

MEMORANDUM OF UNDERSTANDING NO. 36
FOR JOINT SUBMISSION TO THE CITY COUNCIL
REGARDING THE MANAGEMENT EMPLOYEES UNIT

THIS MEMORANDUM OF UNDERSTANDING (hereinafter "MOU") made and entered into this 10th day of December, 2007

BY AND BETWEEN

THE HEADS OF DEPARTMENTS, OFFICES OR BUREAUS REPRESENTED HEREIN (hereinafter referred to as "The City")

AND THE

LOS ANGELES PROFESSIONAL MANAGERS' ASSOCIATION (hereinafter referred to as "Association") REPRESENTING THE MANAGEMENT EMPLOYEES UNIT

July 1, 2007 through June 30, 2012

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LETTERS OF INTENT

Salary Review

LETTERS OF AGREEMENT

Mutual Commitment to LA's Future
Gains Sharing JLMC
Implementing Mutual Gains Bargaining

ARTICLE 1 RECOGNITION

The City hereby recognizes the Los Angeles Professional Managers' Association (herein after Association), 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 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 Appendices A through F, Salaries, as well as such classes as may be added hereafter to the Unit by the Employee Relations Board.

ARTICLE 2 IMPLEMENTATION OF MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding 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 in writing that it has approved this Memorandum of Understanding in its entirety; and
- B. The determining bodies and heads of those departments, offices or bureaus represented herein have approved this Memorandum of Understanding in its entirety in the manner required by law, and they have taken such other actions as might be required to implement fully the provisions of this Memorandum of Understanding; and
- C. The City Council has approved this Memorandum of Understanding in its entirety.

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

ARTICLE 3 PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the City Administrative Officer, as authorized management representative of the City Council, and the authorized management representatives of the departments, offices and bureaus authorized to employ persons in the classes listed in Appendices A through F (hereinafter referred to as "the City"), as well as such classes as may be added, hereafter to the Unit by the Employee Relations Board, and authorized representatives of the Association as the exclusive recognized employee organization for the Management Employees Unit.

ARTICLE 4 TERM

The term of this Memorandum of Understanding shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 2, Implementation of

Memorandum of Understanding, are fully met, but in no event shall said Memorandum of Understanding become effective prior to 12:01 a.m. on July 1, 2007. This Memorandum of Understanding shall expire and otherwise be fully terminated at 12:00 a.m. on June 30, 2012.

ARTICLE 5 CALENDAR FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING

In the event the Association or the City desires a successor Memorandum of Understanding, said party shall serve upon the other during the period from March 1, 2012, through March 31, 2012, its initial written proposals for such successor Memorandum of Understanding. Meet and confer sessions shall begin no later than thirty (30) calendar days following the submission of such proposals.

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 City Administrative Officer to the Controller, 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.

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, religious creed, color, sex, sexual orientation, marital status, age, disability, Association activity, national origin, ancestry, or political beliefs.

In accordance with the above policy, the Association agrees not to discriminate against an employee because of the exercise of his/her rights granted pursuant to Section 4.857 of the

Employee Relations Ordinance, or with respect to admission to membership, and the rights of membership.

ARTICLE 10 PROVISIONS OF LAW AND SEPARABILITY

It is understood and agreed that this Memorandum of Understanding 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, Employee Relations Board, or similar independent Commissions of the City. If any article, part or provision of this Memorandum of Understanding 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 Memorandum of Understanding shall not be affected thereby.

ARTICLE 11 UNIT MEMBERSHIP LIST

The City will provide the Association in writing, within thirty (30) days from the effective date of this Memorandum of Understanding and each thirty (30) days thereafter an alphabetized list of employees subject to this Memorandum of Understanding, of such employee's name, employee number, class title, class code, Association membership status, and location by department and division, as applicable. Home addresses shall be provided within sixty (60) days from the effective date of this Memorandum of Understanding and each ninety (90) days thereafter.

The City will provide the Association, within ninety (90) days from the effective date of this Memorandum of Understanding and each ninety (90) days thereafter, an alphabetized list of employees subject to this Memorandum of Understanding, grouped by class within departmental fund number and indicating each employee's name, employee number, class code, class title, membership status, and location by division, as applicable. This information will be provided either in the form of a computer tape, diskette or in a printed report as requested by the Association.

ARTICLE 12 WORK ACCESS

An Association Representative shall have access to the facilities of the departments, offices or bureaus represented herein during working hours for the purpose of assisting employees covered under this Memorandum of Understanding, in the adjusting of grievances when such Association assistance is requested by the grievant(s), or investigating matters arising out of the application of the provisions of this Memorandum of Understanding. Said Representative shall request authorization for such visit by contacting the designated representative of the head of the office, department or bureau. In the event immediate access cannot be authorized, the designated representative shall inform the staff representative as to the earliest time when access can be granted.

The Association shall give to all heads of departments, offices or bureaus represented herein and the City Administrative Officer a written list of its Association Representatives, which shall be kept current by the Association.

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 INFORMATION

Each employee who is hired in a classification represented by LAPMA shall be given a packet of union materials by the hiring department no later than the end of the first week of employment. The hiring department shall send the union a card (supplied by the union) on which the name, classification, work address and location, and telephone number of the new employee is printed. This card shall be signed by the designated department representative, dated, and returned by the department to the union in a franked envelope provided by the union no later than the day following the employee's receipt of the packet of union materials.

ARTICLE 14 EMPLOYMENT OPPORTUNITIES

The Personnel Department will mail to the Association copies of all recruitment bulletins. Tentative examination bulletins approved by the Head of the Examining Division of the Personnel Department, will be mailed two (2) calendar days prior to the date that said bulletins are scheduled to be approved by the Civil Service Commission.

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

Association dues and such other deductions as may be properly requested and lawfully permitted will be deducted by the Controller biweekly, in twenty-four (24) increments annually from the salary of each employee in the unit who files with the Controller written authorization that such deduction(s) be taken.

Remittance of the aggregate amount of all dues and other proper deductions taken from the salaries of employees covered hereunder shall be made to the Association by the Controller within thirty (30) working days after the end of the month in which the deduction(s) was/were taken.

A fee of nine cents (\$.09) for the processing of each such deduction shall be assessed by the Controller.

Notwithstanding any provisions of Section 4.203 of the LAAC that may conflict:

- A. An employee's request to cancel his/her dues withholding authorization shall be processed by the Controller to be effective on the ending of the first complete payroll period following May 1 of each year.
- B. Payroll deductions which have been authorized by employees in this unit for the purpose of obtaining membership and/or benefits offered by any bargaining organization* other than the Association will not be accepted by the Controller.
- C. Payroll deductions which are now being remitted to any bargaining organization* other than the Association will be terminated by the Controller at the end of the first payroll period after the effective date of this Memorandum of Understanding.

The Association agrees to indemnify and hold harmless the City against all claims, including costs of suits and reasonable attorneys' fees and/or other forms of liability arising from the implementation of the provisions of this Article.

*For the purpose of this Article, bargaining organization means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.

ARTICLE 17 GRIEVANCE PROCEDURE

- A. The following procedure shall be used for grievances filed from July 1, 2007 through December 31, 2007. For grievances filed on or after January 1, 2008, the procedure under B., below, shall be used.

Section I - Definitions

A grievance is defined as any dispute concerning the interpretation or application of this written Memorandum of Understanding or departmental rules and regulations governing personnel practices or working conditions applicable to employees covered by this Memorandum of Understanding. An impasse in meeting and conferring upon the terms of a proposed Memorandum of Understanding is not a grievance.

Section II - Responsibilities and Rights

- 1. Nothing in this grievance procedure shall be construed to apply to matters for which an administrative remedy is provided before the Civil Service Commission. 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 Employee Relations Board, the employee may elect to

pursue the matter under either the grievance procedure herein provided, or by action before the Employee Relations Board. The employee's election of either procedure shall constitute a binding election of the remedy chosen and a waiver of the alternative remedy.

2. No grievant shall lose his/her right to process his/her grievance because of City-imposed limitations in scheduling meetings.
3. The grievant has the responsibility to discuss his/her grievance informally with his/her immediate supervisor. The immediate supervisor will, upon request of a grievant, discuss the grievance with him/her at a mutually satisfactory time. The grievant may be represented by a representative of his/her choice in the informal discussion with his/her immediate supervisor, and in all formal review levels and in arbitration.
4. The time limits between steps of the grievance procedure provided herein may be extended by mutual agreement. The grievant and the City may waive Step 2 and Step 3 of this grievance procedure, by mutual agreement.
5. The City shall notify the Association of any formal grievance filed that involves the interpretation and/or application of the provisions of this Memorandum of Understanding, and the Association's Representative shall have the right to be present and participate in the discussion at any formal grievance meeting concerning such a grievance. If the Association's Representative elects to attend said grievance meeting, he/she shall inform the head of the department, office or bureau of his/her intention. The Association is to be notified of the resolution of all other formal grievances.

Section III - Procedure

The grievance procedure for employees covered by this Memorandum of Understanding shall be as follows:

Step 1 - Informal Discussion

The grievant shall discuss his/her grievance with his/her immediate supervisor on an informal basis in an effort to resolve the grievance and said grievance shall be considered waived if not so presented to the immediate supervisor within ten (10) calendar days following the day during which the event upon which the grievance is based occurred.

The immediate supervisor shall respond within five (5) calendar days following his/her meeting with the grievant. Failure of the immediate supervisor to respond within such time limit shall entitle the grievant to process his/her grievance at the next step.

Step 2 - First Level of Review

If the grievance is not settled at Step 1, the grievant may serve written notice of the grievance on a form provided by the department, office or bureau upon the person designated to review the grievance at Step 2 within seven (7) calendar days of receipt of the grievance response at Step 1. Failure of the grievant to serve such written notice shall constitute a waiver of the grievance.

If such written notice is served, said person shall meet with the grievant, and a written decision or statement of the facts and issues shall be rendered to the grievant and his/her representative, if any, within fifteen (15) calendar days from the date of service. Failure of the City to respond within such time limit shall entitle the grievant to process his/her grievance at the next level of review.

Step 3- Second Level of Review

If the grievance is not settled at Step 2, the grievant may serve written notice of the grievance on said form upon the person designated to review the grievance at Step 3 within seven (7) calendar days of receipt of the Step 2 grievance response. Failure of the grievant to serve such written notice shall constitute a waiver of the grievance. If such written notice is served, said person shall meet with the grievant, and a written decision or statement of the facts and issues shall be rendered to the grievant and his/her representative, if any, within fifteen (15) calendar days from the date of service. Failure of the City to respond within such time limit shall entitle the grievant to process his/her grievance at the next level of review.

Step 4 - General Manager/Commission Review (Third Level of Review)

If the grievance is not settled at Step 3, the grievant may serve written notice of the grievance on said form upon his/her General Manager or designee within seven (7) calendar days following receipt of the grievance response at Step 3. Failure of the grievant to serve such notice shall constitute a waiver of the grievance. If such notice is served, the grievance shall be heard by the General Manager or his/her designee, or in the case of departments under the administrative control of a board of commissioners, by the Commission or the General Manager or their designee, as shall be determined by the head of the department involved. The General Manager/Commission or their designee will afford the parties an opportunity to present oral and/or written arguments on the merits of the grievance and shall render to the grievant and his/her representative, if any, a written decision within thirty (30) calendar days from the date said arguments were submitted.

Step 5 - Arbitration

If the written decision at Step 4 does not settle the grievance, the grievant and the Association jointly may serve upon the head of the department, office or bureau a written notice that a written request for arbitration has been filed with the Employee Relations Board. The request for arbitration must be filed with the Employee

Relations Board within fifteen (15) calendar days following the date of service of the written decision of the General Manager/Commission or their designee. Failure of the grievant and the Association jointly to serve a written request for arbitration with the Employee Relations Board within said period shall constitute a waiver of the grievance.

If such written notice is served, the parties shall meet for the purpose of selecting an arbitrator from a list of seven arbitrators furnished by the Employee Relations Board, within seven (7) calendar days following receipt of said list.

1. 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 Employee Relations Board, 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.
2. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned, except for grievances involving the Department of Harbor and Pensions, which shall be advisory only until such time as the heads of the independent departments adopt binding grievance arbitration. Following such adoption, the decision of an arbitrator shall also be binding for all grievances initiated in that Department after the revised policy is adopted.
3. 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 Memorandum of Understanding.

- B. The following procedure shall apply to all grievances filed on or after January 1, 2008:

STATEMENT OF INTENT

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

DEFINITION

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

1. An impasse in meeting and conferring upon the terms of a proposed Memorandum of Understanding.
2. Any matter for which an administrative remedy is provided before the Civil Service Commission.
3. Any issue that the parties agree to refer to another administrative resolution process.
4. Evaluations and setting or adjusting of compensation for Executive Directors under Charter Section 508(d).

GENERAL PROVISIONS

1. 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 Employee Relations Board, the employee must elect to pursue the matter under either the grievance procedure herein provided, or by action before the Employee Relations Board. The employee's election of either procedure shall constitute a binding election of the procedure chosen and a waiver of the alternate procedure.

2. GRIEVANCE PROCESS RIGHTS

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

3. TIME, TIME LIMITS AND WAIVERS

"Business days" shall be defined as Monday thru Friday, exclusive of City Holidays, as defined 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.

4. MEDIATION

At any step following the Informal Discussion in the grievance process, the Union or Management may request mediation, by letter to the department's personnel officer. Within ten (10) business days of receipt of a request for mediation, the receiving party shall either return the request without action or request that the Employee Relations Board appoint a mediator. The Employee Relations Board 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 Employee Relations Board. The fees of such mediator shall be shared equally by Union and Management.

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

If settlement is not possible, the mediator may be requested to provide the parties with an immediate oral opinion as to how the grievance would be decided if it went to arbitration. Such opinion shall be advisory only. Upon mutual agreement of the parties, the mediator may be requested to furnish such opinion in writing, along with a brief statement of the reasons for the opinion. Such opinion shall not be used during any subsequent arbitration. Notwithstanding the above, and Section 4.865 of the Employee Relations Ordinance, the parties may mutually agree to accept the opinion of the mediator as binding.

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

5. EXPEDITED ISSUES

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

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

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

GRIEVANCE PROCESS

STEP 1 - ISSUE IDENTIFICATION AND INFORMAL DISCUSSION

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

The immediate supervisor shall meet with the employee, secure clarification of the issue, consider the employee's proposed solution, and discuss possible alternative solutions and/or other administrative remedies. The immediate supervisor shall 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

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

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

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.

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 3, or (b) the last day of the response period provided for in Step 3. 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 30 business days from the date of meeting with the employee.

STEP 4 - ARBITRATION

If the written response at Step 3, or mediation, does not settle the grievance, or management fails to provide a written response within 30 business days of the Step 3 meeting, the Union may elect to serve a written request for arbitration with the Employee Relations Board. A copy of this notice shall be served upon the department's personnel officer. The request for arbitration must be filed with the Employee Relations Board within twenty (20) business days following (a) the date of service of the written response of the General Manager/Commission or the designee, or (b) the last day of the response period provided for in Step 3 or 3A. Failure of the Union to serve a written request for arbitration with the Employee Relations Board within said period shall constitute a waiver of the grievance.

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

1. 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 Employee Relations Board, 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.
2. The decision of an arbitrator resulting from any arbitration of a grievance hereunder shall be binding upon the parties concerned.

3. 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 Memorandum of Understanding.

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

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.

The General Manager, or designee, shall provide written notification to the Employee Relations Division of the City Administrative Officer 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.

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 30 business days from the date of meeting with the union.

STEP 2

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

ARTICLE 18 GRIEVANCE REPRESENTATION

- A. The Association may designate a reasonable number of grievance representatives who must be members of the Unit, and shall provide all departments, offices or bureaus with a written list of employees who have been so designated. The City will quarterly accept changes to the list presented by the Association. A grievance representative, if so requested, may represent a grievant in the presenting of grievances at all levels of the grievance procedure. The grievant and his/her representative may have a reasonable amount of paid time off for this purpose. However, said representative will receive paid time off only if he/she is a member of the Association and is employed within a reasonable distance from the work location of the grievant.

If a grievance representative must leave his/her work location to represent a grievant, he/she shall first obtain permission from his/her 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 grievance representative will be informed when time can be made available. Such time will not be more than forty-eight (48) hours, excluding scheduled days off and/or legal holidays, after the time of the grievance representative's request 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.

Time spent on grievances outside of regular working hours of the employee and/or his/her representative shall not be counted as work time for any purpose. Whenever a grievance is to be presented during the working hours of the grievant and/or his/her representative, only that amount of time necessary to bring about a prompt disposition of the grievance will be allowed.

- B. 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.

No later than March 1, 2008, 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.

As is practicable, grievances will be heard by certified supervisors.

Effective March 1, 2008, certified stewards shall be authorized to spend up to one (1) hour of City time to investigate each dispute raised under Article 17, Grievance Procedure.

ARTICLE 19 PERSONNEL FOLDERS

An employee shall be entitled to review the contents of his/her official departmental personnel folder at reasonable intervals, upon request, during hours when his/her 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 his/her review and a copy of the document presented to him/her for his/her records. The employee shall acknowledge that he/she 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 Association's Representative, or the City's Representative of a department, office, or bureau, for the purpose of informally discussing employer-employee relations problems.

ARTICLE 23 ACTIONS BY EMPLOYEE RELATIONS BOARD

If any actions by the Employee Relations Board prior to the expiration of this Memorandum of Understanding result in any significant changes to the composition of this representational unit, the parties to this Memorandum of Understanding 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 fifth step regular biweekly rate, without bonuses, at or below the fifth step regular biweekly rate for the class of Telecommunications Regulatory Officer I (Code 7650-1) in Council-controlled departments, 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 Fair Labor Standards Act overtime provisions based upon duties and who are assigned to a class or pay grade (if the class has multiple pay grades) with a fifth step regular biweekly rate, without bonuses, above the fifth 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 Los Angeles Administrative Code 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 Appendices A through D, 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 Los Angeles Administrative Code, compensation for overtime shall be for all hours worked 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 National Labor Relations Board (NLRB).

ARTICLE 29 JURY SERVICE

The City's present practice of payment of salary during Jury Service will be continued during the term of this Memorandum of Understanding. Such practice of payment shall be in accordance with Section 4.111 of the Los Angeles Administrative Code.

ARTICLE 30 CIVIC DUTY

Whenever an employee is served with a subpoena by a court of competent jurisdiction which compels his/her presence as a witness during his/her normal working period, unless he/she 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 he/she receives for appearance. This Article is not applicable to appearances for which the employee receives compensation in excess of his/her 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 his/her normal duty hours but on a matter arising within the scope of his/her employment, said employee shall be entitled to receive a minimum of one hour at one and one-half (1½) times his/her 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

- A. The parties to this Memorandum of Understanding jointly recommend to the City Council approval of the salary ranges set forth in Appendices A through F.
- B. The salaries as set forth in Appendix A, shall become operative July 1, 2007.
- C. The salaries as set forth in Appendix B, shall become operative January 1, 2008.
- D. The salaries as set forth in Appendix C, shall become operative July 1, 2008.
- E. The salaries as set forth in Appendix D shall become operative July 1, 2009.
- F. The salaries as set forth in Appendix E shall become operative July 1, 2010.
- G. The salaries as set forth in Appendix F shall become operative July 1, 2011.

