

**MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION TO THE CITY COUNCIL
REGARDING THE MANAGEMENT EMPLOYEES UNIT
(MOU #36)**

**THIS MEMORANDUM OF UNDERSTANDING
made and entered into this 2nd day of December, 2022**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND THE

**LOS ANGELES PROFESSIONAL MANAGERS' ASSOCIATION
REPRESENTING THE MANAGEMENT EMPLOYEES UNIT**

January 1, 2023 through December 30, 2023

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ARTICLE 1 RECOGNITION

The City hereby recognizes the Los Angeles Professional Managers' Association (hereinafter LAPMA or Association or Union), as the exclusive representative of the managers in the Management Employees Unit for which the Association was certified as the majority representative by the Employee Relations Board (ERB) on December 8, 1988. The Association shall be the exclusive representative of employees in the Management Employees Unit, subject to the right of each employee to self-representation. The term "employee" or "employees" as used herein, shall refer only to employees in the classifications listed in the Salary Appendices, as well as such classes as may be added hereafter to the Unit by the ERB.

ARTICLE 2 IMPLEMENTATION OF MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) constitutes a joint recommendation of the City and the Association. It shall not be binding in whole or in part on the parties listed below unless and until:

- A. The Association has notified the City Administrative Officer (CAO) in writing that it has approved this MOU in its entirety; and
- B. The Los Angeles City Council has approved this MOU in its entirety; amended applicable sections of the LAAC; and, amended departmental personnel ordinances and applicable codes.

ARTICLE 3 PARTIES TO MEMORANDUM OF UNDERSTANDING

This MOU is entered into between the CAO, as authorized management representative of the City of Los Angeles (City), City departments, bureaus, and divisions (Management), and authorized representatives of LAPMA [affiliated with Service Employees International Union Local 721 (SEIU 721)] as the exclusive recognized employee organization for the Management Employees Unit.

ARTICLE 4 TERM

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 2, Implementation of MOU, are fully met, except to the extent that the parties have agreed in Letters of Agreement to continue to meet and confer after implementation, but in no event shall said MOU become effective prior to 12:00 a.m. on January 1, 2023. This MOU shall expire and otherwise be fully terminated at 12:00 a.m. on December 30, 2023, except as otherwise provided for in Article 6, Contract Continuation Upon Expiration of MOU, herein.

ARTICLE 5 CALENDAR FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING

If the Association or the City desires a successor MOU, said party shall serve upon the other party a notice of intent to bargain no earlier than ninety (90) days prior to the expiration of this MOU and no later than the expiration date of this MOU. Meet and confer sessions shall begin no later than thirty (30) calendar days following the notice of intent to bargain, the timeline of which may be altered by mutual consent.

ARTICLE 6 CONTRACT CONTINUATION UPON EXPIRATION OF MEMORANDUM OF UNDERSTANDING

Notwithstanding the above, the provisions of this MOU shall remain in effect until a successor MOU is implemented as long as the parties have met their obligations under the provisions of Article 5, Calendar for a Successor MOU to their mutual satisfaction and are continuing to meet and confer in good faith.

ARTICLE 7 FULL UNDERSTANDING

This MOU plus any amendments to this MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understandings or agreements by the parties, whether formal or informal, regarding these matters are hereby superseded or terminated in their entirety.

ARTICLE 8 AMENDMENT OF MEMORANDUM OF UNDERSTANDING TO INCLUDE NEW CLASSES

Upon written notification from the CAO to the City Controller's Office, this MOU shall be amended to incorporate the class and salary of any class accreted to this bargaining unit after the adoption of the MOU, and all the terms and conditions of this MOU shall be effective for the accreted classification(s) on the date of accretion by the ERB.

ARTICLE 9 NON-DISCRIMINATION

The parties mutually recognize and agree fully to protect the rights of all employees hereby to join and participate in the activities of the Association.

The parties mutually reaffirm their respective policies of nondiscrimination in the treatment of any employee because of race, ethnicity, religion, creed, color, sex, sexual orientation, LGBTQ+ status, reproductive health decisionmaking, gender identity, genetic information, marital status, age, disability, Association activity, national origin, ancestry, military or veteran status, political beliefs, or any other protected class per the California Fair Employment and Housing Act (FEHA).

In accordance with the above policy, the Association agrees not to discriminate against any employee because of the exercise of their rights granted pursuant to LAAC Section 4.857 or with respect to admission to membership and the rights of membership.

ARTICLE 10 PROVISIONS OF LAW AND SEPARABILITY

The parties understand and agree 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, ERB, or similar independent Commissions of the City. If any article, 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 Article, part or provisions shall be suspended and superseded by such applicable laws or regulations and the remainder of this MOU shall not be affected thereby.

If any term or provision of this MOU is found to be in conflict with any City, State, or Federal law, the parties to this MOU will meet and confer as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

ARTICLE 11 UNIT MEMBERSHIP LIST

- A. The City shall provide the Association with a list of Unit employees in alphabetical order with the following 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 pursuant to Subdivision F, below)
 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
- B. For new employees or those newly entering or re-entering Association 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.

- C. For existing employees, the City shall provide the above information to the Association a minimum of every thirty (30) calendar days.
- D. All information shall be provided to the Association electronically. The means of provision and the substance of the requisite information may be changed by mutual agreement.
- E. The Association agrees to indemnify and hold the City harmless from any liabilities of any nature that may arise as a result of the application of the provisions of this Article.
- F. Initially the City shall provide department legends that 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 or provide some other distinct work location information in a simplified manner to the Association. 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 12 WORK ACCESS

The Association shall provide a current, written list of its Association Representatives to all heads of departments, offices, or bureaus represented herein and the CAO. The Association shall be responsible for keeping the list current.

An Association Representative shall have access to department, office, or bureau facilities where Unit members are employed during regular working hours to assist employees covered under this MOU in addressing grievances when such Association assistance is requested by a grievant(s) or to investigate matters arising out of the applications of the provisions of this MOU. The Association Representative shall request authorization for such visits by contacting the designated Management representative of the head of the office, department, or bureau. In the event immediate access cannot be authorized, the designated Management representative shall inform the Association Representative as to the earliest time when access can be granted.

This Article shall not be construed as a limitation on the power of the head of a department, office or bureau to restrict access to areas designated for security or confidential purposes.

ARTICLE 13 NEW EMPLOYEE ORIENTATION

See Letter of Agreement – New Employee Orientation.

ARTICLE 14 EMPLOYMENT OPPORTUNITIES

- A. The Personnel Department will provide to the Union copies of all job bulletins, Tentative examination bulletins approved by the Personnel Department will be provided to the Union seven (7) calendar days prior to the date of the public posting of the final bulletin for the examination.
- B. Employees shall be granted reasonable time off with pay for the purpose of taking oral promotional examinations when such examinations 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.
- C. Management agrees that any employee covered by this MOU who may be assigned to work on a day that a written promotional examination is administered by the Personnel Department, and for which an employee has applied, shall be given priority in the scheduling of days off for that day.

ARTICLE 15 USE OF CITY FACILITIES

The Association shall be permitted to 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.

If the use of a facility requires a fee for rental or special set-up, security, and/or cleanup service, the Association will provide or assume the cost of such service(s) for the facility.

ARTICLE 16 PAYROLL DEDUCTION AND DUES

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

- A. DUES
 - 1. a. Payroll deductions as may be properly requested and lawfully permitted will be deducted by the City Controller's Office biweekly in twenty-four (24) increments annually from the salary of each employee in the Unit where the Association identifies in writing to the City Controller those individuals from whom Association-related deduction(s) should be lawfully taken. Said payroll deductions shall not be assessed in any biweekly pay period in which the affected employee is not paid a minimum of twenty (20) hours. Such amounts shall be determined by the Association and implemented by Management in the first payroll period which starts thirty (30)

calendar days after written notice of the new amount from the Association is received by the Controller.

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

B. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or other proper deductions to be deducted from twenty-four (24) biweekly payroll checks of each employee in this Unit as specified by Association under the terms contained herein. "Dues" shall be the result of Association certification that it has and will maintain an authorization signed by the individual employee from whose salary or wages the deductions are to be made provided in the form of a list by the Association to the City.
 - a. Remittance of the aggregate amount of all deductions and/or dues taken from the salaries of employees covered hereunder shall be made to the Association by the City Controller within 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 Association with Unit membership information pursuant to the Unit Membership List Article of this MOU.
4. The Controller shall notify the Association 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. ASSOCIATION RESPONSIBILITIES

Except for claims resulting from errors caused by defective City equipment, the Association 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 17 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 Unit employees. 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.
- D. Evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d).
- E. Employee Comment Sheet (Comment Card) – LAPD

Employee Comment Sheets (Comment Cards) are used to document positive and negative conduct or incidents. Employee Comment Sheets (Comment Cards) are not considered disciplinary in nature and shall not be placed in the employee's official personnel file. It is mutually agreed that in the Los Angeles Police Department an "Employee Comment Sheet" (Comment Card) is not grievable or arbitrable. An employee may use an Employee's Report, Form 15.7, to make a written response to the Employee Comment Sheet (Comment Card) within thirty (30) days after it is served.

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 through Friday, exclusive of City Holidays, as enumerated in Article 34 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

1. 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 or designated Union representative. 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.
2. 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.
3. 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 the matter 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.
4. 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.

5. 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

- A. 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.
- B. 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. If the issue is not resolved at this step, the immediate supervisor shall inform the department's personnel office, and the personnel director shall inform the union of the grievance. 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 - GRIEVANCE INITIATION (FORMAL)

- A. 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 [10] 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 employee.

- B. The manager, or appropriate designee, shall meet with the employee 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 employee within ten (10) business days of meeting with the employee. Failure of Management to respond within the time limit shall entitle the grievant to process the grievance to the next step.

STEP 3 - GRIEVANCE APPEAL

- A. If the grievance is not resolved at Step 2, the employee 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 employee 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 employee within twenty (20) business days from the date of meeting with the employee.

- B. Los Angeles Police Department only:

If the grievance is not resolved at Step 2, or the Chief of Police, or designee, fails to respond within the time limit, the grievant may process the grievance to the next level. The employee may serve written notice of the grievance to the Police Commission, 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. Failure of the grievant to serve such notice shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within ten (10) business days of the receipt of the appeal, and a written decision shall be rendered within thirty (30) business days from the date of meeting with the employee.

STEP 4 ARBITRATION

- A. If the written response at Step 3, or mediation, does not settle the grievance, or Management fails to provide a written response within thirty (30) 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 notice 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 3A or 3B. Failure of the Union to serve a written request for arbitration with the ERB within said period shall constitute a waiver of the grievance.

- B. If such written notice is served, the parties shall jointly select an arbitrator from a list of seven (7) 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.
- C. 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.
- D. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned.
- E. 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 or more employees. The facts and issues of the grievance must be the same.

PROCEDURE:

STEP 1 - GROUP GRIEVANCE INITIATION (FORMAL)

- A. 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. 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. Los Angeles Police Department only:

If the grievance is not resolved at Step 1, or the Chief of Police, or designee, fails to respond within the time limit, the Union may process the grievance to the next level. The Union may serve written notice of the grievance to the Police Commission, or designee, within ten (10) business days following (a) receipt of the written response at Step 1, or (b) the last day of the response period provided for in Step 1. Failure of the union to serve such notice shall constitute a waiver of the grievance. The grievance shall be heard by the Commission, or designee, within ten (10) business days of the receipt of the appeal, and a written decision shall be rendered within thirty (30) business days from the date of meeting with the Union.

STEP 2 - GROUP GRIEVANCE APPEAL

If the grievance is not settled at Step 1, or Step 1C in the Police Department, the Union may file for arbitration pursuant to the procedure in Step 4 – Arbitration, above.

ARTICLE 18 UNION STEWARDS

- A. 1. The Union may designate a reasonable number of Union Stewards who must be members of the Union, and shall provide all departments, offices or bureaus with a written list of employees who have been so designated, and revised lists within thirty (30) calendar days of any changes in said designations. A steward, or other Union representative, may represent grievant(s) in the presentation of a grievance at all levels of the grievance procedure. A steward or other Union representative may represent an employee in pre-disciplinary hearings (Skelly) or pre-disciplinary interviews where there is a reasonable expectation that disciplinary action will follow.
2. An employee and their steward may have a reasonable amount of paid time off for the above-listed activities. However, the steward will receive paid time off only if the employee is the representative of record; is a member of the Association; is employed by the same department, office, or bureau; and, is employed within a reasonable distance from the work location of the employee.
3. If a steward must leave their work location to represent an employee, the steward-employee 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. If such permission cannot be granted promptly, the steward will be informed when time can be made available. Such time will not be more than forty-eight (48) hours after the time of the steward's request, excluding scheduled days off and/or legal holidays, unless otherwise mutually agreed to.

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.

4. Before leaving their work location, the steward shall contact the requesting employee's supervisor to determine when the employee can be made available. Upon arrival, the steward will report to the employee's supervisor who will make arrangements for the requested meeting.
 5. Time spent on grievances, or the pre-disciplinary representation activities described above, outside of regular working hours of the employee or their steward shall not be counted as work time for any purpose. Whenever these activities occur during the working hours of the employee and/or the steward, only that amount of time necessary to bring about a prompt disposition of the matter will be allowed. City time, as herein provided, is limited to the actual representation of employees and does not include time for investigation, preparation or any other preliminary activity.
- B.
1. In order to facilitate the expeditious resolution of workplace disputes at the lowest possible level, the parties agree to establish a joint Labor-Management training program for stewards and front-line supervisors.
 2. No later than September 30, 2019, or another date mutually agreed upon by the parties, the Union and City representatives will have established a curriculum and training program that will provide skills for both stewards and front-line supervisors in the processing and resolution of grievances and other workplace issues in a cooperative, problem-solving manner. Upon completion of the program, both union stewards and front-line supervisors will be certified.
 3. Stewards certified through this training shall be authorized to spend up to two (2) hours of City time to investigate each dispute raised under the Grievance Procedure of this MOU.
 4. As is practicable, grievances will be heard by certified supervisors.

ARTICLE 19 PERSONNEL FOLDERS

An employee shall be entitled to review the contents of their official departmental personnel folder 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.

The employee may authorize an Association staff representative to inspect the departmental folder, upon written consent of the employee. The written consent must be presented in person by the employee to the personnel office. The time to review the folder must be arranged by the staff representative. The staff 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 the employee's review and a copy of the document presented to the employee for their records. The employee shall acknowledge that the employee has 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.

ARTICLE 20 NOTICE OF CHANGES 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, the City shall give the Association an opportunity to meet with the City 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 the City 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 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 the City promptly after receiving notice of its intent to exercise its rights granted under this Article.

ARTICLE 21 PERSONAL LIABILITY

The City agrees to indemnify and provide legal assistance to employees in this Unit who are prosecuted for actions or omissions while acting in their capacity as managers, in their regular positions as well as during work stoppages or emergencies, for the City of Los Angeles in accordance with applicable provisions of the Government Code of the State of California.

ARTICLE 22 EMPLOYEE RELATIONS

Meetings at reasonable intervals will be scheduled at the request of the Union or the City for the purpose of informally discussing employer-employee relations issues.

ARTICLE 23 ACTIONS BY EMPLOYEE RELATIONS BOARD

If any actions by the Employee Relations Board prior to the expiration of this MOU result in any significant changes to the composition of this representational unit, the parties to this MOU will meet as soon as possible thereafter to consider any revisions or amendments thereto that may be required.

ARTICLE 24 FAIR LABOR STANDARDS ACT (FLSA)

Pursuant to the Fair Labor Standards Act (FLSA) all employees shall have a fixed workweek that consists of a regular recurring period of 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.

SECTION I - HOURLY EMPLOYEES (FLSA NON-EXEMPT)

Employees in this Unit who are employed in a class or pay grade (if the class has multiple pay grades) with a top step regular biweekly rate, without bonuses, at or below the top step regular biweekly rate for the class of Telecommunications Regulatory Officer I (Code 7650-1) shall be treated as hourly employees, in accordance with the provisions of the FLSA.

SECTION II - SALARIED EMPLOYEES (FLSA EXEMPT)

Employees in this Unit who qualify for exemption from the FLSA overtime provisions based upon duties and who are assigned to a class or pay grade (if the class has multiple pay grades) with a top step regular biweekly rate, without bonuses, above the top step regular biweekly rate for the class of Telecommunications Regulatory Officer I (Code 7650-1) shall be treated as salaried employees, in accordance with the provisions of the FLSA.

ARTICLE 25 SALARIED EMPLOYEES

Notwithstanding any LAAC and MOU provisions, or other City department rules and regulations to the contrary, salaried employees shall not be required to record specific hours of work for compensation purposes, although hours may be recorded for other purposes. These employees will be paid the predetermined salary for each biweekly pay period, as indicated in the Appendices, and shall not receive overtime compensation. Salaried employees shall not be subject to any deductions from salary or any leave banks for any absence from work for less than a full workday. This provision does not apply to long-term or recurring partial day absences that are authorized by the appropriate

supervisor designated by management (e.g. intermittent leave/reduced work schedule for purposes of Family/Medical Leave).

Salaried employees shall not be subject to disciplinary suspension for less than a workweek (seven days; half of the biweekly pay) unless based on violations of a safety rule of major significance. Salaried employees shall be subject to the revised Department of Labor FLSA regulations pertaining to disciplinary suspensions of FLSA exempt employees (§ 541.602(b)(5)) effective the start of the pay period following the date the City Council approves this MOU. Under said revised regulations, salaried employees shall not be subject to disciplinary suspension for less than a workweek (seven days; half of the biweekly pay) unless the discipline is based on violations of a safety rule of major significance or misconduct.

The appointing authority of each City department may grant time off for hours worked due to unusual situations.

ARTICLE 26 WORK SCHEDULES

The City may assign employees to work a five/forty, four/ten, nine/eighty, or other work schedule. The City 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/forty work schedule, providing that the exercise of such right is not arbitrary, capricious or discriminatory. The parties further agree that the City may require employees to change their work schedules (working hours or change days off, except the split day) within the same FLSA workweek. 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.

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

ARTICLE 27 OVERTIME FOR HOURLY EMPLOYEES

Section I - Assignment of Overtime

The City will attempt to assign overtime work as equitably as possible among all qualified hourly employees in the same classification, in the same organizational unit and work location. However, the City may consider special skills required to perform particular work. The parties understand that no employee shall work overtime without prior approval from his or her supervisor and that unofficial overtime "white time" is absolutely prohibited. FLSA non-exempt (hourly) 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 - Overtime Compensation

Notwithstanding Sections 4.1133 - 4.117 of the LAAC, compensation for overtime shall be for all hours compensated in excess of 40 hours in a workweek including all absences with pay authorized by law. Compensation for overtime worked by hourly employees in this Unit 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 the rate of one and one-half (1½) times the employee's regular rate of compensation. Method of compensation shall be at the discretion of the City. Current practices in the Harbor Department, which may conflict with the referenced Administrative Code provisions shall be continued.

Section III - Compensatory Time Off

Hourly employees may, subject to City's discretion, be permitted to accumulate up to 80 hours of compensatory time off (CTO). On occasion, employees may accumulate CTO in excess of 80 hours for a temporary period of time. If an employee does not schedule and take CTO over 80 hours prior to the end of the fiscal year in which the overtime was worked, the City may require employees to use CTO prior to the end of the fiscal year; require employees to use such time in lieu of vacation 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 80, the City may extend the time limit for a period not to exceed one year.

In accordance with FLSA, no employee shall lose CTO. Employees shall be permitted to take CTO for overtime worked upon request unless granting of such time would "unduly disrupt" the operations of the City department. This standard does not apply to non-FLSA overtime (i.e. overtime earned pursuant to this agreement that does not meet the FLSA definition of overtime).

Under no circumstances shall compensatory time off (CTO) in excess of 240 hours be accumulated.

ARTICLE 28 1040/2080 PLAN

The City reserves the right to develop 26-week/1040 or 52-week/2080 hours' work periods under FLSA Section 7(b) [29 USC §207(b)(1) and (2)] 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 Union as bona fide by the ERB.

ARTICLE 29 JURY SERVICE

An employee duly summoned to attend any court of competent jurisdiction 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 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 Section 4.75 of the LAAC.

During the time the employee is actually reporting for jury service, the head of the department, office, or bureau, or their designee 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 the employee is not required by the court to perform jury service.

Compensation for mileage paid by the courts for jury service shall be retained by the employee.

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 30 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 the employee is 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 the employee receives for appearance. This Article is not applicable to appearances for which the employee receives compensation in excess of the employee's 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 150 miles of the employee's residence.

ARTICLE 31 COURT APPEARANCES

When an hourly employee in this Unit is required to appear in a court of competent jurisdiction 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 one and one-half (1½) times the employee's regular rate of pay. Time spent in excess of the one-hour minimum guarantee shall also be at the rate of one and one-half (1½) times the employee's regular rate of pay, payable in 6-minute increments. Provided however,

that no such compensation shall be allowed unless the employee is in actual attendance in court. Such compensation for court appearances may be in either time off or cash. Current practices in the Police Department shall continue.

The provisions of this Article shall not apply to an employee in this Unit who is an assistant general manager of a City department or an assistant bureau director of the Department of Public Works or any unit employee who is a salaried employee. However, such employees may be granted time off in unusual cases subject to the approval of the appointing authority.

ARTICLE 32 SALARIES

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

Appendix A – January 1, 2023

A. SALARY STEPS

1. a. Employees hired into Targeted Local Hire Program (TLHP) positions shall be hired at Step 1 and shall remain on Step 1 for the duration of twelve (12) months (consists of a 6-month on-the-job training period and a 6-month probationary period). TLHP position hourly wages will begin one premium level below the entry level of the targeted Civil Service classification which will not be below \$15.00 per hour.
- b. Employees hired into non-TLHP positions shall be hired at Step 2 (or appropriate higher step in accordance with applicable MOU provisions or LAAC Section 4.90).
- c. Employees shall remain on Steps 2 and 3 for nine (9) months each.
2. Steps 4 through 8 will be separated by two premium levels (Step 4 is one premium level above Step 3). Employees shall advance to each subsequent step after twelve (12) months.
3. Steps 9 through 12 are separated by one premium level (Step 9 will be one 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

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

C. EXTENSION OF STEP ADVANCEMENT DATE

Uncompensated absences of sixteen days (128 hours for employees on a work schedule other than 5/40) or less during the qualifying period and during each subsequent qualifying period shall not extend the step advancement date. The step advancement date shall be extended one working day for each working day absence in excess of sixteen (16) days (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 LAAC Division 4, Article 7 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.

E. APPOINTMENTS TO NEW POSITIONS WITH THE SAME OR LOWER SALARY RANGE

An employee who is appointed or assigned to a new position on the same or lower salary range shall retain the step advancement date established for the former position.

F. CIVIL SERVICE EXEMPT HALF-TIME EMPLOYEES

The initial salary step advancement for a half-time, but less than full-time, employee in a position compensated on a salary range shall be in the payroll period following the completion of 1,040 regular paid hours and 12 months of service. Each subsequent step advancement shall be in the payroll period following the completion of 1,040 additional regular paid hours and one additional year of service. Hours of service in excess of those required for step advancement in a 12-month time period shall be carried forward for credit in the next 12-month time period.

G. PROMOTIONAL DIFFERENTIAL

Notwithstanding the rate provided for in LAAC Section 4.91, employees who receive a promotion shall be moved to the salary step (Step 2 or above) that provides a minimum 5.5% increase over the rate received in the former position*. As provided in LAAC Section 4.91, any regularly assigned bonus or premium

compensation amounts shall be included in calculating the step rate for the former position and added to the new salary, if applicable, after determining the appropriate salary step rate for the new position.

*As Salary Step 1 is reserved for agreed upon TLHP classifications, the minimum step available for promotion is Step 2, unless otherwise specified.

ARTICLE 33 ADVANCE STEP HIRE

Notwithstanding LAAC Section 4.90, the department/bureau head may authorize the appointment of a civil service exempt assistant general manager to a step above the lowest step in the salary range, with the approval of the CAO.

ARTICLE 34 HOLIDAYS AND HOLIDAY PAY

- A. The following days shall be treated as holidays during the term of this MOU.
 - 1. New Year's Day
 - 2. Martin Luther King's Birthday (the third Monday in January)
 - 3. President's Day (the third Monday in February)
 - 4. Cesar E. Chavez Birthday (the last 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 and the concurrence of the City Council by resolution.
 - 15. Two unspecified holidays
- 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. The unspecified holidays shall be taken in accordance with the following requirements:

1. The holidays must be taken in one full normal working day increment of eight (8) hours during the calendar year in which it is credited or it will be forfeited. The request for such time off, if timely submitted by the employee, will be promptly approved by the City 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, the City 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, and retirement) 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. No employees shall be entitled to the unspecified holidays upon appointment to one of the classifications represented by the Association until the employee has completed six months of satisfactory City service.
 5. Employees who work on intermittent, on call, vacation relief, or seasonal positions shall not be entitled to unspecified holidays.
 6. No employee shall receive more than two unspecified holidays each calendar year. Thus, (a) an employee transferring from the Department of Water and Power (DWP) to any other City department, office or bureau will not receive an unspecified holiday after taking such holiday prior to leaving DWP, and (b) employees who resign or are terminated and then rehired during the same calendar year, will not receive an additional unspecified holiday when rehired if such a holiday had been taken prior to resignation or termination.
- F. The provisions of the remainder of this Article, including subsections J, K, L and M shall not apply to any assistant general manager of a City department, or assistant bureau director of the Department of Public Works or any salaried employee in this unit, provided, however, that in unusual cases such employees may be granted time off for working on a holiday subject to the approval of the appointing authority.
- G. Whenever a holiday from 1 through 13 above occurs during an employee's regularly scheduled work week, eight (8) hours of paid leave shall be credited for the purpose of computing overtime pay for work performed after forty (40) hours.
- H. 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.

- I. Whenever a holiday falls on an employee's 9/80 or modified day off, the employee shall take an alternate day off within the same calendar week as the holiday.
- J. Holiday Premium Pay - Hourly employees in this Unit, who work on any holiday listed above shall receive eight (8) hours (or portion thereof as specified in A. 14 above) of holiday pay and one and one-half (1½) the hourly rate for all hours worked on the observed holiday. Employees shall not receive both overtime and holiday premium pay for the same hours.
- K. Hourly employees working (1) in excess of eight (8) hours on any holiday listed from 1 through 13 above, or (2) hours 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 the employee's class. Hours worked in excess of (1), or (2) above shall not be included when calculating the employee's workweek for overtime pay purposes.
- L. For each holiday listed above which results in time off with pay for employees working a Monday through Friday work week, employees who are scheduled to work other than the Monday through Friday work week shall be entitled to such day off with pay or shall be compensated in accordance with all pertinent provisions (B through K 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.
- M. The City shall have the sole authority and responsibility to determine whether the compensation for any holidays worked shall be in cash or paid leave time off.

ARTICLE 35 VACATIONS

- A. Any unit member employed in a classification whose compensation is equal to or greater than a Chief Management Analyst (Code 9182) shall be entitled to vacation accrual in accordance with Section B, below. For the purpose of determining whether a class is equal to a Chief Management Analyst, the highest base hourly rate of compensation for the class, whether by flat rate or range, must be equal to or greater than the highest base hourly rate of compensation for a Chief Management Analyst.

Employees currently employed in the classes of AGM Cultural Affairs (Code 9248), AGM El Pueblo Historic Monument (Code 9701), AGM Emergency Management (Code 9273), AGM Neighborhood Empowerment (Code 9221), Harbor Planning and Research Director II (Code 9234-2), and Director of Materials Management Service (Code 1858) shall retain the vacation accrual rate in accordance with Section B., below. This vacation accrual rate shall be available to incumbents in the above listed classifications while continuously employed in said classifications. Upon promotion, demotion, or resignation, the benefit provided herein shall

terminate and the employees currently holding positions in these classifications shall no longer be entitled to said benefit.

