

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 13, 2025

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **AMENDMENTS TO THE 2023-2028 MEMORANDA OF UNDERSTANDING (MOU) FOR BARGAINING UNITS 04, 14, AND 18 REPRESENTED BY SERVICE EMPLOYEE INTERNATIONAL UNION (C.F. [24-0427](#))**

RECOMMENDATIONS

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

1. Approve the attached Amendments to MOUs 04, 14, and 18 to add Targeted Local Hire and Bridge-to-Jobs Program classifications to the appropriate MOUs, and
2. Authorize the City Controller and the CAO to correct any clerical errors in the MOUs, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

On October 31, 2023, the City Council adopted Ordinances No. 188035 and No. 188034, which amended Schedule "A" of Section 4.61 of the Los Angeles Administrative Code (LAAC) to establish salaries for new Targeted Local Hire and Bridge-to-Jobs Program classifications. The classifications included Cement Finisher Worker Assistant, (Class Code 3359), Cement Finisher Worker Trainee (Class Code 3358), Mechanical Helper Assistant (Class Code 3770), Vocational Worker Mechanical Helper (Class Code 3113-H), Traffic Painter and Sign Poster Assistant (Class Code 3406), and Traffic Painter and Sign Poster Trainee (Class Code 3405).

On April 30, 2024, the City Council adopted Ordinance No. 188237, which amended Schedule "A" of Section 4.61 of the LAAC to establish salaries for Bridge-to-Jobs Program classifications of Security Officer Assistant (Class Code 3314) and Security Officer Trainee (Class Code 3313).

On October 28, 2024, the Employee Relations Board (ERB) signed the Decision and Order Amending Certification to approve the accretions of the Targeted Local Hire and Bridge-to-Jobs Program classifications into the respective MOUs for the targeted civil service classifications represented by the Service Employees International Union (SEIU) Local 721. The Certifications approved the accretion of Cement Finisher Worker Assistant (Class Code 3359), Cement Finisher Worker Trainee (Class Code 3358), Mechanical Helper Assistant (Class Code 3770), and Vocational Worker Mechanical Helper (Class Code 3113-H) into the Service and Crafts Representation Unit (MOU 14), Traffic Painter and Sign Poster Assistant (Class Code 3406) and Traffic Painter and Sign Poster Trainee (Class Code 3405) into the Equipment Operation and Labor Employees Representation Unit (MOU 04), and Security Officer Assistant (Class Code 3314) and Security Officer Trainee (Class Code 3313) into the Safety/Security Representation Unit (MOU 18).

In accordance with Article 1.7, Amendment of MOU to Include New Classes, of MOUs 04, 14, and 18, the CAO has provided the amendments attached hereto to accrete the classifications as approved by the ERB.

FISCAL IMPACT

The General Fund will not be impacted in FY2024-25 as Departments will hire employees into these classifications using existing vacant civil service position authorities.

MWS:PAG:PF:0725132

Attachments

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
SERVICE AND CRAFTS REPRESENTATION UNIT
(MOU #14)**

**AMENDMENT NO. 1 to Memorandum of Understanding
made and entered into this 13th day of May, 2025**

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

December 31, 2023 through December 23, 2028

MOU AMENDMENT NO. 1
SERVICE AND CRAFTS REPRESENTATION UNIT (MOU #14)

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

The Appendices E – J of MOU 14, attached hereto, are amended to add the classifications and salaries for Cement Finisher Worker Assistant, Code 3359, Cement Finisher Worker Trainee, Code 3358, Mechanical Helper Assistant, Code 3770, and Vocational Worker Mechanical Helper, Code 3113-H, which were accreted on October 28, 2024.

