investigator II	5075	8	\$ 142,819	--	12	\$ 159,189
4285-3	Senior Street Services Investigator III	5501	8	\$ 154,804	--	12	\$ 172,552
4283-0	Street Services Investigator	4565	8	\$ 128,495	--	12	\$ 143,236
4205-0	Vehicle Nuisance Inspector	3110	2	\$ 66,732	--	12	\$ 97,509

MOU 05
Appendix G
Operative on July 9, 2028

Range		1	2	3	4	5	6	7	8	9	10	11	12
2474	HR	\$ 24.74	\$ 25.42	\$ 26.12	\$ 26.84	\$ 28.34	\$ 29.92	\$ 31.59	\$ 33.34	\$ 34.26	\$ 35.20	\$ 36.17	\$ 37.16
	BW	\$ 1,979.20	\$ 2,033.60	\$ 2,089.60	\$ 2,147.20	\$ 2,267.20	\$ 2,393.60	\$ 2,527.20	\$ 2,667.20	\$ 2,740.80	\$ 2,816.00	\$ 2,893.60	\$ 2,972.80
	YR	\$ 51,657	\$ 53,076	\$ 54,538	\$ 56,041	\$ 59,173	\$ 62,472	\$ 65,959	\$ 69,613	\$ 71,534	\$ 73,497	\$ 75,522	\$ 77,590
2545	HR	\$ 25.45	\$ 26.15	\$ 26.87	\$ 27.61	\$ 29.15	\$ 30.77	\$ 32.49	\$ 34.30	\$ 35.24	\$ 36.21	\$ 37.20	\$ 38.22
	BW	\$ 2,036.00	\$ 2,092.00	\$ 2,149.60	\$ 2,208.80	\$ 2,332.00	\$ 2,461.60	\$ 2,599.20	\$ 2,744.00	\$ 2,819.20	\$ 2,896.80	\$ 2,976.00	\$ 3,057.60
	YR	\$ 53,139	\$ 54,601	\$ 56,104	\$ 57,649	\$ 60,865	\$ 64,247	\$ 67,839	\$ 71,618	\$ 73,581	\$ 75,606	\$ 77,673	\$ 79,803
2786	HR	\$ 27.86	\$ 28.63	\$ 29.41	\$ 30.22	\$ 31.90	\$ 33.68	\$ 35.56	\$ 37.54	\$ 38.58	\$ 39.64	\$ 40.73	\$ 41.85
	BW	\$ 2,228.80	\$ 2,290.40	\$ 2,352.80	\$ 2,417.60	\$ 2,552.00	\$ 2,694.40	\$ 2,844.80	\$ 3,003.20	\$ 3,086.40	\$ 3,171.20	\$ 3,258.40	\$ 3,348.00
	YR	\$ 58,171	\$ 59,779	\$ 61,408	\$ 63,099	\$ 66,607	\$ 70,323	\$ 74,249	\$ 78,383	\$ 80,555	\$ 82,768	\$ 85,044	\$ 87,382
2861	HR	\$ 28.61	\$ 29.40	\$ 30.21	\$ 31.04	\$ 32.77	\$ 34.60	\$ 36.53	\$ 38.56	\$ 39.62	\$ 40.71	\$ 41.83	\$ 42.98
	BW	\$ 2,288.80	\$ 2,352.00	\$ 2,416.80	\$ 2,483.20	\$ 2,621.60	\$ 2,768.00	\$ 2,922.40	\$ 3,084.80	\$ 3,169.60	\$ 3,256.80	\$ 3,346.40	\$ 3,438.40
	YR	\$ 59,737	\$ 61,387	\$ 63,078	\$ 64,811	\$ 68,423	\$ 72,244	\$ 76,274	\$ 80,513	\$ 82,726	\$ 85,002	\$ 87,341	\$ 89,742
3110	HR	\$ 31.10	\$ 31.96	\$ 32.83	\$ 33.73	\$ 35.61	\$ 37.60	\$ 39.69	\$ 41.90	\$ 43.05	\$ 44.23	\$ 45.45	\$ 46.70