- B. Persons employed in the classes that meet the qualifications listed in Section A, shall be entitled to the following number of vacation days with full pay accrued and credited at the rate indicated, subject to deduction for absences as provided in Section 4.246 of the LAAC:

Years of Experience Completed	Number of Vacation Hours
Upon permanent appointment, with less than 15 years of job-related work experience, as certified by the Personnel Department	120
Upon permanent appointment, with 15 or more years of job-related work experience, as certified by the Personnel Department	160
+1 year in a class that meets the qualifications listed in Section A.	168
+2 years in a class that meets the qualifications listed in Section A.	176
Years of City Service Completed	Number of Vacation Hours
+3 years in a class that meets the qualifications listed in Section A.	184
+4 years in a class that meets the qualifications listed in Section A.	192
+5 years in a class that meets the qualifications listed in Section A.	200

- C. Employees who currently have or will receive a permanent appointment to a class that meets the qualifications listed in Section A. who are accruing vacation at a higher rate than the rate provided for by Section B. shall continue to accrue at the higher rate.
- D. Employees who currently have or will receive a permanent appointment to a class that meets the qualifications listed in Section A. who are accruing vacation at a lower rate than provided by Section B. shall have their vacation accruals adjusted to be in conformance with Section B. Such employees shall be credited with additional vacation equal to the difference between the lower annual rate and the appropriate annual rate provided for in Section B., in addition to accruing at the higher monthly rate.
- E. Persons who receive an initial appointment to the City in one of the classes that meets the qualifications listed in Section A. shall receive the total number of vacation hours provided for in Section B., effective on the date of appointment.

Monthly accrual for these employees shall be effective on the one-year vacation anniversary date.

- F. Persons who separate from City service prior to completing their initial year of City service will receive cash payment for any unused vacation hours proportionate to the number of months worked in that service year. Employees must work the entire month, excluding paid holidays, in order for the month to be included in the calculation.
- G. Employees in this unit in classes that do not meet the qualifications listed in Section A. 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 below, subject to deductions for absences as provided in LAAC Section 4.246:

H.

Years of Service Completed	Number of Vacation Days	Monthly Accrual Rate In hours/Minutes
1	11	7:20
5	17	11:20
13	18	11:20
14	19	11:20
15	20	11:20
16	21	11:20
17	22	14:40
18	23	14:40
19	24	16:00
25	25	16:40

I. Accumulation of Vacation Time

Effective September 1, 2019, notwithstanding LAAC, Section 4.254, employees shall be permitted to accumulate vacation time not to exceed a maximum of three (3) annual vacation accrual periods (See vacation accrual tables in Subsections B and G, above).

J. Vacation Accrual During Active Military Service-Cash Out of Accrued Vacation at Commencement of Leave

Unit members called into active military service shall, following their qualifying year of service, for vacation continue to accrue vacation during their military service, subject to the same maximum accrual requirements as active City employees. In order to avoid reaching maximum accrual during an extended leave, employees may request cash payment of 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 for any cash payment must be made prior to the employee's first day of their leave of absence and verified by military orders or other evidence of call-up into the armed forces of the United States. If an employee desires to cash out vacation during the period of the military leave, a signed authorization must be provided by the employee to his/her Department Personnel Section prior to the start of the leave allowing the Department to cash out specified amounts of vacation.

ARTICLE 36 MILEAGE

Each employee who is authorized to use their own vehicle, pursuant to Division 4, Chapter 5, Article 2 of the LAAC, in the performance of their duties employee shall be reimbursed for transportation expenses for all miles traveled in any biweekly pay period in addition to any and all salaries and other compensation otherwise provided for by law. During the term of this MOU, the cents per mile reimbursement rate 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, to become effective the beginning of the pay period in which January 1 falls.

Notwithstanding Section 4.231 of the LAAC, a limited number of unit employees who are required to furnish their own vehicles for the benefit of the City will receive credit for a minimum biweekly mileage guarantee of six hundred (600) miles. All miles traveled in a biweekly period which exceed six hundred shall be paid at the applicable mileage rate. Employees shall be eligible for this minimum guarantee based on nomination by a general manager or bureau head and concurrence by the Mayor and City Council. Any approved application of this minimum guarantee shall be prospective.

ARTICLE 37 CIVILIAN MODIFIED FLEXIBLE BENEFITS PROGRAM

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

During the term of this MOU, the City agrees that it will not unilaterally impose a reduction in plan design or benefits for any benefit plan applicable to employees covered by this MOU. Nothing in this MOU, however, shall prevent the parties from jointly reaching agreement on plan design or benefits applicable to employees covered by this MOU. Additionally, nothing in this MOU constitutes a waiver by the Union or the City with respect to making changes to plan design or benefits.

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

Section I – Health Plans

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

Effective January 1, 2015, the City agrees to contribute a monthly sum not to exceed the Kaiser Permanente 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, the City's monthly subsidy for full-time employees shall increase by the increase in the Kaiser Permanente family rate. Increases in this monthly health care subsidy shall be effective at the beginning of the pay period in which the Kaiser yearly premium rate change is implemented.

The City will apply this subsidy first to the employee's coverage. Any remaining balance will be applied toward the coverage of the employee's dependents under the plan. Management agrees to contribute for each half-time employee, as defined by Section 4.110 of the LAAC, who became a member of LACERS following July 24, 1989, and for each employee who transfers from full-time to half-time status following July 24, 1989, a monthly subsidy not to exceed the Kaiser employee-only rate, toward the cost of the employee's Flex Program medical plan. Half-time employees who, prior to July 24, 1989, were receiving the same subsidy as full-time employees shall continue to receive that subsidy and shall be eligible to receive any increases applied to that subsidy as provided in this Article. During the term of this MOU, Management's monthly health care subsidy for half-time employees shall increase by the increase in the Kaiser Permanente single party rate. Increases in this monthly health care subsidy shall be effective at the beginning of the pay period in which the Kaiser Permanente yearly premium rate change is implemented.

Any employee who was receiving a full health subsidy as of July 24, 1989, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy and shall be subject to any adjustments applied to that subsidy as provided in this Article. This provision shall apply providing that such employee does not have a break in service subsequent to July 24, 1989. Any half-time employee with a break in service after July 24, 1989, shall be subject to the partial subsidy provisions in this Article.

Full-time employees who work a temporary reduced schedule under the provisions of Article 42, Family and Medical Leave, shall continue to receive the same subsidy as full-time employees and will be subject to any adjustments applied to that subsidy as provided in this Article.

Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 24, 1989, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding the employee's status as a member of LACERS.

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 shall be those approved by the City's JLMBC and administered by the Personnel Department in accordance with LAAC Section 4.303.

The City 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.

For each half-time employee, as defined by Section 4.110 of the LAAC, who becomes a member of LACERS and for each employee who transfers from full-time to half-time status following July 24, 1989, the City will expend an amount equivalent to one-half of the cost of the employee only coverage of the most expensive plan under the City-sponsored Dental Program. Half-time employees who, prior to July 24, 1989, were receiving the full employee only subsidy shall continue to receive the full employee only subsidy.

Any employee who was receiving a full employee-only dental subsidy as of July 24, 1989, in accordance with this Article, who transfers to half-time status following that date shall continue to be eligible for the full subsidy. This provision shall apply providing that such employee does not have a break in service subsequent to July 24, 1989. Any half-time employee with a break in service after July 24, 1989, shall be subject to the partial subsidy provisions in this Article.

Further, any half-time employee receiving either a full or partial subsidy in accordance with this Article who, subsequent to July 24, 1989, becomes an intermittent employee shall not be eligible for such subsidy, notwithstanding the employee's status as a member of LACERS.

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

Section III – Definition of Dependents

The definition of a dependent for health and dental plan coverage 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 have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

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 a City-sponsored plan unless another open enrollment period is subsequently declared by the Personnel Department. However, employees may enroll in Association-sponsored programs in accordance with the procedures of those programs.

The City 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 42 of this MOU, the City 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 42 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, except while an employee is on a Pregnancy Disability Leave absence (up to 4 months), Management shall continue the City's subsidy for her pregnancy health coverage (medical plan subsidy) in compliance with the provisions of Government Code Sections 12945 and 12945.2 (amended in 2011).

Section VI – Benefit Protection Plan

For employees who have approved disability claims (excluding those for work-related injuries) under the City's Flex disability insurance carrier, management shall continue the City's medical, dental, and basic life insurance plan subsidies for a maximum of two years or at the close of claim, whichever is less. Employees must have been enrolled in a Flex medical, dental and/or basic life plan prior to the beginning of the disability leave. Coverage in this program will end if the employee retires (service or disability) or leaves City service for any reason.

ARTICLE 38 RETIREMENT BENEFITS

A. Benefits

1. Effective July 1, 2011, for all Tier I employees regardless of their date of hire, the Tier I retirement formula and a flat-rated employee retirement contribution of seven percent (7%) was implemented and shall be continued. The employee retirement contribution rate shall return to six percent (6%) in accordance with the Early Retirement Incentive Program (ERIP) agreement dated October 26, 2009, and LAAC Section 4.1033, which provides that this seven percent (7%) employee retirement contribution will continue until June 30, 2026 or until the ERIP cost obligation is fully paid, whichever comes first.
2. For employees hired on or after the date of adoption of the Ordinance implementing LACERS Tier 3, the retirement formula for LACERS Tier 3 and a flat-rated employee retirement contribution of seven percent (7%) shall be continued during the term of the MOU.

B. Retiree Health Benefits

1. There is currently in effect a retiree health benefit program for retired members of LACERS under LAAC Division 4, Chapter 11. All covered employees who are members of LACERS, regardless of retirement tier, shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits as provided by this program. The retiree health benefit available under this program is a vested benefit for all covered employees who make this contribution, including employees enrolled in LACERS Tier 3.
2. With regard to LACERS Tier 1, as provided by LAAC Section 4.1111, the monthly Maximum Medical Plan Premium Subsidy, which represents the Kaiser 2-party non-Medicare Part A and Part B premium, is vested for all members who made the additional contributions authorized by LAAC Section 4.1003(c).
3. Additionally, with regard to Tier 1 members who made the additional contribution authorized by LAAC Section 4.1003(c), the maximum amount of the annual increase authorized in LAAC Section 4.1111(b) is a vested benefit that shall be granted by the LACERS Board.
4. With regard to LACERS Tier 3, the Implementing Ordinance shall provide that all Tier 3 members shall contribute to LACERS four percent (4%) of their pre-tax compensation earnable toward vested retiree health benefits, and shall amend LAAC Division 4, Chapter 11 to provide the same vested benefits to all Tier 3 members as currently are provided to Tier 1 members

who make the same four percent (4%) contribution to LACERS under the retiree health benefit program.

5. The entitlement to retiree health benefits under this provision shall be subject to the rules under LAAC Division 4, Chapter 11 in effect as of the effective date of this provision, and the rules that were placed into LAAC Division 4, Chapters 10 and 11, with regard to Tier 3, by the Implementing Ordinance.
6. As further provided herein, the amount of employee contributions is subject to bargaining in future MOU negotiations.
7. The vesting schedule for the Maximum Medical Plan Premium Subsidy for employees enrolled in LACERS Tier 1 and LACERS Tier 3 shall be the same.

Employees whose Health Service Credit, as defined in LAAC Division 4, Chapter 11, is based on periods of part-time and less than full-time employment, shall receive full, rather than prorated, Health Service Credit for periods of service. The monthly retiree medical subsidy amount to which these employees are entitled shall be prorated based on the extent to which their service credit is prorated due to their less than full time status.

C. 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 the City and organizations whereby a majority of the members in the LACERS are affected shall be recommended to the City Council by the CAO as affecting membership of all employees in the 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 one 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 the City and the organizations representing a majority of the members in the 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 39 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, or preventive care, of an employee, or an employee's designated person, as defined in this Article, or an employee's immediate family member, as defined in the Family Illness article 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.

A. Sick Leave Accrual and Usage

1. Full-time employees shall begin accruing sick leave on the first day of employment. Employees shall accrue a total of one (1) day (8 hours) of sick leave at the end of the first month (30 calendar days) of employment and shall accrue one (1) additional day at the end of each subsequent month (30-calendar day period) worked until January 1. Beginning January 1, employees shall accrue sick leave as provided in Subsection A(2) of this Article. Employees may use their accrued sick leave beginning on the 90th day of City employment (90 calendar days from the date of hire).
2. Beginning the January 1 subsequent to the date of their initial City employment, full-time employees shall be provided 96 hours at 100% of full pay and 40 hours at 75% of full pay each calendar year for sick leave, plus the hours of sick leave accrued and accumulated as provided in this Article.
3. Any unused balance of sick leave at 100% of full pay at the end of any calendar year shall be carried over and accumulated from one (1) calendar year to the next up to a maximum of 800 hours. However, any unused sick leave at 100% of full pay remaining at the end of any calendar year, 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 50% of the employee's salary rate current at the date of payment as soon as practicable after the end of each calendar year.

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 (1) calendar year to the next up to a maximum of 800 hours at 75% of full pay. No payment of sick leave accrual in excess of the maximum amount shall occur.

4. Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time 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 50% of the employee's salary rate on the date of retirement or death.
5. 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.

Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time 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 at 25% of the employee's salary rate on the date of retirement or death.

B. Preventive Medical Treatment

Notwithstanding LAAC Section 4.126(d), employees may use up to 48 hours of 100% of full pay sick leave to secure preventive medical treatment for the employee, the employee's designated person, or employee's immediate family member.

C. Sick Leave Benefits For Employee With Previous City Of LA Employment

If an employee separates from City service and is rehired within the City within one year from the date of separation, previously accrued and unused sick time shall be reinstated.

- D.** The parties agree to continue negotiations related to sick leave provisions and any agreement will be added as a contract amendment.

ARTICLE 40 BEREAVEMENT LEAVE

- A. Leave due to family deaths shall be in accordance with LAAC Section 4.127.1, which provides for a maximum of three working days for each occurrence of a death in the employee's immediate family.
- B. For the purpose of this Article, the definition of an immediate family member, notwithstanding the definition in LAAC Section 4.127.1, shall include the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, step-parents, step-children, great/grandparents, great/grandchildren, foster parents, foster

children, a domestic partner, any relative who resided in the employee's household, a household member (any person residing in the immediate household of the employee at the time of death), and the following relatives of an employee's domestic partner: child, grandchild, mother, father. For purposes of this Article, simultaneous, multiple family deaths will be considered as one occurrence.

- C. Any employee claiming a domestic partner for purposes of this Article shall have a prescribed City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Personnel Department Employee Benefits Office, which identifies that individual as the employee's domestic partner.
- D. In addition to the bereavement leave granted under this Article, any employee who has accrued unused sick leave, vacation, personal leave, or compensatory time off, shall be allowed to use such leave, or unpaid leave, not to exceed two (2) 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.
- E. Effective upon implementation of this MOU, members of this Unit shall be entitled to use the bereavement leave granted under this Article (or the sick leave used for purposes of bereavement leave as described in this Article) up until three hundred and seventy (370) calendar days from the date of the death of the qualifying immediate family member. Bereavement leave days not used prior to three hundred and seventy (370) calendar days from the date of said death shall be deemed waived and lost.

ARTICLE 41 FAMILY ILLNESS

Management's present practices of allowances for leave for illness for family will be continued during the term of this MOU. Effective December 27, 2015, the aggregate number of working days allowed in any one calendar year with full pay shall increase from 12 working days to not exceed fifteen (15) days (120 hours). Such practice of allowance for leave of illness in family shall be in accordance with LAAC Section 4.127. Upon the adoption of a child, an employee will be permitted to use fifteen (15) days (120 hours) of family illness sick leave.

Effective January 1, 2020, employees shall be allowed to use 75% sick time for family illness after exhausting 100% sick time.

The definition of "immediate family" shall include: the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, foster child, great/grandparents, great/grandchildren, step-parents, step-children, 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 42)

of the City employee and the following relatives of an employee's domestic partner: child, grandchild, mother and father.

Any employee claiming a domestic partner for purposes of the Article shall have an approved City Affidavit of Domestic Partnership form or a registered State of California Declaration of Domestic Partnership form on file in the Employee Benefits Office, Personnel Department, which identifies that individual as the employee's domestic partner.

ARTICLE 42 FAMILY AND MEDICAL LEAVE

I. Authorization for Leave

- A. 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 (as defined in Article 41) 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.
- B. An employee may take leave under the provisions of this Article if the employee has a serious health condition that makes him/her unable to perform the functions of the employee's position.
- C. 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 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 12-month period.
- D. **Exception:** Under the provisions of this Article, a pregnant employee may be eligible for up to four (4) months (nine [9] pay periods [720 hours]) for childbirth disability and up to an additional four (4) months (nine [9] pay periods [720 hours]) for purposes of bonding. (See Section IV of this Article.)

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. 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 a parent of an employee, that person who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.
- D. **Child** 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 18 or age 18 or older and incapable of self-care because of a mental or a physical disability.
- E. **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 12 months and who have worked at least 1,040 hours during the 12 months immediately preceding the beginning of the leave.

Exception: In accordance with Pregnancy Disability Leave (PDL) 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.
 - 1. 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.
 - 2. 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.
 - 3. Each employee must notify their employing department at the time the leave is requested of the name and department of the other City employee 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.

4. 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. Pregnancy

1. The start of leave for a pregnant employee shall be at the beginning of the employee's pregnancy-related disability that a health care provider certifies as necessary. Leave for the non-disability portion of childbirth may be taken before or after delivery.
2. In accordance with PDL under the California FEHA, pregnant employees who are disabled due to pregnancy, childbirth, 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. PDL under the FEHA may be taken before or after the birth of the child, and shall run concurrently with pregnancy leave under the federal Family and Medical Leave Act of 1993, which must be concluded within one (1) year of the child's birth.
3. Employees (each parent individually) are also eligible for family leave ("bonding") under the California Family Rights Act, which shall be limited to four months (nine (9) pay periods [720 hours]) and must be concluded within one (1) year of the child's birth. Whereas bonding leave for the pregnant employee may be taken before or after delivery, bonding leave for the non-pregnant employee shall be taken on or after the anticipated delivery or placement date of the child except as may be necessary under Subsection IV.B "Adoption". (The administration of such leave shall be in accordance with Sections III.B. and IV.F of this Article.)

- B. Adoption** - The start of a family leave for adoption or foster care 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 be granted prior to placement if an absence from work is required.

- C. Family Illness** - 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 or designated by Management.

- D. **Employee's Own Health Condition** - The start of a leave for the employee's own serious health condition shall begin on the date requested by the employee or designated by Management.
- 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 days involving continuing treatment by or under the supervision of a health care provider; or
 3. Any period of incapacity (or treatment therefore) due to a chronic or 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 therefrom) by, or on referral by, a health care provider for a condition that likely would result in incapacity for more than three (3) consecutive days if left untreated; or
 6. Any period of incapacity due to pregnancy or for prenatal care.
- F. **Continuous, Intermittent, and Reduced Work Schedule Leave** - All leave granted under this Article shall normally be for a continuous period of time for each incident.
1. 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 the employee's 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 Section 4.110 of the LAAC during the duration of their part-time schedule.
 2. In accordance with the California Family Rights Act (CFRA), leave for the birth, adoption or foster care placement of a child of an employee ("bonding" leave) does not have to be taken in one

continuous period of time. Under CFRA, the basic minimum duration of bonding leave is two (2) weeks, and on any two (2) occasions an employee is entitled to such bonding leave for a time period of less than two weeks' duration. Any other form of intermittent leave, or work on a reduced schedule, for the purpose of bonding leave shall only be permitted at the discretion of Management. Bonding leave must be concluded within one (1) year of the birth or placement of the child.

- G. If any employee requires another leave for a separate incident under the provisions of this Article during the same 12 month period, a new request must be submitted.
- H. A personal leave beyond the four (4) month (nine [9] pay periods [720 days]) 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.
- I. An employee receiving temporary 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.
- J. The City 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.
- K. 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, the employee 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 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 may designate leave, paid or unpaid, 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% and 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 Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (3 above). However, FLSA compensatory time off shall not be counted against the employee's four-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 or Domestic Partner), Adoption, Foster Care, or Family Illness

1. Annual family illness sick leave up to fifteen (15) days (120 hours) 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 Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (3 above). However, FLSA compensatory time off shall not be counted against the employee's four-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 Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with Management approval, after exhaustion of 100% sick leave (1 above). However, FLSA compensatory time off shall not be counted against the employee's four-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 FEHA.

ARTICLE 43 BILINGUAL DIFFERENTIAL

The City's present practices with regard to premium pay for employees required to use a language other than English will be continued during the term of this MOU. Such practices of additional compensation for employees required to use a language other than English shall be in accordance with Section 4.84 of the LAAC.

Such compensation shall be retroactive to the employee's first day in a bilingual position. However, such compensation shall not be paid unless the employee has been properly certified in accordance with the provisions of Section 4.84 of the Los Angeles Administrative Code. Additional compensation is pensionable when regularly assigned and non-pensionable when assigned on a daily basis.

ARTICLE 44 SAFETY

Section I

Safety clothing and devices currently provided by the City shall continue to be provided, as long as the need exists; the Association will encourage all employees in the Unit to utilize said safety clothing and devices to the fullest extent possible.

Section II

The City will make every reasonable effort to provide safe working conditions. The Association will encourage all employees 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 must:

- 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, the employee shall promptly report the problem to the next designated level of supervision or inform the Departmental Safety Coordinator about the problem.

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.

ARTICLE 45 RAIN GEAR

The City shall provide rain gear for employees who are required to work outside in inclement weather as a normal part of their job duties. The City shall replace rain gear when no longer serviceable.

ARTICLE 46 MILITARY LEAVE

The City's present practices with regard to military leave with pay will be continued during the term of this MOU. Such practices shall be in accordance with Section 4.123 of the LAAC.

ARTICLE 47 PROFESSIONAL/MANAGEMENT DEVELOPMENT LEAVE

The City and the Association agree that each employee shall be entitled, with prior approval of the employee's immediate supervisor, to forty (40) hours of paid administrative leave each fiscal year for the purpose of professional and/or management development. Approval of the leave shall be based on the operational needs of the

department. 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.

ARTICLE 48 SHIFT DIFFERENTIAL

The City's present practice of providing adjusted compensation for work performed between the hours of 5:00 p.m. and 8:00 a.m. as described in Note N of Schedule A of Section 4.61 of the LAAC will be continued during the term of this MOU. The procedure for the payment of adjusted compensation for work performed under the provisions of Note N shall be in accordance with Sections 4.72, 4.74 and 4.75 of the LAAC. Additional compensation is pensionable when regularly assigned and non-pensionable when assigned on a daily basis.

ARTICLE 49 TRAINING AND PROFESSIONAL DEVELOPMENT

The parties agree to continue the Joint Labor Management Committee for Training and Development (JL-MCTD) for the period this MOU is effective. The JL-MCTD will be responsible for developing and approving training programs for unit members and allocating the professional development funds provided below. The JL-MCTD will be composed of ten members with five appointed by the Association and five appointed by the City (i.e. General Manager Personnel). The JL-MCTD will choose its own chairperson from among its appointed members. The position of Chairperson shall rotate annually between Association- and City-appointed members.

The City will establish a trust fund for professional training and development to be administered by the Personnel Department consistent with the decisions of the JL-MCTD. The City shall deposit \$173,000 into the trust fund on or after the start of the pay period following Council adoption of this MOU, and \$173,000 on July 1, 2019, and each July in each year of this MOU. Unspent funds shall not revert to the City's General Fund at the end of the fiscal year, but shall remain in the trust fund. However, any unspent or unencumbered funds in the trust fund shall revert to the General Fund upon the implementation of a successor MOU.

The parties agree to reopen this Article on or after July 1, 2020, to discuss whether additional funding is available from the City for the trust fund.

ARTICLE 50 PROFESSIONAL DUES/REGISTRATION

Employees in classifications represented by the Association, who require registration or professional membership as a condition of employment will have such expenses paid by the City. Payment may either be made directly by the City to the appropriate organization or agency or may be reimbursed to the employee. In either case payment will only be on the basis of adequate documentation as required by the employee's appointing authority.

ARTICLE 51 WORKERS' COMPENSATION

Management agrees to adhere to the City's policies with regard to the Citywide Temporary Modified Duty (Return to Work) Program.

Management shall provide Workers' Compensation benefits in accordance with LAAC Section 4.104, except that salary continuation payments during absences for temporary disabilities arising from job-related injuries or illnesses shall be in an amount equal to the employee's regular biweekly, take-home pay at the time of incurring the disability condition. For the purposes of this article, take-home pay is defined as an employee's biweekly gross salary rate less the mandatory deductions for Federal and State income tax withholding, and employee retirement contributions.

ARTICLE 52 WORKERS' COMPENSATION ALTERNATIVE DISPUTE RESOLUTION PROGRAM

The following information is for informational purposes.

The parties to this agreement have entered into a Workers' Compensation Alternative Dispute Resolution (ADR) Program Agreement approved by the State on or about October 2, 2018. In accordance with California Labor Code Section 3201.7, this Agreement was reached separate and apart from the collective bargaining process for this MOU. Said Agreement includes a Joint Labor Management Committee (JLMC), the terms of which are incorporated in the body of the ADR Agreement.

The Workers' Compensation ADR Program, approved by the State of California, provides a dispute prevention and resolution process designed to improve the processing and quality of workers' compensation medical benefits, improve claim resolution, reduce workers' compensation claim costs, return injured employees to work in a timely manner, and increase injured employees' satisfaction with the process.

ARTICLE 53 LIFE INSURANCE

The City of Los Angeles will contract with an insurance carrier of its choice to provide to each unit employee a City-paid life insurance benefit equal to the employees base annual salary at the time of death rounded to the nearest \$1,000. The life insurance benefit will be subject to the following provisions:

- A. The life insurance benefit will be reduced to 65% of base annual salary at the time of death rounded to the nearest \$1,000 on the first of the month of the employees 65th birthday.
- B. The life insurance benefit will be reduced to 50% of base annual salary at the time of death rounded to the nearest \$1,000 on the first of the month of the employees 70th birthday.

- C. The life insurance benefit will terminate upon retirement or separation from City service but may be converted to an individual policy.
- D. If an employee is totally and permanently disabled before the employee's 60th birthday, the insurance company will continue the benefit until the earlier of their 65th birthday or the date the employee is no longer disabled.
- E. The life insurance benefit will include a living benefits rider allowing terminally ill employees to elect to have a portion of the coverage paid prior to death.
- F. Federal law requires that an additional amount of income be added to an employee's taxable earnings for the premium the City pays for coverage in excess of \$50,000. The amount varies based on age.

The provisions listed above are descriptive of standard group term life insurance plans. In all cases the specific benefits provided will be in accordance with the contracted group term life insurance policy and the California Insurance Code.

ARTICLE 54 UNIFORMS

- A. A non-pensionable uniform allowance of fifty dollars (\$50.00) each pay period and an annual cash payment each February of one hundred fifty dollars (\$150.00) for the purchase or replacement of uniform shoes will be given to each employee in the classes listed below:

<u>Class</u>	<u>Class Code</u>
Chief of Parking Enforcement Operations	9180
Parking Enforcement Manager I	9025-1
Parking Enforcement Manager II	9025-2

- B. Effective the first full pay period after Council adoption, a non-pensionable uniform allowance of fifty dollars (\$50.00) each pay period shall be paid to employees in the classes listed below. Additionally, effective the first February after Council adoption, an annual cash payment each February of one hundred fifty dollars (\$150.00) for the purchase or replacement of uniform shoes will be given to each employee in the classes listed below:

<u>Class</u>	<u>Class Code</u>
Chief Street Services Investigator I	4286-1
Chief Street Services Investigator II	4286-2
Chief Park Ranger	1968
Principal Recreation Supervisor I (Aquatics)	2464-1
Principal Recreation Supervisor II (Aquatics)	2464-2

ARTICLE 55 ACTING PAY

Section I Job Classifications at the Salary Range of Chief Management Analyst and Above

Whenever the General Manager/Bureau Head assigns an employee in a job classification at the salary range of Chief Management Analyst and above to perform the full duties of a higher level classification in this bargaining unit, such employee shall become eligible for additional compensation upon completion of a qualifying period of four cumulative months in a 12-month period in such assignment at the employee's regular rate of compensation.

An employee qualifying for additional compensation as provided for in this section shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for the employee's class. Additional compensation is non-pensionable.