Appendix E (Operative October 20, 2024)

Class Code	Title	Range	Starting Step	Salary Rate
3359	Cement Finisher Worker Assistant*	2613	5	\$62,493 - \$81,954
3358	Cement Finisher Worker Trainee*	2613	5	\$62,493 - \$81,954
3770	Mechanical Helper Assistant*	2346	1	\$48,984 - \$73,602
3113-H	Vocational Worker Mechanical Helper*	2346	1	\$48,984 - \$73,602

**Classes accreted on October 28, 2024*

Appendix F (Operative June 29, 2025)

Class Code	Title	Range	Starting Step	Salary Rate
3359	Cement Finisher Worker Assistant	2718	5	\$64,999 - \$85,253
3358	Cement Finisher Worker Trainee	2718	5	\$64,999 - \$85,253
3770	Mechanical Helper Assistant	2441	1	\$50,968 - \$76,587
3113-H	Vocational Worker Mechanical Helper	2441	1	\$50,968 - \$76,587

Appendix G (Operative on June 28, 2026)

Class Code	Title	Range	Starting Step	Salary Rate
3359	Cement Finisher Worker Assistant	2826	5	\$67,588 - \$88,656
3358	Cement Finisher Worker Trainee	2826	5	\$67,588 - \$88,656
3770	Mechanical Helper Assistant	2539	1	\$53,014 - \$79,657
3113-H	Vocational Worker Mechanical Helper	2539	1	\$53,014 - \$79,657

Appendix H (Operative on June 27, 2027)

Class Code	Title	Range	Starting Step	Salary Rate
3359	Cement Finisher Worker Assistant	2911	5	\$69,593 - \$91,308
3358	Cement Finisher Worker Trainee	2911	5	\$69,593 - \$91,308
3770	Mechanical Helper Assistant	2615	1	\$54,601 - \$82,037
3113-H	Vocational Worker Mechanical Helper	2615	1	\$54,601 - \$82,037

Appendix I (Operative on December 26, 2027)

Class Code	Title	Range	Starting Step	Salary Rate
3359	Cement Finisher Worker Assistant	2999	5	\$71,722 - \$94,085
3358	Cement Finisher Worker Trainee	2999	5	\$71,722 - \$94,085
3770	Mechanical Helper Assistant	2694	1	\$56,250 - \$84,501
3113-H	Vocational Worker Mechanical Helper	2694	1	\$56,250 - \$84,501

Appendix J (Operative on June 25, 2028)

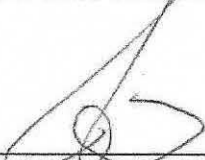
Class Code	Title	Range	Starting Step	Salary Rate
3359	Cement Finisher Worker Assistant	3059	5	\$73,163 - \$95,964
3358	Cement Finisher Worker Trainee	3059	5	\$73,163 - \$95,964
3770	Mechanical Helper Assistant	2749	1	\$57,399 - \$86,192
3113-H	Vocational Worker Mechanical Helper	2749	1	\$57,399 - \$86,192

MOU AMENDMENT NO. 1
SERVICE AND CRAFTS REPRESENTATION UNIT (MOU #14)

Except for the amendments specified herein, all other Articles and/or provisions of the 2023-2028 MOU No. 14 shall remain in full effect during the term of the December 31, 2023 – December 23, 2028, MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the 2023-2028 Memorandum of Understanding the day, month, and year first above written.

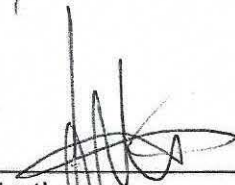
FOR THE UNION:



Jenita Igweakor
Regional Director, SEIU

4/15/25

Date



Joe Martinez
Bargaining Unit Chair, MOU 14

4/16/25

Date

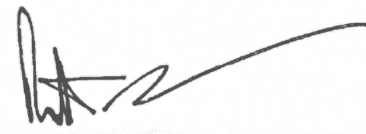


Steve Koffroth
Chief Negotiator, SEIU 721

4-7-25

Date

FOR THE CITY:

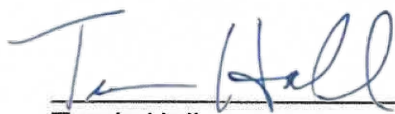


Matthew W. Szabo
City Administrative Officer

5 / 13 / 2025

Date

Approved as to Form and Legality:



Travis Hall
Office of the City Attorney

May 1, 2025

Date