

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
REGARDING THE MANAGEMENT EMPLOYEES UNIT
(MOU 36)**

This AMENDMENT NO. 1 to the Management Employees Unit Memorandum of Understanding No. 36 is made and entered into this 24th day of August, 2023.

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

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

JANUARY 1, 2023 – DECEMBER 30, 2023

**AMENDMENT NO. 1
MANAGEMENT EMPLOYEES UNIT (MOU 36)**

The Los Angeles Professional Managers' Association and the City of Los Angeles have reached agreement on the following MOU amendments.

The following preamble and subsection of Article 32 are **amended** as follows:

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

Appendix B – July 2, 2023

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.

2. **Effective July 2, 2023, the base hourly wages for Unit employees in the class of Chief Police Psychologist (Code 2384), shall be increased by approximately 14%, as reflected in Appendix B.**

All other provisions of Article 32 remain unchanged.

The following Article 65 On-Call/Standby Compensation is **amended** as follows:

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 July 2, 2023~~, one **additional Airport Manager III** Chief of Operations (class code 7258) assigned as the Manager on Duty **at Van Nuys Airport**, 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.

**AMENDMENT NO. 1
MANAGEMENT EMPLOYEES UNIT (MOU 36)**

Except for the amendments specified herein, all other Articles and/or provisions of the 2023, MOU No. 36 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. 36, the day, month, and year first written above.

LOS ANGELES PROFESSIONAL
MANAGER'S ASSOCIATION/
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

August 24, 2023
Date

Approved as to Form and Legality:



Office of the City Attorney

8/7/2023
Date