ADDITIONAL SALARY ADJUSTMENTS

- H. Employees on Five-Step Salary Ranges
 - 1. Effective January 1, 2010, Unit employees with at least twelve (12) months of service in their current classification at step 5 of the salary range on or after January 1, 2010 shall receive a salary adjustment of 2.75%.
 - 2. Effective January 1, 2011, Unit employees at step 5 of the salary range who received the salary adjustment provided for in H.1., above, shall receive an additional salary adjustment of 2.75% twelve months after receiving the adjustment in H.1.
 - 3. Effective January 1, 2012, Unit employees at step 5 of the salary range who received the adjustment provided for in H.2., above, shall receive an additional salary adjustment of 2.75% twelve months after receiving the adjustment in H.2.
 - 4. Employees in the classes of Executive Director Commission on the Status of Women, Code 9225, and Executive Director Human Relations Commission, Code 9020, shall receive a salary adjustment of 2.75% effective on each of the following dates: January 1, 2010, January 1, 2011, January 1, 2012.

The above adjustments shall be included in determining salary step placement under Los Angeles Administrative Code Section 4.91

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 City Administrative Officer.

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. Independence Day (July 4)
7. Labor Day (the first Monday in September)
8. Columbus day (the second Monday in October)
9. Veteran's Day (November 11)
10. Thanksgiving Day (the fourth Thursday in November)
11. The Friday after Thanksgiving Day
12. Christmas Day (December 25)
13. Any day or portion thereof declared to be a holiday by proclamation of the Mayor and the concurrence of the City Council by resolution.
14. One unspecified holiday

B. When any holiday from 1 through 12 above falls on a Sunday, it shall be observed on the following Monday.

C. When any holiday from 1 through 12 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 holiday shall be taken in accordance with the following requirements:

1. The holiday 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 holiday shall forfeit any right thereto.
3. The holiday shall not be utilized to extend the date of any layoff.

4. No employees shall be entitled to the unspecified holiday upon appointment to one of the classifications represented by the Association until he/she 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 an unspecified holiday.
 6. No employee shall receive more than one unspecified holiday 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. Whenever a holiday from 1 through 12 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 13 and/or 14 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.
- 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. 13 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 12 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 his/her 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. Employees in the following classes and paygrades shall be entitled to vacation in accordance with Section B., below:

<u>Class Code</u>	<u>Class Title</u>
9206	311 Director
9422-2	Airport Environmental Manager II
7260-3	Airport Manager III
1957	Asset Manager
9232	Assistant City Librarian
4219-2	Assistant Deputy Superintendent of Building II
7298	Assistant Director Bureau of Contract Administration
7225	Assistant Director Bureau of Sanitation
7536	Assistant Director Bureau of Street Lighting
4156	Assistant Director Bureau of Street Services
9651	Assistant Director of Finance
9244	Assistant General Manager Animal Regulation
9251	Assistant General Manager Community Development
9694	Assistant General Manager Convention Center
9248	Assistant General Manager Cultural Affairs
9220	Assistant General Manager Department of Aging
9701	Assistant General Manager El Pueblo Historic Monument
9273	Assistant General Manager Emergency Preparedness
9257	Assistant General Manager General Services
9271	Assistant General Manager Housing
9381	Assistant General Manager Information Technology
9414	Assistant General Manager LACERS
9221	Assistant General Manager Neighborhood Empowerment
9241	Assistant General Manager Recreation and Parks
9263	Assistant General Manager Transportation
0603	Assistant Inspector General
9646	Assistant Treasurer
3194-2	Building Construction and Maintenance General Superintendent II
7274-2	Chief Airports Engineer II
0302	Chief Deputy Controller
9230	Chief Financial Officer
9286	Chief Harbor Engineer

<u>Class Code</u>	<u>Class Title</u>
9374	Chief Information Officer
9147	Chief Investment Officer
9182	Chief Management Analyst
9180	Chief of Parking Enforcement Operations
2384	Chief Police Psychologist
5154-1	Chief Port Pilot I
5154-2	Chief Port Pilot II
1949-2	Chief Real Estate Officer II
1211-2	Chief Tax and Permit Division II
7945-2	Chief of Airport Planning II
9424	Chief of Aviation Technology
9200	Chief of Transit Programs
7999	Chief Zoning Administrator
0566	City Attorney Chief Administrative Assistant
9247	Concessions Manager
1610	Departmental Audit Manager
1593-4	Departmental Chief Accountant IV
9490-1	Deputy City Engineer I
9490-2	Deputy City Engineer II
1607	Deputy Director of Auditing
9444	Deputy Director of Planning
0162	Deputy General Manager Airports I
0163	Deputy General Manager Airports II
9201-1	Deputy Superintendent of Building I
9201-2	Deputy Superintendent of Building II
1768	Director of Air Service Marketing
9306	Director of Airport Safety Services
9302	Director of Airports Administration
9304	Director of Airports Operations
1606	Director of Auditing
1194	Director of Cash Management Services
7625	Director of Communications Services
4266	Director of Enforcement Operations
1608	Director of Financial Analysis and Reporting
3535	Director of Fleet Services
1568	Director of Housing
7270-2	Director of Maintenance Airports II
1858	Director of Materials Management Services
7974	Director of Materials Testing Services
3722-2	Director of Police Transportation II
9231	Director of Port Administration
3123-2	Director of Port Construction and Maintenance II
1782-2	Director of Port Marketing II
9233	Director of Port Operations
1863	Director of Supplies

<u>Class Code</u>	<u>Class Title</u>
9375	Director of Systems
6157	Division Librarian
9486	Engineer of Surveys
9252	Executive Director City Clerk
2475	Executive Director Exposition Park Complex
0805	First Deputy General Manager Harbor
2458	Golf Manager
9279-2	Harbor Engineer II
9234-2	Harbor Planning and Research Director II
4130	Hyperion Treatment Plant Manager
1409-2	Information Systems Manager II
2338	Medical Services Administrator
9264	Parking Administrator
5153	Pilot Services Manager
9196-1	Police Administrator I
9196-2	Police Administrator II
9196-3	Police Administrator III
7928	Principal Architect
7946	Principal City Planner
9489	Principal Civil Engineer
9653	Principal Deputy Controller
7875	Principal Sanitary Engineer
9266	Principal Transportation Engineer
1964-4	Property Manager IV
4126-2	Refuse Collection and Disposal Manager II
1530-3	Risk Manager III
4128-3	Sanitation Wastewater Manager III
0807	Second Deputy General Manager Harbor
4160-2	Street Maintenance General Superintendent II
2472	Superintendent of Recreation and Parks Operations
9237	Superintendent Planning and Development Recreation and Parks
1865-2	Supply Services Manager II
0803	Traffic Manager
4125-2	Wastewater Collection Manager II
7880	Wastewater Residuals Research Engineer
7840-3	Wastewater Treatment Laboratory Manager III
3784-3	Wastewater Treatment Maintenance Manager III
1766-2	Workers' Compensation Administrator II
9501	Zoo Assistant General Manager

- B. Persons employed in the classes 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 4.244(g) of the Los Angeles Administrative Code:

Years of Service 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

Years of Service Completed	Number of Vacation Hours
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 listed in Section A.	168
2 years in a class listed in Section A.	176
3 years in a class listed in Section A.	184
4 years in a class listed in Section A.	192
5 years in a class listed in Section A.	200

- C. Employees who currently have or will receive a permanent appointment to a class 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 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 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 in order for the month to be included in the calculation.
- G. Employees in this unit in classes not 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 Section 4.244(g) of the Los Angeles Administrative Code:

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

Vacation Accrual During Active Military Service

Employees called into active military service following their qualifying year of service for vacation shall continue to accrue vacation during their military service, subject to the same maximum accrual requirements as active City employees. To avoid reaching maximum accrual during an extended leave, employees may request cash payment of vacation hours accrued as of the date of the commencement of their military leave. Such request may be for all accrued time or a portion of the accrued time. The request shall be made prior to the employee's first day of their leave of absence and shall be accompanied by orders or other evidence of entry 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 his/her own vehicle, pursuant to Division 4, Chapter 5, Article 2 of the Los Angeles Administrative Code, in the performance of his/her 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 City Administrative Officer 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 Los Angeles Administrative Code, 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 (hereinafter Flex Program) and any modifications thereto as recommended by the Joint Labor-Management Benefits Committee and approved by the City Council.

If there are any discrepancies between the benefits described herein and the Flex Program approved by the Joint Labor-Management Benefits Committee, 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 Joint Labor-Management Benefits Committee and administered by the Personnel Department in accordance with Los Angeles Administrative Code Section 4.303.

Effective January 1, 2007, the City agrees to contribute a monthly sum not to exceed \$857.02 per month per full-time employee, effective the beginning of the pay period in which the Kaiser yearly premium rate change is implemented, toward the cost of a City-sponsored health plan for employees who are members of the Los Angeles City Employees' Retirement System (LACERS).

Effective January 1, 2008, the City agrees to contribute for each full-time employee who is a member of LACERS a subsidy equal to the cost of his/her medical plan, not to exceed \$948.36.

For each half-time employee, as defined by Section 4.110 of the Los Angeles Administrative Code (LAAC) who becomes a member of LACERS following July 1, 1990, and for each employee who transfers from full-time to half-time status following the July 1, 1990, effective January 1, 2007, the City agrees to contribute a monthly subsidy not to exceed \$329.62 per employee.

Effective January 1, 2008, the City agrees to contribute for each half-time employee a monthly subsidy not to exceed \$364.76 per employee.

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.

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. For half-time employees, the City's monthly subsidy shall increase by the increase in the Kaiser Permanente Single Party Rate. Increases in the monthly subsidy shall be effective at the beginning of the pay period in which the Kaiser Permanente yearly premium rate change is implemented.

Half-time employees who, prior to July 1, 1990, were receiving the same subsidy as full-time employees shall continue to receive the full-time employee subsidy and shall be eligible to receive any increases applied to that subsidy as provided in this Article.

Employees who transfer from full-time to half-time under the provisions of Article 42, Family and Medical Leave, shall continue to receive the same subsidy as full-time employees and shall be subject to any adjustments applied to that subsidy as provided in this Article.

During the term of this MOU, the Joint Labor-Management Benefits Committee 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 Joint Labor-Management Committee and administered by the Personnel Department in accordance with Los Angeles Administrative Code 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 1, 1990, 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 1, 1990, were receiving the full employee only subsidy shall continue to receive the full employee only subsidy.

During the term of this MOU, the Joint Labor-Management Benefits Committee 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 complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee and the domestic partner, declaring the existence of a domestic partnership.

By extending to an employee the specific benefits defined by this Article, the City does not intend to confer or imply any other unspecified benefits to such employee, or to the employee's domestic partner, or to the dependents of such 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 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.

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

For employees hired prior to January 1, 1983, retirement benefits including the Beta Retirement Formula and subsidies of: 1) one-half the employees' retirement contribution rates, and 2) an additional two percent (2%) of compensation earnable after the one-half subsidy, shall be continued during the term of this Memorandum of Understanding. For employees hired January 1, 1983, and thereafter, the Beta

Retirement Formula and a flat-rated employee retirement contribution of six percent (6%) shall be continued.

B. Procedure for Benefits Modifications

Proposals for major retirement benefit modifications will be negotiated in joint meetings with the certified employee organizations whose memberships will be directly affected. Agreements reached between the City and organizations whereby a majority of the members in the Los Angeles City Employees' Retirement System are affected shall be recommended to the City Council by the City Administrative Officer as affecting membership of all employees in the Los Angeles City Employees' Retirement System. Such modifications need not be included in the Memorandum of Understanding 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 City Administrative Officer 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 Los Angeles City Employees' Retirement System 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

Except as provided in Article 27 – Overtime for Hourly Employees, the City's present practices with regard to allowances for sick leave will be continued during the term of this Memorandum of Understanding. Such practices shall be in accordance with Sections 4.126 and 4.128 of the Los Angeles Administrative Code.

Employees shall be allowed 12 working days leave at full pay and five working days at 75% of full pay each calendar year plus the days of sick leave accrued and accumulated as provided herein.

If an employee becomes separated from the service of the City by reason of retirement any balance of accumulated sick leave at 50% of full pay remaining unused at the date of separation shall be compensated by cash payment at 25% of the employee's salary rate current at such date of separation. In no instance will an employee be compensated more than once for accumulated full pay sick leave and 50% sick leave upon retirement.

ARTICLE 40 BEREAVEMENT LEAVE

The City's present practices with regard to allowance for leave because of family deaths will be continued during the term of this Memorandum of Understanding. Such practices of

allowances for leave because of family deaths shall be in accordance with Section 4.127.1 of the Los Angeles Administrative Code.

ARTICLE 41 FAMILY ILLNESS

The City's present practices of allowances for leave for illness in family will be continued during the term of this Memorandum of Understanding, except that the aggregate number of working days allowed in any one calendar year with full pay shall not exceed twelve (12). Such practice of allowance for leave of illness in family shall be in accordance with Section 4.127 of the Los Angeles Administrative Code.

ARTICLE 42 FAMILY AND MEDICAL LEAVE

I. Authorization for Leave

During the term of this MOU, up to four (4) months (nine [9] pay periods) 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), 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 Los Angeles Administrative Code to the contrary. An employee may take leave under the provisions of this Article if he/she has a serious health condition that makes him/her unable to perform the functions of his/her position.

Leave under the provisions of this Article shall be limited to four (4) months (nine [9] pay periods) 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.

Exception: Under the provisions of this Article, a pregnant employee may be eligible for up to four (4) months (nine [9] pay periods) for childbirth disability and up to an additional four (4) months (nine [9] pay periods) 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 and financially support a child or, in the case of an employee who had such responsibility for the employee when the employee was a child. A biological or legal relationship is not necessary.
- 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.

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 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) of leave if disabled due to pregnancy.

- B. Parents (including those who are 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 new child by birth or adoption or foster care of a child, however, the aggregate period of time to which both are entitled is limited to the time allowed for only one employee.

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

Each employee must notify his/her 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.

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** - 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.

In accordance with Pregnancy Disability Leave (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) 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 year of the child's birth.

Employees (either parent) are also eligible for family leave ("bonding") under the California Family Rights Act, which shall be limited to four months (nine (9) pay periods) and must be concluded within one year of the child's birth. (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 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 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 or more than three 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.

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 his/her own serious health condition when it is medically necessary. The City 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 Los Angeles Administrative Code during the duration of their part-time schedule.

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 weeks, and on any two occasions an employee is entitled to such bonding leave for a time period of not less than one day but 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 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) 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. The City shall allow the employee at least 15 calendar days to obtain the medical certification.
- K. Upon return from family or medical leave, an employee shall be returned to his/her original job or to an equivalent job.

V. Notice Requirements

A. Employee

When an employee requests family or medical leave, he/she 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 30 days notice. However, if the leave must begin in less than 30 days, the employee must provide as much advance notice as is practicable.

B. The City

In response to employee's request for family or medical leave, the City 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. The City 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 the City approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period) 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 twelve (12) days may be used at the employee's discretion. Such leave may be taken before or after the vacation described in 2 below.
2. Accrued vacation available at the start of the leave shall be taken. Such time must be used prior to the use of time under 3, 4, 5 and 6 below.
3. Accrued 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
4. Accrued 75% sick leave, following use of all 100% sick leave. The use of sick leave under this subsection is at the employee's discretion.
5. Unpaid leave.
6. Accrued Fair Labor Standards Act (FLSA) compensatory time off may be used at the employee's discretion, with the City approval, after exhaustion of 100% sick leave (No. 3 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period) 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 the City approval, after exhaustion of 100% sick leave (No. 1 above). However, FLSA compensatory time off shall not be counted against the employee's four-month (nine [9] pay period) 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.3. and VI.B.3. shall be at the regular accrued rate of 100% or 75% as appropriate.

VIII. Monitoring

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

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

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 Memorandum of Understanding. 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 Los Angeles Administrative Code.

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.

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 his/her 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, he/she 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 effect a satisfactory solution of the problem within a reasonable time, the employee or his/her 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 Memorandum of Understanding. Such practices shall be in accordance with Section 4.123 of the Los Angeles Administrative Code.

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 Los Angeles Administrative Code will be continued during the term of this Memorandum of Understanding. 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 Los Angeles Administrative Code.

ARTICLE 49 TRAINING AND PROFESSIONAL DEVELOPMENT

The parties agree to establish a 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 \$143,000 into the trust fund on or after the start of the payperiod following Council adoption of this MOU, and \$143,000 on July 1, 2008, July 1, 2009, July 1, 2010, and July 1 2011. 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, 2009 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, which require registration or professional membership as a condition of employment will have such expenses paid by the City. Payment may either be 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

The City agrees to continue providing Workers' Compensation benefits in accordance with Section 4.104 of the Los Angeles Administrative Code, except that salary continuation payments during absences for temporary disability conditions shall be an amount equal to the employee's regular biweekly, take-home pay at the time of incurring the disability condition. For purposes of this Article, take-home pay shall be defined as an employee's biweekly gross salary rate less the mandatory deduction for Federal and State income tax withholding and employee retirement contributions. The employee will be able to make adjustments in his/her voluntary deductions while on temporary disability leave but will not be able to change the amount normally deducted for State and Federal income taxes, unless the employee has changed those deductions to those which he/she is legally entitled to take within ten (10) days of the commencement of any disability leave, or within ten (10) days of any change in dependents.

ARTICLE 52 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 his/her 60th birthday, the insurance company will continue the benefit until the earlier of his/her 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 53 UNIFORMS

- A. An allowance of twenty dollars (\$20.00) each pay period 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
Chief Special Officer	3188

- B. The City will provide an annual cash payment of one hundred dollars (\$100.00) to each employee in the classes listed below for the purchase or replacement of uniform shoes.

<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
Chief Special Officer	3188

ARTICLE 54 ACTING PAY

Section I

Whenever the General Manager/Bureau Head assigns an employee 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 consecutive months in such assignment at his/her regular rate of compensation. Paid leave time taken during a qualifying period shall extend the qualifying period by the length of the absence. All other absences shall constitute a disqualifying break in the four-month qualifying period requirement, necessitating the initiation and completion of a new qualifying period.

Section II

An employee qualifying for additional compensation as provided for in Section I above shall receive salary at the second premium level (5.5%) above the appropriate biweekly rate for his/her class.

Section III

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 in Section II above.

ARTICLE 55 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 56 CONTINUATION OF MERIT PRINCIPLES

A *Statement of Intent.* At the time of execution of this MOU, applications for special reorganization of the City of Los Angeles have been filed in regard to the San Fernando Valley and Harbor Area and are being processed by the Los Angeles County Local Agency Formation Commission ("LAFCO"). The completion of these proceedings could result in bargaining unit employees being transferred to another public entity during the term of this MOU (hereinafter referred to as "Transferred Employees"). Former California Government Code § 56844.2 provides:

Status of public employees under special reorganization; Collective bargaining agreement; Retiree benefits; Representation

1. This section shall only apply to a special reorganization.
2. All public employees to which Chapter 10 (commencing with Section 3500) of Division 4 of Title 1 applies shall continue to be deemed public employees of the original local agency or of the newly incorporated local agency for all the purposes of that chapter, including, but not limited to, the continuation and application of any collective bargaining agreement that applies to these employees, and all representational and collective bargaining rights under that chapter.
3. Any existing collective bargaining agreement shall remain in effect and be fully binding on the original local agency or on the newly incorporated local agency, and on the employee organizations that are parties to the agreement for the balance of the term of the agreement, and until a subsequent agreement has been established.
4. Any existing retiree benefits, including, but not limited to, health, dental, and vision care benefits, shall not be diminished.
5. Notwithstanding any other provision of law, an employee organization that has been recognized as the exclusive representative of local agency public

employees affected by a special reorganization shall retain exclusive representation of the unit employees of the original local agency, or of the newly incorporated local agency.