The City Administrative Officer shall review and approve the appropriateness of the acting assignment for positions at the Chief Management Analyst salary level and above prior to the employee receiving the additional compensation as provided above.

This provision shall not apply to any classification in this Unit that has an Executive Officer designation under Article 60, Executive Officer Bonuses.

Section II Job Classifications at the Salary Range below Chief Management Analyst

A. Absence at Higher Level Position

Whenever Management assigns an employee to perform the duties of 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) due to the temporary absence of the higher level incumbent, such employee shall become eligible for additional compensation upon completion of a qualifying period of ten (10) consecutive working days in such assignment at the employee's regular rate of compensation. Management shall not divide or alternate the assignment of higher level duties during the qualifying period. Such additional compensation shall begin on the 11th consecutive working day in such assignment. For employees assigned to a modified work schedule, such as 9/80 or 4/10, compensation shall begin on the next day following the completion of 80 consecutive hours of assignment.

Approved leave time off taken during a qualifying period shall extend the 10-day (or 80 hour) qualifying period by the length of absence. All other absences shall constitute a disqualifying break in the qualifying period requirement, necessitating the initiation and completion of a new qualifying period.

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

B. Vacant Higher Level Position

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

C. 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.

D. An employee qualifying for additional compensation as provided for in this section shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for the employee's class. Additional compensation is non-pensionable.

Section III Waivers and Exceptions

A. Nothing in this Article shall be construed as limiting Management's authority to make temporary higher level 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.

ARTICLE 56 SEVERANCE OR DOWNGRADE OF EXEMPT MANAGER

The parties will reopen the MOU to meet and confer regarding salary protection and/or severance benefits for an exempt manager who is downgraded to a lower pay grade or class, or is terminated. Nothing in this Article obligates the City to recommend or agree to salary protection or severance benefits.

ARTICLE 57 RELEASE TIME

The appointing authority may grant elected officers or appointed representatives of the Union time off for employee organization representation activities. No more than one (1) employee in a Department or Bureau of the Department of Public Works may be designated for such release time. A total of no more than eleven (11) employees for all bargaining units (4, 8, 14, 15, 17, 18, 36, 63, and 64) shall be allowed release time under this Article.

- A. The Union shall submit a written request for release of an employee to that employee's Department Management, which shall include a list of all employees currently on release time for these Units. Such request shall be submitted at least 21 calendar days prior to the effective release date, specifying the starting and ending dates of release. The Union shall provide a copy of said request to the CAO. The employee shall fill out any necessary paperwork required by Management for their release.
- B. 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.
- C. Release time for a given employee shall be granted for a maximum of one year in any three-year period unless additional release time is approved by the CAO and the affected department.
- D. Employees shall be paid the employee's current salary by the City while the employee is performing these duties for the Union.
- E. Employees shall retain all of the existing benefits, including but not limited to medical, dental, deferred compensation plan, retirement benefits and seniority accrual in their civil service class.
- F. The Union 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 established 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.
- G. Payment of any overtime worked while on release time shall be the responsibility of the Union.

- H. The CAO shall bill the Union and Union shall make payments to the CAO of all reimbursable costs identified in Section F above.
- I. An employee on release time shall submit weekly timesheets signed by the employee and the Union to their respective Personnel Director specifying the number of hours worked and use of any sick leave, vacation time or compensated time off.
- J. Should an employee incur a work-related injury while on release time, the employee shall remain on release time with the Union during the period of injury-on-duty (IOD), or until the release time has ended, and shall continue to be counted in determining the eleven (11) employee maximum, as provided for above. The Union will reimburse the City for all IOD and Workers' Compensation related costs.
- K. When the employee returns from release time, the employee shall return to the employee's civil service classification and pay grade at the time of release.
- L. The employee must have passed probation in their current class to be eligible for release time.
- M. The Union 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 Union.

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

ARTICLE 58 POST CERTIFICATE AND TRAINING BONUSES

Effective the first full pay period after Council adoption, employees in the classes of Chief Street Services Investigator I and II (Codes 4286-1 and -2) and Chief Park Ranger (Code 1968) shall be eligible for the Peace Officer Standards and Training (POST) and Continuing Education bonuses in accordance with the following provisions:

- A. A Unit member who is employed in one of the classifications and pay grades listed above, who possesses a valid and current PC 832 certificate, shall be paid additional compensation in the amount of one hundred fifty dollars (\$150.00) per pay period.
- B. A Unit member who is employed in one of the classifications and pay grade listed above, who possesses a valid and current Level III POST certificate, shall be paid additional compensation in the amount of two hundred fifty dollars (\$250.00) per pay period.

- C. Additional compensation provided for in this Article shall be paid as a flat-rate and shall be pensionable.

ARTICLE 59 EXECUTIVE DIRECTOR CLASSES ASSIGNED TO CHIEF ADMINISTRATIVE OFFICER/ MERIT PAY PLAN

Effective the start of the pay period following the adoption of this MOU by the City Council, the classes of Executive Director Commission on the Status of Women (Code 9225) and Executive Director Human Relations Commission (Code 9020) shall be evaluated and compensated in accordance with the Chief Administrative Officer/ Merit Pay Plan, in accordance with Charter Section 508. Both classes shall be assigned to Salary Range M-6.

The Association agrees that evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d) shall not be grievable. Furthermore, the Association agrees that any changes to the process used under Charter Section 508(d) to evaluate or set the level of compensation for Executive Directors shall not be subject to meet-and-confer, as long as any such changes apply to all positions in the Chief Administrative Officer/Merit Pay Plan.

ARTICLE 60 EXECUTIVE OFFICER BONUSES

One employee in each of the classes listed below may be designated by the respective Department Head/General Manager/Bureau Director as the Executive Officer for the department/bureau. While serving as the Executive Officer, the employee will receive a two premium level bonus. Additional compensation is pensionable.

Assistant Director Bureau of Sanitation	Code 7225
Assistant General Manager Convention Center	Code 9694
Assistant General Manager LACERS	Code 9414
Assistant General Manager Bureau of Street Services	Code 4156
Assistant General Manager Transportation	Code 9263
First Deputy General Manager Harbor	Code 0805
Ethics Officer III	Code 0017
Assistant Director Bureau of Street Lighting	Code 7536
Chief Management Analyst, Board of Public Works	Code 9182

One employee in each of the classes listed below may be designated by the respective Department Head/General Manager/Bureau Director as the Executive Officer for the department/bureau. While serving as the Executive Officer, the employee will receive a four premium level bonus. Additional compensation is pensionable.

Assistant General Manager Recreation and Parks	Code 9241
Assistant General Manager Information Technology Agency	Code 9381
Assistant General Manager Housing	Code 9271
Deputy Director of Planning	Code 9444

ARTICLE 61 SERVICE AND WORKFORCE RESTORATION

- A. The City and Union will mutually designate trainee-level positions in applicable bargaining units and design training programs for targeted entry-level Civil Service classifications.
- B. Trainee-level positions will only be used by mutual agreement of the parties, contingent and specifically conditioned on the City funding Civil Service positions in department budgets.

ARTICLE 62 CONTRACTING OF UNIT WORK

The parties agree that during the term of this MOU the following terms and conditions shall apply to the contracting of unit work:

- A. No bargaining unit employee shall be laid off, demoted or suffer loss of pay or benefits as a result of the contracting of unit work.
- B. If any employee subject to the provisions herein is displaced as a result of contracting, the employee shall be retained in a position within a classification represented by the Union.
- C. Notwithstanding any provision of this MOU to the contrary and excluding the provisions of paragraph 6 below, the provisions of this article shall be subject to advisory arbitration only.
- D. In lieu of the meet-and-confer process prescribed by the Employee Relations Ordinance (ERO), the parties agree to meet and discuss, in accordance with the provisions outlined below, all contracts to perform unit work except for contracts required by bona fide emergencies.
- E. The parties agree that the following expedited procedure shall replace the impasse resolution provisions of the ERO for disputes arising out of the meet-and-discuss process specified above:
 - 1. The City shall provide timely notice, through the existing "clearinghouse" procedure, of proposed contracts to perform unit work. In addition, the City shall provide the union a list of individuals responsible for coordinating contracting information in each department.
 - 2. The Union may request to meet and discuss such proposed contracts within fifteen (15) calendar days of the Charter 1022 notification. Failure by the union to request such meeting(s) within the prescribed fifteen (15) days shall constitute a waiver of the union's right to continue this process.

3. Meeting(s), if requested, shall begin within five (5) working days following notice to the City by the Union of its desire to discuss the proposed contract(s).
 4. If the parties cannot reach agreement through the meet-and-discuss process, the Union may request expedited advisory arbitration within five (5) working days following the last meet-and-discuss session. Failure by the Union to request arbitration within the specified five days shall constitute a waiver of the Union's right to continue in this process. The parties will attempt to establish a mutually agreeable, expedited process for selecting arbitrators. Absent any such agreement, arbitrators will be selected in accordance with Rules 11.03 and 11.04 of the Employee Relations Board.
 5. The parties agree that for contracts with a value of less than \$1 million, the hearing and issuance of the advisory decision by the arbitrator shall be concluded within thirty (30) calendar days following request for arbitration; and within (90) calendar days for contracts of \$1 million or more.
 6. The arbitrator's advisory decision and recommendation shall be transmitted to the appropriate determining body simultaneously with the proposed contract.
 7. The time limits in this process may be extended only by the mutual, written agreement of the parties.
 8. The expedited arbitration process herein shall be informal. Court reporters shall not be used; rules of evidence shall be informal; the production of witnesses and documentary evidence shall be at the discretion of each party; the arbitrator's notes, exhibits (if any), and the written advisory decision and recommendation shall constitute the record of the proceedings; post hearing briefs shall not be required or submitted.
 9. Arbitration fees shall be shared equally by the Union and the City.
- F. Disputes over the practical consequences of the contracting of unit work, other than those occurring under paragraphs 4 and 5 above, shall be resolved in accordance with the provisions of the Grievance Procedure, Article 17 of the MOU, and shall not delay the implementation of the contract if all other provisions of this article have been met.

The parties agree that the review of "practical consequence" grievances shall begin with the first formal level of review of the grievance procedure and that said grievances shall be subject to advisory arbitration, except as provided in the Arbitration step (Step 4) of the Grievance Procedure.

- G. The parties agree that, effective December 13, 2015, the Union may file a grievance regarding the Charter 1022 contract notification.
1. A grievance challenging the 1022 notification shall be filed within fifteen (15) calendar days of the Union's knowledge of the alleged deficient notification.
 2. The grievance will be submitted to an expedited informal arbitration process. The arbitration shall be conducted within thirty (30) days of filing of the Union's grievance. The arbitration fees shall be shared equally between the Union and the City.
 3. The arbitrator shall determine if the City has violated the 1022 notification procedures. The arbitrator's remedy shall be limited to ordering the City to reissue the 1022 notification. In no event will the arbitrator have the authority to void a Council-approved contract. The arbitrator's decision is binding on the parties.

ARTICLE 63 DISTURBANCE CALLS

Whenever an hourly employee is contacted while on off-duty status by the Department/City to furnish information or take action needed to maintain the continuity of City business, without the necessity of having to personally report for duty, such employee shall receive a minimum of one hour of compensation at the overtime rate of time and one-half (1½) in cash for each such incident. Work in excess of one (1) hour shall be treated in accordance with the call back provisions of the MOU and subject to the following limitation:

Any employee receiving Standby Pay compensation for the same day shall not be eligible to receive compensation under this Article for that day.

ARTICLE 64 CALL BACK PAY

Whenever Management orders an hourly employee to return to duty at a designated work site following the termination of the employee's work shift and departure from his/her work location, the employee shall receive a minimum payment equivalent to four hours of work at the rate of time and one-half (1½) his/her regular rate of pay. Compensated time shall begin at the time the employee is called out and end upon completion of the job. This compensated time includes a maximum of one (1) hour travel time to the job location.

ARTICLE 65 ON-CALL/STANDBY COMPENSATION

The table below provides a list of bargaining Unit members who are classified as salaried employees under Article 24, Section II of this MOU and who may be required by their appointing authority to be on-call or on standby during off-duty hours. If a General Manager or their designee determines a need to assign an employee in a classification

listed below (On-Call Employee) to an on-call or standby status during the employee's off-duty hours, the employee shall be compensated accordingly.

The applicable on-call or standby time shall be the period of time between the end of one regular work shift and the beginning of the next regular work shift. When an On-Call Employee is assigned to standby status during off-duty works, the employee shall receive, in addition to any other compensation provided for herein, one (1) hour of non-pensionable compensation for every six hours required to be on standby.

For example, an employee may be placed on standby for 60 hours over a weekend. 60 divided by 6 equals 10 hours of straight time standby compensation.

Code	Class Title	Maximum Number of Employees*	Department	Assignment
9304	Director of Airport Operations	1	Airports	Manager on Duty (MOD)
7260-3	Airport Manager III	4	Airports	Manager on Duty (MOD)
7260-2	Airport Manager II	3	Airports	Manager on Duty (MOD)
7258	Chief of Operations	1	Airports	Manager on Duty (MOD), Emergency Management
7270	Director of Maintenance, Airports	3	Airports	Manager on Duty (MOD)
4128	Sanitation Wastewater Manager	3	Public Works, Bureau of Sanitation	While assigned at a water reclamation plant
7840	Wastewater Treatment Laboratory Manager	3	Public Works, Bureau of Sanitation	

Effective upon Council adoption of the amended MOU, one additional Airport Manager III assigned as the Manager on Duty, shall be eligible for the additional compensation described above. The total number of eligible Airport Manager IIIs shall increase from 3 to 4.

**Maximum number of employees at any given time.*

The parties agree to reopen this Article by mutual consent at any time during the term of this MOU to modify the list of classes listed above.

ARTICLE 66

PROFESSIONAL CERTIFICATION BONUSES

- A. Any employee in this unit who has earned and possesses a senior-level certification from the International Public Management Association for Human Resources (IPMAHR) or the Society for Human Resources Management (SHRM); or a professional certification from the California Public Employers Labor Relations Association (CALPELRA) shall be eligible to receive additional compensation.
- B. Any Sanitation Wastewater Manager I, II, or III (Code 4218-1, -2, or -3) who possesses a State of California Level IV or V certification shall be eligible to receive additional compensation.
- C. If an employee qualifies for additional compensation under Sections A or B, above, this additional pay shall be a two premium level, pensionable, adds-to-rate bonus that shall be used in calculating promotion differentials prescribed in LAAC Section 4.91(a)(1). This additional pay shall be administered at the beginning of the first full pay period after presentation to Management.
- D. Employees shall only be eligible to qualify for additional compensation up to a maximum of two premium levels under the provisions of this Article, regardless of the number of qualified certifications an employee may possess.
- E. This additional pay shall continue through the expiration date of the certification, as applicable. The employee bears the full responsibility of providing proof of certification and recertification to Management in order to receive this additional pay.
- F. Employees in this unit who fail to gain recertification from the certifying agency shall cease being eligible for the additional pay described in this article.
- G. Additional certifications may be added to this article upon the request of a General Manager or LAPMA, with the approval of the CAO.

ARTICLE 67

PERSONAL LEAVE

On January 1st of each year, each full-time unit member shall, in addition to all other compensatory time, receive forty (40) hours per calendar year as personal leave. Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall not be used as a proxy for vacation leave or sick leave. 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 (1) hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of satisfactory City service. Under no circumstances shall such time be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or any other reason.

On January 1st of each year, each part-time unit member shall, in addition to all other compensatory time, accrue personal leave based on hours compensated in the prior calendar year not to exceed 40 hours in a calendar year. All other terms and conditions as provided for full-time employees are applicable.

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

LOS ANGELES PROFESSIONAL
MANAGER'S ASSOCIATION/
SEIU Local 721
Management Employees Unit


Charley Mims, Executive Director
LAPMA


Robert Potter, President

Salvador Zambrano, Vice-President

Mario Lafaurie, Treasurer


Roger Fernandez

Stacee Karnya

Mary Nemick

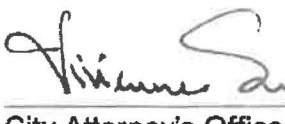
Guillermo Martinez

CITY OF LOS ANGELES
Representatives


Matthew W. Szabo
City Administrative Officer

12/02/2022
Date

As to form:


City Attorney's Office

December 2, 2022
Date

MOU 36
Appendix A
Operative on January 1, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
9206-0	311 Director	6502	2	\$ 139,499	--	12 \$ 203,955
7256-1	Airport Engineer I	5551	2	\$ 119,099	--	12 \$ 174,139
7256-2	Airport Engineer II	5910	2	\$ 126,804	--	12 \$ 185,372
9210-1	Airport Labor Relations Advocate I	4962	2	\$ 106,446	--	12 \$ 155,660
9210-2	Airport Labor Relations Advocate II	5646	2	\$ 121,124	--	12 \$ 177,083
9422-1	Airports Environmental Manager I	5411	2	\$ 116,092	--	12 \$ 169,754
9422-2	Airports Environmental Manager II	6502	2	\$ 139,499	--	12 \$ 203,955
3331-0	Airports Maintenance Superintendent	4771	2	\$ 102,353	--	12 \$ 149,667
7260-1	Airports Manager I	5354	2	\$ 114,860	--	12 \$ 167,937
7260-2	Airports Manager II	6095	2	\$ 130,771	--	12 \$ 191,198
7260-3	Airports Manager III	7141	2	\$ 153,196	--	12 \$ 223,979
1788-1	Airports Public And Community Relations Director I	4583	2	\$ 98,323	--	12 \$ 143,779
1788-2	Airports Public And Community Relations Director II	5852	2	\$ 125,551	--	12 \$ 183,535
1957-0	Asset Manager	6502	2	\$ 139,499	--	12 \$ 203,955
7259-0	Assistant Airport Manager	5778	2	\$ 123,964	--	12 \$ 181,217
1577-0	Assistant Chief Grants Administrator	5410	2	\$ 116,071	--	12 \$ 169,712
9232-0	Assistant City Librarian	7445	2	\$ 159,732	--	12 \$ 233,501
4219-1	Assistant Deputy Superintendent of Buildings I	6148	2	\$ 131,898	--	12 \$ 192,847
4219-2	Assistant Deputy Superintendent of Buildings II	6502	2	\$ 139,499	--	12 \$ 203,955
9651-0	Assistant Director of Finance	7445	2	\$ 159,732	--	12 \$ 233,501
7298-0	Assistant Director, Bureau of Contract Administration	7163	2	\$ 153,676	--	12 \$ 224,668
7225-0	Assistant Director, Bureau of Sanitation	7445	2	\$ 159,732	--	12 \$ 233,501
7536-0	Assistant Director, Bureau of Street Lighting	7163	2	\$ 153,676	--	12 \$ 224,668
4156-0	Assistant Director, Bureau of Street Services	7445	2	\$ 159,732	--	12 \$ 233,501
9428-0	Assistant Executive Director, Cannabis Department	7127	2	\$ 152,904	--	12 \$ 223,562
9244-0	Assistant General Manager, Animal Regulation	7163	2	\$ 153,676	--	12 \$ 224,668
9251-0	Assistant General Manager, Community Development	7445	2	\$ 159,732	--	12 \$ 233,501
9694-0	Assistant General Manager, Convention Center	6502	2	\$ 139,499	--	12 \$ 203,955
9248-0	Assistant General Manager, Cultural Affairs	6022	2	\$ 129,205	--	12 \$ 188,859
9220-0	Assistant General Manager, Department of Aging	6502	2	\$ 139,499	--	12 \$ 203,955
9701-0	Assistant General Manager, El Pueblo Historical Monu	5674	2	\$ 121,730	--	12 \$ 177,960
9273-0	Assistant General Manager, Emergency Preparedness	6022	2	\$ 129,205	--	12 \$ 188,859
9257-0	Assistant General Manager, General Services Depart	7445	2	\$ 159,732	--	12 \$ 233,501
9381-0	Assistant General Manager, Infomration Technology A	7445	2	\$ 159,732	--	12 \$ 233,501
9414-0	Assistant General Manager, LACERS	7445	2	\$ 159,732	--	12 \$ 233,501
9271-0	Assistant General Manager, Los Angeles Housing Dep	7445	2	\$ 159,732	--	12 \$ 233,501

MOU 36
Appendix A
Operative on January 1, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
9221-0	Assistant General Manager, Neighborhood Empowerm	6022	2	\$ 129,205	--	12 \$ 188,859
9241-0	Assistant General Manager, Recreation and Parks	7445	2	\$ 159,732	--	12 \$ 233,501
9263-0	Assistant General Manager, Transportation	7445	2	\$ 159,732	--	12 \$ 233,501
0603-0	Assistant Inspector General	7045	2	\$ 151,150	--	12 \$ 220,973
9415-0	Assistant Retirement Plan Manager	6022	2	\$ 129,205	--	12 \$ 188,859
9646-0	Assistant Treasurer	6864	2	\$ 147,266	--	12 \$ 215,293
7998-0	Associate Zoning Administrator	6178	2	\$ 132,546	--	12 \$ 193,766
3124-0	Building Construction and Maintenance Superintendent	5852	2	\$ 125,551	--	12 \$ 183,535
3194-1	Building Contruction and Maintenance General Superi	5852	2	\$ 125,551	--	12 \$ 183,535
3194-2	Building Contruction and Maintenance General Superi	6502	2	\$ 139,499	--	12 \$ 203,955
1592-0	Chief Accountant Controller	5523	2	\$ 118,494	--	12 \$ 173,220
7945-1	Chief Airport Planner I	6503	2	\$ 139,520	--	12 \$ 203,997
7945-2	Chief Airport Planner II	6858	2	\$ 147,141	--	12 \$ 215,126
7945-B	Chief Airport Planner PMI	5180	12	\$ 162,488	--	12 \$ 162,488
7945-C	Chief Airport Planner PMII	5994	12	\$ 188,003	--	12 \$ 188,003
7945-D	Chief Airport Planner PMIII	6848	12	\$ 214,792	--	12 \$ 214,792
7274-1	Chief Airports Engineer I	7206	2	\$ 154,595	--	12 \$ 226,026
7274-2	Chief Airports Engineer II	7603	2	\$ 163,114	--	12 \$ 238,512
1528-1	Chief Auditor Controller I	4835	2	\$ 103,731	--	12 \$ 151,672
1528-2	Chief Auditor Controller II	5410	2	\$ 116,071	--	12 \$ 169,712
9151-0	Chief Benefits Analyst	6502	2	\$ 139,499	--	12 \$ 203,955
7296-0	Chief Construction Inspector	6684	2	\$ 143,403	--	12 \$ 209,656
0302-0	Chief Deputy Controller	8296	2	\$ 177,981	--	12 \$ 260,248
4229-0	Chief Electrical Inspector	5601	2	\$ 120,164	--	12 \$ 175,663
9230-0	Chief Financial Officer	7562	2	\$ 162,237	--	12 \$ 237,196
9286-0	Chief Harbor Engineer	8039	2	\$ 172,468	--	12 \$ 252,146
4250-1	Chief Heating and Refrigeration Inspector I	4350	2	\$ 93,333	--	12 \$ 136,429
4250-2	Chief Heating and Refrigeration Inspector II	5120	2	\$ 109,849	--	12 \$ 160,567
9374-0	Chief Information Officer	8550	2	\$ 183,430	--	12 \$ 268,161
1404-0	Chief Information Security Officer	7197	2	\$ 154,407	--	12 \$ 225,733
4254-0	Chief Inspector	5601	2	\$ 120,164	--	12 \$ 175,663
1619-0	Chief Internal Auditor	6022	2	\$ 129,205	--	12 \$ 188,859
9147-0	Chief Investment Officer	11351	2	\$ 243,523	--	12 \$ 356,045
9182-0	Chief Management Analyst	6502	2	\$ 139,499	--	12 \$ 203,955
9424-0	Chief Of Aviation Technology	7551	2	\$ 162,007	--	12 \$ 236,820
7258-1	Chief Of Operations I	4780	2	\$ 102,541	--	12 \$ 149,939

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
7258-2	Chief Of Operations II	5343	2	\$ 114,631	--	12 \$ 167,624
9200-0	Chief Of Transit Programs	6502	2	\$ 139,499	--	12 \$ 203,955
3165-0	Chief Park Maintenance Supervisor	4995	2	\$ 107,156	--	12 \$ 156,683
1968-0	Chief Park Ranger	5408	2	\$ 116,030	--	12 \$ 169,650
9180-0	Chief Parking Enforcement Operations	6502	2	\$ 139,499	--	12 \$ 203,955
4239-0	Chief Plumbing Inspector	5601	2	\$ 120,164	--	12 \$ 175,663
2384-0	Chief Police Psychologist	6502	2	\$ 139,499	--	12 \$ 203,955
5154-1	Chief Port Pilot I	10659	7	\$ 284,093	--	12 \$ 334,309
5154-2	Chief Port Pilot II	11468	7	\$ 305,662	--	12 \$ 359,720
1949-1	Chief Real Estate Officer I	5432	2	\$ 116,531	--	12 \$ 170,359
1949-2	Chief Real Estate Officer II	6502	2	\$ 139,499	--	12 \$ 203,955
4269-0	Chief Safety Engineer Elevator	5601	2	\$ 120,164	--	12 \$ 175,663
4260-0	Chief Safety Engineer Pressure Vessels	4835	2	\$ 103,731	--	12 \$ 151,672
0604-0	Chief Special Investigator	6502	2	\$ 139,499	--	12 \$ 203,955
4286-1	Chief Street Services Investigator I	4928	2	\$ 105,736	--	12 \$ 154,532
4286-2	Chief Street Services Investigator II	5848	2	\$ 125,467	--	12 \$ 183,430
1211-1	Chief Tax Compliance Officer I	5371	2	\$ 115,236	--	12 \$ 168,459
1211-2	Chief Tax Compliance Officer II	6502	2	\$ 139,499	--	12 \$ 203,955
2360-0	Chief Veterinarian	5876	2	\$ 126,073	--	12 \$ 184,328
1189-1	Chief Wharfinger I	4254	2	\$ 91,266	--	12 \$ 133,402
1189-2	Chief Wharfinger II	5316	2	\$ 114,046	--	12 \$ 166,726
7999-0	Chief Zoning Administrator	6856	2	\$ 147,099	--	12 \$ 215,043
2492-0	Child Care Program Manager	3866	2	\$ 82,935	--	12 \$ 121,291
0566-0	City Attorney Chief Administrative Assistant	6502	2	\$ 139,499	--	12 \$ 203,955
0536-0	City Attorney Financial Manager	4962	2	\$ 106,446	--	12 \$ 155,660
3136-0	City Forest Officer	6502	2	\$ 139,499	--	12 \$ 203,955
2496-0	Community AffairsAdvocate	5410	2	\$ 116,071	--	12 \$ 169,712
9247-0	Concessions Manager	6502	2	\$ 139,499	--	12 \$ 203,955
3129-0	Construction and Maintenance Superintendent	5481	2	\$ 117,596	--	12 \$ 171,946
9168-0	Contract Administrator	5687	2	\$ 122,001	--	12 \$ 178,377
9165-1	Contract Compliance Program Manager I	5534	2	\$ 118,723	--	12 \$ 173,596
9165-2	Contract Compliance Program Manager II	6502	2	\$ 139,499	--	12 \$ 203,955
3330-1	Convention Center Building Superintendent I	4928	2	\$ 105,736	--	12 \$ 154,532
3330-2	Convention Center Building Superintendent II	5852	2	\$ 125,551	--	12 \$ 183,535
1610-0	Departmental Audit Manager	6502	2	\$ 139,499	--	12 \$ 203,955
1593-1	Dept Chief Accountant I	4855	2	\$ 104,170	--	12 \$ 152,298