	BW	\$ 2,488.00	\$ 2,556.80	\$ 2,626.40	\$ 2,698.40	\$ 2,848.80	\$ 3,008.00	\$ 3,175.20	\$ 3,352.00	\$ 3,444.00	\$ 3,538.40	\$ 3,636.00	\$ 3,736.00
	YR	\$ 64,936	\$ 66,732	\$ 68,549	\$ 70,428	\$ 74,353	\$ 78,508	\$ 82,872	\$ 87,487	\$ 89,888	\$ 92,352	\$ 94,899	\$ 97,509
3200	HR	\$ 32.00	\$ 32.88	\$ 33.78	\$ 34.71	\$ 36.64	\$ 38.69	\$ 40.84	\$ 43.12	\$ 44.31	\$ 45.53	\$ 46.78	\$ 48.07
	BW	\$ 2,560.00	\$ 2,630.40	\$ 2,702.40	\$ 2,776.80	\$ 2,931.20	\$ 3,095.20	\$ 3,267.20	\$ 3,449.60	\$ 3,544.80	\$ 3,642.40	\$ 3,742.40	\$ 3,845.60
	YR	\$ 66,816	\$ 68,653	\$ 70,532	\$ 72,474	\$ 76,504	\$ 80,784	\$ 85,273	\$ 90,034	\$ 92,519	\$ 95,066	\$ 97,676	\$ 100,370
3290	HR	\$ 32.90	\$ 33.80	\$ 34.73	\$ 35.69	\$ 37.68	\$ 39.77	\$ 41.99	\$ 44.34	\$ 45.56	\$ 46.81	\$ 48.10	\$ 49.42
	BW	\$ 2,632.00	\$ 2,704.00	\$ 2,778.40	\$ 2,855.20	\$ 3,014.40	\$ 3,181.60	\$ 3,359.20	\$ 3,547.20	\$ 3,644.80	\$ 3,744.80	\$ 3,848.00	\$ 3,953.60
	YR	\$ 68,695	\$ 70,574	\$ 72,516	\$ 74,520	\$ 78,675	\$ 83,039	\$ 87,675	\$ 92,581	\$ 95,129	\$ 97,739	\$ 100,432	\$ 103,188
3600	HR	\$ 36.00	\$ 36.99	\$ 38.01	\$ 39.06	\$ 41.23	\$ 43.54	\$ 45.96	\$ 48.52	\$ 49.85	\$ 51.22	\$ 52.63	\$ 54.08
	BW	\$ 2,880.00	\$ 2,959.20	\$ 3,040.80	\$ 3,124.80	\$ 3,298.40	\$ 3,483.20	\$ 3,676.80	\$ 3,881.60	\$ 3,988.00	\$ 4,097.60	\$ 4,210.40	\$ 4,326.40
	YR	\$ 75,168	\$ 77,235	\$ 79,364	\$ 81,557	\$ 86,088	\$ 90,911	\$ 95,964	\$ 101,309	\$ 104,086	\$ 106,947	\$ 109,891	\$ 112,919
3696	HR	\$ 36.96	\$ 37.98	\$ 39.02	\$ 40.09	\$ 42.33	\$ 44.70	\$ 47.19	\$ 49.82	\$ 51.19	\$ 52.60	\$ 54.04	\$ 55.53
	BW	\$ 2,956.80	\$ 3,038.40	\$ 3,121.60	\$ 3,207.20	\$ 3,386.40	\$ 3,576.00	\$ 3,775.20	\$ 3,985.60	\$ 4,095.20	\$ 4,208.00	\$ 4,323.20	\$ 4,442.40
	YR	\$ 77,172	\$ 79,302	\$ 81,473	\$ 83,707	\$ 88,385	\$ 93,333	\$ 98,532	\$ 104,024	\$ 106,884	\$ 109,828	\$ 112,835	\$ 115,946
4565	HR	\$ 45.65	\$ 46.91	\$ 48.20	\$ 49.53	\$ 52.29	\$ 55.21	\$ 58.29	\$ 61.54	\$ 63.23	\$ 64.97	\$ 66.76	\$ 68.60
	BW	\$ 3,652.00	\$ 3,752.80	\$ 3,856.00	\$ 3,962.40	\$ 4,183.20	\$ 4,416.80	\$ 4,663.20	\$ 4,923.20	\$ 5,058.40	\$ 5,197.60	\$ 5,340.80	\$ 5,488.00