In consideration of this provision of law, it is the intent of the parties to this MOU to provide in this article, to the extent permitted by law, that Transferred Employees will enjoy certain substantially similar civil service and other protections for the term of the MOU, as described in paragraph 2 below, as they would have enjoyed if they had not been transferred, without unduly constraining the operations of the new jurisdiction. In the event that this article, or any part of this article is found invalid or unenforceable by a court of competent jurisdiction, that event shall not affect the validity of enforceability of the other articles of this MOU. However, if any provision of this article is judicially determined to be invalid, said provision or part shall be deemed invalid and unenforceable but the remainder shall not be affected thereby.

B. *Merit Principles.* If a new jurisdiction that has become subject to this MOU pursuant to former California Government Code § 56844.2 fails to adopt or enforce laws which provide, in substance for the employment principles listed below, or those laws do not remain in effect for Transferred Employees during the entire term of this MOU, the following provisions shall apply to Transferred Employees:

1. Examinations: All appointments shall be based on merit. All candidates taking a competitive examination shall be given a score and placed in a rank based on the whole score. The appointing authority shall select from the top three ranks. Applicants who receive a passing score on the examination shall be given a 5% credit added to their whole score for military service, if such persons have served in the armed forces of the United States during time of war or armed insurrection, or during any time when the United States engaged in active military operations against any foreign power, provided such person has been honorably discharged from active service during the five years preceding the examination. All candidates taking a competitive examination for promotion shall receive a credit for past service, the amount of which may be determined by the new jurisdiction prior to the examination.
2. Probation: The probationary period for persons appointed in the class of Police Officer shall be eighteen months, measured from the commencement of recruit training. The probationary period for persons appointed in management classes shall be twelve months. The probationary period for persons appointed to entry level positions shall be 6 months, except that the new jurisdiction may establish a longer period, not to exceed 12 months, if the period is set in advance of the examination and after public hearing. The probationary period for all other non-entry level positions shall be six months, except that the new jurisdiction may establish a shorter period, if the period is set in advance of the examination and after public hearing.
3. Transfer: An employee shall be allowed to transfer into an equal or lower paying class without further examination, provided he or she possesses the

minimum qualifications and the capability of performing the required duties, in the following situations: (a) the employee is incapable of performing his or her duties because of injury, sickness, or disability; or (b) the employee has completed a probationary period.

4. Layoffs: Any layoff shall be based on seniority in that the employee with the least amount of seniority within the class-group shall be laid off first. Seniority shall be calculated as including all service within the class-group plus any service in a higher class. Any employee laid off shall have the right to revert to a vacant position or displace (“bump”) a person in a lower class-group if there are no vacant positions, provided the displacing employee has (a) prior service in the lower class-group and (b) greater seniority than the employee being displaced.
5. Discipline: An appointing authority may suspend or discharge an employee but only for cause.
6. Military Leave: An employee who leaves his or her position to serve in the armed forces of the United States shall be entitled to a leave of absence and, upon returning from military service, restoration to his or her position, subject to applicable state and federal law and as further provided by ordinance.
7. Non-discrimination in benefits: There shall be no discrimination in the provision of employee benefits between employees with spouses and employees with domestic partners.

These provisions (A-G) shall be deemed to be modified to conform to Los Angeles City law in effect on the effective date of the special reorganization.

- C. *Disputes.* The grievance procedure shall not apply to disputes concerning the interpretation or application of this article, unless any such dispute would be grievable by a Los Angeles City employee as a matter of law. The Union waives its right to meet and confer in the event that the new City proposes to incorporate the limitation in the preceding sentence into its Employee Relations Ordinance or Resolution.
- D. *No Waiver.* Except as provided in ¶ 3, this article shall not be construed as a waiver by the Union of any right it might have under law to meet and confer over the impact that any transfer of employees to another public entity may have on wages, hours, and other terms and conditions of employment.

ARTICLE 57 POST CERTIFICATE AND TRAINING BONUSES

Employees in the class of Chief Special Officer, Code 3188-1-2, shall be eligible for the Peace Officer Standards and Training (POST) and Continuing Education bonuses in accordance with the following provisions:

- A. **POST Bonus** - Employees shall be paid a pension-based bonus of three percent (3%) of regular pay for possession of a Supervisory or Management POST Certificate. The effective date for the bonus is the beginning of the payroll period next succeeding the date the employee presents the Supervisory or Management POST Certificate to the appointing authority.
- B. **Command Officer POST Bonus** - Employees who have completed the required POST annual in-service training for the most recent calendar year, shall be paid a pension-based bonus of one percent (1%) of regular pay. The bonus shall become effective at the beginning of the payroll period during which the employee meets the eligibility requirements for the bonus and presents acceptable proof to the appointing authority that the annual service training has been completed.
- C. **Continuing Education Bonus (CEB)** - Employees who successfully complete the training requirements specified below shall be paid a pension-based Continuing Education bonus of one percent (1%) of regular pay.

D. 1. **CEB**

Employees must submit proof of completing forty (40) hours of continuing professional development training in leadership, management, or other area of advanced professional training (excluding POST in-service training hours) **or** two college or graduate level course (6 semester units or 68 quarter units) each fiscal year in order to qualify for the Continuing Education bonus commencing July 1st of each year.

2. **CEB Eligibility**

- a. Employees must submit proof of qualifying for the Continuing Education Bonus to the General Manager Department of General Services or the General Manager's designee by June 30 of each fiscal year in order to continue to receive this bonus. If an employee fails to meet the CEB requirements or fails to submit proof of qualification for the CEB by June 30, the bonus shall automatically cease on July 1st.
- b. The continuing education courses and professional training must be pre-approved by the Department of General Services General Manager or designee. The purpose of the continuing education courses is to provide command officers with professional development training.
- c. Employees must successfully complete (passing grade) continuing education courses and professional training pre-approved by management.
- d. Employees must submit proof of continuing education course(s) or professional training completion such as a transcript or certificate of completion.

- e. If an employee is ineligible for the CEB or fails to submit proof of CEB eligibility the Continuing Education bonus shall automatically cease and any CEB overpayments will be returned to the City.

ARTICLE 58 SALARY STEP ADVANCEMENT

Effective February 17, 2008, notwithstanding Los Angeles Administrative Code (LAAC) Section 4.92, subsections (a), (c), (d), and (f)(1), the following salary step advancement procedures shall apply to all members of this Unit who are appointed or promoted on or after February 17, 2008 to classifications that are compensated on a salary range:

FULL-TIME EMPLOYEES

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

The first salary step advancement for an employee in this Unit who has been initially appointed to City service or who has been appointed or assigned (through paygrade advancement) to a position on a higher salary range shall occur at the beginning of the payroll period following completion of 2,080 regular paid hours and 12 months of service. This date shall become the employee's step advancement date, except under the circumstances in section C below.

B. Subsequent Step Advancement

Each subsequent step advancement shall occur at the beginning of the payroll period following the completion of 2,080 additional regular paid hours and 12 months of service, except under the circumstances in section C below, until the top step has been reached.

C. Extension of Step Advancement Date – Uncompensated Hours

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

D. Consecutive Appointments within a 12 Month Period

Consecutive appointments or assignments to positions with the same top step salary rate in the 12 months (2080 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.

PART-TIME EMPLOYEES

F. Civil Service 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.

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

Effective the start of the payperiod 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 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.

Assistant Director Bureau of Sanitation	Code 7225
Assistant General Manager Convention Center	Code 9694
Assistant General Manager Transportation	Code 9263
Second Deputy General Manager Harbor	Code 0807

The bonus for the class of Second Deputy General Manager Harbor shall only be valid when there are no incumbents in the class of First Deputy General Manager Harbor, Code 0805.

One employee in each of the classes listed below may be designated by the respective 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.

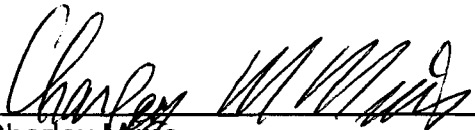
Assistant General Manager Recreation and Parks	Code 9241
Assistant General Manager Information Technology Agency	Code 9381
Assistant General Manager Housing	Code 9271

MOU36-12

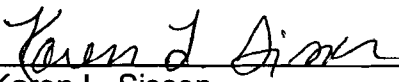
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.

LOS ANGELES PROFESSIONAL
MANAGER'S ASSOCIATION/
SEIU Local 347
Management Employees Unit

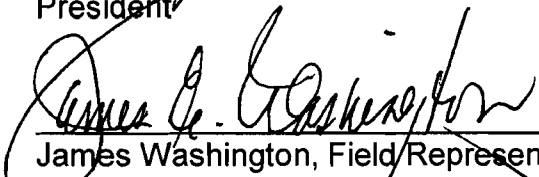
CITY OF LOS ANGELES
Representatives



Charley Morris
President



Karen L. Sisson
City Administrative Officer



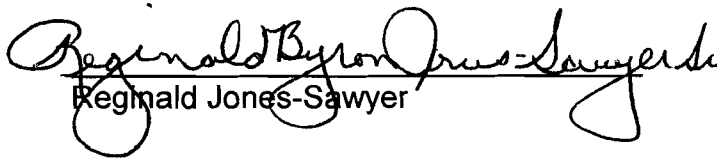
James Washington, Field Representative

Department of Aging



Cora Jackson-Fossett

Department of Airports



Reginald Jones-Sawyer

Department of Animal Services

James Morgan

Department of Building and Safety

Clark Robbins

City Attorney

City Clerk

L.A. City Employees' Retirement System

Community Development Department

City Controller

Cultural Affairs Department

Office of Finance

Fire Department

Department of General Services

Harbor Department

Housing Department

Information Technology Agency

Library Department

Los Angeles Convention Center

Los Angeles Fire and Police Pension
System

Personnel Department

City Planning Department

Police Department

Department of Public Works

Department of Recreation and Parks

Department of Transportation

Treasurer

Zoo Department

As to form:



City Attorney's Office

12/6/07
Date

APPENDIX A

Operative on July 1, 2007

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
9206	311 Director	5299	110,643-	137,453
9422 1	Airport Environmental Manager I	4412	92,122-	114,443
9422 2	Airport Environmental Manager II	5299	110,643-	137,453
7260 1	Airport Manager I	4071	85,002-	105,611
7260 2	Airport Manager II	4642	96,924-	120,415
7260 3	Airport Manager III	5753	120,122-	149,271
3331	Airports Maintenance Superintendent	3892	81,264-	100,955
1788 1	Airports Public & Community Relations Director I	3736	78,007-	96,904
1788 2	Airports Public & Community Relations Director II	4769	99,576-	123,714
1957	Asset Manager	5299	110,643-	137,453
1577	Assistant Chief Grants Administrator	4409	92,059-	114,381
9232	Assistant City Librarian	6069	126,720-	157,414
4219 1	Assistant Deputy Superintendent of Building I	5011	104,629-	129,978
4219 2	Assistant Deputy Superintendent of Building II	5299	110,643-	137,453
7225	Assistant Director Bureau of Sanitation	6069	126,720-	157,414
7536	Assistant Director Bureau of Street Lighting	5299	110,643-	137,453
4156	Assistant Director Bureau of Street Services	6069	126,720-	157,414
7298	Assistant Director of Contract Administration	5838	121,897-	151,464
9651	Assistant Director of Finance	6069	126,720-	157,414
9701	Assistant GM El Pueblo Historic Monument	4627	96,611-	120,039
9244	Assistant General Manager Animal Regulation	5299	110,643-	137,453
9251	Assistant General Manager Community Development	6069	126,720-	157,414
9694	Assistant General Manager Convention Center	5299	110,643-	137,453
9248	Assistant General Manager Cultural Affairs	4627	96,611-	120,039
9220	Assistant General Manager Department of Aging	5299	110,643-	137,453
9273	Assistant General Manager Emergency Preparedness	4906	102,437-	127,284
9257	Assistant General Manager General Services	6069	126,720-	157,414
9271	Assistant General Manager Housing	6069	126,720-	157,414
9381	Assistant General Manager Information Technology	6069	126,720-	157,414
9414	Assistant General Manager LACERS	6069	126,720-	157,414
9221	Assistant General Manager Neighborhood Empowerment	4906	102,437-	127,284
9241	Assistant General Manager Recreation and Parks	6069	126,720-	157,414
9263	Assistant General Manager Transportation	6069	126,720-	157,414
0603	Assistant Inspector General	5746	119,976-	149,041
9415	Assistant Retirement Plan Manager	4906	102,437-	127,284
9646	Assistant Treasurer	5594	116,802-	145,116
7998	Associate Zoning Administrator	5036	105,151-	130,625
3124	Building Construction & Maintenance Supt	4769	99,576-	123,714
3194 1	Building Construction and Maintenance Gen Sup I	4769	99,576-	123,714
3194 2	Building Construction and Maintenance Gen Supt II	5299	110,643-	137,453
1592	Chief Accountant Controller	4497	93,897-	116,677
7274 1	Chief Airports Engineer I	4906	102,437-	127,284
7274 2	Chief Airports Engineer II	5753	120,122-	149,271
1528 1	Chief Auditor Controller I	3941	82,288-	102,249
1528 2	Chief Auditor Controller II	4409	92,059-	114,381
7296	Chief Construction Inspector	4566	95,338-	118,473
0302	Chief Deputy Controller	6765	141,253-	175,476
4229	Chief Electrical Inspector	4566	95,338-	118,473
9230	Chief Financial Officer	6168	128,787-	160,003
9286	Chief Harbor Engineer	6069	126,720-	157,414

APPENDIX A

Operative on July 1, 2007

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
4250 1	Chief Heating & Refrigeration Inspector I	3546	74,040-	91,997
4250 2	Chief Heating & Refrigeration Inspector II	4171	87,090-	108,221
9374	Chief Information Officer	6970	145,533-	180,800
4258	Chief Inspector	4566	95,338-	118,473
4254	Chief Inspector	4566	95,338-	118,473
1619	Chief Internal Auditor	4906	102,437-	127,284
9147	Chief Investment Officer	5299	110,643-	137,453
9182	Chief Management Analyst	5299	110,643-	137,453
3165	Chief Park Maintenance Supervisor	4071	85,002-	105,611
1968	Chief Park Ranger	4408	92,039-	114,339
4239	Chief Plumbing Inspector	4566	95,338-	118,473
2384	Chief Police Psychologist	5299	110,643-	137,453
5154 1	Chief Port Pilot I	8690 (4)	213,540-	225,441
5154 2	Chief Port Pilot II	9171 (4)	225,337-	237,907
1949 1	Chief Real Estate Officer I	4426	92,414-	114,819
1949 2	Chief Real Estate Officer II	5299	110,643-	137,453
4269	Chief Safety Engineer Elevators	4566	95,338-	118,473
4260	Chief Safety Engineer Pressure Vessels	3941	82,288-	102,249
3188 1G	Chief Special Officer I	4822	100,683-	125,092
3188 2F	Chief Special Officer II	5157	107,678-	133,799
4286 1	Chief Street Services Investigator I	3692	77,088-	95,756
4286 2	Chief Street Services Investigator II	4566	95,338-	118,473
1211 1	Chief Tax Compliance Officer	4377	91,391-	113,545
1211 2	Chief Tax Compliance Officer	5299	110,643-	137,453
2360	Chief Veterinarian	4791	100,036-	124,278
1189 1	Chief Wharfinger I	3011	62,869-	78,112
1189 2	Chief Wharfinger II	3951	82,496-	102,500
7999	Chief Zoning Administrator	5591	116,740-	145,032
7945 1	Chief of Airport Planning I	4643	96,945-	120,457
7945 2	Chief of Airport Planning II	5299	110,643-	137,453
9424	Chief of Aviation Technology	5737	119,788-	148,833
7258 1	Chief of Operations I	3758	78,467-	97,510
7258 2	Chief of Operations II	3955	82,580-	102,625
9180	Chief of Parking Enforcement Operations	5299	110,643-	137,453
9200	Chief of Transit Programs	5299	110,643-	137,453
2492	Child Care Program Manager	3149	65,751-	81,703
0566	City Attorney Chief Administrative Assistant	5299	110,643-	137,453
0536	City Attorney Financial Manager	3880	81,014-	100,642
2496	Community Affairs Advocate	4409	92,059-	114,381
8500	Community Housing Programs Manager	4377	91,391-	113,545
9247	Concessions Manager	5299	110,643-	137,453
9168	Contract Administrator	4636	96,799-	120,248
9165 1	Contract Compliance Program Manager I	3904	81,515-	101,289
9165 2	Contract Compliance Program Manager II	4874	101,769-	126,449
3330 1	Convention Center Building Superintendent I	4015	83,833-	104,149
3330 2	Convention Center Building Superintendent II	4769	99,576-	123,714
1610	Departmental Audit Manager	5299	110,643-	137,453
1593 1	Departmental Chief Accountant I	3955	82,580-	102,625
1593 2	Departmental Chief Accountant II	4175	87,174-	108,305
1593 3	Departmental Chief Accountant III	4906	102,437-	127,284

APPENDIX A

Operative on July 1, 2007

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
1593 4	Departmental Chief Accountant IV	5299	110,643-	137,453
9490 1	Deputy City Engineer I	6069	126,720-	157,414
9490 2	Deputy City Engineer II	6765	141,253-	175,476
1607	Deputy Director of Auditing	5299	110,643-	137,453
9444	Deputy Director of Planning	6069	126,720-	157,414
0162	Deputy General Manager Airports/1	8385	175,078-	217,528
0163	Deputy General Manager Airports/2	6857	143,174-	177,877
9201 1	Deputy Superintendent of Building I	6069	126,720-	157,414
9201 2	Deputy Superintendent of Building II	6765	141,253-	175,476
1806	Development and Marketing Director	4363	91,099-	113,170
1768	Director of Air Service Marketing	5299	110,643-	137,453
9302	Director of Airports Administration	6231	130,103-	161,632
9304	Director of Airports Operations	6231	130,103-	161,632
9306	Director of Airports Safety Services	6857	143,174-	177,877
1606	Director of Auditing	6069	126,720-	157,414
9259	Director of Building Services	4769	99,576-	123,714
1194	Director of Cash Management Services	5299	110,643-	137,453
7625	Director of Communications Services	5299	110,643-	137,453
4266	Director of Enforcement Operations	5299	110,643-	137,453
4321	Director of Field Operations	4383	91,517-	113,692
1608	Director of Financial Analysis and Reporting	6069	126,720-	157,414
3535	Director of Fleet Services	5299	110,643-	137,453
1568	Director of Housing	5299	110,643-	137,453
7270 1	Director of Maintenance Airports I	4769	99,576-	123,714
7270 2	Director of Maintenance Airports II	5299	110,643-	137,453
1858	Director of Materials Management Services	4642	96,924-	120,415
7974	Director of Materials Testing Services	5299	110,643-	137,453
3722 1	Director of Police Transportation I	4175	87,174-	108,305
3722 2	Director of Police Transportation II	5299	110,643-	137,453
9231	Director of Port Administration	5878	122,732-	152,487
3123 1	Director of Port Construction & Maintenance I	4769	99,576-	123,714
3123 2	Director of Port Construction & Maintenance II	5299	110,643-	137,453
1782 1	Director of Port Marketing I	4313	90,055-	111,875
1782 2	Director of Port Marketing II	5299	110,643-	137,453
9233	Director of Port Operations	5580	116,510-	144,740
1488	Director of Printing Services	5065	105,757-	131,377
1857 1	Director of Purchasing Services I	3955	82,580-	102,625
1857 2	Director of Purchasing Services II-General Service	4642	96,924-	120,415
3208	Director of Security Services	3355	70,052-	87,007
1863	Director of Supplies	5299	110,643-	137,453
9375	Director of Systems	5299	110,643-	137,453
6157	Division Librarian	5299	110,643-	137,453
9486	Engineer of Surveys	5299	110,643-	137,453
3750	Equipment Superintendent	4464	93,208-	115,800
9225	Executive Director Commission on Status of Women	3,892.80 BW		
2475	Executive Director Exposition Park Complex	5299	110,643-	137,453
9020	Executive Director Human Relations Commission	4,268.00 BW		
9252	Executive Officer City Clerk	6069	126,720-	157,414
1557 1	Financial Manager I	3941	82,288-	102,249
1557 2	Financial Manager II	4906	102,437-	127,284