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
1593-2	Dept Chief Accountant II	5123	2	\$ 109,912	--	12 \$ 160,713
1593-3	Dept Chief Accountant III	6022	2	\$ 129,205	--	12 \$ 188,859
1593-4	Dept Chief Accountant IV	6502	2	\$ 139,499	--	12 \$ 203,955
9490-1	Deputy City Engineer I	7445	2	\$ 159,732	--	12 \$ 233,501
9490-2	Deputy City Engineer II	8296	2	\$ 177,981	--	12 \$ 260,248
1607-0	Deputy Dir Of Auditing	6502	2	\$ 139,499	--	12 \$ 203,955
9444-0	Deputy Dir Of Planning	7445	2	\$ 159,732	--	12 \$ 233,501
0162-0	Deputy General Manager Airports I	10284	2	\$ 220,638	--	12 \$ 322,575
0163-0	Deputy General Manager Airports II	8412	2	\$ 180,465	--	12 \$ 263,860
9201-1	Deputy Superintendent Of Buildings I	7445	2	\$ 159,732	--	12 \$ 233,501
9201-2	Deputy Superintendent Of Buildings II	8296	2	\$ 177,981	--	12 \$ 260,248
1806-0	Development and Marketing Director	5425	2	\$ 116,385	--	12 \$ 170,151
1768-0	Director Airport Services Marketing	6502	2	\$ 139,499	--	12 \$ 203,955
1194-0	Director Cash Management Services	6502	2	\$ 139,499	--	12 \$ 203,955
4266-0	Director Enforcement Operations	6502	2	\$ 139,499	--	12 \$ 203,955
9302-0	Director Of Airprrs Administration	7644	2	\$ 163,991	--	12 \$ 239,765
9304-0	Director Of Airprrs Operations	7644	2	\$ 163,991	--	12 \$ 239,765
9306-0	Director Of Airprrs Saftey Officer	8412	2	\$ 180,465	--	12 \$ 263,860
1606-0	Director Of Auditing	7445	2	\$ 159,732	--	12 \$ 233,501
9259-0	Director Of Building Services	5852	2	\$ 125,551	--	12 \$ 183,535
7625-0	Director Of Communication Services	6502	2	\$ 139,499	--	12 \$ 203,955
4321-0	Director Of Field Operations	5381	2	\$ 115,445	--	12 \$ 168,773
1608-0	Director Of Financial Analysis and Reporting	7445	2	\$ 159,732	--	12 \$ 233,501
3535-0	Director Of Fleet Services	6502	2	\$ 139,499	--	12 \$ 203,955
1568-0	Director Of Housing	6502	2	\$ 139,499	--	12 \$ 203,955
7270-1	Director Of Maintenance Airports I	5852	2	\$ 125,551	--	12 \$ 183,535
7270-2	Director Of Maintenance Airports II	6502	2	\$ 139,499	--	12 \$ 203,955
1858-0	Director Of Material Management Services	5694	2	\$ 122,168	--	12 \$ 178,586
7974-0	Director Of Material Testing Services	6502	2	\$ 139,499	--	12 \$ 203,955
3722-1	Director Of Police Transportation I	5123	2	\$ 109,912	--	12 \$ 160,713
3722-2	Director Of Police Transportation II	6502	2	\$ 139,499	--	12 \$ 203,955
9231-0	Director Of Port Administration	7209	2	\$ 154,658	--	12 \$ 226,109
3123-1	Director Of Port Construction and Maintenance I	5852	2	\$ 125,551	--	12 \$ 183,535
3123-2	Director Of Port Construction and Maintenance II	6502	2	\$ 139,499	--	12 \$ 203,955
1782-1	Director Of Port Marketing I	5286	2	\$ 113,399	--	12 \$ 165,828
1782-2	Director Of Port Marketing II	6502	2	\$ 139,499	--	12 \$ 203,955

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
9233-0	Director Of Port Operations	6847	2	\$ 146,890	--	12 \$ 214,771
1488-0	Director Of Printing Services	6214	2	\$ 133,318	--	12 \$ 194,893
1857-1	Director Of Purchasing Services I	4855	2	\$ 104,170	--	12 \$ 152,298
1857-2	Director Of Purchasing Services II	5694	2	\$ 122,168	--	12 \$ 178,586
3208-0	Director Of Security Services	4120	2	\$ 88,385	--	12 \$ 129,226
1863-0	Director Of Supplies	6502	2	\$ 139,499	--	12 \$ 203,955
9375-0	Director Of Systems	6502	2	\$ 139,499	--	12 \$ 203,955
6157-0	Division Librarian	6502	2	\$ 139,499	--	12 \$ 203,955
9486-0	Engineer Of Surveys	6502	7	\$ 173,324	--	12 \$ 203,955
3750-0	Equipment Superintendent	5481	7	\$ 146,118	--	12 \$ 171,946
0015-0	Ethics Officer I	4363	2	\$ 93,605	--	12 \$ 136,826
0016-0	Ethics Officer II	5410	2	\$ 116,071	--	12 \$ 169,712
0017-0	Ethics Officer III	6562	2	\$ 140,772	--	12 \$ 205,855
3170-0	Event Services Manager	5551	2	\$ 119,099	--	12 \$ 174,139
9186-0	Executive Assistant Airports	6994	2	\$ 150,043	--	12 \$ 219,407
9225-0	Executive Director Commission on Status of Women					\$ 5,771.20
2475-0	Executive Director Exposition Park Complex	6502	2	\$ 139,499	--	12 \$ 203,955
9020-0	Executive Director Human Relations Commission					\$ 6,328.80
9252-0	Executive Officer City Clerk	7445	2	\$ 159,732	--	12 \$ 233,501
9198-1	Financial Management Specialist I	3732	2	\$ 80,074	--	12 \$ 117,074
9198-2	Financial Management Specialist II	4415	2	\$ 94,711	--	12 \$ 138,497
9198-3	Financial Management Specialist III	5463	2	\$ 117,199	--	12 \$ 171,424
9198-4	Financial Management Specialist IV	5751	2	\$ 123,379	--	12 \$ 180,382
9198-5	Financial Management Specialist V	6562	2	\$ 140,772	--	12 \$ 205,855
1557-1	Financial Manager I	5043	2	\$ 108,200	--	12 \$ 158,166
1557-2	Financial Manager II	6284	2	\$ 134,822	--	12 \$ 197,107
9197-0	Fire Administrator	7445	2	\$ 159,732	--	12 \$ 233,501
1638-0	Fire Statistical Manager	5425	2	\$ 116,385	--	12 \$ 170,151
0805-0	First Deputy General Manager Harbor	10284	2	\$ 220,638	--	12 \$ 322,575
2458-0	Golf Manager	6502	2	\$ 139,499	--	12 \$ 203,955
9279-1	Harbor Engineer I	6502	2	\$ 139,499	--	12 \$ 203,955
9279-2	Harbor Engineer II	6864	2	\$ 147,266	--	12 \$ 215,293
9234-1	Harbor Planning and Research Director I	4855	2	\$ 104,170	--	12 \$ 152,298
9234-2	Harbor Planning and Research Director II	5694	2	\$ 122,168	--	12 \$ 178,586
9480-0	Harbor Public and Communications Relations Director	5694	2	\$ 122,168	--	12 \$ 178,586
8500-0	Housing Programs Manager	5371	2	\$ 115,236	--	12 \$ 168,459

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4130-0	Hyperion Treatment Plan Manager	7445	2	\$ 159,732	--	12 \$ 233,501
1409-1	Information Systems Manager I	5887	2	\$ 126,303	--	12 \$ 184,683
1409-2	Information Systems Manager II	6502	2	\$ 139,499	--	12 \$ 203,955
9482-0	Legislative Representative	4962	1	\$ 103,606	--	12 \$ 155,660
9482-H	Legislative Representative - Harbor	5481	1	\$ 114,443	--	12 \$ 171,946
4281-1	Lot Cleaning Superintendent I	4533	2	\$ 97,259	--	12 \$ 142,192
4281-2	Lot Cleaning Superintendent II	5002	2	\$ 107,323	--	12 \$ 156,871
9437-1	Marine Environmental Manager I	5632	2	\$ 120,832	--	12 \$ 176,665
9437-2	Marine Environmental Manager II	6261	2	\$ 134,321	--	12 \$ 196,397
9635-0	Marketing Manager	5694	2	\$ 122,168	--	12 \$ 178,586
2338-0	Medical Services Administrator	6502	2	\$ 139,499	--	12 \$ 203,955
1789-0	Motion Picture and TV Manager	6484	2	\$ 139,102	--	12 \$ 203,392
6229-1	Observatory Director I	5410	2	\$ 116,071	--	12 \$ 169,712
6229-2	Observatory Director II	6502	2	\$ 139,499	--	12 \$ 203,955
9264-0	Parking Administrator	7445	2	\$ 159,732	--	12 \$ 233,501
9025-1	Parking Enforcement Manager I	4671	2	\$ 100,203	--	12 \$ 146,494
9025-2	Parking Enforcement Manager II	5481	2	\$ 117,596	--	12 \$ 171,946
5153-0	Pilot Service Manager	12099	2	\$ 259,580	--	12 \$ 379,473
9196-1	Police Administrator I	6502	2	\$ 139,499	--	12 \$ 203,955
9196-2	Police Administrator II	7445	2	\$ 159,732	--	12 \$ 233,501
9196-3	Police Administrator III	8479	2	\$ 181,906	--	12 \$ 265,948
1781-0	Port Marketing Manager	4476	2	\$ 96,027	--	12 \$ 140,418
9143-1	Portfolio Manager I	6910	2	\$ 148,248	--	12 \$ 216,713
9143-2	Portfolio Manager II	8693	2	\$ 186,500	--	12 \$ 272,651
7928-0	Principal Architect	7087	2	\$ 152,048	--	12 \$ 222,267
7946-0	Principal City Planner	6502	2	\$ 139,499	--	12 \$ 203,955
9489-0	Principal Civil Engineer	6502	2	\$ 139,499	--	12 \$ 203,955
9489-D	Principal Civil Engineer PM III	6848	12	\$ 214,792	--	12 \$ 214,792
9653-0	Principal Deputy Controller	7445	2	\$ 159,732	--	12 \$ 233,501
7875-0	Principal Environmental Engineer	6502	2	\$ 139,499	--	12 \$ 203,955
7875-B	Principal Environmental Engineer PMI	5180	12	\$ 162,488	--	12 \$ 162,488
7875-C	Principal Environmental Engineer PMII	5994	12	\$ 188,003	--	12 \$ 188,003
7875-D	Principal Environmental Engineer PMIII	6848	12	\$ 214,792	--	12 \$ 214,792
3147-1	Principal Grounds Maintenance Supervisor I	3574	2	\$ 76,671	--	12 \$ 112,083
3147-2	Principal Grounds Maintenance Supervisor II	4443	2	\$ 95,317	--	12 \$ 139,394
2464-1	Principal Recreation Supervisor I	3866	2	\$ 82,935	--	12 \$ 121,291

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
2464-2	Principal Recreation Supervisor II	4443	2	\$ 95,317	--	12 \$ 139,394
9266-0	Principal Transportation Engineer	6502	2	\$ 139,499	--	12 \$ 203,955
9266-B	Principal Transportation Engineer PMI	5180	12	\$ 162,488	--	12 \$ 162,488
9266-C	Principal Transportation Engineer PMII	5994	12	\$ 188,003	--	12 \$ 188,003
9266-D	Principal Transportation Engineer PMIII	6848	12	\$ 214,792	--	12 \$ 214,792
1964-1	Property Manager I	5123	2	\$ 109,912	--	12 \$ 160,713
1964-2	Property Manager II	5694	2	\$ 122,168	--	12 \$ 178,586
1964-3	Property Manager III	6167	2	\$ 132,316	--	12 \$ 193,432
1964-4	Property Manager IV	6856	2	\$ 147,099	--	12 \$ 215,043
1800-1	Public Information Director I	4583	2	\$ 98,323	--	12 \$ 143,779
1800-2	Public Information Director II	5386	2	\$ 115,549	--	12 \$ 168,940
7976-0	Public Safety Risk Manager	5800	2	\$ 124,423	--	12 \$ 181,885
1282-0	Records Management Officer	5408	2	\$ 116,030	--	12 \$ 169,650
1620-0	Revenue Manager	6311	2	\$ 135,406	--	12 \$ 197,963
2485-0	Rideshare Program Administrator	5600	2	\$ 120,143	--	12 \$ 175,642
7982-0	Risk Management and Prevention Program Manager	6502	2	\$ 139,499	--	12 \$ 203,955
1530-1	Risk Manager I	4375	2	\$ 93,855	--	12 \$ 137,244
1530-2	Risk Manager II	5410	2	\$ 116,071	--	12 \$ 169,712
1530-3	Risk Manager III	6502	2	\$ 139,499	--	12 \$ 203,955
1728-0	Safety Administrator	5736	2	\$ 123,066	--	12 \$ 179,943
4128-1	Sanitation Wasterwater Manager I	4928	2	\$ 105,736	--	12 \$ 154,532
4128-2	Sanitation Wasterwater Manager II	5852	2	\$ 125,551	--	12 \$ 183,535
4128-3	Sanitation Wasterwater Manager III	6502	2	\$ 139,499	--	12 \$ 203,955
0807-0	Second Deputy General Manager Harbor	8738	2	\$ 187,460	--	12 \$ 274,050
7257-1	Senior Airport Engineer I	6327	2	\$ 135,740	--	12 \$ 198,422
7257-2	Senior Airport Engineer II	6833	2	\$ 146,598	--	12 \$ 214,333
3146-0	Senior Park Maintenance Supervisor	3731	2	\$ 80,053	--	12 \$ 117,032
3832-0	Signal Systems Superintendent	4995	2	\$ 107,156	--	12 \$ 156,683
4126-1	Solid Resources Manager I	5852	2	\$ 125,551	--	12 \$ 183,535
4126-2	Solid Resources Manager II	6502	2	\$ 139,499	--	12 \$ 203,955
1850-0	Stores Superintendent	4855	2	\$ 104,170	--	12 \$ 152,298
3820-1	Street Lighting Contruction & Maintenance Superinten	4839	2	\$ 103,815	--	12 \$ 151,818
3820-2	Street Lighting Contruction & Maintenance Superinten	5394	2	\$ 115,716	--	12 \$ 169,232
4160-1	Street Services General Superintendent I	5573	2	\$ 119,558	--	12 \$ 174,807
4160-2	Street Services General Superintendent II	6502	2	\$ 139,499	--	12 \$ 203,955
4158-1	Street Services Superintendent I	4533	2	\$ 97,259	--	12 \$ 142,192

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4158-2	Street Services Superintendent II	5002	2	\$ 107,323	--	12 \$ 156,871
3160-1	Street Tree Superintendent I	4533	2	\$ 97,259	--	12 \$ 142,192
3160-2	Street Tree Superintendent II	5573	2	\$ 119,558	--	12 \$ 174,807
2472-0	Superintendent Of Recreation and Parks Operations	6502	2	\$ 139,499	--	12 \$ 203,955
9237-0	Superintendent Planinning and Development Recreation	6502	2	\$ 139,499	--	12 \$ 203,955
1865-1	Supply Services Manager I	5408	2	\$ 116,030	--	12 \$ 169,650
1865-2	Supply Services Manager II	6502	2	\$ 139,499	--	12 \$ 203,955
8870-0	Taxicab Administrator	5371	2	\$ 115,236	--	12 \$ 168,459
7650-1	Telecommunicaitons Regulations Officers I	4844	2	\$ 103,919	--	12 \$ 151,943
7650-2	Telecommunicaitons Regulations Officers II	5264	2	\$ 112,939	--	12 \$ 165,119
7650-3	Telecommunicaitons Regulations Officers III	5721	2	\$ 122,732	--	12 \$ 179,442
7640-0	Telecommunications Planning and Utliliites Officer	5264	2	\$ 112,939	--	12 \$ 165,119
0803-0	Traffic Manager	7209	2	\$ 154,658	--	12 \$ 226,109
4125-1	Wastewater Collections Manager I	4855	2	\$ 104,170	--	12 \$ 152,298
4125-2	Wastewater Collections Manager II	6502	2	\$ 139,499	--	12 \$ 203,955
7880-0	Wastewater Research Engineer	6502	2	\$ 139,499	--	12 \$ 203,955
7840-1	Wastewater Treatment Laboratory Manager I	4928	2	\$ 105,736	--	12 \$ 154,532
7840-2	Wastewater Treatment Laboratory Manager II	5852	2	\$ 125,551	--	12 \$ 183,535
7840-3	Wastewater Treatment Laboratory Manager III	6502	2	\$ 139,499	--	12 \$ 203,955
3784-1	Wastewater Treatment Maintenance Manager I	4928	2	\$ 105,736	--	12 \$ 154,532
3784-2	Wastewater Treatment Maintenance Manager II	5852	2	\$ 125,551	--	12 \$ 183,535
3784-3	Wastewater Treatment Maintenance Manager III	6502	2	\$ 139,499	--	12 \$ 203,955
4127-1	Wastewater Treatment Plant Manager I	4917	2	\$ 105,485	--	12 \$ 154,261
4127-2	Wastewater Treatment Plant Manager II	5173	2	\$ 110,977	--	12 \$ 162,195
4127-3	Wastewater Treatment Plant Manager III	5738	2	\$ 123,108	--	12 \$ 180,027
1766-1	Workers Compensation Administrator I	5410	2	\$ 116,071	--	12 \$ 169,712
1766-2	Workers Compensation Administrator II	6502	2	\$ 139,499	--	12 \$ 203,955
9501-0	Zoo Assistant General Manager	7163	2	\$ 153,676	--	12 \$ 224,668

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Range		1	2	3	4	5	6	7	8	9	10	11	12
3574	HR	\$ 35.74	\$ 36.72	\$ 37.73	\$ 38.77	\$ 40.93	\$ 43.21	\$ 45.61	\$ 48.16	\$ 49.48	\$ 50.84	\$ 52.24	\$ 53.68
	BW	\$ 2,859.20	\$ 2,937.60	\$ 3,018.40	\$ 3,101.60	\$ 3,274.40	\$ 3,456.80	\$ 3,648.80	\$ 3,852.80	\$ 3,958.40	\$ 4,067.20	\$ 4,179.20	\$ 4,294.40
	YR	\$ 74,625	\$ 76,671	\$ 78,780	\$ 80,951	\$ 85,461	\$ 90,222	\$ 95,233	\$ 100,558	\$ 103,314	\$ 106,153	\$ 109,077	\$ 112,083
3731	HR	\$ 37.31	\$ 38.34	\$ 39.39	\$ 40.47	\$ 42.73	\$ 45.12	\$ 47.63	\$ 50.29	\$ 51.67	\$ 53.09	\$ 54.55	\$ 56.05
	BW	\$ 2,984.80	\$ 3,067.20	\$ 3,151.20	\$ 3,237.60	\$ 3,418.40	\$ 3,609.60	\$ 3,810.40	\$ 4,023.20	\$ 4,133.60	\$ 4,247.20	\$ 4,364.00	\$ 4,484.00
	YR	\$ 77,903	\$ 80,053	\$ 82,246	\$ 84,501	\$ 89,220	\$ 94,210	\$ 99,451	\$ 105,005	\$ 107,886	\$ 110,851	\$ 113,900	\$ 117,032
3732	HR	\$ 37.32	\$ 38.35	\$ 39.40	\$ 40.48	\$ 42.74	\$ 45.13	\$ 47.65	\$ 50.31	\$ 51.69	\$ 53.11	\$ 54.57	\$ 56.07
	BW	\$ 2,985.60	\$ 3,068.00	\$ 3,152.00	\$ 3,238.40	\$ 3,419.20	\$ 3,610.40	\$ 3,812.00	\$ 4,024.80	\$ 4,135.20	\$ 4,248.80	\$ 4,365.60	\$ 4,485.60
	YR	\$ 77,924	\$ 80,074	\$ 82,267	\$ 84,522	\$ 89,241	\$ 94,231	\$ 99,493	\$ 105,047	\$ 107,928	\$ 110,893	\$ 113,942	\$ 117,074
3866	HR	\$ 38.66	\$ 39.72	\$ 40.82	\$ 41.94	\$ 44.29	\$ 46.75	\$ 49.36	\$ 52.11	\$ 53.55	\$ 55.02	\$ 56.54	\$ 58.09
	BW	\$ 3,092.80	\$ 3,177.60	\$ 3,265.60	\$ 3,355.20	\$ 3,543.20	\$ 3,740.00	\$ 3,948.80	\$ 4,168.80	\$ 4,284.00	\$ 4,401.60	\$ 4,523.20	\$ 4,647.20
	YR	\$ 80,722	\$ 82,935	\$ 85,232	\$ 87,570	\$ 92,477	\$ 97,614	\$ 103,063	\$ 108,805	\$ 111,812	\$ 114,881	\$ 118,055	\$ 121,291
4120	HR	\$ 41.20	\$ 42.33	\$ 43.50	\$ 44.70	\$ 47.19	\$ 49.82	\$ 52.60	\$ 55.53	\$ 57.05	\$ 58.62	\$ 60.23	\$ 61.89
	BW	\$ 3,296.00	\$ 3,386.40	\$ 3,480.00	\$ 3,576.00	\$ 3,775.20	\$ 3,985.60	\$ 4,208.00	\$ 4,442.40	\$ 4,564.00	\$ 4,689.60	\$ 4,818.40	\$ 4,951.20
	YR	\$ 86,025	\$ 88,385	\$ 90,828	\$ 93,333	\$ 98,532	\$ 104,024	\$ 109,828	\$ 115,946	\$ 119,120	\$ 122,398	\$ 125,760	\$ 129,226
4254	HR	\$ 42.54	\$ 43.71	\$ 44.91	\$ 46.15	\$ 48.71	\$ 51.43	\$ 54.29	\$ 57.32	\$ 58.90	\$ 60.52	\$ 62.18	\$ 63.89
	BW	\$ 3,403.20	\$ 3,496.80	\$ 3,592.80	\$ 3,692.00	\$ 3,896.80	\$ 4,114.40	\$ 4,343.20	\$ 4,585.60	\$ 4,712.00	\$ 4,841.60	\$ 4,974.40	\$ 5,111.20
	YR	\$ 88,823	\$ 91,266	\$ 93,772	\$ 96,361	\$ 101,706	\$ 107,385	\$ 113,357	\$ 119,684	\$ 122,983	\$ 126,365	\$ 129,831	\$ 133,402
4350	HR	\$ 43.50	\$ 44.70	\$ 45.93	\$ 47.19	\$ 49.82	\$ 52.60	\$ 55.53	\$ 58.62	\$ 60.23	\$ 61.89	\$ 63.59	\$ 65.34
	BW	\$ 3,480.00	\$ 3,576.00	\$ 3,674.40	\$ 3,775.20	\$ 3,985.60	\$ 4,208.00	\$ 4,442.40	\$ 4,689.60	\$ 4,818.40	\$ 4,951.20	\$ 5,087.20	\$ 5,227.20
	YR	\$ 90,828	\$ 93,333	\$ 95,901	\$ 98,532	\$ 104,024	\$ 109,828	\$ 115,946	\$ 122,398	\$ 125,760	\$ 129,226	\$ 132,775	\$ 136,429
4363	HR	\$ 43.63	\$ 44.83	\$ 46.06	\$ 47.33	\$ 49.97	\$ 52.75	\$ 55.69	\$ 58.79	\$ 60.41	\$ 62.07	\$ 63.78	\$ 65.53
	BW	\$ 3,490.40	\$ 3,586.40	\$ 3,684.80	\$ 3,786.40	\$ 3,997.60	\$ 4,220.00	\$ 4,455.20	\$ 4,703.20	\$ 4,832.80	\$ 4,965.60	\$ 5,102.40	\$ 5,242.40
	YR	\$ 91,099	\$ 93,605	\$ 96,173	\$ 98,825	\$ 104,337	\$ 110,142	\$ 116,280	\$ 122,753	\$ 126,136	\$ 129,602	\$ 133,172	\$ 136,826
4375	HR	\$ 43.75	\$ 44.95	\$ 46.19	\$ 47.46	\$ 50.11	\$ 52.91	\$ 55.85	\$ 58.97	\$ 60.59	\$ 62.26	\$ 63.97	\$ 65.73
	BW	\$ 3,500.00	\$ 3,596.00	\$ 3,695.20	\$ 3,796.80	\$ 4,008.80	\$ 4,232.80	\$ 4,468.00	\$ 4,717.60	\$ 4,847.20	\$ 4,980.80	\$ 5,117.60	\$ 5,258.40
	YR	\$ 91,350	\$ 93,855	\$ 96,444	\$ 99,096	\$ 104,629	\$ 110,476	\$ 116,614	\$ 123,129	\$ 126,511	\$ 129,998	\$ 133,569	\$ 137,244
4415	HR	\$ 44.15	\$ 45.36	\$ 46.61	\$ 47.89	\$ 50.56	\$ 53.38	\$ 56.36	\$ 59.50	\$ 61.14	\$ 62.82	\$ 64.55	\$ 66.33
	BW	\$ 3,532.00	\$ 3,628.80	\$ 3,728.80	\$ 3,831.20	\$ 4,044.80	\$ 4,270.40	\$ 4,508.80	\$ 4,760.00	\$ 4,891.20	\$ 5,025.60	\$ 5,164.00	\$ 5,306.40
	YR	\$ 92,185	\$ 94,711	\$ 97,321	\$ 99,994	\$ 105,569	\$ 111,457	\$ 117,679	\$ 124,236	\$ 127,660	\$ 131,168	\$ 134,780	\$ 138,497
4443	HR	\$ 44.43	\$ 45.65	\$ 46.91	\$ 48.20	\$ 50.89	\$ 53.73	\$ 56.73	\$ 59.89	\$ 61.54	\$ 63.23	\$ 64.97	\$ 66.76
	BW	\$ 3,554.40	\$ 3,652.00	\$ 3,752.80	\$ 3,856.00	\$ 4,071.20	\$ 4,298.40	\$ 4,538.40	\$ 4,791.20	\$ 4,923.20	\$ 5,058.40	\$ 5,197.60	\$ 5,340.80
	YR	\$ 92,769	\$ 95,317	\$ 97,948	\$ 100,641	\$ 106,258	\$ 112,188	\$ 118,452	\$ 125,050	\$ 128,495	\$ 132,024	\$ 135,657	\$ 139,394
4476	HR	\$ 44.76	\$ 45.99	\$ 47.26	\$ 48.56	\$ 51.27	\$ 54.13	\$ 57.15	\$ 60.33	\$ 61.99	\$ 63.69	\$ 65.45	\$ 67.25
	BW	\$ 3,580.80	\$ 3,679.20	\$ 3,780.80	\$ 3,884.80	\$ 4,101.60	\$ 4,330.40	\$ 4,572.00	\$ 4,826.40	\$ 4,959.20	\$ 5,095.20	\$ 5,236.00	\$ 5,380.00
	YR	\$ 93,458	\$ 96,027	\$ 98,678	\$ 101,393	\$ 107,051	\$ 113,023	\$ 119,329	\$ 125,969	\$ 129,435	\$ 132,984	\$ 136,659	\$ 140,418

