

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING  
REGARDING THE SAFETY/SECURITY REPRESENTATION UNIT  
(MOU 18)**

**This AMENDMENT NO. 1 to the Safety/Security Representation Unit  
Memorandum of Understanding No. 18 is made and entered into  
this 24<sup>th</sup> day of August, 2023.**

**BY AND BETWEEN THE**

**CITY OF LOS ANGELES**

**AND THE**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

**JANUARY 1, 2023 – DECEMBER 30, 2023**

**AMENDMENT NO. 1  
SAFETY/SECURITY REPRESENTATION UNIT (MOU 18)**

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

The following Article 5.9 Salaries is **amended** to add a new provision as follows:

**ARTICLE 5.9 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

**Appendix B – July 2, 2023**

**I. SECURITY OFFICER MINIMUM SALARY**

**Any Security Officer, Code 3181, hired on or after July 2, 2023, shall be placed on step 6 of the salary range assigned to Security Officer, as reflected in Appendix B.**

**Effective July 2, 2023, any Security Officer, Code 3181, who is on salary step 2, 3, 4 or 5 shall be reassigned to salary step 6. The employees shall retain their step anniversary date.**

All other provisions of Article 5.9 remain unchanged.

The following Article 6.1 Health/Dental and Flex Benefits Program is **amended** as follows:

**ARTICLE 6.1 HEALTH/DENTAL AND FLEX BENEFITS PROGRAM**

**SECTION VIII – FUNERAL EXPENSES**

In addition to the above health insurance benefit, the City shall provide a funeral expense benefit of ~~\$1030~~,000 to the heirs of any employee who is killed in the line of duty, subject to the same eligibility requirements as the health subsidy continuation. **This amount includes any amount already available for this purpose in accordance with California State Labor Code Section 4701.**

All other provisions of Article 6.1 remain unchanged.

The following Article 6.4 Uniforms and Maintenance Allowances is **amended** as follows:

#### **ARTICLE 6.4 UNIFORMS AND MAINTENANCE ALLOWANCES**

B. Work Shoes and Boots

Full time employees who are required by management to wear a specific safety-type work shoe/boot or a uniform shoe/boot and whose employing department does not already provide said shoes or boots, or a cash allowance, shall receive a cash allowance of two hundred dollars (\$200.00) and intermittent and half-time employees shall receive one-half this cash allowance for the purchase, repair and maintenance of said shoes or boots provided they are on active payroll status each January 1 during the term of this MOU. In no event shall an employee receive more than two hundred dollars (\$200.00) under the provisions of this Article. Intermittent and half-time employees shall receive one-half this cash allowance one hundred dollars (\$100.00). This payment shall be made by separate check distributed in February for the term of the MOU.

**Effective February 2024, the cash allowance described in subsection B., shall increase to three hundred dollars (\$300.00) for full time employees and one hundred fifty dollars (\$150.00) for intermittent and half-time employees. In no event shall an employee receive more than three hundred dollars (\$300.00) per calendar year under the provisions of this Article.**

All other provisions of Article 6.4 remain unchanged.

The following Salary Notes are **amended** as follows:

- J. All persons in the classifications of Pool Lifeguard, Code 2413, and Open Water Lifeguard I/II, Code 2420-1/-2, shall receive a non-pensionable one hundred and fifty dollars (\$150.00) annual allowance for the maintenance, repair and replacement, as necessary, of equipment which may include, but is not limited to, shorts, t-shirts, sunglasses, sandals, hats, and/or required watches. This allowance shall be paid by the department to new, returning and existing persons in the classification not earlier than the month of May and not later than the first pay period in July of each calendar year during the term of this contract.

**Effective July 2, 2023, this salary note shall include all persons in the classifications of Seasonal Pool Manager I, Code 2409 and Seasonal Pool Manager II, Code 2408.**

- M. Effective July 7, 2019, Property Officer, Code ~~3210~~**3207**, regularly assigned to an Area Property Room shall receive an additional pensionable compensation of one hundred and fifty dollars (\$150.00) bi-weekly or twenty dollars (\$20.00) daily, non-pensionable, above the appropriate step on the salary range for the class for each day so assigned.

- R. **a.** Effective July 7, 2019, Los Angeles World Airports Security Officer, Code 3181, assigned to the Security Access Control Unit, shall receive an additional pensionable compensation of one premium level (2.75%) above the appropriate step on the salary range for the class when regularly assigned to inspect vehicles and equipment for potential explosives. (Pensionable when assigned regularly; non-pensionable when assigned on a daily basis.)
- b.** Effective July 2, 2023, employees in the class of Security Officer, Code 3181, assigned to Vehicle Inspection Stations at the Harbor for more than 50% of their shift, shall receive additional biweekly compensation in the amount of one hundred dollars (\$100.00) pensionable when regularly assigned or ten dollars (\$10.00) non-pensionable when assigned on a daily basis.

All other Salary Notes remain unchanged.

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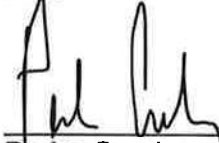
Except for the amendments specified herein, all other Articles and/or provisions of the 2023, MOU No. 18 shall remain in full force and effect during the term of the January 1, 2023 – December 30, 2023, MOU.


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the MOU No. 18, the day, month, and year first written above.

**FOR THE UNION:**


  
\_\_\_\_\_  
David Sanders  
Regional Director, SEIU

8/14/23  
Date

  
\_\_\_\_\_  
Pedro Conde  
Bargaining Unit Chair, MOU 18


  
\_\_\_\_\_  
Steve Koffroth  
Chief Negotiator, SEIU 721

**FOR THE CITY:**

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

August 24, 2023  
Date

**As to form and Legality:**

  
\_\_\_\_\_  
Ulysses L. Aguayo  
Office of the City Attorney

8/7/2023  
Date