APPENDIX A

Operative on July 1, 2007

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
0805	First Deputy General Manager Harbor	8385	175,078-	217,528
2458	Golf Manager	5299	110,643-	137,453
9279 1	Harbor Engineer I	4906	102,437-	127,284
9279 2	Harbor Engineer II	5299	110,643-	137,453
9234 1	Harbor Planning & Research Director I	3955	82,580-	102,625
9234 2	Harbor Planning & Research Director II	4642	96,924-	120,415
9480	Harbor Public & Community Relations Director	4642	96,924-	120,415
4130	Hyperion Treatment Plant Manager	6069	126,720-	157,414
1409 1	Information Systems Manager I	4465	93,229-	115,821
1409 2	Information Systems Manager II	5299	110,643-	137,453
4281 1	Lot Cleaning Superintendent I	3692	77,088-	95,756
4281 2	Lot Cleaning Superintendent II	4076	85,106-	105,715
9437 1	Marine Environmental Manager I	4592	95,880-	119,100
9437 2	Marine Environmental Manager II	5105	106,592-	132,442
9635	Marketing Manager	4642	96,924-	120,415
2338	Medical Services Administrator	5299	110,643-	137,453
6229 1	Observatory Director I	4409	92,059-	114,381
6229 2	Observatory Director II	5299	110,643-	137,453
9264	Parking Administrator	6069	126,720-	157,414
9025 1	Parking Enforcement Manager I	3803	79,406-	98,658
9025 2	Parking Enforcement Manager II	4465	93,229-	115,821
5153	Pilot Service Manager	9675	202,014-	250,957
9196 1	Police Administrator I	5299	110,643-	137,453
9196 2	Police Administrator II	6069	126,720-	157,414
9196 3	Police Administrator III	6912	144,322-	179,317
1781	Port Marketing Manager	3649	76,191-	94,649
7928	Principal Architect	5776	120,602-	149,835
7946	Principal City Planner	5299	110,643-	137,453
9489	Principal Civil Engineer	5299	110,643-	137,453
9653	Principal Deputy Controller	6069	126,720-	157,414
7875	Principal Environmental Engineer	5299	110,643-	137,453
3147 1	Principal Grounds Maintenance Supervisor I	2913	60,823-	75,544
3147 2	Principal Grounds Maintenance Supervisor II	3620	75,585-	93,918
2464 1	Principal Recreation Supervisor I	3149	65,751-	81,703
2464 2	Principal Recreation Supervisor II	3620	75,585-	93,918
9266	Principal Transportation Engineer	5299	110,643-	137,453
1964 1	Property Manager I	4175	87,174-	108,305
1964 2	Property Manager II	4642	96,924-	120,415
1964 3	Property Manager III	5028	104,984-	130,416
1964 4	Property Manager IV	5591	116,740-	145,032
1800 1	Public Information Director I	3736	78,007-	96,904
1800 2	Public Information Director II	4387	91,600-	113,817
1282	Records Management Officer	4408	92,039-	114,339
7982	Risk Management & Prevention Program Manager	4412	92,122-	114,443
1530 1	Risk Manager I	3561	74,353-	92,394
1530 2	Risk Manager II	4409	92,059-	114,381
1530 3	Risk Manager III	5299	110,643-	137,453
1728	Safety Administrator	4675	97,614-	121,292
4126 1	Sanitation Solid Resources Manager I	4769	99,576-	123,714
4126 2	Sanitation Solid Resources Manager II	5299	110,643-	137,453

APPENDIX A

Operative on July 1, 2007

<u>CLASS CODE</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
4128 1	Sanitation Wastewater Manager I	4015	83,833-	104,149
4128 2	Sanitation Wastewater Manager II	4769	99,576-	123,714
4128 3	Sanitation Wastewater Manager III	5299	110,643-	137,453
0807	Second Deputy General Manager Harbor	7124	148,749-	184,788
3146	Senior Park Maintenance Supervisor	3041	63,496-	78,906
3832	Signal Systems Superintendent	4071	85,002-	105,611
1850	Stores Superintendent	3955	82,580-	102,625
4160 1	Street Services General Superintendent I	4540	94,795-	117,763
4160 2	Street Services General Superintendent II	5299	110,643-	137,453
4158 1	Street Services Superintendent I	3692	77,088-	95,756
4158 2	Street Services Superintendent II	4076	85,106-	105,715
3160 1	Street Tree Superintendent I	3692	77,088-	95,756
3160 2	Street Tree Superintendent II	4540	94,795-	117,763
9237	Superintendent Planning & Development Rec & Parks	5299	110,643-	137,453
2472	Superintendent of Recreation and Parks Operations	5299	110,643-	137,453
1865 1	Supply Services Manager I	4408	92,039-	114,339
1865 2	Supply Services Manager II	5299	110,643-	137,453
8870	Taxicab Administrator	4377	91,391-	113,545
7640	Telecommunications Planning & Utilization Officer	4289	89,554-	111,249
7650 1	Telecommunications Regulatory Officer I	3947	82,413-	102,375
7650 2	Telecommunications Regulatory Officer II	4289	89,554-	111,249
7650 3	Telecommunications Regulatory Officer III	4662	97,342-	120,937
0803	Traffic Manager	5878	122,732-	152,487
4125 1	Wastewater Collection Manager I	3955	82,580-	102,625
4125 2	Wastewater Collection Manager II	5299	110,643-	137,453
7880	Wastewater Residuals Research Engineer	5299	110,643-	137,453
7840 1	Wastewater Treatment Laboratory Manager I	3947	82,413-	102,375
7840 2	Wastewater Treatment Laboratory Manager II	4642	96,924-	120,415
7840 3	Wastewater Treatment Laboratory Manager III	5299	110,643-	137,453
3784 1	Wastewater Treatment Maintenance Manager I	4015	83,833-	104,149
3784 2	Wastewater Treatment Maintenance Manager II	4769	99,576-	123,714
3784 3	Wastewater Treatment Maintenance Manager III	5299	110,643-	137,453
4127 1	Wastewater Treatment Plant Manager I	4007	83,666-	103,941
4127 2	Wastewater Treatment Plant Manager II	4215	88,009-	109,349
4127 3	Wastewater Treatment Plant Manager III	4678	97,676-	121,355
1766 1	Workers' Compensation Administrator I	4409	92,059-	114,381
1766 2	Workers' Compensation Administrator II	5299	110,643-	137,453
9501	Zoo Assistant General Manager	5838	121,897-	151,464

APPENDIX B

Operative on January 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
9206	311 Director	5405	112,856-	140,209
9422 1	Airport Environmental Manager I	4500	93,960-	116,740
9422 2	Airport Environmental Manager II	5405	112,856-	140,209
7260 1	Airport Manager I	4153	86,714-	107,720
7260 2	Airport Manager II	4734	98,845-	122,816
7260 3	Airport Manager III	5870	122,565-	152,278
3331	Airports Maintenance Superintendent	3970	82,893-	102,980
1788 1	Airports Public & Community Relations Director I	3811	79,573-	98,846
1788 2	Airports Public & Community Relations Director II	4866	101,602-	126,199
1957	Asset Manager	5405	112,856-	140,209
1577	Assistant Chief Grants Administrator	4497	93,897-	116,677
9232	Assistant City Librarian	6190	129,247-	160,567
4219 1	Assistant Deputy Superintendent of Building I	5111	106,717-	132,588
4219 2	Assistant Deputy Superintendent of Building II	5405	112,856-	140,209
7225	Assistant Director Bureau of Sanitation	6190	129,247-	160,567
7536	Assistant Director Bureau of Street Lighting	5405	112,856-	140,209
4156	Assistant Director Bureau of Street Services	6190	129,247-	160,567
7298	Assistant Director of Contract Administration	5955	124,340-	154,491
9651	Assistant Director of Finance	6190	129,247-	160,567
9701	Assistant GM El Pueblo Historic Monument	4720	98,553-	122,440
9244	Assistant General Manager Animal Regulation	5955	124,340-	154,491
9251	Assistant General Manager Community Development	6190	129,247-	160,567
9694	Assistant General Manager Convention Center	5405	112,856-	140,209
9248	Assistant General Manager Cultural Affairs	4720	98,553-	122,440
9220	Assistant General Manager Department of Aging	5405	112,856-	140,209
9273	Assistant General Manager Emergency Preparedness	5005	104,504-	129,832
9257	Assistant General Manager General Services	6190	129,247-	160,567
9271	Assistant General Manager Housing	6190	129,247-	160,567
9381	Assistant General Manager Information Technology	6190	129,247-	160,567
9414	Assistant General Manager LACERS	6190	129,247-	160,567
9221	Assistant General Manager Neighborhood Empowerment	5005	104,504-	129,832
9241	Assistant General Manager Recreation and Parks	6190	129,247-	160,567
9263	Assistant General Manager Transportation	6190	129,247-	160,567
0603	Assistant Inspector General	5861	122,377-	152,048
9415	Assistant Retirement Plan Manager	5005	104,504-	129,832
9646	Assistant Treasurer	5706	119,141-	148,018
7998	Associate Zoning Administrator	5137	107,260-	133,235
3124	Building Construction & Maintenance Supt	4866	101,602-	126,199
3194 1	Building Construction and Maintenance Gen Sup I	4866	101,602-	126,199
3194 2	Building Construction and Maintenance Gen Supt II	5405	112,856-	140,209
1592	Chief Accountant Controller	4588	95,797-	119,016
7274 1	Chief Airports Engineer I	5005	104,504-	129,832
7274 2	Chief Airports Engineer II	5870	122,565-	152,278
1528 1	Chief Auditor Controller I	4020	83,937-	104,296
1528 2	Chief Auditor Controller II	4497	93,897-	116,677
7296	Chief Construction Inspector	4658	97,259-	120,833
0302	Chief Deputy Controller	6899	144,051-	178,983
4229	Chief Electrical Inspector	4658	97,259-	120,833
9230	Chief Financial Officer	6291	131,356-	163,198
9286	Chief Harbor Engineer	6190	129,247-	160,567

APPENDIX B

Operative on January 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
4250 1	Chief Heating & Refrigeration Inspector I	3617	75,522-	93,835
4250 2	Chief Heating & Refrigeration Inspector II	4256	88,865-	110,413
9374	Chief Information Officer	7110	148,456-	184,454
4258	Chief Inspector	4658	97,259-	120,833
4254	Chief Inspector	4658	97,259-	120,833
1619	Chief Internal Auditor	5005	104,504-	129,832
9147	Chief Investment Officer	5405	112,856-	140,209
9182	Chief Management Analyst	5405	112,856-	140,209
3165	Chief Park Maintenance Supervisor	4153	86,714-	107,720
1968	Chief Park Ranger	4496	93,876-	116,636
4239	Chief Plumbing Inspector	4658	97,259-	120,833
2384	Chief Police Psychologist	5405	112,856-	140,209
5154 1	Chief Port Pilot I	8864 (4)	217,799-	229,951
5154 2	Chief Port Pilot II	9354 (4)	229,847-	242,667
1949 1	Chief Real Estate Officer I	4514	94,252-	117,116
1949 2	Chief Real Estate Officer II	5405	112,856-	140,209
4269	Chief Safety Engineer Elevators	4658	97,259-	120,833
4260	Chief Safety Engineer Pressure Vessels	4020	83,937-	104,296
3188 1G	Chief Special Officer I	4919	102,708-	127,619
3188 2F	Chief Special Officer II	5261	109,849-	136,472
4286 1	Chief Street Services Investigator I	3765	78,613-	97,677
4286 2	Chief Street Services Investigator II	4658	97,259-	120,833
1211 1	Chief Tax Compliance Officer	4465	93,229-	115,821
1211 2	Chief Tax Compliance Officer	5405	112,856-	140,209
2360	Chief Veterinarian	4886	102,019-	126,762
1189 1	Chief Wharfinger I	3071	64,122-	79,678
1189 2	Chief Wharfinger II	4031	84,167-	104,588
7999	Chief Zoning Administrator	5703	119,078-	147,935
7945 1	Chief of Airport Planning I	4736	98,887-	122,858
7945 2	Chief of Airport Planning II	5405	112,856-	140,209
9424	Chief of Aviation Technology	5853	122,210-	151,839
7258 1	Chief of Operations I	3833	80,033-	99,451
7258 2	Chief of Operations II	4035	84,250-	104,692
9180	Chief of Parking Enforcement Operations	5405	112,856-	140,209
9200	Chief of Transit Programs	5405	112,856-	140,209
2492	Child Care Program Manager	3212	67,066-	83,332
0566	City Attorney Chief Administrative Assistant	5405	112,856-	140,209
0536	City Attorney Financial Manager	3956	82,601-	102,646
2496	Community Affairs Advocate	4497	93,897-	116,677
8500	Community Housing Programs Manager	4465	93,229-	115,821
9247	Concessions Manager	5405	112,856-	140,209
9168	Contract Administrator	4728	98,720-	122,649
9165 1	Contract Compliance Program Manager I	3983	83,165-	103,314
9165 2	Contract Compliance Program Manager II	4972	103,815-	128,976
3330 1	Convention Center Building Superintendent I	4096	85,524-	106,258
3330 2	Convention Center Building Superintendent II	4866	101,602-	126,199
1610	Departmental Audit Manager	5405	112,856-	140,209
1593 1	Departmental Chief Accountant I	4035	84,250-	104,692
1593 2	Departmental Chief Accountant II	4259	88,927-	110,476
1593 3	Departmental Chief Accountant III	5005	104,504-	129,832

APPENDIX B

Operative on January 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
1593 4	Departmental Chief Accountant IV	5405	112,856-	140,209
9490 1	Deputy City Engineer I	6190	129,247-	160,567
9490 2	Deputy City Engineer II	6899	144,051-	178,983
1607	Deputy Director of Auditing	5405	112,856-	140,209
9444	Deputy Director of Planning	6190	129,247-	160,567
0162	Deputy General Manager Airports/1	8553	178,586-	221,871
0163	Deputy General Manager Airports/2	6993	146,013-	181,426
9201 1	Deputy Superintendent of Building I	6190	129,247-	160,567
9201 2	Deputy Superintendent of Building II	6899	144,051-	178,983
1806	Development and Marketing Director	4450	92,916-	115,446
1768	Director of Air Service Marketing	5405	112,856-	140,209
9302	Director of Airports Administration	6356	132,713-	164,868
9304	Director of Airports Operations	6356	132,713-	164,868
9306	Director of Airports Safety Services	6993	146,013-	181,426
1606	Director of Auditing	6190	129,247-	160,567
9259	Director of Building Services	4866	101,602-	126,199
1194	Director of Cash Management Services	5405	112,856-	140,209
7625	Director of Communications Services	5405	112,856-	140,209
4266	Director of Enforcement Operations	5405	112,856-	140,209
4321	Director of Field Operations	4471	93,354-	115,968
1608	Director of Financial Analysis and Reporting	6190	129,247-	160,567
3535	Director of Fleet Services	5405	112,856-	140,209
1568	Director of Housing	5405	112,856-	140,209
7270 1	Director of Maintenance Airports I	4866	101,602-	126,199
7270 2	Director of Maintenance Airports II	5405	112,856-	140,209
1858	Director of Materials Management Services	4734	98,845-	122,816
7974	Director of Materials Testing Services	5405	112,856-	140,209
3722 1	Director of Police Transportation I	4259	88,927-	110,476
3722 2	Director of Police Transportation II	5405	112,856-	140,209
9231	Director of Port Administration	5996	125,196-	155,535
3123 1	Director of Port Construction & Maintenance I	4866	101,602-	126,199
3123 2	Director of Port Construction & Maintenance II	5405	112,856-	140,209
1782 1	Director of Port Marketing I	4399	91,851-	114,109
1782 2	Director of Port Marketing II	5405	112,856-	140,209
9233	Director of Port Operations	5692	118,848-	147,642
1488	Director of Printing Services	5166	107,866-	134,008
1857 1	Director of Purchasing Services I	4035	84,250-	104,692
1857 2	Director of Purchasing Services II-General Service	4734	98,845-	122,816
3208	Director of Security Services	3421	71,430-	88,740
1863	Director of Supplies	5405	112,856-	140,209
9375	Director of Systems	5405	112,856-	140,209
6157	Division Librarian	5405	112,856-	140,209
9486	Engineer of Surveys	5405	112,856-	140,209
3750	Equipment Superintendent	4553	95,066-	118,118
9225	Executive Director Commission on Status of Women	3,970.40 BW		
2475	Executive Director Exposition Park Complex	5405	112,856-	140,209
9020	Executive Director Human Relations Commission	4,353.60 BW		
9252	Executive Officer City Clerk	6190	129,247-	160,567
1557 1	Financial Manager I	4020	83,937-	104,296
1557 2	Financial Manager II	5005	104,504-	129,832