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Appendix A

Operative on January 1, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
4533	HR	\$ 45.33	\$ 46.58	\$ 47.86	\$ 49.18	\$ 51.92	\$ 54.82	\$ 57.87	\$ 61.10	\$ 62.78	\$ 64.51	\$ 66.28	\$ 68.10
	BW	\$ 3,626.40	\$ 3,726.40	\$ 3,828.80	\$ 3,934.40	\$ 4,153.60	\$ 4,385.60	\$ 4,629.60	\$ 4,888.00	\$ 5,022.40	\$ 5,160.80	\$ 5,302.40	\$ 5,448.00
	YR	\$ 94,649	\$ 97,259	\$ 99,931	\$ 102,687	\$ 108,408	\$ 114,464	\$ 120,832	\$ 127,576	\$ 131,084	\$ 134,696	\$ 138,392	\$ 142,192
4583	HR	\$ 45.83	\$ 47.09	\$ 48.39	\$ 49.72	\$ 52.49	\$ 55.42	\$ 58.52	\$ 61.78	\$ 63.48	\$ 65.23	\$ 67.02	\$ 68.86
	BW	\$ 3,666.40	\$ 3,767.20	\$ 3,871.20	\$ 3,977.60	\$ 4,199.20	\$ 4,433.60	\$ 4,681.60	\$ 4,942.40	\$ 5,078.40	\$ 5,218.40	\$ 5,361.60	\$ 5,508.80
	YR	\$ 95,693	\$ 98,323	\$ 101,038	\$ 103,815	\$ 109,599	\$ 115,716	\$ 122,189	\$ 128,996	\$ 132,546	\$ 136,200	\$ 139,937	\$ 143,779
4671	HR	\$ 46.71	\$ 47.99	\$ 49.31	\$ 50.67	\$ 53.49	\$ 56.47	\$ 59.62	\$ 62.93	\$ 64.67	\$ 66.45	\$ 68.28	\$ 70.16
	BW	\$ 3,736.80	\$ 3,839.20	\$ 3,944.80	\$ 4,053.60	\$ 4,279.20	\$ 4,517.60	\$ 4,769.60	\$ 5,034.40	\$ 5,173.60	\$ 5,316.00	\$ 5,462.40	\$ 5,612.80
	YR	\$ 97,530	\$ 100,203	\$ 102,959	\$ 105,798	\$ 111,687	\$ 117,909	\$ 124,486	\$ 131,397	\$ 135,030	\$ 138,747	\$ 142,568	\$ 146,494
4771	HR	\$ 47.71	\$ 49.02	\$ 50.37	\$ 51.76	\$ 54.64	\$ 57.69	\$ 60.91	\$ 64.31	\$ 66.08	\$ 67.90	\$ 69.76	\$ 71.68
	BW	\$ 3,816.80	\$ 3,921.60	\$ 4,029.60	\$ 4,140.80	\$ 4,371.20	\$ 4,615.20	\$ 4,872.80	\$ 5,144.80	\$ 5,286.40	\$ 5,432.00	\$ 5,580.80	\$ 5,734.40
	YR	\$ 99,618	\$ 102,353	\$ 105,172	\$ 108,074	\$ 114,088	\$ 120,456	\$ 127,180	\$ 134,279	\$ 137,975	\$ 141,775	\$ 145,658	\$ 149,667
4780	HR	\$ 47.80	\$ 49.11	\$ 50.47	\$ 51.86	\$ 54.75	\$ 57.80	\$ 61.02	\$ 64.42	\$ 66.20	\$ 68.02	\$ 69.89	\$ 71.81
	BW	\$ 3,824.00	\$ 3,928.80	\$ 4,037.60	\$ 4,148.80	\$ 4,380.00	\$ 4,624.00	\$ 4,881.60	\$ 5,153.60	\$ 5,296.00	\$ 5,441.60	\$ 5,591.20	\$ 5,744.80
	YR	\$ 99,806	\$ 102,541	\$ 105,381	\$ 108,283	\$ 114,318	\$ 120,686	\$ 127,409	\$ 134,508	\$ 138,225	\$ 142,025	\$ 145,930	\$ 149,939
4835	HR	\$ 48.35	\$ 49.68	\$ 51.05	\$ 52.45	\$ 55.38	\$ 58.48	\$ 61.73	\$ 65.17	\$ 66.97	\$ 68.81	\$ 70.70	\$ 72.64
	BW	\$ 3,868.00	\$ 3,974.40	\$ 4,084.00	\$ 4,196.00	\$ 4,430.40	\$ 4,678.40	\$ 4,938.40	\$ 5,213.60	\$ 5,357.60	\$ 5,504.80	\$ 5,656.00	\$ 5,811.20
	YR	\$ 100,954	\$ 103,731	\$ 106,592	\$ 109,515	\$ 115,633	\$ 122,106	\$ 128,892	\$ 136,074	\$ 139,833	\$ 143,675	\$ 147,621	\$ 151,672
4839	HR	\$ 48.39	\$ 49.72	\$ 51.09	\$ 52.49	\$ 55.42	\$ 58.52	\$ 61.78	\$ 65.23	\$ 67.02	\$ 68.86	\$ 70.76	\$ 72.71
	BW	\$ 3,871.20	\$ 3,977.60	\$ 4,087.20	\$ 4,199.20	\$ 4,433.60	\$ 4,681.60	\$ 4,942.40	\$ 5,218.40	\$ 5,361.60	\$ 5,508.80	\$ 5,660.80	\$ 5,816.80
	YR	\$ 101,038	\$ 103,815	\$ 106,675	\$ 109,599	\$ 115,716	\$ 122,189	\$ 128,996	\$ 136,200	\$ 139,937	\$ 143,779	\$ 147,746	\$ 151,818
4844	HR	\$ 48.44	\$ 49.77	\$ 51.14	\$ 52.55	\$ 55.47	\$ 58.57	\$ 61.83	\$ 65.29	\$ 67.08	\$ 68.92	\$ 70.82	\$ 72.77
	BW	\$ 3,875.20	\$ 3,981.60	\$ 4,091.20	\$ 4,204.00	\$ 4,437.60	\$ 4,685.60	\$ 4,946.40	\$ 5,223.20	\$ 5,366.40	\$ 5,513.60	\$ 5,665.60	\$ 5,821.60
	YR	\$ 101,142	\$ 103,919	\$ 106,780	\$ 109,724	\$ 115,821	\$ 122,294	\$ 129,101	\$ 136,325	\$ 140,063	\$ 143,904	\$ 147,872	\$ 151,943
4855	HR	\$ 48.55	\$ 49.89	\$ 51.26	\$ 52.67	\$ 55.61	\$ 58.71	\$ 61.99	\$ 65.44	\$ 67.24	\$ 69.09	\$ 70.99	\$ 72.94
	BW	\$ 3,884.00	\$ 3,991.20	\$ 4,100.80	\$ 4,213.60	\$ 4,448.80	\$ 4,696.80	\$ 4,959.20	\$ 5,235.20	\$ 5,379.20	\$ 5,527.20	\$ 5,679.20	\$ 5,835.20
	YR	\$ 101,372	\$ 104,170	\$ 107,030	\$ 109,974	\$ 116,113	\$ 122,586	\$ 129,435	\$ 136,638	\$ 140,397	\$ 144,259	\$ 148,227	\$ 152,298
4917	HR	\$ 49.17	\$ 50.52	\$ 51.91	\$ 53.34	\$ 56.31	\$ 59.45	\$ 62.77	\$ 66.27	\$ 68.10	\$ 69.97	\$ 71.90	\$ 73.88
	BW	\$ 3,933.60	\$ 4,041.60	\$ 4,152.80	\$ 4,267.20	\$ 4,504.80	\$ 4,756.00	\$ 5,021.60	\$ 5,301.60	\$ 5,448.00	\$ 5,597.60	\$ 5,752.00	\$ 5,910.40
	YR	\$ 102,666	\$ 105,485	\$ 108,388	\$ 111,373	\$ 117,575	\$ 124,131	\$ 131,063	\$ 138,371	\$ 142,192	\$ 146,097	\$ 150,127	\$ 154,261
4928	HR	\$ 49.28	\$ 50.64	\$ 52.03	\$ 53.46	\$ 56.44	\$ 59.58	\$ 62.90	\$ 66.41	\$ 68.23	\$ 70.11	\$ 72.03	\$ 74.01
	BW	\$ 3,942.40	\$ 4,051.20	\$ 4,162.40	\$ 4,276.80	\$ 4,515.20	\$ 4,766.40	\$ 5,032.00	\$ 5,312.80	\$ 5,458.40	\$ 5,608.80	\$ 5,762.40	\$ 5,920.80
	YR	\$ 102,896	\$ 105,736	\$ 108,638	\$ 111,624	\$ 117,846	\$ 124,403	\$ 131,335	\$ 138,664	\$ 142,464	\$ 146,389	\$ 150,398	\$ 154,532
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

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Operative on January 1, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
4995	HR	\$ 49.95	\$ 51.32	\$ 52.74	\$ 54.19	\$ 57.21	\$ 60.40	\$ 63.77	\$ 67.32	\$ 69.17	\$ 71.07	\$ 73.03	\$ 75.04
	BW	\$ 3,996.00	\$ 4,105.60	\$ 4,219.20	\$ 4,335.20	\$ 4,576.80	\$ 4,832.00	\$ 5,101.60	\$ 5,385.60	\$ 5,533.60	\$ 5,685.60	\$ 5,842.40	\$ 6,003.20
	YR	\$ 104,295	\$ 107,156	\$ 110,121	\$ 113,148	\$ 119,454	\$ 126,115	\$ 133,151	\$ 140,564	\$ 144,426	\$ 148,394	\$ 152,486	\$ 156,683
5002	HR	\$ 50.02	\$ 51.40	\$ 52.81	\$ 54.26	\$ 57.28	\$ 60.48	\$ 63.85	\$ 67.40	\$ 69.26	\$ 71.16	\$ 73.12	\$ 75.13
	BW	\$ 4,001.60	\$ 4,112.00	\$ 4,224.80	\$ 4,340.80	\$ 4,582.40	\$ 4,838.40	\$ 5,108.00	\$ 5,392.00	\$ 5,540.80	\$ 5,692.80	\$ 5,849.60	\$ 6,010.40
	YR	\$ 104,441	\$ 107,323	\$ 110,267	\$ 113,294	\$ 119,600	\$ 126,282	\$ 133,318	\$ 140,731	\$ 144,614	\$ 148,582	\$ 152,674	\$ 156,871
5043	HR	\$ 50.43	\$ 51.82	\$ 53.24	\$ 54.70	\$ 57.76	\$ 60.97	\$ 64.37	\$ 67.96	\$ 69.83	\$ 71.75	\$ 73.72	\$ 75.75
	BW	\$ 4,034.40	\$ 4,145.60	\$ 4,259.20	\$ 4,376.00	\$ 4,620.80	\$ 4,877.60	\$ 5,149.60	\$ 5,436.80	\$ 5,586.40	\$ 5,740.00	\$ 5,897.60	\$ 6,060.00
	YR	\$ 105,297	\$ 108,200	\$ 111,165	\$ 114,213	\$ 120,602	\$ 127,305	\$ 134,404	\$ 141,900	\$ 145,805	\$ 149,814	\$ 153,927	\$ 158,166
5120	HR	\$ 51.20	\$ 52.61	\$ 54.05	\$ 55.54	\$ 58.63	\$ 61.90	\$ 65.35	\$ 69.00	\$ 70.89	\$ 72.84	\$ 74.84	\$ 76.90
	BW	\$ 4,096.00	\$ 4,208.80	\$ 4,324.00	\$ 4,443.20	\$ 4,690.40	\$ 4,952.00	\$ 5,228.00	\$ 5,520.00	\$ 5,671.20	\$ 5,827.20	\$ 5,987.20	\$ 6,152.00
	YR	\$ 106,905	\$ 109,849	\$ 112,856	\$ 115,967	\$ 122,419	\$ 129,247	\$ 136,450	\$ 144,072	\$ 148,018	\$ 152,089	\$ 156,265	\$ 160,567
5123	HR	\$ 51.23	\$ 52.64	\$ 54.09	\$ 55.58	\$ 58.68	\$ 61.95	\$ 65.40	\$ 69.05	\$ 70.95	\$ 72.90	\$ 74.91	\$ 76.97
	BW	\$ 4,098.40	\$ 4,211.20	\$ 4,327.20	\$ 4,446.40	\$ 4,694.40	\$ 4,956.00	\$ 5,232.00	\$ 5,524.00	\$ 5,676.00	\$ 5,832.00	\$ 5,992.80	\$ 6,157.60
	YR	\$ 106,968	\$ 109,912	\$ 112,939	\$ 116,051	\$ 122,523	\$ 129,351	\$ 136,555	\$ 144,176	\$ 148,143	\$ 152,215	\$ 156,412	\$ 160,713
5173	HR	\$ 51.73	\$ 53.15	\$ 54.61	\$ 56.11	\$ 59.24	\$ 62.53	\$ 66.02	\$ 69.70	\$ 71.61	\$ 73.58	\$ 75.60	\$ 77.68
	BW	\$ 4,138.40	\$ 4,252.00	\$ 4,368.80	\$ 4,488.80	\$ 4,739.20	\$ 5,002.40	\$ 5,281.60	\$ 5,576.00	\$ 5,728.80	\$ 5,886.40	\$ 6,048.00	\$ 6,214.40
	YR	\$ 108,012	\$ 110,977	\$ 114,025	\$ 117,157	\$ 123,693	\$ 130,562	\$ 137,849	\$ 145,533	\$ 149,521	\$ 153,635	\$ 157,852	\$ 162,195
5180	HR	\$ 51.80	\$ 53.22	\$ 54.69	\$ 56.19	\$ 59.33	\$ 62.64	\$ 66.13	\$ 69.82	\$ 71.74	\$ 73.71	\$ 75.74	\$ 77.82
	BW	\$ 4,144.00	\$ 4,257.60	\$ 4,375.20	\$ 4,495.20	\$ 4,746.40	\$ 5,011.20	\$ 5,290.40	\$ 5,585.60	\$ 5,739.20	\$ 5,896.80	\$ 6,059.20	\$ 6,225.60
	YR	\$ 108,158	\$ 111,123	\$ 114,192	\$ 117,324	\$ 123,881	\$ 130,792	\$ 138,079	\$ 145,784	\$ 149,793	\$ 153,906	\$ 158,145	\$ 162,488
5264	HR	\$ 52.64	\$ 54.09	\$ 55.58	\$ 57.11	\$ 60.29	\$ 63.65	\$ 67.20	\$ 70.95	\$ 72.90	\$ 74.90	\$ 76.96	\$ 79.08
	BW	\$ 4,211.20	\$ 4,327.20	\$ 4,446.40	\$ 4,568.80	\$ 4,823.20	\$ 5,092.00	\$ 5,376.00	\$ 5,676.00	\$ 5,832.00	\$ 5,992.00	\$ 6,156.80	\$ 6,326.40
	YR	\$ 109,912	\$ 112,939	\$ 116,051	\$ 119,245	\$ 125,885	\$ 132,901	\$ 140,313	\$ 148,143	\$ 152,215	\$ 156,391	\$ 160,692	\$ 165,119
5286	HR	\$ 52.86	\$ 54.31	\$ 55.81	\$ 57.34	\$ 60.54	\$ 63.92	\$ 67.49	\$ 71.25	\$ 73.21	\$ 75.22	\$ 77.29	\$ 79.42
	BW	\$ 4,228.80	\$ 4,344.80	\$ 4,464.80	\$ 4,587.20	\$ 4,843.20	\$ 5,113.60	\$ 5,399.20	\$ 5,700.00	\$ 5,856.80	\$ 6,017.60	\$ 6,183.20	\$ 6,353.60
	YR	\$ 110,371	\$ 113,399	\$ 116,531	\$ 119,725	\$ 126,407	\$ 133,464	\$ 140,919	\$ 148,770	\$ 152,862	\$ 157,059	\$ 161,381	\$ 165,828
5316	HR	\$ 53.16	\$ 54.62	\$ 56.12	\$ 57.66	\$ 60.88	\$ 64.27	\$ 67.86	\$ 71.64	\$ 73.61	\$ 75.63	\$ 77.71	\$ 79.85
	BW	\$ 4,252.80	\$ 4,369.60	\$ 4,489.60	\$ 4,612.80	\$ 4,870.40	\$ 5,141.60	\$ 5,428.80	\$ 5,731.20	\$ 5,888.80	\$ 6,050.40	\$ 6,216.80	\$ 6,388.00
	YR	\$ 110,998	\$ 114,046	\$ 117,178	\$ 120,394	\$ 127,117	\$ 134,195	\$ 141,691	\$ 149,584	\$ 153,697	\$ 157,915	\$ 162,258	\$ 166,726
5343	HR	\$ 53.43	\$ 54.90	\$ 56.41	\$ 57.96	\$ 61.20	\$ 64.61	\$ 68.22	\$ 72.02	\$ 74.00	\$ 76.04	\$ 78.13	\$ 80.28
	BW	\$ 4,274.40	\$ 4,392.00	\$ 4,512.80	\$ 4,636.80	\$ 4,896.00	\$ 5,168.80	\$ 5,457.60	\$ 5,761.60	\$ 5,920.00	\$ 6,083.20	\$ 6,250.40	\$ 6,422.40
	YR	\$ 111,561	\$ 114,631	\$ 117,784	\$ 121,020	\$ 127,785	\$ 134,905	\$ 142,443	\$ 150,377	\$ 154,512	\$ 158,771	\$ 163,135	\$ 167,624
5354	HR	\$ 53.54	\$ 55.01	\$ 56.53	\$ 58.08	\$ 61.32	\$ 64.74	\$ 68.35	\$ 72.16	\$ 74.15	\$ 76.19	\$ 78.28	\$ 80.43
	BW	\$ 4,283.20	\$ 4,400.80	\$ 4,522.40	\$ 4,646.40	\$ 4,905.60	\$ 5,179.20	\$ 5,468.00	\$ 5,772.80	\$ 5,932.00	\$ 6,095.20	\$ 6,262.40	\$ 6,434.40
	YR	\$ 111,791	\$ 114,860	\$ 118,034	\$ 121,271	\$ 128,036	\$ 135,177	\$ 142,714	\$ 150,670	\$ 154,825	\$ 159,084	\$ 163,448	\$ 167,937

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Appendix A

Operative on January 1, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
5371	HR	\$ 53.71	\$ 55.19	\$ 56.70	\$ 58.26	\$ 61.51	\$ 64.94	\$ 68.55	\$ 72.38	\$ 74.37	\$ 76.42	\$ 78.52	\$ 80.68
	BW	\$ 4,296.80	\$ 4,415.20	\$ 4,536.00	\$ 4,660.80	\$ 4,920.80	\$ 5,195.20	\$ 5,484.00	\$ 5,790.40	\$ 5,949.60	\$ 6,113.60	\$ 6,281.60	\$ 6,454.40
	YR	\$ 112,146	\$ 115,236	\$ 118,389	\$ 121,646	\$ 128,432	\$ 135,594	\$ 143,132	\$ 151,129	\$ 155,284	\$ 159,564	\$ 163,949	\$ 168,459
5381	HR	\$ 53.81	\$ 55.29	\$ 56.81	\$ 58.37	\$ 61.63	\$ 65.06	\$ 68.69	\$ 72.52	\$ 74.52	\$ 76.57	\$ 78.67	\$ 80.83
	BW	\$ 4,304.80	\$ 4,423.20	\$ 4,544.80	\$ 4,669.60	\$ 4,930.40	\$ 5,204.80	\$ 5,495.20	\$ 5,801.60	\$ 5,961.60	\$ 6,125.60	\$ 6,293.60	\$ 6,466.40
	YR	\$ 112,355	\$ 115,445	\$ 118,619	\$ 121,876	\$ 128,683	\$ 135,845	\$ 143,424	\$ 151,421	\$ 155,597	\$ 159,878	\$ 164,262	\$ 168,773
5386	HR	\$ 53.86	\$ 55.34	\$ 56.86	\$ 58.42	\$ 61.68	\$ 65.12	\$ 68.75	\$ 72.58	\$ 74.58	\$ 76.63	\$ 78.74	\$ 80.91
	BW	\$ 4,308.80	\$ 4,427.20	\$ 4,548.80	\$ 4,673.60	\$ 4,934.40	\$ 5,209.60	\$ 5,500.00	\$ 5,806.40	\$ 5,966.40	\$ 6,130.40	\$ 6,299.20	\$ 6,472.80
	YR	\$ 112,459	\$ 115,549	\$ 118,723	\$ 121,980	\$ 128,787	\$ 135,970	\$ 143,550	\$ 151,547	\$ 155,723	\$ 160,003	\$ 164,409	\$ 168,940
5394	HR	\$ 53.94	\$ 55.42	\$ 56.95	\$ 58.52	\$ 61.78	\$ 65.23	\$ 68.86	\$ 72.71	\$ 74.71	\$ 76.76	\$ 78.88	\$ 81.05
	BW	\$ 4,315.20	\$ 4,433.60	\$ 4,556.00	\$ 4,681.60	\$ 4,942.40	\$ 5,218.40	\$ 5,508.80	\$ 5,816.80	\$ 5,976.80	\$ 6,140.80	\$ 6,310.40	\$ 6,484.00
	YR	\$ 112,626	\$ 115,716	\$ 118,911	\$ 122,189	\$ 128,996	\$ 136,200	\$ 143,779	\$ 151,818	\$ 155,994	\$ 160,274	\$ 164,701	\$ 169,232
5408	HR	\$ 54.08	\$ 55.57	\$ 57.10	\$ 58.67	\$ 61.94	\$ 65.39	\$ 69.04	\$ 72.89	\$ 74.90	\$ 76.96	\$ 79.08	\$ 81.25
	BW	\$ 4,326.40	\$ 4,445.60	\$ 4,568.00	\$ 4,693.60	\$ 4,955.20	\$ 5,231.20	\$ 5,523.20	\$ 5,831.20	\$ 5,992.00	\$ 6,156.80	\$ 6,326.40	\$ 6,500.00
	YR	\$ 112,919	\$ 116,030	\$ 119,224	\$ 122,502	\$ 129,330	\$ 136,534	\$ 144,155	\$ 152,194	\$ 156,391	\$ 160,692	\$ 165,119	\$ 169,650
5410	HR	\$ 54.10	\$ 55.59	\$ 57.12	\$ 58.69	\$ 61.96	\$ 65.41	\$ 69.06	\$ 72.91	\$ 74.92	\$ 76.98	\$ 79.10	\$ 81.28
	BW	\$ 4,328.00	\$ 4,447.20	\$ 4,569.60	\$ 4,695.20	\$ 4,956.80	\$ 5,232.80	\$ 5,524.80	\$ 5,832.80	\$ 5,993.60	\$ 6,158.40	\$ 6,328.00	\$ 6,502.40
	YR	\$ 112,960	\$ 116,071	\$ 119,266	\$ 122,544	\$ 129,372	\$ 136,576	\$ 144,197	\$ 152,236	\$ 156,432	\$ 160,734	\$ 165,160	\$ 169,712
5411	HR	\$ 54.11	\$ 55.60	\$ 57.13	\$ 58.70	\$ 61.98	\$ 65.43	\$ 69.08	\$ 72.93	\$ 74.94	\$ 77.00	\$ 79.12	\$ 81.30
	BW	\$ 4,328.80	\$ 4,448.00	\$ 4,570.40	\$ 4,696.00	\$ 4,958.40	\$ 5,234.40	\$ 5,526.40	\$ 5,834.40	\$ 5,995.20	\$ 6,160.00	\$ 6,329.60	\$ 6,504.00
	YR	\$ 112,981	\$ 116,092	\$ 119,287	\$ 122,565	\$ 129,414	\$ 136,617	\$ 144,239	\$ 152,277	\$ 156,474	\$ 160,776	\$ 165,202	\$ 169,754
5425	HR	\$ 54.25	\$ 55.74	\$ 57.27	\$ 58.84	\$ 62.12	\$ 65.59	\$ 69.24	\$ 73.11	\$ 75.12	\$ 77.19	\$ 79.31	\$ 81.49
	BW	\$ 4,340.00	\$ 4,459.20	\$ 4,581.60	\$ 4,707.20	\$ 4,969.60	\$ 5,247.20	\$ 5,539.20	\$ 5,848.80	\$ 6,009.60	\$ 6,175.20	\$ 6,344.80	\$ 6,519.20
	YR	\$ 113,274	\$ 116,385	\$ 119,579	\$ 122,857	\$ 129,706	\$ 136,951	\$ 144,573	\$ 152,653	\$ 156,850	\$ 161,172	\$ 165,599	\$ 170,151
5432	HR	\$ 54.32	\$ 55.81	\$ 57.35	\$ 58.93	\$ 62.22	\$ 65.69	\$ 69.35	\$ 73.21	\$ 75.22	\$ 77.29	\$ 79.41	\$ 81.59
	BW	\$ 4,345.60	\$ 4,464.80	\$ 4,588.00	\$ 4,714.40	\$ 4,977.60	\$ 5,255.20	\$ 5,548.00	\$ 5,856.80	\$ 6,017.60	\$ 6,183.20	\$ 6,352.80	\$ 6,527.20
	YR	\$ 113,420	\$ 116,531	\$ 119,746	\$ 123,045	\$ 129,915	\$ 137,160	\$ 144,802	\$ 152,862	\$ 157,059	\$ 161,381	\$ 165,808	\$ 170,359
5463	HR	\$ 54.63	\$ 56.13	\$ 57.68	\$ 59.27	\$ 62.57	\$ 66.07	\$ 69.76	\$ 73.65	\$ 75.68	\$ 77.76	\$ 79.90	\$ 82.10
	BW	\$ 4,370.40	\$ 4,490.40	\$ 4,614.40	\$ 4,741.60	\$ 5,005.60	\$ 5,285.60	\$ 5,580.80	\$ 5,892.00	\$ 6,054.40	\$ 6,220.80	\$ 6,392.00	\$ 6,568.00
	YR	\$ 114,067	\$ 117,199	\$ 120,435	\$ 123,755	\$ 130,646	\$ 137,954	\$ 145,658	\$ 153,781	\$ 158,019	\$ 162,362	\$ 166,831	\$ 171,424
5481	HR	\$ 54.81	\$ 56.32	\$ 57.87	\$ 59.46	\$ 62.78	\$ 66.28	\$ 69.98	\$ 73.89	\$ 75.92	\$ 78.01	\$ 80.15	\$ 82.35
	BW	\$ 4,384.80	\$ 4,505.60	\$ 4,629.60	\$ 4,756.80	\$ 5,022.40	\$ 5,302.40	\$ 5,598.40	\$ 5,911.20	\$ 6,073.60	\$ 6,240.80	\$ 6,412.00	\$ 6,588.00
	YR	\$ 114,443	\$ 117,596	\$ 120,832	\$ 124,152	\$ 131,084	\$ 138,392	\$ 146,118	\$ 154,282	\$ 158,520	\$ 162,884	\$ 167,353	\$ 171,946
5523	HR	\$ 55.23	\$ 56.75	\$ 58.31	\$ 59.91	\$ 63.25	\$ 66.78	\$ 70.50	\$ 74.43	\$ 76.48	\$ 78.58	\$ 80.74	\$ 82.96
	BW	\$ 4,418.40	\$ 4,540.00	\$ 4,664.80	\$ 4,792.80	\$ 5,060.00	\$ 5,342.40	\$ 5,640.00	\$ 5,954.40	\$ 6,118.40	\$ 6,286.40	\$ 6,459.20	\$ 6,636.80
	YR	\$ 115,320	\$ 118,494	\$ 121,751	\$ 125,092	\$ 132,066	\$ 139,436	\$ 147,204	\$ 155,409	\$ 159,690	\$ 164,075	\$ 168,585	\$ 173,220