	YR	\$ 95,317	\$ 97,948	\$ 100,641	\$ 103,418	\$ 109,181	\$ 115,278	\$ 121,709	\$ 128,495	\$ 132,024	\$ 135,657	\$ 139,394	\$ 143,236
4657	HR	\$ 46.57	\$ 47.85	\$ 49.17	\$ 50.52	\$ 53.34	\$ 56.31	\$ 59.45	\$ 62.77	\$ 64.50	\$ 66.27	\$ 68.10	\$ 69.97
	BW	\$ 3,725.60	\$ 3,828.00	\$ 3,933.60	\$ 4,041.60	\$ 4,267.20	\$ 4,504.80	\$ 4,756.00	\$ 5,021.60	\$ 5,160.00	\$ 5,301.60	\$ 5,448.00	\$ 5,597.60
	YR	\$ 97,238	\$ 99,910	\$ 102,666	\$ 105,485	\$ 111,373	\$ 117,575	\$ 124,131	\$ 131,063	\$ 134,676	\$ 138,371	\$ 142,192	\$ 146,097
4688	HR	\$ 46.88	\$ 48.17	\$ 49.49	\$ 50.85	\$ 53.69	\$ 56.68	\$ 59.84	\$ 63.18	\$ 64.92	\$ 66.71	\$ 68.54	\$ 70.42
	BW	\$ 3,750.40	\$ 3,853.60	\$ 3,959.20	\$ 4,068.00	\$ 4,295.20	\$ 4,534.40	\$ 4,787.20	\$ 5,054.40	\$ 5,193.60	\$ 5,336.80	\$ 5,483.20	\$ 5,633.60
	YR	\$ 97,885	\$ 100,578	\$ 103,335	\$ 106,174	\$ 112,104	\$ 118,347	\$ 124,945	\$ 131,919	\$ 135,552	\$ 139,290	\$ 143,111	\$ 147,036
5059	HR	\$ 50.59	\$ 51.98	\$ 53.41	\$ 54.88	\$ 57.94	\$ 61.17	\$ 64.58	\$ 68.17	\$ 70.05	\$ 71.98	\$ 73.96	\$ 75.99
	BW	\$ 4,047.20	\$ 4,158.40	\$ 4,272.80	\$ 4,390.40	\$ 4,635.20	\$ 4,893.60	\$ 5,166.40	\$ 5,453.60	\$ 5,604.00	\$ 5,758.40	\$ 5,916.80	\$ 6,079.20
	YR	\$ 105,631	\$ 108,534	\$ 111,520	\$ 114,589	\$ 120,978	\$ 127,722	\$ 134,843	\$ 142,338	\$ 146,264	\$ 150,294	\$ 154,428	\$ 158,667
5075	HR	\$ 50.75	\$ 52.15	\$ 53.58	\$ 55.05	\$ 58.13	\$ 61.36	\$ 64.78	\$ 68.40	\$ 70.28	\$ 72.21	\$ 74.20	\$ 76.24
	BW	\$ 4,060.00	\$ 4,172.00	\$ 4,286.40	\$ 4,404.00	\$ 4,650.40	\$ 4,908.80	\$ 5,182.40	\$ 5,472.00	\$ 5,622.40	\$ 5,776.80	\$ 5,936.00	\$ 6,099.20
	YR	\$ 105,966	\$ 108,889	\$ 111,875	\$ 114,944	\$ 121,375	\$ 128,119	\$ 135,260	\$ 142,819	\$ 146,744	\$ 150,774	\$ 154,929	\$ 159,189
5336	HR	\$ 53.36	\$ 54.83	\$ 56.34	\$ 57.89	\$ 61.12	\$ 64.53	\$ 68.12	\$ 71.93	\$ 73.90	\$ 75.93	\$ 78.02	\$ 80.17
	BW	\$ 4,268.80	\$ 4,386.40	\$ 4,507.20	\$ 4,631.20	\$ 4,889.60	\$ 5,162.40	\$ 5,449.60	\$ 5,754.40	\$ 5,912.00	\$ 6,074.40	\$ 6,241.60	\$ 6,413.60
	YR	\$ 111,415	\$ 114,485	\$ 117,637	\$ 120,874	\$ 127,618	\$ 134,738	\$ 142,234	\$ 150,189	\$ 154,303	\$ 158,541	\$ 162,905	\$ 167,394