APPENDIX B

Operative on January 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
0805	First Deputy General Manager Harbor	8553	178,586-	221,871
2458	Golf Manager	5405	112,856-	140,209
9279 1	Harbor Engineer I	5005	104,504-	129,832
9279 2	Harbor Engineer II	5405	112,856-	140,209
9234 1	Harbor Planning & Research Director I	4035	84,250-	104,692
9234 2	Harbor Planning & Research Director II	4734	98,845-	122,816
9480	Harbor Public & Community Relations Director	4734	98,845-	122,816
4130	Hyperion Treatment Plant Manager	6190	129,247-	160,567
1409 1	Information Systems Manager I	4554	95,087-	118,139
1409 2	Information Systems Manager II	5405	112,856-	140,209
4281 1	Lot Cleaning Superintendent I	3765	78,613-	97,677
4281 2	Lot Cleaning Superintendent II	4156	86,777-	107,824
9437 1	Marine Environmental Manager I	4683	97,781-	121,480
9437 2	Marine Environmental Manager II	5208	108,743-	135,114
9635	Marketing Manager	4734	98,845-	122,816
2338	Medical Services Administrator	5405	112,856-	140,209
6229 1	Observatory Director I	4497	93,897-	116,677
6229 2	Observatory Director II	5405	112,856-	140,209
9264	Parking Administrator	6190	129,247-	160,567
9025 1	Parking Enforcement Manager I	3880	81,014-	100,642
9025 2	Parking Enforcement Manager II	4554	95,087-	118,139
5153	Pilot Service Manager	9870	206,085-	256,031
9196 1	Police Administrator I	5405	112,856-	140,209
9196 2	Police Administrator II	6190	129,247-	160,567
9196 3	Police Administrator III	7051	147,224-	182,909
1781	Port Marketing Manager	3722	77,715-	96,549
7928	Principal Architect	5892	123,024-	152,862
7946	Principal City Planner	5405	112,856-	140,209
9489	Principal Civil Engineer	5405	112,856-	140,209
9653	Principal Deputy Controller	6190	129,247-	160,567
7875	Principal Environmental Engineer	5405	112,856-	140,209
3147 1	Principal Grounds Maintenance Supervisor I	2969	61,992-	77,047
3147 2	Principal Grounds Maintenance Supervisor II	3694	77,130-	95,818
2464 1	Principal Recreation Supervisor I	3212	67,066-	83,332
2464 2	Principal Recreation Supervisor II	3694	77,130-	95,818
9266	Principal Transportation Engineer	5405	112,856-	140,209
1964 1	Property Manager I	4259	88,927-	110,476
1964 2	Property Manager II	4734	98,845-	122,816
1964 3	Property Manager III	5128	107,072-	133,026
1964 4	Property Manager IV	5703	119,078-	147,935
1800 1	Public Information Director I	3811	79,573-	98,846
1800 2	Public Information Director II	4475	93,438-	116,093
1282	Records Management Officer	4496	93,876-	116,636
7982	Risk Management & Prevention Program Manager	4500	93,960-	116,740
1530 1	Risk Manager I	3633	75,857-	94,252
1530 2	Risk Manager II	4497	93,897-	116,677
1530 3	Risk Manager III	5405	112,856-	140,209
1728	Safety Administrator	4769	99,576-	123,714
4126 1	Sanitation Solid Resources Manager I	4866	101,602-	126,199
4126 2	Sanitation Solid Resources Manager II	5405	112,856-	140,209

APPENDIX B

Operative on January 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
4128 1	Sanitation Wastewater Manager I	4096	85,524-	106,258
4128 2	Sanitation Wastewater Manager II	4866	101,602-	126,199
4128 3	Sanitation Wastewater Manager III	5405	112,856-	140,209
0807	Second Deputy General Manager Harbor	7265	151,693-	188,484
3146	Senior Park Maintenance Supervisor	3102	64,769-	80,492
3832	Signal Systems Superintendent	4153	86,714-	107,720
1850	Stores Superintendent	4035	84,250-	104,692
4160 1	Street Services General Superintendent I	4630	96,674-	120,123
4160 2	Street Services General Superintendent II	5405	112,856-	140,209
4158 1	Street Services Superintendent I	3765	78,613-	97,677
4158 2	Street Services Superintendent II	4156	86,777-	107,824
3160 1	Street Tree Superintendent I	3765	78,613-	97,677
3160 2	Street Tree Superintendent II	4630	96,674-	120,123
9237	Superintendent Planning & Development Rec & Parks	5405	112,856-	140,209
2472	Superintendent of Recreation and Parks Operations	5405	112,856-	140,209
1865 1	Supply Services Manager I	4496	93,876-	116,636
1865 2	Supply Services Manager II	5405	112,856-	140,209
8870	Taxicab Administrator	4465	93,229-	115,821
7640	Telecommunications Planning & Utilization Officer	4375	91,350-	113,504
7650 1	Telecommunications Regulatory Officer I	4026	84,062-	104,421
7650 2	Telecommunications Regulatory Officer II	4375	91,350-	113,504
7650 3	Telecommunications Regulatory Officer III	4755	99,284-	123,359
0803	Traffic Manager	5996	125,196-	155,535
4125 1	Wastewater Collection Manager I	4035	84,250-	104,692
4125 2	Wastewater Collection Manager II	5405	112,856-	140,209
7880	Wastewater Residuals Research Engineer	5405	112,856-	140,209
7840 1	Wastewater Treatment Laboratory Manager I	4026	84,062-	104,421
7840 2	Wastewater Treatment Laboratory Manager II	4734	98,845-	122,816
7840 3	Wastewater Treatment Laboratory Manager III	5405	112,856-	140,209
3784 1	Wastewater Treatment Maintenance Manager I	4096	85,524-	106,258
3784 2	Wastewater Treatment Maintenance Manager II	4866	101,602-	126,199
3784 3	Wastewater Treatment Maintenance Manager III	5405	112,856-	140,209
4127 1	Wastewater Treatment Plant Manager I	4087	85,336-	106,029
4127 2	Wastewater Treatment Plant Manager II	4300	89,784-	111,541
4127 3	Wastewater Treatment Plant Manager III	4771	99,618-	123,777
1766 1	Workers' Compensation Administrator I	4497	93,897-	116,677
1766 2	Workers' Compensation Administrator II	5405	112,856-	140,209
9501	Zoo Assistant General Manager	5955	124,340-	154,491

APPENDIX C

Operative on July 1, 2008

<u>CLASS CODE</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
9206	311 Director	5567	116,238-	144,406
9422 1	Airport Environmental Manager I	4636	96,799-	120,248
9422 2	Airport Environmental Manager II	5567	116,238-	144,406
7260 1	Airport Manager I	4277	89,303-	110,956
7260 2	Airport Manager II	4876	101,810-	126,491
7260 3	Airport Manager III	6046	126,240-	156,851
3331	Airports Maintenance Superintendent	4089	85,378-	106,070
1788 1	Airports Public & Community Relations Director I	3925	81,954-	101,832
1788 2	Airports Public & Community Relations Director II	5011	104,629-	129,978
1957	Asset Manager	5567	116,238-	144,406
1577	Assistant Chief Grants Administrator	4633	96,737-	120,185
9232	Assistant City Librarian	6376	133,130-	165,390
4219 1	Assistant Deputy Superintendent of Building I	5265	109,933-	136,576
4219 2	Assistant Deputy Superintendent of Building II	5567	116,238-	144,406
7225	Assistant Director Bureau of Sanitation	6376	133,130-	165,390
7536	Assistant Director Bureau of Street Lighting	5567	116,238-	144,406
4156	Assistant Director Bureau of Street Services	6376	133,130-	165,390
7298	Assistant Director of Contract Administration	6135	128,098-	159,147
9651	Assistant Director of Finance	6376	133,130-	165,390
9701	Assistant GM El Pueblo Historic Monument	4862	101,518-	126,115
9244	Assistant General Manager Animal Regulation	6135	128,098-	159,147
9251	Assistant General Manager Community Development	6376	133,130-	165,390
9694	Assistant General Manager Convention Center	5567	116,238-	144,406
9248	Assistant General Manager Cultural Affairs	4862	101,518-	126,115
9220	Assistant General Manager Department of Aging	5567	116,238-	144,406
9273	Assistant General Manager Emergency Preparedness	5157	107,678-	133,799
9257	Assistant General Manager General Services	6376	133,130-	165,390
9271	Assistant General Manager Housing	6376	133,130-	165,390
9381	Assistant General Manager Information Technology	6376	133,130-	165,390
9414	Assistant General Manager LACERS	6376	133,130-	165,390
9221	Assistant General Manager Neighborhood Empowerment	5157	107,678-	133,799
9241	Assistant General Manager Recreation and Parks	6376	133,130-	165,390
9263	Assistant General Manager Transportation	6376	133,130-	165,390
0603	Assistant Inspector General	6037	126,052-	156,600
9415	Assistant Retirement Plan Manager	5157	107,678-	133,799
9646	Assistant Treasurer	5877	122,711-	152,466
7998	Associate Zoning Administrator	5290	110,455-	137,223
3124	Building Construction & Maintenance Supt	5011	104,629-	129,978
3194 1	Building Construction and Maintenance Gen Sup I	5011	104,629-	129,978
3194 2	Building Construction and Maintenance Gen Supt II	5567	116,238-	144,406
1592	Chief Accountant Controller	4726	98,678-	122,607
7274 1	Chief Airports Engineer I	5157	107,678-	133,799
7274 2	Chief Airports Engineer II	6046	126,240-	156,851
1528 1	Chief Auditor Controller I	4141	86,464-	107,428
1528 2	Chief Auditor Controller II	4633	96,737-	120,185
7296	Chief Construction Inspector	4798	100,182-	124,466
0302	Chief Deputy Controller	7107	148,394-	184,350
4229	Chief Electrical Inspector	4798	100,182-	124,466
9230	Chief Financial Officer	6480	135,302-	168,084
9286	Chief Harbor Engineer	6376	133,130-	165,390

APPENDIX C

Operative on July 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
4250 1	Chief Heating & Refrigeration Inspector I	3726	77,798-	96,654
4250 2	Chief Heating & Refrigeration Inspector II	4385	91,558-	113,733
9374	Chief Information Officer	7324	152,925-	189,987
4258	Chief Inspector	4798	100,182-	124,466
4254	Chief Inspector	4798	100,182-	124,466
1619	Chief Internal Auditor	5157	107,678-	133,799
9147	Chief Investment Officer	5567	116,238-	144,406
9182	Chief Management Analyst	5567	116,238-	144,406
3165	Chief Park Maintenance Supervisor	4277	89,303-	110,956
1968	Chief Park Ranger	4631	96,695-	120,144
4239	Chief Plumbing Inspector	4798	100,182-	124,466
2384	Chief Police Psychologist	5567	116,238-	144,406
5154 1	Chief Port Pilot I	9131 (4)	224,335-	236,842
5154 2	Chief Port Pilot II	9636 (4)	236,758-	249,954
1949 1	Chief Real Estate Officer I	4650	97,092-	120,624
1949 2	Chief Real Estate Officer II	5567	116,238-	144,406
4269	Chief Safety Engineer Elevators	4798	100,182-	124,466
4260	Chief Safety Engineer Pressure Vessels	4141	86,464-	107,428
3188 1G	Chief Special Officer I	5067	105,798-	131,440
3188 2F	Chief Special Officer II	5418	113,127-	140,564
4286 1	Chief Street Services Investigator I	3879	80,993-	100,600
4286 2	Chief Street Services Investigator II	4798	100,182-	124,466
1211 1	Chief Tax Compliance Officer	4598	96,006-	119,287
1211 2	Chief Tax Compliance Officer	5567	116,238-	144,406
2360	Chief Veterinarian	5033	105,089-	130,563
1189 1	Chief Wharfinger I	3163	66,043-	82,058
1189 2	Chief Wharfinger II	4153	86,714-	107,720
7999	Chief Zoning Administrator	5874	122,649-	152,382
7945 1	Chief of Airport Planning I	4879	101,873-	126,554
7945 2	Chief of Airport Planning II	5567	116,238-	144,406
9424	Chief of Aviation Technology	6028	125,864-	156,391
7258 1	Chief of Operations I	3950	82,476-	102,458
7258 2	Chief of Operations II	4156	86,777-	107,824
9180	Chief of Parking Enforcement Operations	5567	116,238-	144,406
9200	Chief of Transit Programs	5567	116,238-	144,406
2492	Child Care Program Manager	3309	69,091-	85,838
0566	City Attorney Chief Administrative Assistant	5567	116,238-	144,406
0536	City Attorney Financial Manager	4076	85,106-	105,715
2496	Community Affairs Advocate	4633	96,737-	120,185
8500	Community Housing Programs Manager	4598	96,006-	119,287
9247	Concessions Manager	5567	116,238-	144,406
9168	Contract Administrator	4870	101,685-	126,366
9165 1	Contract Compliance Program Manager I	4102	85,649-	106,404
9165 2	Contract Compliance Program Manager II	5121	106,926-	132,839
3330 1	Convention Center Building Superintendent I	4220	88,113-	109,453
3330 2	Convention Center Building Superintendent II	5011	104,629-	129,978
1610	Departmental Audit Manager	5567	116,238-	144,406
1593 1	Departmental Chief Accountant I	4156	86,777-	107,824
1593 2	Departmental Chief Accountant II	4386	91,579-	113,796
1593 3	Departmental Chief Accountant III	5157	107,678-	133,799

APPENDIX C

Operative on July 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
1593 4	Departmental Chief Accountant IV	5567	116,238-	144,406
9490 1	Deputy City Engineer I	6376	133,130-	165,390
9490 2	Deputy City Engineer II	7107	148,394-	184,350
1607	Deputy Director of Auditing	5567	116,238-	144,406
9444	Deputy Director of Planning	6376	133,130-	165,390
0162	Deputy General Manager Airports/1	8810	183,952-	228,552
0163	Deputy General Manager Airports/2	7203	150,398-	186,876
9201 1	Deputy Superintendent of Building I	6376	133,130-	165,390
9201 2	Deputy Superintendent of Building II	7107	148,394-	184,350
1806	Development and Marketing Director	4583	95,693-	118,912
1768	Director of Air Service Marketing	5567	116,238-	144,406
9302	Director of Airports Administration	6547	136,701-	169,838
9304	Director of Airports Operations	6547	136,701-	169,838
9306	Director of Airports Safety Services	7203	150,398-	186,876
1606	Director of Auditing	6376	133,130-	165,390
9259	Director of Building Services	5011	104,629-	129,978
1194	Director of Cash Management Services	5567	116,238-	144,406
7625	Director of Communications Services	5567	116,238-	144,406
4266	Director of Enforcement Operations	5567	116,238-	144,406
4321	Director of Field Operations	4605	96,152-	119,454
1608	Director of Financial Analysis and Reporting	6376	133,130-	165,390
3535	Director of Fleet Services	5567	116,238-	144,406
1568	Director of Housing	5567	116,238-	144,406
7270 1	Director of Maintenance Airports I	5011	104,629-	129,978
7270 2	Director of Maintenance Airports II	5567	116,238-	144,406
1858	Director of Materials Management Services	4876	101,810-	126,491
7974	Director of Materials Testing Services	5567	116,238-	144,406
3722 1	Director of Police Transportation I	4386	91,579-	113,796
3722 2	Director of Police Transportation II	5567	116,238-	144,406
9231	Director of Port Administration	6176	128,954-	160,212
3123 1	Director of Port Construction & Maintenance I	5011	104,629-	129,978
3123 2	Director of Port Construction & Maintenance II	5567	116,238-	144,406
1782 1	Director of Port Marketing I	4530	94,586-	117,534
1782 2	Director of Port Marketing II	5567	116,238-	144,406
9233	Director of Port Operations	5862	122,398-	152,069
1488	Director of Printing Services	5321	111,102-	138,038
1857 1	Director of Purchasing Services I	4156	86,777-	107,824
1857 2	Director of Purchasing Services II-General Service	4876	101,810-	126,491
3208	Director of Security Services	3525	73,602-	91,454
1863	Director of Supplies	5567	116,238-	144,406
9375	Director of Systems	5567	116,238-	144,406
6157	Division Librarian	5567	116,238-	144,406
9486	Engineer of Surveys	5567	116,238-	144,406
3750	Equipment Superintendent	4691	97,948-	121,710
9225	Executive Director Commission on Status of Women	4,089.60 BW		
2475	Executive Director Exposition Park Complex	5567	116,238-	144,406
9020	Executive Director Human Relations Commission	4,484.00 BW		
9252	Executive Officer City Clerk	6376	133,130-	165,390
1557 1	Financial Manager I	4141	86,464-	107,428
1557 2	Financial Manager II	5157	107,678-	133,799

APPENDIX C

Operative on July 1, 2008

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
0805	First Deputy General Manager Harbor	8810	183,952-	228,552
2458	Golf Manager	5567	116,238-	144,406
9279 1	Harbor Engineer I	5157	107,678-	133,799
9279 2	Harbor Engineer II	5567	116,238-	144,406
9234 1	Harbor Planning & Research Director I	4156	86,777-	107,824
9234 2	Harbor Planning & Research Director II	4876	101,810-	126,491
9480	Harbor Public & Community Relations Director	4876	101,810-	126,491
4130	Hyperion Treatment Plant Manager	6376	133,130-	165,390
1409 1	Information Systems Manager I	4691	97,948-	121,710
1409 2	Information Systems Manager II	5567	116,238-	144,406
4281 1	Lot Cleaning Superintendent I	3879	80,993-	100,600
4281 2	Lot Cleaning Superintendent II	4281	89,387-	111,061
9437 1	Marine Environmental Manager I	4824	100,725-	125,155
9437 2	Marine Environmental Manager II	5365	112,021-	139,165
9635	Marketing Manager	4876	101,810-	126,491
2338	Medical Services Administrator	5567	116,238-	144,406
6229 1	Observatory Director I	4633	96,737-	120,185
6229 2	Observatory Director II	5567	116,238-	144,406
9264	Parking Administrator	6376	133,130-	165,390
9025 1	Parking Enforcement Manager I	3997	83,457-	103,669
9025 2	Parking Enforcement Manager II	4691	97,948-	121,710
5153	Pilot Service Manager	10166	212,266-	263,714
9196 1	Police Administrator I	5567	116,238-	144,406
9196 2	Police Administrator II	6376	133,130-	165,390
9196 3	Police Administrator III	7263	151,651-	188,421
1781	Port Marketing Manager	3833	80,033-	99,451
7928	Principal Architect	6071	126,762-	157,456
7946	Principal City Planner	5567	116,238-	144,406
9489	Principal Civil Engineer	5567	116,238-	144,406
9653	Principal Deputy Controller	6376	133,130-	165,390
7875	Principal Environmental Engineer	5567	116,238-	144,406
3147 1	Principal Grounds Maintenance Supervisor I	3059	63,871-	79,365
3147 2	Principal Grounds Maintenance Supervisor II	3805	79,448-	98,700
2464 1	Principal Recreation Supervisor I	3309	69,091-	85,838
2464 2	Principal Recreation Supervisor II	3805	79,448-	98,700
9266	Principal Transportation Engineer	5567	116,238-	144,406
1964 1	Property Manager I	4386	91,579-	113,796
1964 2	Property Manager II	4876	101,810-	126,491
1964 3	Property Manager III	5282	110,288-	137,035
1964 4	Property Manager IV	5874	122,649-	152,382
1800 1	Public Information Director I	3925	81,954-	101,832
1800 2	Public Information Director II	4611	96,277-	119,622
1282	Records Management Officer	4631	96,695-	120,144
7982	Risk Management & Prevention Program Manager	4636	96,799-	120,248
1530 1	Risk Manager I	3742	78,132-	97,092
1530 2	Risk Manager II	4633	96,737-	120,185
1530 3	Risk Manager III	5567	116,238-	144,406
1728	Safety Administrator	4913	102,583-	127,431
4126 1	Sanitation Solid Resources Manager I	5011	104,629-	129,978
4126 2	Sanitation Solid Resources Manager II	5567	116,238-	144,406