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Appendix A

Operative on January 1, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
5534	HR	\$ 55.34	\$ 56.86	\$ 58.43	\$ 60.04	\$ 63.39	\$ 66.92	\$ 70.65	\$ 74.59	\$ 76.64	\$ 78.75	\$ 80.91	\$ 83.14
	BW	\$ 4,427.20	\$ 4,548.80	\$ 4,674.40	\$ 4,803.20	\$ 5,071.20	\$ 5,353.60	\$ 5,652.00	\$ 5,967.20	\$ 6,131.20	\$ 6,300.00	\$ 6,472.80	\$ 6,651.20
	YR	\$ 115,549	\$ 118,723	\$ 122,001	\$ 125,363	\$ 132,358	\$ 139,728	\$ 147,517	\$ 155,743	\$ 160,024	\$ 164,430	\$ 168,940	\$ 173,596
5551	HR	\$ 55.51	\$ 57.04	\$ 58.61	\$ 60.22	\$ 63.58	\$ 67.13	\$ 70.87	\$ 74.82	\$ 76.88	\$ 78.99	\$ 81.17	\$ 83.40
	BW	\$ 4,440.80	\$ 4,563.20	\$ 4,688.80	\$ 4,817.60	\$ 5,086.40	\$ 5,370.40	\$ 5,669.60	\$ 5,985.60	\$ 6,150.40	\$ 6,319.20	\$ 6,493.60	\$ 6,672.00
	YR	\$ 115,904	\$ 119,099	\$ 122,377	\$ 125,739	\$ 132,755	\$ 140,167	\$ 147,976	\$ 156,224	\$ 160,525	\$ 164,931	\$ 169,482	\$ 174,139
5573	HR	\$ 55.73	\$ 57.26	\$ 58.84	\$ 60.46	\$ 63.83	\$ 67.38	\$ 71.14	\$ 75.11	\$ 77.18	\$ 79.30	\$ 81.48	\$ 83.72
	BW	\$ 4,458.40	\$ 4,580.80	\$ 4,707.20	\$ 4,836.80	\$ 5,106.40	\$ 5,390.40	\$ 5,691.20	\$ 6,008.80	\$ 6,174.40	\$ 6,344.00	\$ 6,518.40	\$ 6,697.60
	YR	\$ 116,364	\$ 119,558	\$ 122,857	\$ 126,240	\$ 133,277	\$ 140,689	\$ 148,540	\$ 156,829	\$ 161,151	\$ 165,578	\$ 170,130	\$ 174,807
5600	HR	\$ 56.00	\$ 57.54	\$ 59.12	\$ 60.75	\$ 64.14	\$ 67.71	\$ 71.48	\$ 75.47	\$ 77.55	\$ 79.68	\$ 81.87	\$ 84.12
	BW	\$ 4,480.00	\$ 4,603.20	\$ 4,729.60	\$ 4,860.00	\$ 5,131.20	\$ 5,416.80	\$ 5,718.40	\$ 6,037.60	\$ 6,204.00	\$ 6,374.40	\$ 6,549.60	\$ 6,729.60
	YR	\$ 116,928	\$ 120,143	\$ 123,442	\$ 126,846	\$ 133,924	\$ 141,378	\$ 149,250	\$ 157,581	\$ 161,924	\$ 166,371	\$ 170,944	\$ 175,642
5601	HR	\$ 56.01	\$ 57.55	\$ 59.13	\$ 60.76	\$ 64.15	\$ 67.72	\$ 71.49	\$ 75.48	\$ 77.56	\$ 79.69	\$ 81.88	\$ 84.13
	BW	\$ 4,480.80	\$ 4,604.00	\$ 4,730.40	\$ 4,860.80	\$ 5,132.00	\$ 5,417.60	\$ 5,719.20	\$ 6,038.40	\$ 6,204.80	\$ 6,375.20	\$ 6,550.40	\$ 6,730.40
	YR	\$ 116,948	\$ 120,164	\$ 123,463	\$ 126,866	\$ 133,945	\$ 141,399	\$ 149,271	\$ 157,602	\$ 161,945	\$ 166,392	\$ 170,965	\$ 175,663
5632	HR	\$ 56.32	\$ 57.87	\$ 59.46	\$ 61.10	\$ 64.51	\$ 68.10	\$ 71.90	\$ 75.91	\$ 78.00	\$ 80.15	\$ 82.35	\$ 84.61
	BW	\$ 4,505.60	\$ 4,629.60	\$ 4,756.80	\$ 4,888.00	\$ 5,160.80	\$ 5,448.00	\$ 5,752.00	\$ 6,072.80	\$ 6,240.00	\$ 6,412.00	\$ 6,588.00	\$ 6,768.80
	YR	\$ 117,596	\$ 120,832	\$ 124,152	\$ 127,576	\$ 134,696	\$ 142,192	\$ 150,127	\$ 158,500	\$ 162,864	\$ 167,353	\$ 171,946	\$ 176,665
5646	HR	\$ 56.46	\$ 58.01	\$ 59.61	\$ 61.25	\$ 64.66	\$ 68.27	\$ 72.07	\$ 76.09	\$ 78.18	\$ 80.33	\$ 82.54	\$ 84.81
	BW	\$ 4,516.80	\$ 4,640.80	\$ 4,768.80	\$ 4,900.00	\$ 5,172.80	\$ 5,461.60	\$ 5,765.60	\$ 6,087.20	\$ 6,254.40	\$ 6,426.40	\$ 6,603.20	\$ 6,784.80
	YR	\$ 117,888	\$ 121,124	\$ 124,465	\$ 127,890	\$ 135,010	\$ 142,547	\$ 150,482	\$ 158,875	\$ 163,239	\$ 167,729	\$ 172,343	\$ 177,083
5674	HR	\$ 56.74	\$ 58.30	\$ 59.90	\$ 61.55	\$ 64.98	\$ 68.61	\$ 72.43	\$ 76.47	\$ 78.57	\$ 80.73	\$ 82.95	\$ 85.23
	BW	\$ 4,539.20	\$ 4,664.00	\$ 4,792.00	\$ 4,924.00	\$ 5,198.40	\$ 5,488.80	\$ 5,794.40	\$ 6,117.60	\$ 6,285.60	\$ 6,458.40	\$ 6,636.00	\$ 6,818.40
	YR	\$ 118,473	\$ 121,730	\$ 125,071	\$ 128,516	\$ 135,678	\$ 143,257	\$ 151,233	\$ 159,669	\$ 164,054	\$ 168,564	\$ 173,199	\$ 177,960
5687	HR	\$ 56.87	\$ 58.43	\$ 60.04	\$ 61.69	\$ 65.13	\$ 68.76	\$ 72.59	\$ 76.64	\$ 78.75	\$ 80.92	\$ 83.14	\$ 85.43
	BW	\$ 4,549.60	\$ 4,674.40	\$ 4,803.20	\$ 4,935.20	\$ 5,210.40	\$ 5,500.80	\$ 5,807.20	\$ 6,131.20	\$ 6,300.00	\$ 6,473.60	\$ 6,651.20	\$ 6,834.40
	YR	\$ 118,744	\$ 122,001	\$ 125,363	\$ 128,808	\$ 135,991	\$ 143,570	\$ 151,567	\$ 160,024	\$ 164,430	\$ 168,960	\$ 173,596	\$ 178,377
5694	HR	\$ 56.94	\$ 58.51	\$ 60.11	\$ 61.76	\$ 65.21	\$ 68.84	\$ 72.69	\$ 76.73	\$ 78.84	\$ 81.01	\$ 83.24	\$ 85.53
	BW	\$ 4,555.20	\$ 4,680.80	\$ 4,808.80	\$ 4,940.80	\$ 5,216.80	\$ 5,507.20	\$ 5,815.20	\$ 6,138.40	\$ 6,307.20	\$ 6,480.80	\$ 6,659.20	\$ 6,842.40
	YR	\$ 118,890	\$ 122,168	\$ 125,509	\$ 128,954	\$ 136,158	\$ 143,737	\$ 151,776	\$ 160,212	\$ 164,617	\$ 169,148	\$ 173,805	\$ 178,586
5721	HR	\$ 57.21	\$ 58.78	\$ 60.40	\$ 62.06	\$ 65.52	\$ 69.18	\$ 73.03	\$ 77.10	\$ 79.22	\$ 81.40	\$ 83.64	\$ 85.94
	BW	\$ 4,576.80	\$ 4,702.40	\$ 4,832.00	\$ 4,964.80	\$ 5,241.60	\$ 5,534.40	\$ 5,842.40	\$ 6,168.00	\$ 6,337.60	\$ 6,512.00	\$ 6,691.20	\$ 6,875.20
	YR	\$ 119,454	\$ 122,732	\$ 126,115	\$ 129,581	\$ 136,805	\$ 144,447	\$ 152,486	\$ 160,984	\$ 165,411	\$ 169,963	\$ 174,640	\$ 179,442
5736	HR	\$ 57.36	\$ 58.94	\$ 60.56	\$ 62.23	\$ 65.70	\$ 69.37	\$ 73.23	\$ 77.31	\$ 79.44	\$ 81.62	\$ 83.87	\$ 86.18
	BW	\$ 4,588.80	\$ 4,715.20	\$ 4,844.80	\$ 4,978.40	\$ 5,256.00	\$ 5,549.60	\$ 5,858.40	\$ 6,184.80	\$ 6,355.20	\$ 6,529.60	\$ 6,709.60	\$ 6,894.40
	YR	\$ 119,767	\$ 123,066	\$ 126,449	\$ 129,936	\$ 137,181	\$ 144,844	\$ 152,904	\$ 161,423	\$ 165,870	\$ 170,422	\$ 175,120	\$ 179,943

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Appendix A

Operative on January 1, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
5738	HR	\$ 57.38	\$ 58.96	\$ 60.58	\$ 62.25	\$ 65.72	\$ 69.39	\$ 73.26	\$ 77.35	\$ 79.48	\$ 81.67	\$ 83.91	\$ 86.22
	BW	\$ 4,590.40	\$ 4,716.80	\$ 4,846.40	\$ 4,980.00	\$ 5,257.60	\$ 5,551.20	\$ 5,860.80	\$ 6,188.00	\$ 6,358.40	\$ 6,533.60	\$ 6,712.80	\$ 6,897.60
	YR	\$ 119,809	\$ 123,108	\$ 126,491	\$ 129,978	\$ 137,223	\$ 144,886	\$ 152,966	\$ 161,506	\$ 165,954	\$ 170,526	\$ 175,204	\$ 180,027
5751	HR	\$ 57.51	\$ 59.09	\$ 60.72	\$ 62.39	\$ 65.87	\$ 69.54	\$ 73.41	\$ 77.50	\$ 79.64	\$ 81.83	\$ 84.08	\$ 86.39
	BW	\$ 4,600.80	\$ 4,727.20	\$ 4,857.60	\$ 4,991.20	\$ 5,269.60	\$ 5,563.20	\$ 5,872.80	\$ 6,200.00	\$ 6,371.20	\$ 6,546.40	\$ 6,726.40	\$ 6,911.20
	YR	\$ 120,080	\$ 123,379	\$ 126,783	\$ 130,270	\$ 137,536	\$ 145,199	\$ 153,280	\$ 161,820	\$ 166,288	\$ 170,861	\$ 175,559	\$ 180,382
5778	HR	\$ 57.78	\$ 59.37	\$ 61.00	\$ 62.68	\$ 66.17	\$ 69.86	\$ 73.75	\$ 77.86	\$ 80.01	\$ 82.21	\$ 84.47	\$ 86.79
	BW	\$ 4,622.40	\$ 4,749.60	\$ 4,880.00	\$ 5,014.40	\$ 5,293.60	\$ 5,588.80	\$ 5,900.00	\$ 6,228.80	\$ 6,400.80	\$ 6,576.80	\$ 6,757.60	\$ 6,943.20
	YR	\$ 120,644	\$ 123,964	\$ 127,368	\$ 130,875	\$ 138,162	\$ 145,867	\$ 153,990	\$ 162,571	\$ 167,060	\$ 171,654	\$ 176,373	\$ 181,217
5800	HR	\$ 58.00	\$ 59.59	\$ 61.23	\$ 62.91	\$ 66.42	\$ 70.12	\$ 74.02	\$ 78.15	\$ 80.30	\$ 82.51	\$ 84.78	\$ 87.11
	BW	\$ 4,640.00	\$ 4,767.20	\$ 4,898.40	\$ 5,032.80	\$ 5,313.60	\$ 5,609.60	\$ 5,921.60	\$ 6,252.00	\$ 6,424.00	\$ 6,600.80	\$ 6,782.40	\$ 6,968.80
	YR	\$ 121,104	\$ 124,423	\$ 127,848	\$ 131,356	\$ 138,684	\$ 146,410	\$ 154,553	\$ 163,177	\$ 167,666	\$ 172,280	\$ 177,020	\$ 181,885
5848	HR	\$ 58.48	\$ 60.09	\$ 61.74	\$ 63.44	\$ 66.97	\$ 70.70	\$ 74.65	\$ 78.81	\$ 80.98	\$ 83.21	\$ 85.50	\$ 87.85
	BW	\$ 4,678.40	\$ 4,807.20	\$ 4,939.20	\$ 5,075.20	\$ 5,357.60	\$ 5,656.00	\$ 5,972.00	\$ 6,304.80	\$ 6,478.40	\$ 6,656.80	\$ 6,840.00	\$ 7,028.00
	YR	\$ 122,106	\$ 125,467	\$ 128,913	\$ 132,462	\$ 139,833	\$ 147,621	\$ 155,869	\$ 164,555	\$ 169,086	\$ 173,742	\$ 178,524	\$ 183,430
5852	HR	\$ 58.52	\$ 60.13	\$ 61.78	\$ 63.48	\$ 67.01	\$ 70.75	\$ 74.70	\$ 78.86	\$ 81.03	\$ 83.26	\$ 85.55	\$ 87.90
	BW	\$ 4,681.60	\$ 4,810.40	\$ 4,942.40	\$ 5,078.40	\$ 5,360.80	\$ 5,660.00	\$ 5,976.00	\$ 6,308.80	\$ 6,482.40	\$ 6,660.80	\$ 6,844.00	\$ 7,032.00
	YR	\$ 122,189	\$ 125,551	\$ 128,996	\$ 132,546	\$ 139,916	\$ 147,726	\$ 155,973	\$ 164,659	\$ 169,190	\$ 173,846	\$ 178,628	\$ 183,535
5876	HR	\$ 58.76	\$ 60.38	\$ 62.04	\$ 63.75	\$ 67.30	\$ 71.05	\$ 75.02	\$ 79.20	\$ 81.38	\$ 83.62	\$ 85.92	\$ 88.28
	BW	\$ 4,700.80	\$ 4,830.40	\$ 4,963.20	\$ 5,100.00	\$ 5,384.00	\$ 5,684.00	\$ 6,001.60	\$ 6,336.00	\$ 6,510.40	\$ 6,689.60	\$ 6,873.60	\$ 7,062.40
	YR	\$ 122,690	\$ 126,073	\$ 129,539	\$ 133,110	\$ 140,522	\$ 148,352	\$ 156,641	\$ 165,369	\$ 169,921	\$ 174,598	\$ 179,400	\$ 184,328
5887	HR	\$ 58.87	\$ 60.49	\$ 62.15	\$ 63.86	\$ 67.42	\$ 71.19	\$ 75.15	\$ 79.34	\$ 81.53	\$ 83.77	\$ 86.08	\$ 88.45
	BW	\$ 4,709.60	\$ 4,839.20	\$ 4,972.00	\$ 5,108.80	\$ 5,393.60	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,522.40	\$ 6,701.60	\$ 6,886.40	\$ 7,076.00
	YR	\$ 122,920	\$ 126,303	\$ 129,769	\$ 133,339	\$ 140,772	\$ 148,644	\$ 156,913	\$ 165,661	\$ 170,234	\$ 174,911	\$ 179,735	\$ 184,683
5910	HR	\$ 59.10	\$ 60.73	\$ 62.40	\$ 64.12	\$ 67.69	\$ 71.46	\$ 75.45	\$ 79.65	\$ 81.84	\$ 84.09	\$ 86.40	\$ 88.78
	BW	\$ 4,728.00	\$ 4,858.40	\$ 4,992.00	\$ 5,129.60	\$ 5,415.20	\$ 5,716.80	\$ 6,036.00	\$ 6,372.00	\$ 6,547.20	\$ 6,727.20	\$ 6,912.00	\$ 7,102.40
	YR	\$ 123,400	\$ 126,804	\$ 130,291	\$ 133,882	\$ 141,336	\$ 149,208	\$ 157,539	\$ 166,309	\$ 170,881	\$ 175,579	\$ 180,403	\$ 185,372
5994	HR	\$ 59.94	\$ 61.59	\$ 63.28	\$ 65.02	\$ 68.65	\$ 72.48	\$ 76.52	\$ 80.78	\$ 83.00	\$ 85.28	\$ 87.63	\$ 90.04
	BW	\$ 4,795.20	\$ 4,927.20	\$ 5,062.40	\$ 5,201.60	\$ 5,492.00	\$ 5,798.40	\$ 6,121.60	\$ 6,462.40	\$ 6,640.00	\$ 6,822.40	\$ 7,010.40	\$ 7,203.20
	YR	\$ 125,154	\$ 128,599	\$ 132,128	\$ 135,761	\$ 143,341	\$ 151,338	\$ 159,773	\$ 168,668	\$ 173,304	\$ 178,064	\$ 182,971	\$ 188,003
6022	HR	\$ 60.22	\$ 61.88	\$ 63.58	\$ 65.33	\$ 68.97	\$ 72.81	\$ 76.87	\$ 81.15	\$ 83.38	\$ 85.67	\$ 88.03	\$ 90.45
	BW	\$ 4,817.60	\$ 4,950.40	\$ 5,086.40	\$ 5,226.40	\$ 5,517.60	\$ 5,824.80	\$ 6,149.60	\$ 6,492.00	\$ 6,670.40	\$ 6,853.60	\$ 7,042.40	\$ 7,236.00
	YR	\$ 125,739	\$ 129,205	\$ 132,755	\$ 136,409	\$ 144,009	\$ 152,027	\$ 160,504	\$ 169,441	\$ 174,097	\$ 178,878	\$ 183,806	\$ 188,859
6095	HR	\$ 60.95	\$ 62.63	\$ 64.35	\$ 66.12	\$ 69.81	\$ 73.70	\$ 77.81	\$ 82.15	\$ 84.41	\$ 86.73	\$ 89.12	\$ 91.57
	BW	\$ 4,876.00	\$ 5,010.40	\$ 5,148.00	\$ 5,289.60	\$ 5,584.80	\$ 5,896.00	\$ 6,224.80	\$ 6,572.00	\$ 6,752.80	\$ 6,938.40	\$ 7,129.60	\$ 7,325.60
	YR	\$ 127,263	\$ 130,771	\$ 134,362	\$ 138,058	\$ 145,763	\$ 153,885	\$ 162,467	\$ 171,529	\$ 176,248	\$ 181,092	\$ 186,082	\$ 191,198

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Appendix A

Operative on January 1, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
6148	HR	\$ 61.48	\$ 63.17	\$ 64.91	\$ 66.70	\$ 70.41	\$ 74.34	\$ 78.48	\$ 82.86	\$ 85.14	\$ 87.48	\$ 89.89	\$ 92.36
	BW	\$ 4,918.40	\$ 5,053.60	\$ 5,192.80	\$ 5,336.00	\$ 5,632.80	\$ 5,947.20	\$ 6,278.40	\$ 6,628.80	\$ 6,811.20	\$ 6,998.40	\$ 7,191.20	\$ 7,388.80
	YR	\$ 128,370	\$ 131,898	\$ 135,532	\$ 139,269	\$ 147,016	\$ 155,221	\$ 163,866	\$ 173,011	\$ 177,772	\$ 182,658	\$ 187,690	\$ 192,847
6167	HR	\$ 61.67	\$ 63.37	\$ 65.11	\$ 66.90	\$ 70.63	\$ 74.57	\$ 78.73	\$ 83.11	\$ 85.40	\$ 87.75	\$ 90.16	\$ 92.64
	BW	\$ 4,933.60	\$ 5,069.60	\$ 5,208.80	\$ 5,352.00	\$ 5,650.40	\$ 5,965.60	\$ 6,298.40	\$ 6,648.80	\$ 6,832.00	\$ 7,020.00	\$ 7,212.80	\$ 7,411.20
	YR	\$ 128,766	\$ 132,316	\$ 135,949	\$ 139,687	\$ 147,475	\$ 155,702	\$ 164,388	\$ 173,533	\$ 178,315	\$ 183,222	\$ 188,254	\$ 193,432
6178	HR	\$ 61.78	\$ 63.48	\$ 65.22	\$ 67.01	\$ 70.75	\$ 74.70	\$ 78.86	\$ 83.26	\$ 85.55	\$ 87.90	\$ 90.32	\$ 92.80
	BW	\$ 4,942.40	\$ 5,078.40	\$ 5,217.60	\$ 5,360.80	\$ 5,660.00	\$ 5,976.00	\$ 6,308.80	\$ 6,660.80	\$ 6,844.00	\$ 7,032.00	\$ 7,225.60	\$ 7,424.00
	YR	\$ 128,996	\$ 132,546	\$ 136,179	\$ 139,916	\$ 147,726	\$ 155,973	\$ 164,659	\$ 173,846	\$ 178,628	\$ 183,535	\$ 188,588	\$ 193,766
6214	HR	\$ 62.14	\$ 63.85	\$ 65.60	\$ 67.40	\$ 71.16	\$ 75.13	\$ 79.32	\$ 83.74	\$ 86.04	\$ 88.41	\$ 90.84	\$ 93.34
	BW	\$ 4,971.20	\$ 5,108.00	\$ 5,248.00	\$ 5,392.00	\$ 5,692.80	\$ 6,010.40	\$ 6,345.60	\$ 6,699.20	\$ 6,883.20	\$ 7,072.80	\$ 7,267.20	\$ 7,467.20
	YR	\$ 129,748	\$ 133,318	\$ 136,972	\$ 140,731	\$ 148,582	\$ 156,871	\$ 165,620	\$ 174,849	\$ 179,651	\$ 184,600	\$ 189,673	\$ 194,893
6261	HR	\$ 62.61	\$ 64.33	\$ 66.10	\$ 67.92	\$ 71.71	\$ 75.71	\$ 79.93	\$ 84.39	\$ 86.71	\$ 89.09	\$ 91.54	\$ 94.06
	BW	\$ 5,008.80	\$ 5,146.40	\$ 5,288.00	\$ 5,433.60	\$ 5,736.80	\$ 6,056.80	\$ 6,394.40	\$ 6,751.20	\$ 6,936.80	\$ 7,127.20	\$ 7,323.20	\$ 7,524.80
	YR	\$ 130,729	\$ 134,321	\$ 138,016	\$ 141,816	\$ 149,730	\$ 158,082	\$ 166,893	\$ 176,206	\$ 181,050	\$ 186,019	\$ 191,135	\$ 196,397
6284	HR	\$ 62.84	\$ 64.57	\$ 66.34	\$ 68.16	\$ 71.97	\$ 75.98	\$ 80.22	\$ 84.69	\$ 87.02	\$ 89.41	\$ 91.87	\$ 94.40
	BW	\$ 5,027.20	\$ 5,165.60	\$ 5,307.20	\$ 5,452.80	\$ 5,757.60	\$ 6,078.40	\$ 6,417.60	\$ 6,775.20	\$ 6,961.60	\$ 7,152.80	\$ 7,349.60	\$ 7,552.00
	YR	\$ 131,209	\$ 134,822	\$ 138,517	\$ 142,318	\$ 150,273	\$ 158,646	\$ 167,499	\$ 176,832	\$ 181,697	\$ 186,688	\$ 191,824	\$ 197,107
6311	HR	\$ 63.11	\$ 64.85	\$ 66.63	\$ 68.46	\$ 72.28	\$ 76.31	\$ 80.57	\$ 85.06	\$ 87.40	\$ 89.80	\$ 92.27	\$ 94.81
	BW	\$ 5,048.80	\$ 5,188.00	\$ 5,330.40	\$ 5,476.80	\$ 5,782.40	\$ 6,104.80	\$ 6,445.60	\$ 6,804.80	\$ 6,992.00	\$ 7,184.00	\$ 7,381.60	\$ 7,584.80
	YR	\$ 131,773	\$ 135,406	\$ 139,123	\$ 142,944	\$ 150,920	\$ 159,335	\$ 168,230	\$ 177,605	\$ 182,491	\$ 187,502	\$ 192,659	\$ 197,963
6327	HR	\$ 63.27	\$ 65.01	\$ 66.80	\$ 68.64	\$ 72.46	\$ 76.50	\$ 80.76	\$ 85.26	\$ 87.61	\$ 90.02	\$ 92.49	\$ 95.03
	BW	\$ 5,061.60	\$ 5,200.80	\$ 5,344.00	\$ 5,491.20	\$ 5,796.80	\$ 6,120.00	\$ 6,460.80	\$ 6,820.80	\$ 7,008.80	\$ 7,201.60	\$ 7,399.20	\$ 7,602.40
	YR	\$ 132,107	\$ 135,740	\$ 139,478	\$ 143,320	\$ 151,296	\$ 159,732	\$ 168,626	\$ 178,022	\$ 182,929	\$ 187,961	\$ 193,119	\$ 198,422
6484	HR	\$ 64.84	\$ 66.62	\$ 68.46	\$ 70.34	\$ 74.27	\$ 78.41	\$ 82.78	\$ 87.39	\$ 89.79	\$ 92.26	\$ 94.80	\$ 97.41
	BW	\$ 5,187.20	\$ 5,329.60	\$ 5,476.80	\$ 5,627.20	\$ 5,941.60	\$ 6,272.80	\$ 6,622.40	\$ 6,991.20	\$ 7,183.20	\$ 7,380.80	\$ 7,584.00	\$ 7,792.80
	YR	\$ 135,385	\$ 139,102	\$ 142,944	\$ 146,869	\$ 155,075	\$ 163,720	\$ 172,844	\$ 182,470	\$ 187,481	\$ 192,638	\$ 197,942	\$ 203,392
6502	HR	\$ 65.02	\$ 66.81	\$ 68.65	\$ 70.54	\$ 74.47	\$ 78.62	\$ 83.01	\$ 87.64	\$ 90.05	\$ 92.53	\$ 95.07	\$ 97.68
	BW	\$ 5,201.60	\$ 5,344.80	\$ 5,492.00	\$ 5,643.20	\$ 5,957.60	\$ 6,289.60	\$ 6,640.80	\$ 7,011.20	\$ 7,204.00	\$ 7,402.40	\$ 7,605.60	\$ 7,814.40
	YR	\$ 135,761	\$ 139,499	\$ 143,341	\$ 147,287	\$ 155,493	\$ 164,158	\$ 173,324	\$ 182,992	\$ 188,024	\$ 193,202	\$ 198,506	\$ 203,955
6503	HR	\$ 65.03	\$ 66.82	\$ 68.66	\$ 70.55	\$ 74.48	\$ 78.63	\$ 83.02	\$ 87.66	\$ 90.07	\$ 92.55	\$ 95.09	\$ 97.70
	BW	\$ 5,202.40	\$ 5,345.60	\$ 5,492.80	\$ 5,644.00	\$ 5,958.40	\$ 6,290.40	\$ 6,641.60	\$ 7,012.80	\$ 7,205.60	\$ 7,404.00	\$ 7,607.20	\$ 7,816.00
	YR	\$ 135,782	\$ 139,520	\$ 143,362	\$ 147,308	\$ 155,514	\$ 164,179	\$ 173,345	\$ 183,034	\$ 188,066	\$ 193,244	\$ 198,547	\$ 203,997
6562	HR	\$ 65.62	\$ 67.42	\$ 69.28	\$ 71.19	\$ 75.15	\$ 79.34	\$ 83.77	\$ 88.45	\$ 90.88	\$ 93.38	\$ 95.95	\$ 98.59
	BW	\$ 5,249.60	\$ 5,393.60	\$ 5,542.40	\$ 5,695.20	\$ 6,012.00	\$ 6,347.20	\$ 6,701.60	\$ 7,076.00	\$ 7,270.40	\$ 7,470.40	\$ 7,676.00	\$ 7,887.20
	YR	\$ 137,014	\$ 140,772	\$ 144,656	\$ 148,644	\$ 156,913	\$ 165,661	\$ 174,911	\$ 184,683	\$ 189,757	\$ 194,977	\$ 200,343	\$ 205,855