5501	HR	\$ 55.01	\$ 56.52	\$ 58.08	\$ 59.68	\$ 63.01	\$ 66.52	\$ 70.23	\$ 74.14	\$ 76.18	\$ 78.27	\$ 80.43	\$ 82.64
	BW	\$ 4,400.80	\$ 4,521.60	\$ 4,646.40	\$ 4,774.40	\$ 5,040.80	\$ 5,321.60	\$ 5,618.40	\$ 5,931.20	\$ 6,094.40	\$ 6,261.60	\$ 6,434.40	\$ 6,611.20
	YR	\$ 114,860	\$ 118,013	\$ 121,271	\$ 124,611	\$ 131,564	\$ 138,893	\$ 146,640	\$ 154,804	\$ 159,063	\$ 163,427	\$ 167,937	\$ 172,552
5641	HR	\$ 56.41	\$ 57.96	\$ 59.56	\$ 61.20	\$ 64.61	\$ 68.22	\$ 72.02	\$ 76.04	\$ 78.13	\$ 80.28	\$ 82.49	\$ 84.76
	BW	\$ 4,512.80	\$ 4,636.80	\$ 4,764.80	\$ 4,896.00	\$ 5,168.80	\$ 5,457.60	\$ 5,761.60	\$ 6,083.20	\$ 6,250.40	\$ 6,422.40	\$ 6,599.20	\$ 6,780.80
	YR	\$ 117,784	\$ 121,020	\$ 124,361	\$ 127,785	\$ 134,905	\$ 142,443	\$ 150,377	\$ 158,771	\$ 163,135	\$ 167,624	\$ 172,239	\$ 176,978
5676	HR	\$ 56.76	\$ 58.32	\$ 59.92	\$ 61.57	\$ 65.00	\$ 68.63	\$ 72.45	\$ 76.49	\$ 78.59	\$ 80.75	\$ 82.97	\$ 85.25
	BW	\$ 4,540.80	\$ 4,665.60	\$ 4,793.60	\$ 4,925.60	\$ 5,200.00	\$ 5,490.40	\$ 5,796.00	\$ 6,119.20	\$ 6,287.20	\$ 6,460.00	\$ 6,637.60	\$ 6,820.00
	YR	\$ 118,514	\$ 121,772	\$ 125,112	\$ 128,558	\$ 135,720	\$ 143,299	\$ 151,275	\$ 159,711	\$ 164,095	\$ 168,606	\$ 173,241	\$ 178,002
5808	HR	\$ 58.08	\$ 59.68	\$ 61.32	\$ 63.01	\$ 66.52	\$ 70.23	\$ 74.14	\$ 78.27	\$ 80.43	\$ 82.64	\$ 84.91	\$ 87.25
	BW	\$ 4,646.40	\$ 4,774.40	\$ 4,905.60	\$ 5,040.80	\$ 5,321.60	\$ 5,618.40	\$ 5,931.20	\$ 6,261.60	\$ 6,434.40	\$ 6,611.20	\$ 6,792.80	\$ 6,980.00
	YR	\$ 121,271	\$ 124,611	\$ 128,036	\$ 131,564	\$ 138,893	\$ 146,640	\$ 154,804	\$ 163,427	\$ 167,937	\$ 172,552	\$ 177,292	\$ 182,178
6270	HR	\$ 62.70	\$ 64.42	\$ 66.20	\$ 68.02	\$ 71.81	\$ 75.82	\$ 80.04	\$ 84.50	\$ 86.83	\$ 89.22	\$ 91.67	\$ 94.19
	BW	\$ 5,016.00	\$ 5,153.60	\$ 5,296.00	\$ 5,441.60	\$ 5,744.80	\$ 6,065.60	\$ 6,403.20	\$ 6,760.00	\$ 6,946.40	\$ 7,137.60	\$ 7,333.60	\$ 7,535.20
	YR	\$ 130,917	\$ 134,508	\$ 138,225	\$ 142,025	\$ 149,939	\$ 158,312	\$ 167,123	\$ 176,436	\$ 181,301	\$ 186,291	\$ 191,406	\$ 196,668