APPENDIX C

Operative on July 1, 2008

<u>CLASS CODE</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
4128 1	Sanitation Wastewater Manager I	4220	88,113-	109,453
4128 2	Sanitation Wastewater Manager II	5011	104,629-	129,978
4128 3	Sanitation Wastewater Manager III	5567	116,238-	144,406
0807	Second Deputy General Manager Harbor	7484	156,265-	194,142
3146	Senior Park Maintenance Supervisor	3196	66,732-	82,914
3832	Signal Systems Superintendent	4277	89,303-	110,956
1850	Stores Superintendent	4156	86,777-	107,824
4160 1	Street Services General Superintendent I	4770	99,597-	123,735
4160 2	Street Services General Superintendent II	5567	116,238-	144,406
4158 1	Street Services Superintendent I	3879	80,993-	100,600
4158 2	Street Services Superintendent II	4281	89,387-	111,061
3160 1	Street Tree Superintendent I	3879	80,993-	100,600
3160 2	Street Tree Superintendent II	4770	99,597-	123,735
9237	Superintendent Planning & Development Rec & Parks	5567	116,238-	144,406
2472	Superintendent of Recreation and Parks Operations	5567	116,238-	144,406
1865 1	Supply Services Manager I	4631	96,695-	120,144
1865 2	Supply Services Manager II	5567	116,238-	144,406
8870	Taxicab Administrator	4598	96,006-	119,287
7640	Telecommunications Planning & Utilization Officer	4507	94,106-	116,907
7650 1	Telecommunications Regulatory Officer I	4146	86,568-	107,553
7650 2	Telecommunications Regulatory Officer II	4507	94,106-	116,907
7650 3	Telecommunications Regulatory Officer III	4899	102,291-	127,055
0803	Traffic Manager	6176	128,954-	160,212
4125 1	Wastewater Collection Manager I	4156	86,777-	107,824
4125 2	Wastewater Collection Manager II	5567	116,238-	144,406
7880	Wastewater Residuals Research Engineer	5567	116,238-	144,406
7840 1	Wastewater Treatment Laboratory Manager I	4146	86,568-	107,553
7840 2	Wastewater Treatment Laboratory Manager II	4876	101,810-	126,491
7840 3	Wastewater Treatment Laboratory Manager III	5567	116,238-	144,406
3784 1	Wastewater Treatment Maintenance Manager I	4220	88,113-	109,453
3784 2	Wastewater Treatment Maintenance Manager II	5011	104,629-	129,978
3784 3	Wastewater Treatment Maintenance Manager III	5567	116,238-	144,406
4127 1	Wastewater Treatment Plant Manager I	4209	87,883-	109,202
4127 2	Wastewater Treatment Plant Manager II	4428	92,456-	114,882
4127 3	Wastewater Treatment Plant Manager III	4916	102,646-	127,493
1766 1	Workers' Compensation Administrator I	4633	96,737-	120,185
1766 2	Workers' Compensation Administrator II	5567	116,238-	144,406
9501	Zoo Assistant General Manager	6135	128,098-	159,147

APPENDIX D

Operative on July 1, 2009

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
9206	311 Director	5734	119,725-	148,749
9422 1	Airport Environmental Manager I	4775	99,702-	123,860
9422 2	Airport Environmental Manager II	5734	119,725-	148,749
7260 1	Airport Manager I	4405	91,976-	114,276
7260 2	Airport Manager II	5022	104,859-	130,291
7260 3	Airport Manager III	6227	130,019-	161,549
3331	Airports Maintenance Superintendent	4211	87,925-	109,244
1788 1	Airports Public & Community Relations Director I	4044	84,438-	104,880
1788 2	Airports Public & Community Relations Director II	5160	107,740-	133,883
1957	Asset Manager	5734	119,725-	148,749
1577	Assistant Chief Grants Administrator	4772	99,639-	123,798
9232	Assistant City Librarian	6567	137,118-	170,360
4219 1	Assistant Deputy Superintendent of Building I	5423	113,232-	140,669
4219 2	Assistant Deputy Superintendent of Building II	5734	119,725-	148,749
7225	Assistant Director Bureau of Sanitation	6567	137,118-	170,360
7536	Assistant Director Bureau of Street Lighting	5734	119,725-	148,749
4156	Assistant Director Bureau of Street Services	6567	137,118-	170,360
7298	Assistant Director of Contract Administration	6319	131,940-	163,929
9651	Assistant Director of Finance	6567	137,118-	170,360
9701	Assistant GM El Pueblo Historic Monument	5007	104,546-	129,894
9244	Assistant General Manager Animal Regulation	6319	131,940-	163,929
9251	Assistant General Manager Community Development	6567	137,118-	170,360
9694	Assistant General Manager Convention Center	5734	119,725-	148,749
9248	Assistant General Manager Cultural Affairs	5007	104,546-	129,894
9220	Assistant General Manager Department of Aging	5734	119,725-	148,749
9273	Assistant General Manager Emergency Preparedness	5312	110,914-	137,808
9257	Assistant General Manager General Services	6567	137,118-	170,360
9271	Assistant General Manager Housing	6567	137,118-	170,360
9381	Assistant General Manager Information Technology	6567	137,118-	170,360
9414	Assistant General Manager LACERS	6567	137,118-	170,360
9221	Assistant General Manager Neighborhood Empowerment	5312	110,914-	137,808
9241	Assistant General Manager Recreation and Parks	6567	137,118-	170,360
9263	Assistant General Manager Transportation	6567	137,118-	170,360
0603	Assistant Inspector General	6218	129,831-	161,298
9415	Assistant Retirement Plan Manager	5312	110,914-	137,808
9646	Assistant Treasurer	6054	126,407-	157,038
7998	Associate Zoning Administrator	5448	113,754-	141,358
3124	Building Construction & Maintenance Supt	5160	107,740-	133,883
3194 1	Building Construction and Maintenance Gen Sup I	5160	107,740-	133,883
3194 2	Building Construction and Maintenance Gen Supt II	5734	119,725-	148,749
1592	Chief Accountant Controller	4868	101,643-	126,282
7274 1	Chief Airports Engineer I	5312	110,914-	137,808
7274 2	Chief Airports Engineer II	6227	130,019-	161,549
1528 1	Chief Auditor Controller I	4265	89,053-	110,643
1528 2	Chief Auditor Controller II	4772	99,639-	123,798
7296	Chief Construction Inspector	4942	103,188-	128,203
0302	Chief Deputy Controller	7320	152,841-	189,883
4229	Chief Electrical Inspector	4942	103,188-	128,203
9230	Chief Financial Officer	6674	139,353-	173,137
9286	Chief Harbor Engineer	6567	137,118-	170,360

APPENDIX D

Operative on July 1, 2009

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
4250 1	Chief Heating & Refrigeration Inspector I	3838	80,137-	99,577
4250 2	Chief Heating & Refrigeration Inspector II	4515	94,273-	117,137
9374	Chief Information Officer	7543	157,497-	195,687
4258	Chief Inspector	4942	103,188-	128,203
4254	Chief Inspector	4942	103,188-	128,203
1619	Chief Internal Auditor	5312	110,914-	137,808
9147	Chief Investment Officer	5734	119,725-	148,749
9182	Chief Management Analyst	5734	119,725-	148,749
3165	Chief Park Maintenance Supervisor	4405	91,976-	114,276
1968	Chief Park Ranger	4771	99,618-	123,777
4239	Chief Plumbing Inspector	4942	103,188-	128,203
2384	Chief Police Psychologist	5734	119,725-	148,749
5154 1	Chief Port Pilot I	9404 (4)	231,058-	243,941
5154 2	Chief Port Pilot II	9925 (4)	243,858-	257,450
1949 1	Chief Real Estate Officer I	4789	99,994-	124,236
1949 2	Chief Real Estate Officer II	5734	119,725-	148,749
4269	Chief Safety Engineer Elevators	4942	103,188-	128,203
4260	Chief Safety Engineer Pressure Vessels	4265	89,053-	110,643
3188 1G	Chief Special Officer I	5220	108,993-	135,386
3188 2F	Chief Special Officer II	5581	116,531-	144,782
4286 1	Chief Street Services Investigator I	3995	83,415-	103,627
4286 2	Chief Street Services Investigator II	4942	103,188-	128,203
1211 1	Chief Tax Compliance Officer	4736	98,887-	122,858
1211 2	Chief Tax Compliance Officer	5734	119,725-	148,749
2360	Chief Veterinarian	5185	108,262-	134,488
1189 1	Chief Wharfinger I	3258	68,027-	84,543
1189 2	Chief Wharfinger II	4277	89,303-	110,956
7999	Chief Zoning Administrator	6051	126,344-	156,955
7945 1	Chief of Airport Planning I	5025	104,922-	130,354
7945 2	Chief of Airport Planning II	5734	119,725-	148,749
9424	Chief of Aviation Technology	6210	129,664-	161,089
7258 1	Chief of Operations I	4068	84,939-	105,528
7258 2	Chief of Operations II	4281	89,387-	111,061
9180	Chief of Parking Enforcement Operations	5734	119,725-	148,749
9200	Chief of Transit Programs	5734	119,725-	148,749
2492	Child Care Program Manager	3407	71,138-	88,406
0566	City Attorney Chief Administrative Assistant	5734	119,725-	148,749
0536	City Attorney Financial Manager	4198	87,654-	108,889
2496	Community Affairs Advocate	4772	99,639-	123,798
8500	Community Housing Programs Manager	4736	98,887-	122,858
9247	Concessions Manager	5734	119,725-	148,749
9168	Contract Administrator	5018	104,775-	130,166
9165 1	Contract Compliance Program Manager I	4224	88,197-	109,599
9165 2	Contract Compliance Program Manager II	5275	110,142-	136,848
3330 1	Convention Center Building Superintendent I	4346	90,744-	112,731
3330 2	Convention Center Building Superintendent II	5160	107,740-	133,883
1610	Departmental Audit Manager	5734	119,725-	148,749
1593 1	Departmental Chief Accountant I	4281	89,387-	111,061
1593 2	Departmental Chief Accountant II	4519	94,356-	117,241
1593 3	Departmental Chief Accountant III	5312	110,914-	137,808

APPENDIX D

Operative on July 1, 2009

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
1593 4	Departmental Chief Accountant IV	5734	119,725-	148,749
9490 1	Deputy City Engineer I	6567	137,118-	170,360
9490 2	Deputy City Engineer II	7320	152,841-	189,883
1607	Deputy Director of Auditing	5734	119,725-	148,749
9444	Deputy Director of Planning	6567	137,118-	170,360
0162	Deputy General Manager Airports/1	9075	189,486-	235,401
0163	Deputy General Manager Airports/2	7420	154,929-	192,493
9201 1	Deputy Superintendent of Building I	6567	137,118-	170,360
9201 2	Deputy Superintendent of Building II	7320	152,841-	189,883
1806	Development and Marketing Director	4722	98,595-	122,482
1768	Director of Air Service Marketing	5734	119,725-	148,749
9302	Director of Airports Administration	6744	140,814-	174,933
9304	Director of Airports Operations	6744	140,814-	174,933
9306	Director of Airports Safety Services	7420	154,929-	192,493
1606	Director of Auditing	6567	137,118-	170,360
9259	Director of Building Services	5160	107,740-	133,883
1194	Director of Cash Management Services	5734	119,725-	148,749
7625	Director of Communications Services	5734	119,725-	148,749
4266	Director of Enforcement Operations	5734	119,725-	148,749
4321	Director of Field Operations	4744	99,054-	123,067
1608	Director of Financial Analysis and Reporting	6567	137,118-	170,360
3535	Director of Fleet Services	5734	119,725-	148,749
1568	Director of Housing	5734	119,725-	148,749
7270 1	Director of Maintenance Airports I	5160	107,740-	133,883
7270 2	Director of Maintenance Airports II	5734	119,725-	148,749
1858	Director of Materials Management Services	5022	104,859-	130,291
7974	Director of Materials Testing Services	5734	119,725-	148,749
3722 1	Director of Police Transportation I	4519	94,356-	117,241
3722 2	Director of Police Transportation II	5734	119,725-	148,749
9231	Director of Port Administration	6362	132,838-	165,036
3123 1	Director of Port Construction & Maintenance I	5160	107,740-	133,883
3123 2	Director of Port Construction & Maintenance II	5734	119,725-	148,749
1782 1	Director of Port Marketing I	4667	97,446-	121,062
1782 2	Director of Port Marketing II	5734	119,725-	148,749
9233	Director of Port Operations	6038	126,073-	156,621
1488	Director of Printing Services	5480	114,422-	142,193
1857 1	Director of Purchasing Services I	4281	89,387-	111,061
1857 2	Director of Purchasing Services II-General Service	5022	104,859-	130,291
3208	Director of Security Services	3631	75,815-	94,190
1863	Director of Supplies	5734	119,725-	148,749
9375	Director of Systems	5734	119,725-	148,749
6157	Division Librarian	5734	119,725-	148,749
9486	Engineer of Surveys	5734	119,725-	148,749
3750	Equipment Superintendent	4834	100,933-	125,405
9225	Executive Director Commission on Status of Women	4,212.00 BW		
2475	Executive Director Exposition Park Complex	5734	119,725-	148,749
9020	Executive Director Human Relations Commission	4,619.20 BW		
9252	Executive Officer City Clerk	6567	137,118-	170,360
1557 1	Financial Manager I	4265	89,053-	110,643
1557 2	Financial Manager II	5312	110,914-	137,808

APPENDIX D

Operative on July 1, 2009

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
0805	First Deputy General Manager Harbor	9075	189,486-	235,401
2458	Golf Manager	5734	119,725-	148,749
9279 1	Harbor Engineer I	5312	110,914-	137,808
9279 2	Harbor Engineer II	5734	119,725-	148,749
9234 1	Harbor Planning & Research Director I	4281	89,387-	111,061
9234 2	Harbor Planning & Research Director II	5022	104,859-	130,291
9480	Harbor Public & Community Relations Director	5022	104,859-	130,291
4130	Hyperion Treatment Plant Manager	6567	137,118-	170,360
1409 1	Information Systems Manager I	4834	100,933-	125,405
1409 2	Information Systems Manager II	5734	119,725-	148,749
4281 1	Lot Cleaning Superintendent I	3995	83,415-	103,627
4281 2	Lot Cleaning Superintendent II	4410	92,080-	114,402
9437 1	Marine Environmental Manager I	4970	103,773-	128,934
9437 2	Marine Environmental Manager II	5526	115,382-	143,341
9635	Marketing Manager	5022	104,859-	130,291
2338	Medical Services Administrator	5734	119,725-	148,749
6229 1	Observatory Director I	4772	99,639-	123,798
6229 2	Observatory Director II	5734	119,725-	148,749
9264	Parking Administrator	6567	137,118-	170,360
9025 1	Parking Enforcement Manager I	4117	85,962-	106,801
9025 2	Parking Enforcement Manager II	4834	100,933-	125,405
5153	Pilot Service Manager	10471	218,634-	271,628
9196 1	Police Administrator I	5734	119,725-	148,749
9196 2	Police Administrator II	6567	137,118-	170,360
9196 3	Police Administrator III	7482	156,224-	194,080
1781	Port Marketing Manager	3950	82,476-	102,458
7928	Principal Architect	6251	130,520-	162,175
7946	Principal City Planner	5734	119,725-	148,749
9489	Principal Civil Engineer	5734	119,725-	148,749
9653	Principal Deputy Controller	6567	137,118-	170,360
7875	Principal Environmental Engineer	5734	119,725-	148,749
3147 1	Principal Grounds Maintenance Supervisor I	3151	65,792-	81,766
3147 2	Principal Grounds Maintenance Supervisor II	3919	81,828-	101,686
2464 1	Principal Recreation Supervisor I	3407	71,138-	88,406
2464 2	Principal Recreation Supervisor II	3919	81,828-	101,686
9266	Principal Transportation Engineer	5734	119,725-	148,749
1964 1	Property Manager I	4519	94,356-	117,241
1964 2	Property Manager II	5022	104,859-	130,291
1964 3	Property Manager III	5442	113,628-	141,149
1964 4	Property Manager IV	6051	126,344-	156,955
1800 1	Public Information Director I	4044	84,438-	104,880
1800 2	Public Information Director II	4749	99,159-	123,213
1282	Records Management Officer	4771	99,618-	123,777
7982	Risk Management & Prevention Program Manager	4775	99,702-	123,860
1530 1	Risk Manager I	3855	80,492-	100,015
1530 2	Risk Manager II	4772	99,639-	123,798
1530 3	Risk Manager III	5734	119,725-	148,749
1728	Safety Administrator	5060	105,652-	131,252
4126 1	Sanitation Solid Resources Manager I	5160	107,740-	133,883
4126 2	Sanitation Solid Resources Manager II	5734	119,725-	148,749

APPENDIX D

Operative on July 1, 2009

<u>CLASS CODE</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
4128 1	Sanitation Wastewater Manager I	4346	90,744-	112,731
4128 2	Sanitation Wastewater Manager II	5160	107,740-	133,883
4128 3	Sanitation Wastewater Manager III	5734	119,725-	148,749
0807	Second Deputy General Manager Harbor	7708	160,943-	199,968
3146	Senior Park Maintenance Supervisor	3292	68,736-	85,420
3832	Signal Systems Superintendent	4405	91,976-	114,276
1850	Stores Superintendent	4281	89,387-	111,061
4160 1	Street Services General Superintendent I	4914	102,604-	127,452
4160 2	Street Services General Superintendent II	5734	119,725-	148,749
4158 1	Street Services Superintendent I	3995	83,415-	103,627
4158 2	Street Services Superintendent II	4410	92,080-	114,402
3160 1	Street Tree Superintendent I	3995	83,415-	103,627
3160 2	Street Tree Superintendent II	4914	102,604-	127,452
9237	Superintendent Planning & Development Rec & Parks	5734	119,725-	148,749
2472	Superintendent of Recreation and Parks Operations	5734	119,725-	148,749
1865 1	Supply Services Manager I	4771	99,618-	123,777
1865 2	Supply Services Manager II	5734	119,725-	148,749
8870	Taxicab Administrator	4736	98,887-	122,858
7640	Telecommunications Planning & Utilization Officer	4642	96,924-	120,415
7650 1	Telecommunications Regulatory Officer I	4272	89,199-	110,789
7650 2	Telecommunications Regulatory Officer II	4642	96,924-	120,415
7650 3	Telecommunications Regulatory Officer III	5045	105,339-	130,876
0803	Traffic Manager	6362	132,838-	165,036
4125 1	Wastewater Collection Manager I	4281	89,387-	111,061
4125 2	Wastewater Collection Manager II	5734	119,725-	148,749
7880	Wastewater Residuals Research Engineer	5734	119,725-	148,749
7840 1	Wastewater Treatment Laboratory Manager I	4272	89,199-	110,789
7840 2	Wastewater Treatment Laboratory Manager II	5022	104,859-	130,291
7840 3	Wastewater Treatment Laboratory Manager III	5734	119,725-	148,749
3784 1	Wastewater Treatment Maintenance Manager I	4346	90,744-	112,731
3784 2	Wastewater Treatment Maintenance Manager II	5160	107,740-	133,883
3784 3	Wastewater Treatment Maintenance Manager III	5734	119,725-	148,749
4127 1	Wastewater Treatment Plant Manager I	4337	90,556-	112,522
4127 2	Wastewater Treatment Plant Manager II	4562	95,254-	118,348
4127 3	Wastewater Treatment Plant Manager III	5062	105,694-	131,314
1766 1	Workers' Compensation Administrator I	4772	99,639-	123,798
1766 2	Workers' Compensation Administrator II	5734	119,725-	148,749
9501	Zoo Assistant General Manager	6319	131,940-	163,929