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Range		1	2	3	4	5	6	7	8	9	10	11	12
6684	HR	\$ 66.84	\$ 68.68	\$ 70.57	\$ 72.51	\$ 76.55	\$ 80.81	\$ 85.32	\$ 90.08	\$ 92.56	\$ 95.11	\$ 97.72	\$ 100.41
	BW	\$ 5,347.20	\$ 5,494.40	\$ 5,645.60	\$ 5,800.80	\$ 6,124.00	\$ 6,464.80	\$ 6,825.60	\$ 7,206.40	\$ 7,404.80	\$ 7,608.80	\$ 7,817.60	\$ 8,032.80
	YR	\$ 139,561	\$ 143,403	\$ 147,350	\$ 151,400	\$ 159,836	\$ 168,731	\$ 178,148	\$ 188,087	\$ 193,265	\$ 198,589	\$ 204,039	\$ 209,656
6833	HR	\$ 68.33	\$ 70.21	\$ 72.14	\$ 74.12	\$ 78.25	\$ 82.62	\$ 87.22	\$ 92.08	\$ 94.62	\$ 97.22	\$ 99.90	\$ 102.65
	BW	\$ 5,466.40	\$ 5,616.80	\$ 5,771.20	\$ 5,929.60	\$ 6,260.00	\$ 6,609.60	\$ 6,977.60	\$ 7,366.40	\$ 7,569.60	\$ 7,777.60	\$ 7,992.00	\$ 8,212.00
	YR	\$ 142,673	\$ 146,598	\$ 150,628	\$ 154,762	\$ 163,386	\$ 172,510	\$ 182,115	\$ 192,263	\$ 197,566	\$ 202,995	\$ 208,591	\$ 214,333
6847	HR	\$ 68.47	\$ 70.35	\$ 72.29	\$ 74.28	\$ 78.42	\$ 82.80	\$ 87.41	\$ 92.28	\$ 94.82	\$ 97.43	\$ 100.11	\$ 102.86
	BW	\$ 5,477.60	\$ 5,628.00	\$ 5,783.20	\$ 5,942.40	\$ 6,273.60	\$ 6,624.00	\$ 6,992.80	\$ 7,382.40	\$ 7,585.60	\$ 7,794.40	\$ 8,008.80	\$ 8,228.80
	YR	\$ 142,965	\$ 146,890	\$ 150,941	\$ 155,096	\$ 163,740	\$ 172,886	\$ 182,512	\$ 192,680	\$ 197,984	\$ 203,433	\$ 209,029	\$ 214,771
6848	HR	\$ 68.48	\$ 70.36	\$ 72.30	\$ 74.29	\$ 78.43	\$ 82.81	\$ 87.42	\$ 92.29	\$ 94.83	\$ 97.44	\$ 100.12	\$ 102.87
	BW	\$ 5,478.40	\$ 5,628.80	\$ 5,784.00	\$ 5,943.20	\$ 6,274.40	\$ 6,624.80	\$ 6,993.60	\$ 7,383.20	\$ 7,586.40	\$ 7,795.20	\$ 8,009.60	\$ 8,229.60
	YR	\$ 142,986	\$ 146,911	\$ 150,962	\$ 155,117	\$ 163,761	\$ 172,907	\$ 182,532	\$ 192,701	\$ 198,005	\$ 203,454	\$ 209,050	\$ 214,792
6856	HR	\$ 68.56	\$ 70.45	\$ 72.38	\$ 74.37	\$ 78.52	\$ 82.90	\$ 87.52	\$ 92.40	\$ 94.94	\$ 97.55	\$ 100.23	\$ 102.99
	BW	\$ 5,484.80	\$ 5,636.00	\$ 5,790.40	\$ 5,949.60	\$ 6,281.60	\$ 6,632.00	\$ 7,001.60	\$ 7,392.00	\$ 7,595.20	\$ 7,804.00	\$ 8,018.40	\$ 8,239.20
	YR	\$ 143,153	\$ 147,099	\$ 151,129	\$ 155,284	\$ 163,949	\$ 173,095	\$ 182,741	\$ 192,931	\$ 198,234	\$ 203,684	\$ 209,280	\$ 215,043
6858	HR	\$ 68.58	\$ 70.47	\$ 72.40	\$ 74.39	\$ 78.54	\$ 82.92	\$ 87.54	\$ 92.42	\$ 94.97	\$ 97.58	\$ 100.27	\$ 103.03
	BW	\$ 5,486.40	\$ 5,637.60	\$ 5,792.00	\$ 5,951.20	\$ 6,283.20	\$ 6,633.60	\$ 7,003.20	\$ 7,393.60	\$ 7,597.60	\$ 7,806.40	\$ 8,021.60	\$ 8,242.40
	YR	\$ 143,195	\$ 147,141	\$ 151,171	\$ 155,326	\$ 163,991	\$ 173,136	\$ 182,783	\$ 192,972	\$ 198,297	\$ 203,747	\$ 209,363	\$ 215,126
6864	HR	\$ 68.64	\$ 70.53	\$ 72.47	\$ 74.46	\$ 78.61	\$ 83.00	\$ 87.63	\$ 92.51	\$ 95.05	\$ 97.66	\$ 100.35	\$ 103.11
	BW	\$ 5,491.20	\$ 5,642.40	\$ 5,797.60	\$ 5,956.80	\$ 6,288.80	\$ 6,640.00	\$ 7,010.40	\$ 7,400.80	\$ 7,604.00	\$ 7,812.80	\$ 8,028.00	\$ 8,248.80
	YR	\$ 143,320	\$ 147,266	\$ 151,317	\$ 155,472	\$ 164,137	\$ 173,304	\$ 182,971	\$ 193,160	\$ 198,464	\$ 203,914	\$ 209,530	\$ 215,293
6910	HR	\$ 69.10	\$ 71.00	\$ 72.95	\$ 74.96	\$ 79.14	\$ 83.55	\$ 88.20	\$ 93.12	\$ 95.68	\$ 98.31	\$ 101.01	\$ 103.79
	BW	\$ 5,528.00	\$ 5,680.00	\$ 5,836.00	\$ 5,996.80	\$ 6,331.20	\$ 6,684.00	\$ 7,056.00	\$ 7,449.60	\$ 7,654.40	\$ 7,864.80	\$ 8,080.80	\$ 8,303.20
	YR	\$ 144,280	\$ 148,248	\$ 152,319	\$ 156,516	\$ 165,244	\$ 174,452	\$ 184,161	\$ 194,434	\$ 199,779	\$ 205,271	\$ 210,908	\$ 216,713
6994	HR	\$ 69.94	\$ 71.86	\$ 73.84	\$ 75.87	\$ 80.10	\$ 84.57	\$ 89.29	\$ 94.27	\$ 96.87	\$ 99.53	\$ 102.27	\$ 105.08
	BW	\$ 5,595.20	\$ 5,748.80	\$ 5,907.20	\$ 6,069.60	\$ 6,408.00	\$ 6,765.60	\$ 7,143.20	\$ 7,541.60	\$ 7,749.60	\$ 7,962.40	\$ 8,181.60	\$ 8,406.40
	YR	\$ 146,034	\$ 150,043	\$ 154,177	\$ 158,416	\$ 167,248	\$ 176,582	\$ 186,437	\$ 196,835	\$ 202,264	\$ 207,818	\$ 213,539	\$ 219,407
7045	HR	\$ 70.45	\$ 72.39	\$ 74.38	\$ 76.43	\$ 80.69	\$ 85.19	\$ 89.94	\$ 94.95	\$ 97.56	\$ 100.24	\$ 103.00	\$ 105.83
	BW	\$ 5,636.00	\$ 5,791.20	\$ 5,950.40	\$ 6,114.40	\$ 6,455.20	\$ 6,815.20	\$ 7,195.20	\$ 7,596.00	\$ 7,804.80	\$ 8,019.20	\$ 8,240.00	\$ 8,466.40
	YR	\$ 147,099	\$ 151,150	\$ 155,305	\$ 159,585	\$ 168,480	\$ 177,876	\$ 187,794	\$ 198,255	\$ 203,705	\$ 209,301	\$ 215,064	\$ 220,973
7087	HR	\$ 70.87	\$ 72.82	\$ 74.82	\$ 76.88	\$ 81.16	\$ 85.68	\$ 90.46	\$ 95.51	\$ 98.13	\$ 100.83	\$ 103.60	\$ 106.45
	BW	\$ 5,669.60	\$ 5,825.60	\$ 5,985.60	\$ 6,150.40	\$ 6,492.80	\$ 6,854.40	\$ 7,236.80	\$ 7,640.80	\$ 7,850.40	\$ 8,066.40	\$ 8,288.00	\$ 8,516.00
	YR	\$ 147,976	\$ 152,048	\$ 156,224	\$ 160,525	\$ 169,462	\$ 178,899	\$ 188,880	\$ 199,424	\$ 204,895	\$ 210,533	\$ 216,316	\$ 222,267
7127	HR	\$ 71.27	\$ 73.23	\$ 75.24	\$ 77.31	\$ 81.62	\$ 86.18	\$ 90.99	\$ 96.06	\$ 98.70	\$ 101.41	\$ 104.20	\$ 107.07
	BW	\$ 5,701.60	\$ 5,858.40	\$ 6,019.20	\$ 6,184.80	\$ 6,529.60	\$ 6,894.40	\$ 7,279.20	\$ 7,684.80	\$ 7,896.00	\$ 8,112.80	\$ 8,336.00	\$ 8,565.60
	YR	\$ 148,811	\$ 152,904	\$ 157,101	\$ 161,423	\$ 170,422	\$ 179,943	\$ 189,987	\$ 200,573	\$ 206,085	\$ 211,744	\$ 217,569	\$ 223,562

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Range		1	2	3	4	5	6	7	8	9	10	11	12
7141	HR	\$ 71.41	\$ 73.37	\$ 75.39	\$ 77.46	\$ 81.78	\$ 86.34	\$ 91.16	\$ 96.25	\$ 98.89	\$ 101.61	\$ 104.40	\$ 107.27
	BW	\$ 5,712.80	\$ 5,869.60	\$ 6,031.20	\$ 6,196.80	\$ 6,542.40	\$ 6,907.20	\$ 7,292.80	\$ 7,700.00	\$ 7,911.20	\$ 8,128.80	\$ 8,352.00	\$ 8,581.60
	YR	\$ 149,104	\$ 153,196	\$ 157,414	\$ 161,736	\$ 170,756	\$ 180,277	\$ 190,342	\$ 200,970	\$ 206,482	\$ 212,161	\$ 217,987	\$ 223,979
7163	HR	\$ 71.63	\$ 73.60	\$ 75.62	\$ 77.70	\$ 82.04	\$ 86.61	\$ 91.44	\$ 96.53	\$ 99.19	\$ 101.92	\$ 104.72	\$ 107.60
	BW	\$ 5,730.40	\$ 5,888.00	\$ 6,049.60	\$ 6,216.00	\$ 6,563.20	\$ 6,928.80	\$ 7,315.20	\$ 7,722.40	\$ 7,935.20	\$ 8,153.60	\$ 8,377.60	\$ 8,608.00
	YR	\$ 149,563	\$ 153,676	\$ 157,894	\$ 162,237	\$ 171,299	\$ 180,841	\$ 190,926	\$ 201,554	\$ 207,108	\$ 212,808	\$ 218,655	\$ 224,668
7197	HR	\$ 71.97	\$ 73.95	\$ 75.98	\$ 78.07	\$ 82.43	\$ 87.02	\$ 91.87	\$ 97.00	\$ 99.66	\$ 102.40	\$ 105.22	\$ 108.11
	BW	\$ 5,757.60	\$ 5,916.00	\$ 6,078.40	\$ 6,245.60	\$ 6,594.40	\$ 6,961.60	\$ 7,349.60	\$ 7,760.00	\$ 7,972.80	\$ 8,192.00	\$ 8,417.60	\$ 8,648.80
	YR	\$ 150,273	\$ 154,407	\$ 158,646	\$ 163,010	\$ 172,113	\$ 181,697	\$ 191,824	\$ 202,536	\$ 208,090	\$ 213,811	\$ 219,699	\$ 225,733
7206	HR	\$ 72.06	\$ 74.04	\$ 76.08	\$ 78.17	\$ 82.53	\$ 87.13	\$ 91.99	\$ 97.12	\$ 99.79	\$ 102.53	\$ 105.35	\$ 108.25
	BW	\$ 5,764.80	\$ 5,923.20	\$ 6,086.40	\$ 6,253.60	\$ 6,602.40	\$ 6,970.40	\$ 7,359.20	\$ 7,769.60	\$ 7,983.20	\$ 8,202.40	\$ 8,428.00	\$ 8,660.00
	YR	\$ 150,461	\$ 154,595	\$ 158,855	\$ 163,218	\$ 172,322	\$ 181,927	\$ 192,075	\$ 202,786	\$ 208,361	\$ 214,082	\$ 219,970	\$ 226,026

APPENDIX H SALARY NOTES

- Note 1: One person employed in the class of Port Marketing Manager (Code 1781), when assigned to manage rail and transportation projects for the Harbor Department, shall receive salary at the fifth premium level rate above the appropriate step rate of the salary range prescribed for the class. Additional compensation is pensionable.
- Note 2: Notwithstanding any other provision of this MOU or the Los Angeles Administrative Code to the contrary, employees in the class of Chief of Operations II (Code 7258-2) working as a Duty Manager, Convention Center Building Superintendent I (Code 3330-1) and Street Services Superintendent II (Code 4158-2) shall, unless specific authority is made, be compensated time off at the rate of time and one-half (1½) for each hour of overtime worked; where cash payment is authorized the rate of pay shall be one and one-half (1½) times the employee's regular rate of compensation. Effective the first full pay period after Council adoption, any employee in the class of Chief of Operations II (Code 7258-2) working as a Duty Manager, shall be eligible for the additional compensation listed in this Note.
- Note 3: Upon approval of the City Engineer, any person employed in the class of Deputy City Engineer I (Code 9490-1) may receive salary up to the fifth premium level rate above the appropriate step rate of the salary range prescribed for this class. Upon the approval of the City Engineer, any person employed in the class of Deputy City Engineer II (Code 9490-2) may receive salary up to the fourth premium level rate above the appropriate step rate of the salary range prescribed for this class. Additional compensation is pensionable.
- Note 4: The City Engineer may authorize payment of relocation expenses up to \$10,000 and temporary housing expenses up to \$3,000 for individuals whose initial appointment to the City is to the class of Deputy City Engineer I or II (Code 9490-1 or -2), or Principal Architect (Code 7928).
- Note 5: Compensation for employees occupying a position designated by the City as a Project Manager I performing engineering, architecture or landscape architecture related duties shall be at the following range:

Effective Date:
January 1, 2023

Salary Range:
5180 (12)

- Note 6: Additional compensation is pensionable.
Compensation for employees occupying a position designated by the City as a Project Manager II performing engineering, architecture or landscape architecture related duties shall be at the following range:

Effective Date:
January 1, 2023

Salary Range:
5994 (12)

Additional compensation is pensionable.

Note 7: Compensation for employees occupying a position designated by the City as a Project Manager III performing engineering, architecture or landscape architecture related duties shall be at the following range:

Effective Date:
January 1, 2023

Salary Range:
6848 (12)

Additional compensation is pensionable.

Note 8: One employee in the class of Traffic Manager (Code 0803), when assigned to manage the Property Management Division may be compensated at the appropriate step rate of the salary range for Chief Financial Officer (Code 9230). Additional compensation is pensionable.

Note 9: Whenever an employee in the class Chief Port Pilot (Code 5154) is required to return to duty following the termination of the employee's work shift and departure from the work location, such employee shall receive compensation in accordance with that provided in the Port Pilot Unit, at the overtime pay of Port Pilot II, fifth step. Additional compensation is pensionable.

Note 10: On a biweekly basis, a pension-based Efficiency Incentive will be paid to each Chief Port Pilot (Code 5154) and Pilot Service Manager (Code 5153) who is on active payroll status during the biweekly payroll period. The amount of the Efficiency Incentive to be paid during each payroll period will be the same biweekly amount paid to employees in the class of Port Pilot II, and will be based on the formula contained in Article 44, Efficiency Incentive, of MOU 26 (Port Pilots).

Note 11: The salary range for the class of Chief Port Pilot II (Code 5154-2) shall be 15.3% above the prescribed salary range for the class of Port Pilot II (Code 5151-2), based on a comparison at the highest base hourly rate. The salary range for the class of Pilot Service Manager (Code 5153) shall be 5.5% above the prescribed salary range for the class of Chief Port Pilot II (Code 5154-2), based on a comparison at the highest base hourly rate. Additional compensation is pensionable.

- Note 12: One person employed in the class as Associate Zoning Administrator (Code 7998), when employed as the Associate Zoning Administrator-Deputy Advisory Agency shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class. Additional compensation is pensionable.
- Note 13: One employee in the class of Sanitation Wastewater Manager III (Code 4128-3) when assigned by the Director Bureau of Sanitation to be the Plant Manager of the Hyperion Treatment Plant and oversee all operations of the Plant, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade. Additional compensation is pensionable.
- Note 14: One employee in the class of Public Information Director II (Code 1800-2) in the Police Department, shall receive salary at the sixth premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade. Additional compensation is pensionable.
- Note 15: One Principal Civil Engineer (Code 9489) when assigned to supervise the Structural Division in the Bureau of Engineering, Department of Public Works, shall receive salary at the second premium level rate above the appropriate step rate of the salary prescribed for that class. Additional compensation is pensionable.
- Note 16: Effective January 1, 2008, any full-time employee hired as a Chief Veterinarian (Code 2360) in the Department of Animal Services shall, upon completion of six (6) months of successful City service, receive a one-time, lump sum payment of \$1,000.00.

Effective January 1, 2008, any full-time employee in the class Chief Veterinarian (Code 2360) employed in the Department of Animal Services who has completed two (2) years of successful City service from the date of their initial hire into the class of Chief Veterinarian shall receive a one-time, lump sum payment of \$4,000.00. If an employee separates from City service within six (6) months of the date of receipt of this payment, the entire \$4,000.00 amount shall be repaid to the City. If separation of service occurs six (6) months to twelve (12) months following the date of receipt of the payment, then \$2,000.00 shall be repaid to the City. An employee who remains employed in the class of Chief Veterinarian twelve (12) months or more following receipt of the payment shall be entitled to the full amount, without a repayment obligation upon separation from City service.

An employee who receives the \$4,000.00 payment shall execute an agreement to allow the City Controller to recover this payment as described in this Note.

Additional compensation above is not pensionable.

- Note 17: One employee in the class of Chief Information Officer (Code 9374) in the Police Department, shall receive salary at the fourth premium level rate above the appropriate step rate of the salary range prescribed for the class and paygrade, when assigned as the Public Safety Information Officer. Additional compensation is pensionable.
- Note 18: Notwithstanding any other ordinance provisions, the City Controller may authorize from one (1) to four (4) premium level bonuses (2.75% of base pay per premium level) for an employee in the class of Director of Financial Analysis and Reporting (Code 1608), and/or Director of Auditing (Code 1607), and/or Principal Deputy Controller (Code 9653), provided that the cumulative amount of these bonuses for all three positions shall not exceed four premium levels (11%). Additional compensation is pensionable.
- Note 19: Effective July 1, 2018, employee, John Kostrencich, while employed in the class of Chief Construction Inspector (Code 7296) at the Harbor Department, shall receive a pensionable bi-weekly cash bonus of two hundred and fifty dollars (\$250.00).
- Note 20: Employees in the classifications of Sanitation Wastewater Manager (Code 4128), Solid Resources Manager (Code 4126), and Chief of Operations, when assigned as a Duty Manager (Code 7258) when assigned to oversee a 24/7 operation and authorized to submit legal reports to regulatory agencies, shall receive salary at the second premium level rate above the appropriate step rate of the salary range prescribed for the class and pay grade. Additional compensation is pensionable when regularly assigned. Effective the first full pay period after Council adoption, any employee in the classes of Solid Resources Manager (Code 4126) or Chief of Operations II (Code 7258-2) working as a Duty Manager, shall be eligible for the additional compensation listed in this Note.
- Note 21: Effective the first full pay period after Council adoption, an employee in the class of Chief Veterinarian (Code 2360) who is employed by the Zoo Department and who has earned and maintains a Diplomate certification from the American College of Zoological Medicine shall receive additional biweekly compensation in the amount of \$500.00. This additional compensation shall be pensionable.
- Note 22: Effective the first full pay period after Council adoption, any employee in the class of Chief Construction Inspector (Code 7296), when employed by the Los Angeles World Airports, shall receive salary 15% above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.

- Note 23: Effective the first full pay period after Council adoption, one employee in the class of Director of Airports Administration (Code 9302) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 24: Effective the first full pay period after Council adoption, any employee in the class of Harbor Public and Community Relations Director (Code 9480) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 25: Effective the first full pay period after Council adoption, one employee in the class of Property Manager IV (Code 1964-4), when employed by the Harbor Department, shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 26: Effective the first full pay period after Council adoption, one employee in the class of Workers' Compensation Administrator I (Code 1766-1) shall receive salary at the second premium level rate above the appropriate step on the salary range prescribed for the class. Additional compensation is pensionable.
- Note 27: Effective the first full pay period after Council adoption, upon approval of the Director Bureau of Sanitation, any person employed in the classes of Assistant Director Bureau of Sanitation (Code 7255), Hyperion Treatment Plant Manager (Code 4130), Chief Financial Officer, Bureau of Sanitation (Code 9230), may receive salary up to the fifth premium level rate above the appropriate step rate of the salary range prescribed for this class. Additional compensation is pensionable.
- Note 28: Effective the first full pay period after Council adoption, any bargaining unit member designated as the Budget Director by the Mayor's Office may receive salary up to the fourth premium level rate above the employee's appropriate step rate of the salary range prescribed for their classification. Only one employee shall be eligible to receive this additional compensation at any given time. Additional compensation is pensionable.
- Note 29: Effective January 1, 2023, notwithstanding any other ordinance provisions, the Director of Finance may authorize from one (1) to four (4) premium level bonuses (2.75% of base pay per premium level) for any employee in the class of Assistant Director of Finance, Code 9651, provided that the cumulative amount of these bonuses for all Assistant Director of Finance positions shall not exceed four premium levels (11%). Additional compensation is pensionable.

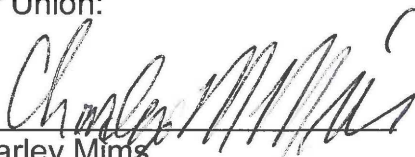
Note 30: Effective January 1, 2023, any bargaining unit member while employed by the Office of the City Administrative Officer shall receive additional, regularly assigned compensation in the amount of two premium levels (5.5%) above the member's hourly base rate of pay. Additional compensation shall be an Adds To Rate and shall be pensionable.

Note 31: Effective January 1, 2023, any bargaining unit member while employed by the Office of the City Administrative Officer who is regularly assigned to work for the Homelessness Group shall receive additional, regularly assigned compensation in the amount of two premium levels (5.5%) above the member's hourly base rate of pay in addition to any other premium level compensation. Additional compensation shall be an Adds To Rate and shall be pensionable.

LETTER OF INTENT
MANAGEMENT EMPLOYEES UNIT
2015-2018 MEMORANDUM OF UNDERSTANDING
SALARY REVIEW

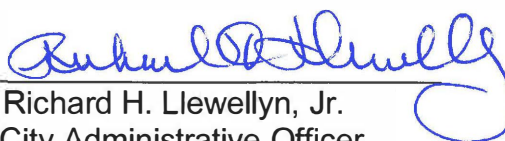
The undersigned parties agree that during the term of the 2018-21 MOU, the parties will meet and confer regarding the salary groupings proposed by the Association.

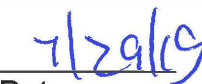
For Union:


Charley Mims
Executive Director, LAPMA


Date

For Management:


Richard H. Llewellyn, Jr.
City Administrative Officer


Date

LETTER OF INTENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

“CITY WORKER NEXT DOOR” PILOT PROGRAM

WHEREAS, the Parties recognize the increasing cost of purchasing homes within the Los Angeles City (City) limits; and,

WHEREAS, the Parties recognize the dual need for closing the homeownership affordability gap for City employees and encouraging City employees to live closer to their workplaces; and,

WHEREAS, the Parties recognize the need to involve various groups for a collaborative effort in exploring the feasibility of an Employer-sponsored and/or Joint Employer-Union sponsored mortgage benefit program;

THEREFORE, during the term of this MOU, the Parties agree to meet and discuss the feasibility of establishing an Employer-sponsored and/or Joint Employer-Union sponsored mortgage benefit program for City employees.


This Letter does not constitute or create, and shall not be deemed to constitute or create, any legally binding or enforceable obligation on the part of either party to establish the aforementioned program.

This Letter of Intent will expire one (1) year after the Parties' initial meeting.

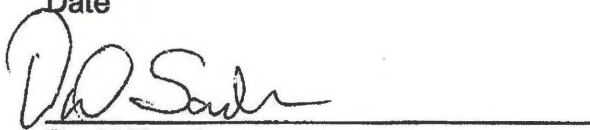
LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES


"CITY WORKER NEXT DOOR" PILOT PROGRAM

FOR THE COALITION:


Victor M. Gordo
LIUNA Local 777

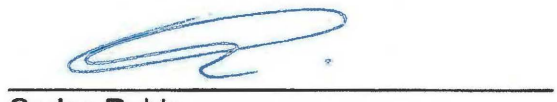
6/21/2019
Date


David Sanders
SEIU Local 721

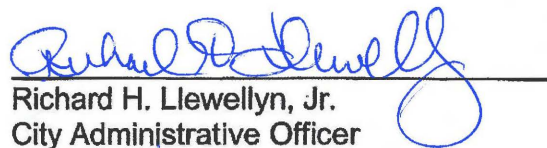

Chris Hannan, Council Representative
LA/OCBCTC


Gavin Koon, Business Representative
I.U.O.E. Local 501


Steve Koffroth
AFSCME District Council 36


Carlos Rubio
Teamsters Local 911

FOR THE CITY:


Richard H. Llewellyn, Jr.
City Administrative Officer

7/27/19
Date

Approved as to Form and Legality:


Office of the City Attorney

7/26/19
Date

LETTER OF AGREEMENT

BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND THE CITY OF LOS ANGELES

HEALTH CARE

Whereas, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") have partnered together over many years to address various crises that affected both parties, including but not limited to the financial crisis of 2008, pension reform, targeted local hiring, ADR/Workers' Compensation reform, revenue generation, loan and bond fee review, encumbrance review and redevelopment, health care plan design, and joint advocacy for third party benefits agreements.

Whereas, with each crisis, the Coalition and the City have worked together to solve these problems to everyone's benefits.

THEREFORE, THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The Parties will meet to discuss ways to reduce the City's health care expenditures with a goal of \$22 million by calendar year 2020.
2. The Parties will work together to impress upon health care corporations the importance of cost containment, including the need to constrain rates.
3. The Parties will meet as needed, but no less than twice each year until December 31, 2020.
4. These discussions will not modify the collective bargaining agreements, except by mutual consent of all the Parties.

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

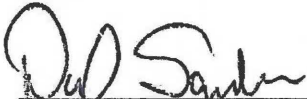
HEALTH CARE

FOR THE COALITION:


 FOR

Victor M. Gordo
LIUNA Local 777

6/21/2019
Date



David Sanders
SEIU Local 721




Chris Hannan, Council Representative
LA/OCBCTC



Gavin Koon, Business Representative
I.U.O.E. Local 501

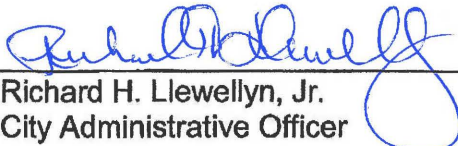


Steve Koffroth
AFSCME District Council 36



Carlos Rubio
Teamsters Local 911

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

7/27/19
Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19
Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

OUTSOURCING

WHEREAS, the Coalition of Los Angeles City Unions (Coalition) and the City of Los Angeles (City) agree that the issue of outsourcing of bargaining unit work should be the subject of a Letter of Agreement; and,

WHEREAS, the Parties added new language in the relevant Memoranda of Understanding effective December 13, 2015, that allows Unions to file grievances regarding Charter Section 1022 notifications and provides for an expedited informal arbitration,

THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The parties shall convene a working group to discuss deficiencies in the current contracting and reporting processes. These discussions and recommendation for improvement shall be considered in the Bureau of Contract Administration study provided for below.
2. The Mayor and Council shall direct the Bureau of Contract Administration with the assistance of the Department of General Services, Bureau of Engineering, and the City Administrative Officer to study and provide recommendations on best practices for municipal government contracting of services.
 - A. The Study shall be issued within 120 days of the adoption of the relevant MOUs. If additional time is needed to complete the report, the deadline may be extended by mutual agreement of the Parties.
 - B. The Study should include information on best practices and recommendations related to:
 1. Review of decisions to contract out
 2. Prescreening contractors for responsibility
 3. High standards for wages and benefits
 4. Incentives to raise wages and benefits above the legal floor
 5. Performance standards and measurement
 6. Strong post-award enforcement
 7. Increased data collection and transparency


8. Consistency of procedures applicable to departments outsourcing bargaining unit work (e.g. new contracts; extensions; amendments to existing contracts and the use of pre-qualified on-call/bench lists; and required information, including the nature of the work, duration, amount of work, estimated cost of contract, wage rates and benefits paid by contractor, expected overtime, local hiring, prior performance by contractor, record of compliance with applicable laws, performance standards, and reporting requirements).
- C. The Study shall be submitted to the Coalition for meet-and-consult with the City Administrative Officer prior to submission to the Mayor and relevant Council Committees for consideration and implementation.
3. The Mayor and Council will request that the Controller establish, maintain and make available to the public a central online database on City contracts covering bargaining unit work, beginning with the Bureaus of the Department of Public Works and the Departments of General Services, Transportation, Recreation and Parks, and all other departments, excluding the Department of Water and Power and the Housing Authority of the City of Los Angeles.
 4. The City shall propose amendments to the Public Infrastructure Stabilization Ordinance to expand the Department of Public Works Project Labor Agreement to all Council-controlled departments. Prior to proposing amendments, the City will negotiate in good faith the proposed amendments with the Los Angeles/Orange Counties Building and Construction Trades Council.