APPENDIX E

Operative on July 1, 2010

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
9206	311 Director	5863	122,419-	152,090
9422 1	Airport Environmental Manager I	4883	101,957-	126,637
9422 2	Airport Environmental Manager II	5863	122,419-	152,090
7260 1	Airport Manager I	4504	94,043-	116,844
7260 2	Airport Manager II	5136	107,239-	133,214
7260 3	Airport Manager III	6367	132,942-	165,182
3331	Airports Maintenance Superintendent	4306	89,909-	111,708
1788 1	Airports Public & Community Relations Director I	4135	86,338-	107,261
1788 2	Airports Public & Community Relations Director II	5277	110,183-	136,889
1957	Asset Manager	5863	122,419-	152,090
1577	Assistant Chief Grants Administrator	4880	101,894-	126,575
9232	Assistant City Librarian	6716	140,230-	174,202
4219 1	Assistant Deputy Superintendent of Building I	5545	115,779-	143,842
4219 2	Assistant Deputy Superintendent of Building II	5863	122,419-	152,090
7225	Assistant Director Bureau of Sanitation	6716	140,230-	174,202
7536	Assistant Director Bureau of Street Lighting	5863	122,419-	152,090
4156	Assistant Director Bureau of Street Services	6716	140,230-	174,202
7298	Assistant Director of Contract Administration	6462	134,926-	167,625
9651	Assistant Director of Finance	6716	140,230-	174,202
9701	Assistant GM El Pueblo Historic Monument	5121	106,926-	132,839
9244	Assistant General Manager Animal Regulation	6462	134,926-	167,625
9251	Assistant General Manager Community Development	6716	140,230-	174,202
9694	Assistant General Manager Convention Center	5863	122,419-	152,090
9248	Assistant General Manager Cultural Affairs	5121	106,926-	132,839
9220	Assistant General Manager Department of Aging	5863	122,419-	152,090
9273	Assistant General Manager Emergency Preparedness	5432	113,420-	140,919
9257	Assistant General Manager General Services	6716	140,230-	174,202
9271	Assistant General Manager Housing	6716	140,230-	174,202
9381	Assistant General Manager Information Technology	6716	140,230-	174,202
9414	Assistant General Manager LACERS	6716	140,230-	174,202
9221	Assistant General Manager Neighborhood Empowerment	5432	113,420-	140,919
9241	Assistant General Manager Recreation and Parks	6716	140,230-	174,202
9263	Assistant General Manager Transportation	6716	140,230-	174,202
0603	Assistant Inspector General	6359	132,775-	164,952
9415	Assistant Retirement Plan Manager	5432	113,420-	140,919
9646	Assistant Treasurer	6108	127,535-	158,479
7998	Associate Zoning Administrator	5571	116,322-	144,531
3124	Building Construction & Maintenance Supt	5277	110,183-	136,889
3194 1	Building Construction and Maintenance Gen Sup I	5277	110,183-	136,889
3194 2	Building Construction and Maintenance Gen Supt II	5863	122,419-	152,090
1592	Chief Accountant Controller	4978	103,940-	129,143
7274 1	Chief Airports Engineer I	5432	113,420-	140,919
7274 2	Chief Airports Engineer II	6367	132,942-	165,182
1528 1	Chief Auditor Controller I	4361	91,057-	113,128
1528 2	Chief Auditor Controller II	4880	101,894-	126,575
7296	Chief Construction Inspector	5053	105,506-	131,085
0302	Chief Deputy Controller	7485	156,286-	194,163
4229	Chief Electrical Inspector	5053	105,506-	131,085
9230	Chief Financial Officer	6825	142,506-	177,062
9286	Chief Harbor Engineer	6716	140,230-	174,202

APPENDIX E

Operative on July 1, 2010

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
4250 1	Chief Heating & Refrigeration Inspector I	3925	81,954-	101,832
4250 2	Chief Heating & Refrigeration Inspector II	4617	96,402-	119,768
9374	Chief Information Officer	7714	161,068-	200,093
4258	Chief Inspector	5053	105,506-	131,085
4254	Chief Inspector	5053	105,506-	131,085
1619	Chief Internal Auditor	5432	113,420-	140,919
9147	Chief Investment Officer	5863	122,419-	152,090
9182	Chief Management Analyst	5863	122,419-	152,090
3165	Chief Park Maintenance Supervisor	4504	94,043-	116,844
1968	Chief Park Ranger	4879	101,873-	126,554
4239	Chief Plumbing Inspector	5053	105,506-	131,085
2384	Chief Police Psychologist	5863	122,419-	152,090
5154 1	Chief Port Pilot I	9615 (4)	236,257-	249,432
5154 2	Chief Port Pilot II	10148 (4)	249,349-	263,255
1949 1	Chief Real Estate Officer I	4898	102,270-	127,034
1949 2	Chief Real Estate Officer II	5863	122,419-	152,090
4269	Chief Safety Engineer Elevators	5053	105,506-	131,085
4260	Chief Safety Engineer Pressure Vessels	4361	91,057-	113,128
3188 1G	Chief Special Officer I	5336	111,415-	138,434
3188 2F	Chief Special Officer II	5707	119,162-	148,039
4286 1	Chief Street Services Investigator I	4085	85,294-	105,966
4286 2	Chief Street Services Investigator II	5053	105,506-	131,085
1211 1	Chief Tax Compliance Officer	4842	101,100-	125,614
1211 2	Chief Tax Compliance Officer	5863	122,419-	152,090
2360	Chief Veterinarian	5301	110,684-	137,516
1189 1	Chief Wharfinger I	3332	69,572-	86,443
1189 2	Chief Wharfinger II	4374	91,329-	113,462
7999	Chief Zoning Administrator	6187	129,184-	160,484
7945 1	Chief of Airport Planning I	5139	107,302-	133,319
7945 2	Chief of Airport Planning II	5863	122,419-	152,090
9424	Chief of Aviation Technology	6349	132,567-	164,722
7258 1	Chief of Operations I	4160	86,860-	107,929
7258 2	Chief of Operations II	4378	91,412-	113,566
9180	Chief of Parking Enforcement Operations	5863	122,419-	152,090
9200	Chief of Transit Programs	5863	122,419-	152,090
2492	Child Care Program Manager	3484	72,745-	90,390
0566	City Attorney Chief Administrative Assistant	5863	122,419-	152,090
0536	City Attorney Financial Manager	4291	89,596-	111,332
2496	Community Affairs Advocate	4880	101,894-	126,575
8500	Community Housing Programs Manager	4842	101,100-	125,614
9247	Concessions Manager	5863	122,419-	152,090
9168	Contract Administrator	5130	107,114-	133,089
9165 1	Contract Compliance Program Manager I	4321	90,222-	112,105
9165 2	Contract Compliance Program Manager II	5394	112,626-	139,938
3330 1	Convention Center Building Superintendent I	4443	92,769-	115,278
3330 2	Convention Center Building Superintendent II	5277	110,183-	136,889
1610	Departmental Audit Manager	5863	122,419-	152,090
1593 1	Departmental Chief Accountant I	4378	91,412-	113,566
1593 2	Departmental Chief Accountant II	4621	96,486-	119,872
1593 3	Departmental Chief Accountant III	5432	113,420-	140,919

APPENDIX E

Operative on July 1, 2010

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
1593 4	Departmental Chief Accountant IV	5863	122,419-	152,090
9490 1	Deputy City Engineer I	6716	140,230-	174,202
9490 2	Deputy City Engineer II	7485	156,286-	194,163
1607	Deputy Director of Auditing	5863	122,419-	152,090
9444	Deputy Director of Planning	6716	140,230-	174,202
0162	Deputy General Manager Airports/1	9279	193,745-	240,705
0163	Deputy General Manager Airports/2	7587	158,416-	196,836
9201 1	Deputy Superintendent of Building I	6716	140,230-	174,202
9201 2	Deputy Superintendent of Building II	7485	156,286-	194,163
1806	Development and Marketing Director	4828	100,808-	125,238
1768	Director of Air Service Marketing	5863	122,419-	152,090
9302	Director of Airports Administration	6896	143,988-	178,879
9304	Director of Airports Operations	6896	143,988-	178,879
9306	Director of Airports Safety Services	7587	158,416-	196,836
1606	Director of Auditing	6716	140,230-	174,202
9259	Director of Building Services	5277	110,183-	136,889
1194	Director of Cash Management Services	5863	122,419-	152,090
7625	Director of Communications Services	5863	122,419-	152,090
4266	Director of Enforcement Operations	5863	122,419-	152,090
4321	Director of Field Operations	4852	101,309-	125,886
1608	Director of Financial Analysis and Reporting	6716	140,230-	174,202
3535	Director of Fleet Services	5863	122,419-	152,090
1568	Director of Housing	5863	122,419-	152,090
7270 1	Director of Maintenance Airports I	5277	110,183-	136,889
7270 2	Director of Maintenance Airports II	5863	122,419-	152,090
1858	Director of Materials Management Services	5136	107,239-	133,214
7974	Director of Materials Testing Services	5863	122,419-	152,090
3722 1	Director of Police Transportation I	4621	96,486-	119,872
3722 2	Director of Police Transportation II	5863	122,419-	152,090
9231	Director of Port Administration	6505	135,824-	168,752
3123 1	Director of Port Construction & Maintenance I	5277	110,183-	136,889
3123 2	Director of Port Construction & Maintenance II	5863	122,419-	152,090
1782 1	Director of Port Marketing I	4771	99,618-	123,777
1782 2	Director of Port Marketing II	5863	122,419-	152,090
9233	Director of Port Operations	6174	128,913-	160,150
1488	Director of Printing Services	5605	117,032-	145,408
1857 1	Director of Purchasing Services I	4378	91,412-	113,566
1857 2	Director of Purchasing Services II-General Service	5136	107,239-	133,214
3208	Director of Security Services	3712	77,506-	96,319
1863	Director of Supplies	5863	122,419-	152,090
9375	Director of Systems	5863	122,419-	152,090
6157	Division Librarian	5863	122,419-	152,090
9486	Engineer of Surveys	5863	122,419-	152,090
3750	Equipment Superintendent	4943	103,209-	128,224
9225	Executive Director Commission on Status of Women	4,306.40 BW		
2475	Executive Director Exposition Park Complex	5863	122,419-	152,090
9020	Executive Director Human Relations Commission	4,723.20 BW		
9252	Executive Officer City Clerk	6716	140,230-	174,202
1557 1	Financial Manager I	4361	91,057-	113,128
1557 2	Financial Manager II	5432	113,420-	140,919

APPENDIX E

Operative on July 1, 2010

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
0805	First Deputy General Manager Harbor	9279	193,745-	240,705
2458	Golf Manager	5863	122,419-	152,090
9279 1	Harbor Engineer I	5432	113,420-	140,919
9279 2	Harbor Engineer II	5863	122,419-	152,090
9234 1	Harbor Planning & Research Director I	4378	91,412-	113,566
9234 2	Harbor Planning & Research Director II	5136	107,239-	133,214
9480	Harbor Public & Community Relations Director	5136	107,239-	133,214
4130	Hyperion Treatment Plant Manager	6716	140,230-	174,202
1409 1	Information Systems Manager I	4943	103,209-	128,224
1409 2	Information Systems Manager II	5863	122,419-	152,090
4281 1	Lot Cleaning Superintendent I	4085	85,294-	105,966
4281 2	Lot Cleaning Superintendent II	4510	94,168-	116,970
9437 1	Marine Environmental Manager I	5083	106,133-	131,836
9437 2	Marine Environmental Manager II	5649	117,951-	146,557
9635	Marketing Manager	5136	107,239-	133,214
2338	Medical Services Administrator	5863	122,419-	152,090
6229 1	Observatory Director I	4880	101,894-	126,575
6229 2	Observatory Director II	5863	122,419-	152,090
9264	Parking Administrator	6716	140,230-	174,202
9025 1	Parking Enforcement Manager I	4209	87,883-	109,202
9025 2	Parking Enforcement Manager II	4943	103,209-	128,224
5153	Pilot Service Manager	10707	223,562-	277,725
9196 1	Police Administrator I	5863	122,419-	152,090
9196 2	Police Administrator II	6716	140,230-	174,202
9196 3	Police Administrator III	7650	159,732-	198,444
1781	Port Marketing Manager	4038	84,313-	104,755
7928	Principal Architect	6394	133,506-	165,871
7946	Principal City Planner	5863	122,419-	152,090
9489	Principal Civil Engineer	5863	122,419-	152,090
9653	Principal Deputy Controller	6716	140,230-	174,202
7875	Principal Environmental Engineer	5863	122,419-	152,090
3147 1	Principal Grounds Maintenance Supervisor I	3223	67,296-	83,604
3147 2	Principal Grounds Maintenance Supervisor II	4009	83,707-	104,003
2464 1	Principal Recreation Supervisor I	3484	72,745-	90,390
2464 2	Principal Recreation Supervisor II	4009	83,707-	104,003
9266	Principal Transportation Engineer	5863	122,419-	152,090
1964 1	Property Manager I	4621	96,486-	119,872
1964 2	Property Manager II	5136	107,239-	133,214
1964 3	Property Manager III	5564	116,176-	144,343
1964 4	Property Manager IV	6187	129,184-	160,484
1800 1	Public Information Director I	4135	86,338-	107,261
1800 2	Public Information Director II	4856	101,393-	125,990
1282	Records Management Officer	4879	101,873-	126,554
7982	Risk Management & Prevention Program Manager	4883	101,957-	126,637
1530 1	Risk Manager I	3942	82,308-	102,270
1530 2	Risk Manager II	4880	101,894-	126,575
1530 3	Risk Manager III	5863	122,419-	152,090
1728	Safety Administrator	5174	108,033-	134,217
4126 1	Sanitation Solid Resources Manager I	5277	110,183-	136,889
4126 2	Sanitation Solid Resources Manager II	5863	122,419-	152,090

APPENDIX E

Operative on July 1, 2010

<u>CLASS CODE</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
4128 1	Sanitation Wastewater Manager I	4443	92,769-	115,278
4128 2	Sanitation Wastewater Manager II	5277	110,183-	136,889
4128 3	Sanitation Wastewater Manager III	5863	122,419-	152,090
0807	Second Deputy General Manager Harbor	7882	164,576-	204,457
3146	Senior Park Maintenance Supervisor	3367	70,302-	87,341
3832	Signal Systems Superintendent	4504	94,043-	116,844
1850	Stores Superintendent	4378	91,412-	113,566
4160 1	Street Services General Superintendent I	5023	104,880-	130,312
4160 2	Street Services General Superintendent II	5863	122,419-	152,090
4158 1	Street Services Superintendent I	4085	85,294-	105,966
4158 2	Street Services Superintendent II	4510	94,168-	116,970
3160 1	Street Tree Superintendent I	4085	85,294-	105,966
3160 2	Street Tree Superintendent II	5023	104,880-	130,312
9237	Superintendent Planning & Development Rec & Parks	5863	122,419-	152,090
2472	Superintendent of Recreation and Parks Operations	5863	122,419-	152,090
1865 1	Supply Services Manager I	4879	101,873-	126,554
1865 2	Supply Services Manager II	5863	122,419-	152,090
8870	Taxicab Administrator	4842	101,100-	125,614
7640	Telecommunications Planning & Utilization Officer	4747	99,117-	123,129
7650 1	Telecommunications Regulatory Officer I	4368	91,203-	113,316
7650 2	Telecommunications Regulatory Officer II	4747	99,117-	123,129
7650 3	Telecommunications Regulatory Officer III	5158	107,699-	133,820
0803	Traffic Manager	6505	135,824-	168,752
4125 1	Wastewater Collection Manager I	4378	91,412-	113,566
4125 2	Wastewater Collection Manager II	5863	122,419-	152,090
7880	Wastewater Residuals Research Engineer	5863	122,419-	152,090
7840 1	Wastewater Treatment Laboratory Manager I	4368	91,203-	113,316
7840 2	Wastewater Treatment Laboratory Manager II	5136	107,239-	133,214
7840 3	Wastewater Treatment Laboratory Manager III	5863	122,419-	152,090
3784 1	Wastewater Treatment Maintenance Manager I	4443	92,769-	115,278
3784 2	Wastewater Treatment Maintenance Manager II	5277	110,183-	136,889
3784 3	Wastewater Treatment Maintenance Manager III	5863	122,419-	152,090
4127 1	Wastewater Treatment Plant Manager I	4435	92,602-	115,049
4127 2	Wastewater Treatment Plant Manager II	4665	97,405-	121,020
4127 3	Wastewater Treatment Plant Manager III	5175	108,054-	134,279
1766 1	Workers' Compensation Administrator I	4880	101,894-	126,575
1766 2	Workers' Compensation Administrator II	5863	122,419-	152,090
9501	Zoo Assistant General Manager	6462	134,926-	167,625

APPENDIX F

Operative on July 1, 2011

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
9206	311 Director	5995	125,175-	155,514
9422 1	Airport Environmental Manager I	4992	104,232-	129,498
9422 2	Airport Environmental Manager II	5995	125,175-	155,514
7260 1	Airport Manager I	4606	96,173-	119,475
7260 2	Airport Manager II	5251	109,640-	136,221
7260 3	Airport Manager III	6511	135,949-	168,898
3331	Airports Maintenance Superintendent	4403	91,934-	114,214
1788 1	Airports Public & Community Relations Director I	4228	88,280-	109,683
1788 2	Airports Public & Community Relations Director II	5396	112,668-	139,980
1957	Asset Manager	5995	125,175-	155,514
1577	Assistant Chief Grants Administrator	4989	104,170-	129,414
9232	Assistant City Librarian	6866	143,362-	178,127
4219 1	Assistant Deputy Superintendent of Building I	5670	118,389-	147,079
4219 2	Assistant Deputy Superintendent of Building II	5995	125,175-	155,514
7225	Assistant Director Bureau of Sanitation	6866	143,362-	178,127
7536	Assistant Director Bureau of Street Lighting	5995	125,175-	155,514
4156	Assistant Director Bureau of Street Services	6866	143,362-	178,127
7298	Assistant Director of Contract Administration	6607	137,954-	171,404
9651	Assistant Director of Finance	6866	143,362-	178,127
9701	Assistant GM El Pueblo Historic Monument	5236	109,327-	135,824
9244	Assistant General Manager Animal Regulation	6607	137,954-	171,404
9251	Assistant General Manager Community Development	6866	143,362-	178,127
9694	Assistant General Manager Convention Center	5995	125,175-	155,514
9248	Assistant General Manager Cultural Affairs	5236	109,327-	135,824
9220	Assistant General Manager Department of Aging	5995	125,175-	155,514
9273	Assistant General Manager Emergency Preparedness	5555	115,988-	144,093
9257	Assistant General Manager General Services	6866	143,362-	178,127
9271	Assistant General Manager Housing	6866	143,362-	178,127
9381	Assistant General Manager Information Technology	6866	143,362-	178,127
9414	Assistant General Manager LACERS	6866	143,362-	178,127
9221	Assistant General Manager Neighborhood Empowerment	5555	115,988-	144,093
9241	Assistant General Manager Recreation and Parks	6866	143,362-	178,127
9263	Assistant General Manager Transportation	6866	143,362-	178,127
0603	Assistant Inspector General	6502	135,761-	168,690
9415	Assistant Retirement Plan Manager	5555	115,988-	144,093
9646	Assistant Treasurer	6247	130,437-	162,050
7998	Associate Zoning Administrator	5697	118,953-	147,789
3124	Building Construction & Maintenance Supt	5396	112,668-	139,980
3194 1	Building Construction and Maintenance Gen Sup I	5396	112,668-	139,980
3194 2	Building Construction and Maintenance Gen Supt II	5995	125,175-	155,514
1592	Chief Accountant Controller	5090	106,279-	132,045
7274 1	Chief Airports Engineer I	5555	115,988-	144,093
7274 2	Chief Airports Engineer II	6511	135,949-	168,898
1528 1	Chief Auditor Controller I	4459	93,103-	115,696
1528 2	Chief Auditor Controller II	4989	104,170-	129,414
7296	Chief Construction Inspector	5167	107,886-	134,029
0302	Chief Deputy Controller	7653	159,794-	198,548
4229	Chief Electrical Inspector	5167	107,886-	134,029
9230	Chief Financial Officer	6979	145,721-	181,050
9286	Chief Harbor Engineer	6866	143,362-	178,127