Upon completion of the above-listed actions, this Agreement shall sunset and become inoperative.

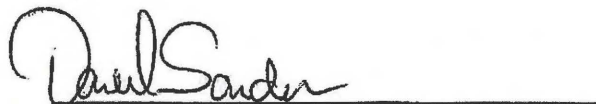
LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES


OUTSOURCING

FOR THE COALITION:


Victor M. Gordo
LIUNA Local 777


6/21/2019
Date


David Sanders
SEIU Local 721

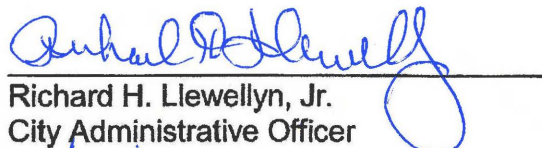

Chris Hannan, Council Representative
LA/OCBCTC


Gavin Koon, Business Representative
I.U.O.E. Local 501



Steve Koffroth
AFSCME District Council 36


Carlos Rubio
Teamsters Local 911

FOR THE CITY:


Richard H. Llewellyn, Jr.
City Administrative Officer
7/26/19
Date

Approved as to Form and Legality:

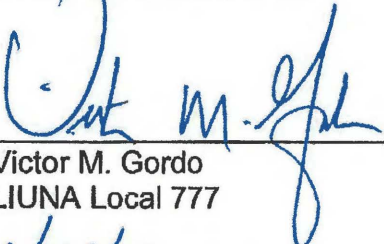

Office of the City Attorney
7/26/19
Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

PAID PARENTAL LEAVE PILOT PROGRAM

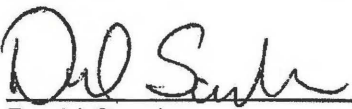
The parties agree to discuss a possible paid parental leave pilot program. The parties agree to begin this discussion within 45 days following City council adoption of the relevant Coalition MOUs or some other date mutually agreed upon by the parties.

FOR THE COALITION:




Victor M. Gordo
LIUNA Local 777
6/26/19

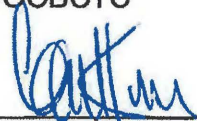
Date



David Sanders
SEIU Local 721




Chris Hannan, Council Representative
LA/OCBCTC



Gavin Koon, Business Representative
I.U.O.E. Local 501

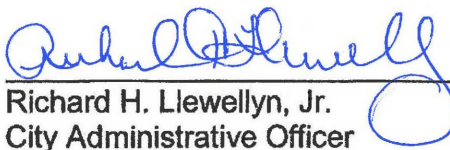


Steve Koffroth
AFSCME District Council 36



Carlos Rubio
Teamsters Local 911

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer
7/27/19

Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19

Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

PART-TIME EMPLOYMENT

WHEREAS, the Coalition of Los Angeles City Union (Coalition) and the City of Los Angeles (City) continue to engage in extensive discussions regarding the City's hiring and use of part-time (intermittent and half-time) employees; and,

WHEREAS, the Parties reaffirm that the use of intermittent employees should be limited to operational necessity where permanent full-time or half-time employment status is not feasible or regularly available, such as in emergencies, disasters or seasonal work; and,

WHEREAS, the City encourages and supports maximizing full-time hiring and scheduling.

THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The Parties reaffirm the MOU provision that intermittent part-time employees shall qualify for half-time status benefits, shall be certified to LACERS, and shall be eligible to receive pro-rated benefits as of their date of hire after 1,000 compensated hours in one service year.

Additionally, the Parties agree that intermittent employees who transition to half-time who have accrued Compensatory Personal Time Off (CPTO) and/or Paid Sick Leave in accordance with Section 4.110.1 of the Los Angeles Administrative Code shall be allowed to carry over into their 100% sick leave bank a maximum of 48 hours of unused CPTO , Paid Sick Leave, or any combination of such unused time upon their designation to half-time status. Any unused CPTO and/or Paid Sick Leave in excess of the 48 hours carried over shall be deemed waived and lost.

2. The parties shall convene a joint labor management committee to address part-time issues, including but not limited to: aligning contract language among the Coalition units, where applicable; assisting impacted City departments in identifying the best methods for using part-time employees; and addressing any possible misunderstandings about the available resources for part-time employees.
3. Agreed upon changes to existing MOU language shall be reflected in amendments to the relevant MOUs, where applicable. Additional provisions to the MOU shall be reflected in a side letter between the parties.

4. The City shall follow the provisions of Mayoral Executive Directive No. 15 that directs City departments to limit the use of intermittent employees to operational necessity and maximize opportunities for full-time employment.
5. The City Administrative Officer (CAO) and the Personnel Department shall conduct a joint audit to maximize support of full-time and appropriate part-time positions in Departments that use part-time employees. The Mayor shall determine the priority order of departments to be studied. These Audit Report findings will be presented to the Mayor, appropriate Council committee(s), and appropriate union(s) no later than 18 months after City Council adoption of the relevant MOUs.
6. The Parties shall explore and establish a mechanism(s) for assisting interested part-time employees in obtaining full-time employment with the City.
7. The Parties mutually agree upon a regular meeting schedule and shall begin meeting no later than 90 days after City Council adoption of the Coalition MOUs and continue meeting until June 30, 2021. Thereafter, the Parties may mutually determine if an additional meeting(s) is necessary.


LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

PART-TIME EMPLOYMENT

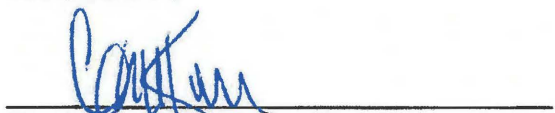
FOR THE COALITION:


Victor M. Gordo
LIUNA Local 777

6/21/2019
Date


David Sanders
SEIU Local 721

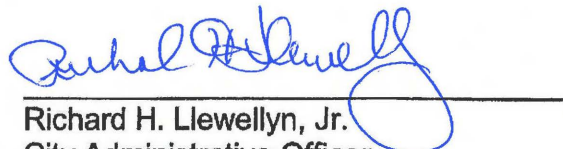

Chris Hannan, Council Representative
LA/OCBCTC


Gavin Koon, Business Representative
I.U.O.E. Local 501


Steve Koffroth
AFSCME District Council 36


Carlos Rubio
Teamsters Local 911

FOR THE CITY:


Richard H. Llewellyn, Jr.
City Administrative Officer

7/26/19
Date

Approved as to Form and Legality:


Office of the City Attorney

7/26/19
Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

REAFFIRMATION OF SETTLEMENT AGREEMENT

The Coalition of Los Angeles City Unions (Coalition), through constituent unions American Federation of State, County and Municipal Employees, District Council 36, Local 741, 901, 2006, 2626, 3090, and 3672; Service Employees International Union, Local 721; International Union of Operating Engineers, Local 501; Laborers International Union of North America, Local 777; Los Angeles and Orange Counties Building and Construction Trades Council; and International Brotherhood of Teamsters, Local 911, and the City of Los Angeles (City) hereby agrees as follows:

WHEREAS, the Coalition and City have engaged in meeting and conferring over successor Memoranda of Understanding to the MOUs between the individual bargaining units of the Coalition and the City effective July 1, 2015, to June 30, 2018, and have reached agreement on successor MOUs effective July 1, 2018, to June 30, 2021.

WHEREAS, some portions of the attached settlement agreement are effectuated and others are ongoing;

IT IS AGREED that the parties reaffirm the Settlement Agreement to the 2015-2018 MOUs as continuing in effect between the parties.

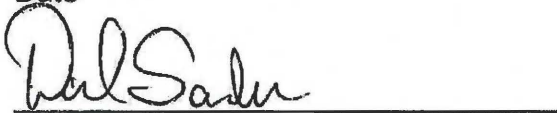
LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

REAFFIRMATION OF SETTLEMENT AGREEMENT


FOR THE COALITION:


Victor M. Gordo
LIUNA Local 777


6/21/2019
Date


David Sanders
SEIU Local 721

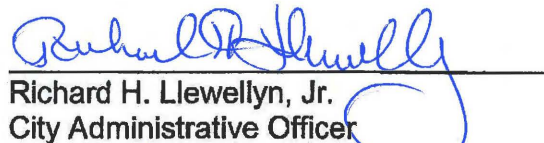

Chris Hannan, Council Representative
LA/OCBCTC


Gavin Koon, Business Representative
I.U.O.E. Local 501


Steve Koffroth
AFSCME District Council 36


Carlos Rubio
Teamsters Local 911

FOR THE CITY:


Richard H. Llewellyn, Jr.
City Administrative Officer

7/26/19
Date

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7/26/19
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LETTER OF AGREEMENT
BETWEEN
THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

RELEASE TIME PILOT PROGRAM

The City of Los Angeles has determined there are specific Union activities that confer a public benefit for which bargaining unit members (Released Employees) of the Coalition of Los Angeles City Unions (Coalition) should be released from their official duties (City work) in order to perform the specific Union activities. The Coalition agrees to ensure performance, supervise, and manage the activities of the Released Employees. Full-Time and Part-Time employees shall be eligible to be designated as a Released Employee.

The parties agree that during the term of the 2018-2021 MOU, a reasonable number of bargaining unit members shall be designated by individual Coalition Unions for the purpose of directly communicating, sharing, and collecting information from all bargaining unit members. Furthermore, as a means of controlling administrative and litigation costs associated with employee matters in a large and complex City, and with the goal of resolving matters at the earliest possible stage, Released Employees will assist bargaining unit employees, the Union, and Management during the following processes and procedures:

1. Union approved work-site meetings of the bargaining unit membership.
2. Membership meetings in order to assist with communicating issue(s) relevant to the work-force.

Reporting and Accountability of Released Employee Time

In order to ensure the City maintains control over public resources, a designee of each Coalition Union will notify Management in advance in writing of the need to release an employee and confirm the employee has been released. The Union shall provide advance notice no less than 48 hours prior to the commencement of union release time.

Each Coalition Union shall designate employees and notify Management in advance in writing when a Released Employee is designated by the Union. The designated employees shall be released for only the time necessary to bring about the efficient outcome(s) contemplated in this Agreement and/or identified going forward. Permission to leave official duties (City work assignment) will be granted unless the absence would cause an undue interruption of work. If such permission cannot be granted promptly, the Union will be informed when time can be made available. Release of an employee shall not be unreasonably withheld.

The payroll code "UB" shall be entered for all release time used under this Program. No employee shall be paid overtime or accrue Compensated Time Off (CTO) while released under this Program.

Bank of Hours

Each Union shall be afforded a bank of hours equaling two (2) hours for each full-time bargaining unit member and one (1) hour for each part-time bargaining unit member.

The total number of calculated release time hours for each Union in accordance with this Agreement is as follows:


Union	Total Hours/ Calendar Year
AFSCME	15,566
SEIU	20,351
LIUNA	1,656
Building Trades	2,216
IUOE	582
Teamsters	360

The bank of hours shall reset July 1st of each year and not carryover or be shared between Unions. Unused hours shall be deemed waived and lost. This provision shall remain in full-force and effect during the term of this MOU.

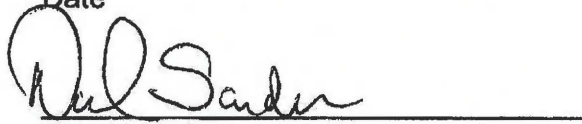
LETTER OF AGREEMENT
BETWEEN
THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES


RELEASE TIME PILOT PROGRAM


FOR THE COALITION:


Victor M. Gordo
LIUNA Local 777

6/21/2019
Date


David Sanders
SEIU Local 721



Chris Hannan, Council Representative
LA/OCBCTC


Gavin Koon, Business Representative
I.U.O.E. Local 501


Steve Koffroth
AFSCME District Council 36


Carlos Rubio
Teamsters Local 911

FOR THE CITY:


Richard H. Llewellyn, Jr.
City Administrative Officer

7/26/19
Date

Approved as to Form and Legality:


Office of the City Attorney

7/26/19
Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

RETIREMENT BENEFITS ACTUARIAL STUDY

Pursuant to the Procedures for Benefits Modifications in the Retirement Benefits article of the relevant MOUs, the Coalition of Los Angeles City Unions (Coalition) and the City of Los Angeles (City) agree to have the Los Angeles City Employees' Retirement System's (LACERS) actuary study the following retirement benefit enhancements, then meet and confer over these enhancements:

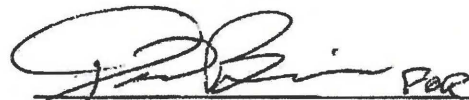
1. Conversion of LACERS disability retirement benefits to service retirement benefits at the discretion of the disability retiree on or after the time they would have otherwise been eligible for a service retirement.
2. Disability Retirement Health Care Subsidy – Disability retirees to be eligible for a healthcare subsidy according to the current LACERS formula; the minimum benefit will be established at the one party Kaiser Permanent rate; and this health care subsidy will be available at any age and at any years of service.
3. Providing LACERS survivor benefits to disabled adult children.
4. Providing a cost neutral Survivor Benefit Purchase Program for survivors who did not qualify at the time of the employee's retirement.

This Letter of Agreement supersedes Section 5, Disability Benefits Study, in the December 2015 Settlement Agreement with the Coalition.

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

RETIREMENT BENEFITS ACTUARIAL STUDY

FOR THE COALITION:



Victor M. Gordo
LIUNA Local 777

6/21/2019

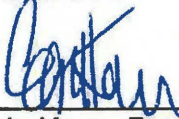
Date



David Sanders
SEIU Local 721



Chris Hannan, Council Representative
LA/OCBCTC



Gavin Koon, Business Representative
I.U.O.E. Local 501



Steve Koffroth
AFSCME District Council 36



Carlos Rubio
Teamsters Local 911

FOR THE CITY:

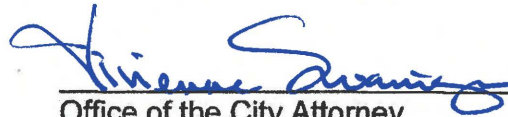


Richard H. Llewellyn, Jr.
City Administrative Officer

7/26/19

Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19

Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

REVENUE

WHEREAS, the Coalition of Los Angeles City Union (Coalition) and the City of Los Angeles (City) reaffirm they have a mutual interest to maximize revenue to the City's General Fund; and,

WHEREAS, a Commission on Revenue Generation (Commission) was created and commenced meeting on March 22, 2018;

THE COALITION AND THE CITY HEREBY AGREE AS FOLLOWS:

1. The Commission shall continue to carry out its duties for at least twenty-four (24) months from its initial meeting. Thereafter, the City Council may release the Commission upon thirty (30) days' written notice to the members of the Commission.
2. The Commission shall continue to develop recommendations to the City Council and Mayor to provide a level of revenue sufficient to provide high quality City services that are consistent across the City. Recommendations will include, but are not limited to, the following:
 - A. Commercial Property reassessments and tax loopholes
 - B. Recreation and Parks funding enhancements
 - C. Business Tax simplification and evaluation
 - D. Financial Services transparency and evaluation
 - E. Residential Real Estate speculation revenue enhancements
 - F. Blight inspection and enforcement
 - G. Shared Economy tax collection
 - H. Billboard revenue generation
3. The Commission shall provide quarterly reports to the City Council's Budget and Finance Committee and the Mayor's Budget Team. These quarterly reports shall also include an accounting of expenditures on the Commission per Section 5 of this Agreement.

4. The Commission shall be composed of up to 15 members appointed by the Mayor. In the event a vacancy exists in the Commission's current composition as of the date of this Agreement and the Mayor desires to fill such vacancy, the following appointment structure will be used: Seven members of the Commission will be appointed by the Mayor from a list of 20 individuals provided by the Coalition. But not more than one-half of the Commission's composition shall be comprised of this group. The Mayor will be encouraged to appoint individuals in one or more of the following areas: public finance experts, academics, business leaders, community-based organizations, and representatives of City bargaining units.
5. The Commission shall serve under the guidance of the Inspector General for Revenue Collection. The City remains committed to providing \$500,000 for use at the Commission's and Inspector General for Revenue Collection's collaborative discretion to fund all administrative costs in support of the Commission's activities, including but not limited to: staffing; conducting offsite meetings; contracting for consultant services; purchasing raw data, published studies, research materials, and library access; and producing and publishing Commission reports.

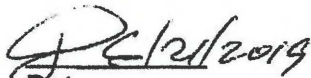
The parties recognize the ongoing need to maintain sufficient staffing levels to effectively support the Revenue Commission. To that end the parties agree the Inspector General shall allocate from the above reference funds, the equivalent of the salary of one (1) full-time employee at the level of Administrative Intern II for handling additional workload associated with supporting this Commission.


LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

REVENUE

FOR THE COALITION:


Victor M. Gordo
LIUNA Local 777



Date


David Sanders
SEIU Local 721

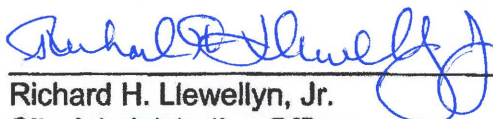

Chris Hannan, Council Representative
LA/OCBCTC



Gavin Koon, Business Representative
I.U.O.E. Local 501


Steve Koffroth
AFSCME District Council 36


Carlos Rubio
Teamsters Local 911

FOR THE CITY:


Richard H. Llewellyn, Jr.
City Administrative Officer


Date

Approved as to Form and Legality:


Office of the City Attorney



Date

LETTER OF AGREEMENT
BEWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

SERVICE AND WORKFORCE RESTORATION

The parties agree further discussion is required in order to finalize elements of the existing Service and Workforce Restoration Letter of Agreement (LOA). To this end, the parties agree to begin meeting no later than two weeks following City Council adoption of Coalition MOUs to begin said discussions. The parties endeavor to finalize the said LOA no later than 45 days following the initial meeting or some other date mutually agreed upon by the parties.


FOR THE COALITION:



Victor M. Gordo
LIUNA Local 777

6/26/19

Date



David Sanders
SEIU Local 721




Chris Hannan, Council Representative
LA/OCBCTC



Gavin Koon, Business Representative
I.U.O.E. Local 501

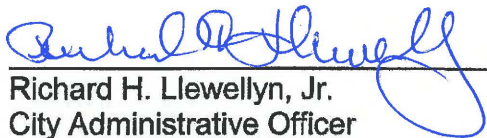


Steve Koffroth
AFSCME District Council 36



Carlos Rubio
Teamsters Local 911

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

7/26/19

Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19

Date

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS

A. PARTIES

This Agreement is made and entered into by and between the Coalition of Los Angeles City Unions (Unions) and the City of Los Angeles (City) for the following Memoranda of Understanding (MOU) for bargaining units 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64.

B. PURPOSE

The purpose of this Agreement is to establish a procedure for access to City new employee orientations by the exclusive representative of newly hired employees. This Agreement supersedes any MOU language or prior practice with regard to new employee orientations. Nothing in this Agreement is intended to delay, impede, or otherwise interfere with any City hiring process.

C. TERM

This Agreement has been executed by the parties on the day, month, and year written above and shall continue until such time as the parties cancel or negotiate otherwise.

D. AMENDMENTS, MODIFICATIONS, OR OTHER CHANGES

The parties recognize the need to update this Agreement as the City automates and centralizes its new employee orientation process and as changes in employer culture occur. In the event either the Unions or the City desire(s) to amend, modify, or make any other changes to this Agreement, that party shall submit to the other, written notice of its desire to meet and confer. Meet and confer sessions shall begin no later than thirty (30) calendar days following receipt of the written notice or another date mutually agreed upon by the parties. If the parties are unable to reach agreement within thirty (30) calendar days, the matter shall be subject to the provisions of California Government Code Section 3557.

E. ENFORCEABILITY

The parties mutually agree that the intent of this Agreement is to ensure compliance with the provisions of State law requiring an employer to provide the exclusive representative ten (10) calendar days' of notice and mandatory access

to the employer's new employee orientations. To that end, the parties agree to the following resolution for insufficient notice and a failure to provide union access.

If the City fails to provide sufficient notice to the Union(s), except where allowed under this Agreement, and/or fails to provide Union access to the City's new employee orientations, and/or fails to provide release time in accordance with the provisions of this Agreement:

1. The Union and employing department shall discuss and arrange a new date and time for Union access. The discussion between the Union and employing department shall occur no later than one (1) day following the initially scheduled new employee orientation.
2. The Union and employing department shall mutually agree to a make-up date for Union access. Union access to new employees shall be provided not more than five (5) business days from the initial new employee orientation date or some other date mutually agreed upon by the Union and employing department.
3. After mutual agreement on a make-up date, the employing department shall confirm in writing to the Union the new union access date, time, and location.
4. The employing department shall require the subject new hires to attend the Union's presentation on the make-up date.
5. If a dispute remains after implementation of this provision or for any other matters relating to this Agreement, the parties agree that they may advance a grievance directly to the step just prior to arbitration, and continue processing in accordance with the applicable MOU grievance and arbitration provisions.

F. DEFINITIONS

For purposes of this Agreement, the following terms shall have the following meanings:

Union or Exclusive Representative – A qualified employee organization or joint council of qualified organizations which has been certified by the Employee Relations Board as the majority representative of employees in an appropriate employee representation unit in accordance with the provisions of Los Angeles Employee Relations Ordinance Section 4.822.

New Hire – Any new employee who is new to each Union regardless of job status (e.g., full-time, part-time, temporary, etc.).

New Employee Orientation – The onboarding process of a newly hired City employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.

G. UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS

1. The City shall provide the Union access to new employee orientations:
 - a. within thirty (30) calendar days of placing a new hire on the City payroll; or,
 - b. within forty-five (45) business days of the physical start date of a new hire; or,
 - c. on some other date and time mutually agreed upon by the Union and employing department.
2. Attendance at a new employee orientation by all new hires shall be mandatory.

H. NOTICE OF NEW EMPLOYEE ORIENTATION

1. The City shall provide written notice of new employee orientations to the impacted Union(s) no less than ten (10) calendar days prior to the event, regardless of the number of employees. [A single new hire is sufficient to require notice to the Union(s).]
2. Shorter notice than ten (10) calendar days may be provided to the Union(s) by the City in instances where there is an urgent hiring need critical to City operations that was not reasonably foreseeable, and where an employing department is awaiting the results of pre-employment information upon which hiring is contingent. This provision shall not be construed to regularly permit notice of less than ten (10) calendar days.
3. The written notice shall contain the anticipated number of new hires, their job class code and title, work location, and bargaining unit number and the designated time for the Unions' presentation.

I. UNION PRESENTATION DURING NEW EMPLOYEE ORIENTATION

1. Representatives of the Union shall be permitted to make a presentation of not more than thirty (30) minutes, and to present written materials during this period.

2. If more than one Union is presenting during a new employee orientation, not more than a total of thirty (30) minutes will be permitted for the Unions to use collectively.
3. Management will continue its practices of the dissemination of Union information to each new employee in accordance with applicable MOU provision(s), and any additional Union materials may be provided by the Union during the presentation.
4. Management shall determine the appropriate segment of the orientation for the Union presentation.
5. Both Union and Management representatives shall not interfere with the presentation of the other and shall at all times conduct themselves in a professional manner avoiding and refraining from any conduct that would tend to disparage the other during any new employee orientations.

J. RELEASE TIME FOR UNION STEWARDS TO ATTEND NEW EMPLOYEE ORIENTATIONS

1. At the request of the Union, paid City time off (release time) shall be granted for a union steward of record to participate in the Union presentation segment of a new employee orientation. The release time shall be granted for a maximum of thirty (30) minutes, not including reasonable travel time, during those hours that coincide with the union steward's regular work shift. The same union steward of record shall participate in no more than two (2) new employee orientations per month unless the employing department holds more than two orientations per month or permits otherwise.
2. Only one (1) union steward of record per individual Union shall be released to participate in a new employee orientation. The union steward shall be an employee of the employing department for which the new employee orientation is provided unless the parties agree otherwise.
3. Permission to leave work shall be granted by the employing department unless the absence would cause an undue interruption of work. If permission cannot be granted, the employing department shall provide the Union an alternative presentation date and time that is not more than five (5) business days beyond the initial new employee orientation date. This date will be specifically reserved for Union presentation up to the time limits prescribed in this Agreement. All new hires present for the initial new employee orientation shall be notified of the special date and time of the Union presentation and shall be required to attend on City time.

4. Union stewards shall not receive overtime for participating in or performing activities associated with the union presentation segment of any new employee orientation.
5. The Union shall provide the CAO with a written list of a reasonable number of employees who have been designated Union Stewards and revised lists within thirty (30) calendar days of any changes in these designations. The union stewards must be members of the Union.

LETTER OF AGREEMENT
BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS
AND THE CITY OF LOS ANGELES

UNION ACCESS TO NEW EMPLOYEE ORIENTATIONS


FOR THE COALITION:




Victor M. Gordo
LIUNA Local 777

6/21/2019


Date



David Sanders
SEIU Local 721




Chris Hannan, Council Representative
LA/OCBCTC



Gavin Koon, Business Representative
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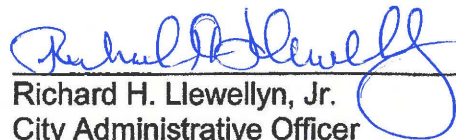


Steve Koffroth
AFSCME District Council 36



Carlos Rubio
Teamsters Local 911

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

7/26/19

Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19

Date

LETTER OF AGREEMENT

MEMORANDUM OF UNDERSTANDING NO. 36


JANUARY 1, 2023 – DECEMBER 30, 2023

CASH BONUS

The parties agree that on July 26, 2023, each bargaining unit member on active payroll status shall receive a one-time, non-pensionable cash bonus, as follows:


Full-Time	5% of annual regular rate of pay (including base wage and regularly assigned bonuses)
Half-Time	5% of compensation (based on an employee's base rate and regularly assigned bonuses) paid to an employee in the Fiscal Year 2022-23 (July 3, 2022 through July 1, 2023)
Intermittent	\$1,100.00

For the Union:



Charley Mims, Executive Director

LAPMA




Date

For the City:




Matthew W. Szabo

City Administrative Officer



Date

Approved as to Form and Legality:



Office of the City Attorney

December 2, 2022

Date

LETTER OF AGREEMENT
MEMORANDUM OF UNDERSTANDING NO. 36
JANUARY 1, 2023 – DECEMBER 30, 2023

REAFFIRMATION OF FORMER SIDE LETTERS

The parties agree that the following Letters (Side Letters) will be continued through the term of the January 1, 2023 - December 30, 2023 MOU:

1. Release Time Pilot Program
2. Union Access to New Employee Orientations
3. Salary Review
4. Reaffirmation of Settlement Agreement
5. Part-time Employment
6. Service and Workforce Restoration
7. Revenue
8. Outsourcing
9. Retirement Benefits Actuarial Study
10. Paid Parental Leave Pilot Program
11. Health Care
12. "City Worker Next Door" Pilot Program

This Letter of Agreement shall expire concurrently with the term of the MOU.

LETTER OF AGREEMENT

MEMORANDUM OF UNDERSTANDING NO. 36

JANUARY 1, 2023 – DECEMBER 30, 2023

REAFFIRMATION OF FORMER SIDE LETTERS

For the Union:



Charley Mims, Executive Director

LAPMA



Date

For the City:



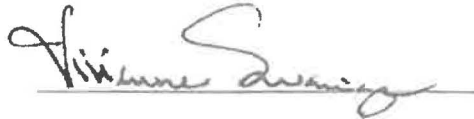
Matthew W. Szabo

City Administrative Officer



Date

Approved as to Form and Legality:



Office of the City Attorney

December 2, 2022

Date