APPENDIX F

Operative on July 1, 2011

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
4250 1	Chief Heating & Refrigeration Inspector I	4015	83,833-	104,149
4250 2	Chief Heating & Refrigeration Inspector II	4721	98,574-	122,461
9374	Chief Information Officer	7888	164,701-	204,624
4258	Chief Inspector	5167	107,886-	134,029
4254	Chief Inspector	5167	107,886-	134,029
1619	Chief Internal Auditor	5555	115,988-	144,093
9147	Chief Investment Officer	5995	125,175-	155,514
9182	Chief Management Analyst	5995	125,175-	155,514
3165	Chief Park Maintenance Supervisor	4606	96,173-	119,475
1968	Chief Park Ranger	4988	104,149-	129,393
4239	Chief Plumbing Inspector	5167	107,886-	134,029
2384	Chief Police Psychologist	5995	125,175-	155,514
5154 1	Chief Port Pilot I	9832 (4)	241,582-	255,049
5154 2	Chief Port Pilot II	10376 (4)	254,966-	269,185
1949 1	Chief Real Estate Officer I	5007	104,546-	129,894
1949 2	Chief Real Estate Officer II	5995	125,175-	155,514
4269	Chief Safety Engineer Elevators	5167	107,886-	134,029
4260	Chief Safety Engineer Pressure Vessels	4459	93,103-	115,696
3188 1G	Chief Special Officer I	5457	113,942-	141,546
3188 2F	Chief Special Officer II	5836	121,855-	151,401
4286 1	Chief Street Services Investigator I	4176	87,194-	108,346
4286 2	Chief Street Services Investigator II	5167	107,886-	134,029
1211 1	Chief Tax Compliance Officer	4951	103,376-	128,433
1211 2	Chief Tax Compliance Officer	5995	125,175-	155,514
2360	Chief Veterinarian	5420	113,169-	140,606
1189 1	Chief Wharfinger I	3407	71,138-	88,406
1189 2	Chief Wharfinger II	4473	93,396-	116,009
7999	Chief Zoning Administrator	6326	132,086-	164,096
7945 1	Chief of Airport Planning I	5255	109,724-	136,326
7945 2	Chief of Airport Planning II	5995	125,175-	155,514
9424	Chief of Aviation Technology	6493	135,573-	168,439
7258 1	Chief of Operations I	4255	88,844-	110,351
7258 2	Chief of Operations II	4476	93,458-	116,135
9180	Chief of Parking Enforcement Operations	5995	125,175-	155,514
9200	Chief of Transit Programs	5995	125,175-	155,514
2492	Child Care Program Manager	3562	74,374-	92,415
0566	City Attorney Chief Administrative Assistant	5995	125,175-	155,514
0536	City Attorney Financial Manager	4388	91,621-	113,838
2496	Community Affairs Advocate	4989	104,170-	129,414
8500	Community Housing Programs Manager	4951	103,376-	128,433
9247	Concessions Manager	5995	125,175-	155,514
9168	Contract Administrator	5246	109,536-	136,075
9165 1	Contract Compliance Program Manager I	4419	92,268-	114,631
9165 2	Contract Compliance Program Manager II	5516	115,174-	143,112
3330 1	Convention Center Building Superintendent I	4545	94,899-	117,888
3330 2	Convention Center Building Superintendent II	5396	112,668-	139,980
1610	Departmental Audit Manager	5995	125,175-	155,514
1593 1	Departmental Chief Accountant I	4476	93,458-	116,135
1593 2	Departmental Chief Accountant II	4725	98,658-	122,566
1593 3	Departmental Chief Accountant III	5555	115,988-	144,093

APPENDIX F

Operative on July 1, 2011

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
1593 4	Departmental Chief Accountant IV	5995	125,175-	155,514
9490 1	Deputy City Engineer I	6866	143,362-	178,127
9490 2	Deputy City Engineer II	7653	159,794-	198,548
1607	Deputy Director of Auditing	5995	125,175-	155,514
9444	Deputy Director of Planning	6866	143,362-	178,127
0162	Deputy General Manager Airports/1	9488	198,109-	246,154
0163	Deputy General Manager Airports/2	7758	161,987-	201,262
9201 1	Deputy Superintendent of Building I	6866	143,362-	178,127
9201 2	Deputy Superintendent of Building II	7653	159,794-	198,548
1806	Development and Marketing Director	4936	103,063-	128,057
1768	Director of Air Service Marketing	5995	125,175-	155,514
9302	Director of Airports Administration	7051	147,224-	182,909
9304	Director of Airports Operations	7051	147,224-	182,909
9306	Director of Airports Safety Services	7758	161,987-	201,262
1606	Director of Auditing	6866	143,362-	178,127
9259	Director of Building Services	5396	112,668-	139,980
1194	Director of Cash Management Services	5995	125,175-	155,514
7625	Director of Communications Services	5995	125,175-	155,514
4266	Director of Enforcement Operations	5995	125,175-	155,514
4321	Director of Field Operations	4962	103,606-	128,725
1608	Director of Financial Analysis and Reporting	6866	143,362-	178,127
3535	Director of Fleet Services	5995	125,175-	155,514
1568	Director of Housing	5995	125,175-	155,514
7270 1	Director of Maintenance Airports I	5396	112,668-	139,980
7270 2	Director of Maintenance Airports II	5995	125,175-	155,514
1858	Director of Materials Management Services	5251	109,640-	136,221
7974	Director of Materials Testing Services	5995	125,175-	155,514
3722 1	Director of Police Transportation I	4725	98,658-	122,566
3722 2	Director of Police Transportation II	5995	125,175-	155,514
9231	Director of Port Administration	6652	138,893-	172,552
3123 1	Director of Port Construction & Maintenance I	5396	112,668-	139,980
3123 2	Director of Port Construction & Maintenance II	5995	125,175-	155,514
1782 1	Director of Port Marketing I	4879	101,873-	126,554
1782 2	Director of Port Marketing II	5995	125,175-	155,514
9233	Director of Port Operations	6313	131,815-	163,762
1488	Director of Printing Services	5732	119,684-	148,686
1857 1	Director of Purchasing Services I	4476	93,458-	116,135
1857 2	Director of Purchasing Services II-General Service	5251	109,640-	136,221
3208	Director of Security Services	3797	79,281-	98,512
1863	Director of Supplies	5995	125,175-	155,514
9375	Director of Systems	5995	125,175-	155,514
6157	Division Librarian	5995	125,175-	155,514
9486	Engineer of Surveys	5995	125,175-	155,514
3750	Equipment Superintendent	5054	105,527-	131,126
9225	Executive Director Commission on Status of Women	4,403.20 BW		
2475	Executive Director Exposition Park Complex	5995	125,175-	155,514
9020	Executive Director Human Relations Commission	4,829.60 BW		
9252	Executive Officer City Clerk	6866	143,362-	178,127
1557 1	Financial Manager I	4459	93,103-	115,696
1557 2	Financial Manager II	5555	115,988-	144,093

APPENDIX F

Operative on July 1, 2011

CLASS CODE	TITLE	SALARY RANGE	ANNUAL RANGE	
0805	First Deputy General Manager Harbor	9488	198,109-	246,154
2458	Golf Manager	5995	125,175-	155,514
9279 1	Harbor Engineer I	5555	115,988-	144,093
9279 2	Harbor Engineer II	5995	125,175-	155,514
9234 1	Harbor Planning & Research Director I	4476	93,458-	116,135
9234 2	Harbor Planning & Research Director II	5251	109,640-	136,221
9480	Harbor Public & Community Relations Director	5251	109,640-	136,221
4130	Hyperion Treatment Plant Manager	6866	143,362-	178,127
1409 1	Information Systems Manager I	5054	105,527-	131,126
1409 2	Information Systems Manager II	5995	125,175-	155,514
4281 1	Lot Cleaning Superintendent I	4176	87,194-	108,346
4281 2	Lot Cleaning Superintendent II	4611	96,277-	119,622
9437 1	Marine Environmental Manager I	5196	108,492-	134,801
9437 2	Marine Environmental Manager II	5777	120,623-	149,856
9635	Marketing Manager	5251	109,640-	136,221
2338	Medical Services Administrator	5995	125,175-	155,514
6229 1	Observatory Director I	4989	104,170-	129,414
6229 2	Observatory Director II	5995	125,175-	155,514
9264	Parking Administrator	6866	143,362-	178,127
9025 1	Parking Enforcement Manager I	4305	89,888-	111,666
9025 2	Parking Enforcement Manager II	5054	105,527-	131,126
5153	Pilot Service Manager	10949	228,615-	283,989
9196 1	Police Administrator I	5995	125,175-	155,514
9196 2	Police Administrator II	6866	143,362-	178,127
9196 3	Police Administrator III	7823	163,344-	202,912
1781	Port Marketing Manager	4129	86,213-	107,114
7928	Principal Architect	6538	136,513-	169,608
7946	Principal City Planner	5995	125,175-	155,514
9489	Principal Civil Engineer	5995	125,175-	155,514
9653	Principal Deputy Controller	6866	143,362-	178,127
7875	Principal Environmental Engineer	5995	125,175-	155,514
3147 1	Principal Grounds Maintenance Supervisor I	3295	68,799-	85,483
3147 2	Principal Grounds Maintenance Supervisor II	4099	85,587-	106,342
2464 1	Principal Recreation Supervisor I	3562	74,374-	92,415
2464 2	Principal Recreation Supervisor II	4099	85,587-	106,342
9266	Principal Transportation Engineer	5995	125,175-	155,514
1964 1	Property Manager I	4725	98,658-	122,566
1964 2	Property Manager II	5251	109,640-	136,221
1964 3	Property Manager III	5690	118,807-	147,601
1964 4	Property Manager IV	6326	132,086-	164,096
1800 1	Public Information Director I	4228	88,280-	109,683
1800 2	Public Information Director II	4966	103,690-	128,830
1282	Records Management Officer	4988	104,149-	129,393
7982	Risk Management & Prevention Program Manager	4992	104,232-	129,498
1530 1	Risk Manager I	4031	84,167-	104,588
1530 2	Risk Manager II	4989	104,170-	129,414
1530 3	Risk Manager III	5995	125,175-	155,514
1728	Safety Administrator	5291	110,476-	137,244
4126 1	Sanitation Solid Resources Manager I	5396	112,668-	139,980
4126 2	Sanitation Solid Resources Manager II	5995	125,175-	155,514

APPENDIX F

Operative on July 1, 2011

<u>CLASS CODE</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>ANNUAL RANGE</u>	
4128 1	Sanitation Wastewater Manager I	4545	94,899-	117,888
4128 2	Sanitation Wastewater Manager II	5396	112,668-	139,980
4128 3	Sanitation Wastewater Manager III	5995	125,175-	155,514
0807	Second Deputy General Manager Harbor	8059	168,271-	209,051
3146	Senior Park Maintenance Supervisor	3442	71,868-	89,304
3832	Signal Systems Superintendent	4606	96,173-	119,475
1850	Stores Superintendent	4476	93,458-	116,135
4160 1	Street Services General Superintendent I	5137	107,260-	133,235
4160 2	Street Services General Superintendent II	5995	125,175-	155,514
4158 1	Street Services Superintendent I	4176	87,194-	108,346
4158 2	Street Services Superintendent II	4611	96,277-	119,622
3160 1	Street Tree Superintendent I	4176	87,194-	108,346
3160 2	Street Tree Superintendent II	5137	107,260-	133,235
9237	Superintendent Planning & Development Rec & Parks	5995	125,175-	155,514
2472	Superintendent of Recreation and Parks Operations	5995	125,175-	155,514
1865 1	Supply Services Manager I	4988	104,149-	129,393
1865 2	Supply Services Manager II	5995	125,175-	155,514
8870	Taxicab Administrator	4951	103,376-	128,433
7640	Telecommunications Planning & Utilization Officer	4853	101,330-	125,906
7650 1	Telecommunications Regulatory Officer I	4466	93,250-	115,863
7650 2	Telecommunications Regulatory Officer II	4853	101,330-	125,906
7650 3	Telecommunications Regulatory Officer III	5275	110,142-	136,848
0803	Traffic Manager	6652	138,893-	172,552
4125 1	Wastewater Collection Manager I	4476	93,458-	116,135
4125 2	Wastewater Collection Manager II	5995	125,175-	155,514
7880	Wastewater Residuals Research Engineer	5995	125,175-	155,514
7840 1	Wastewater Treatment Laboratory Manager I	4466	93,250-	115,863
7840 2	Wastewater Treatment Laboratory Manager II	5251	109,640-	136,221
7840 3	Wastewater Treatment Laboratory Manager III	5995	125,175-	155,514
3784 1	Wastewater Treatment Maintenance Manager I	4545	94,899-	117,888
3784 2	Wastewater Treatment Maintenance Manager II	5396	112,668-	139,980
3784 3	Wastewater Treatment Maintenance Manager III	5995	125,175-	155,514
4127 1	Wastewater Treatment Plant Manager I	4534	94,669-	117,638
4127 2	Wastewater Treatment Plant Manager II	4770	99,597-	123,735
4127 3	Wastewater Treatment Plant Manager III	5293	110,517-	137,307
1766 1	Workers' Compensation Administrator I	4989	104,170-	129,414
1766 2	Workers' Compensation Administrator II	5995	125,175-	155,514
9501	Zoo Assistant General Manager	6607	137,954-	171,404

**APPENDIX G
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.

Note 2: Notwithstanding any other provision of this MOU or the Los Angeles Administrative Code to the contrary, employees in the class of Convention Center Building Superintendent I (Code 3330-1) and Street Maintenance Superintendent II (Code 4158-2) shall, unless specific authority is made, be in 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.

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.

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 9490-1-2), 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:

<u>Effective Date:</u>	<u>Salary Range:</u>
July 1, 2007	4295(5)
January 1, 2008	4382(5)
July 1, 2008	4512(5)
July 1, 2009	4647(5)
July 1, 2010	4752(5)
July 1, 2011	4859(5)

Note 6: 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:

<u>Effective Date:</u>	<u>Salary Range:</u>
July 1, 2007	4971(5)
January 1, 2008	5071(5)
July 1, 2008	5224(5)
July 1, 2009	5381(5)

July 1, 2010	5501(5)
July 1, 2011	5625(5)

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:

<u>Effective Date:</u>	<u>Salary Range:</u>
July 1, 2007	5681(5)
January 1, 2008	5795(5)
July 1, 2008	5969(5)
July 1, 2009	6147(5)
July 1, 2010	6286(5)
July 1, 2011	6428(5)

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).

Note 9 : Whenever an employee in the class Chief Port Pilot, Code 5154, is required to return to duty following the termination of his/her 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.

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 5th step. 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 5th step.

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.

Note 13: Julia Nagano, while employed as a Harbor Public and Community Relations Director, Code 9480, in the Harbor Department, shall receive a biweekly rate equal to the rate received on July 5, 2006 until such time as the biweekly

salary for Harbor Public and Community Relations Director meets or exceeds that rate.

- Note 14: 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.
- Note 15: 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.
- Note 16: Steven Johnson, when employed in the class of Police Administrator I, Code 9196-1, supervising the Scientific Investigation Division of the Police Department, shall receive a salary that is 5.5% above the salary of the highest paid subordinate regularly supervised.
- Note 17: 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.
- Note 18: 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 his/her 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.

Note 19: The M-6 salary range for Executive Directors shall be as follows:

7/1/07	\$101,602.08 - \$152,424.00
1/1/08	\$103,627.44 - \$155,472.48
7/1/08	\$106,738.56 - \$160,128.72
7/1/09	\$109,933.20 - \$164,931.12
7/1/10	\$112,397.04 - \$186,647.76
7/1/11	\$114,923.52 - \$172,447.92

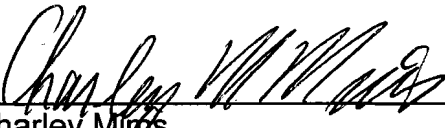
LETTER OF INTENT

MANAGEMENT EMPLOYEES UNIT
2007-12 MEMORANDUM OF UNDERSTANDING


SALARY REVIEW

The undersigned parties agree that during the term of the 2007-12 MOU the parties will meet and confer regarding the salary groupings proposed by the Association.

FOR LAPMA:

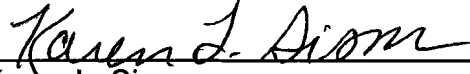


Charley Miris
President

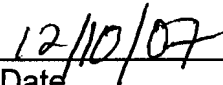


Date

FOR THE CITY:



Karen L. Sisson
City Administrative Officer



Date

LETTER OF AGREEMENT

2007-2012 MEMORANDUM OF UNDERSTANDING

Mutual Commitment to LA's Future

The City of LA and LAPMA have concluded negotiations for the Memoranda of Understanding effective July 1, 2007 through June 30, 2012. This is a historic contract because it was reached through the mutual gains process and addresses critical issues that both parties identified as key interests that had to be resolved during the term of this contract. In order to address those issues effectively, a five year contract was essential. However, the parties recognize that due to the extended term of the contract and the uncertainty both positive and negative of: the local economy, city revenue, revenue from state and federal budgets and adverse litigation, it is essential that both parties maintain the ability to address these uncertainties.

The first uncertainty faced by the parties is the potential adverse revenue implications of a negative ruling in the Telephone User Tax litigation. In the event the Telephone User Tax litigation ruling is unfavorable to the City of Los Angeles and an alternate replacement revenue source is not approved by the voters, the parties to this agreement will meet, using the mutual gains process, to identify the implications of the revenue loss, alternatives to address the revenue loss and viable solutions within the control of the parties.

To address future uncertainties, the parties agree to meet at a minimum every six months to review the City's overall revenue and expenditure forecasts. The revenue forecasts that shall be used as the baseline for this discussion shall be the City's initial Five-Year Budget Forecast for 2007-08 (contained in CF# 07-0600-S43 issued 8/9/07). If City revenue declines by 1% or more in the aggregate the parties will meet, using the mutual gains process, to identify the implications of the revenue loss, alternatives to address the loss and identify viable solutions within the control of the parties.

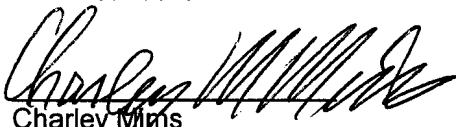
This letter of agreement does not confer the right to modify the terms and conditions of this MOU or to restrict the rights the parties have by law.

Economic Reopener

At the time the Controller closes the books on FY 2009-10, if the actual revenue collected for FY 2009-10 has increased by 3% over the revenue projection of 4.4% (as stated in the CAO's initial Five-Year Budget Forecast for 2007-08, issued 8/9/07), the parties will use the Mutual Gains process to discuss adjusting the 2.25% COLA upward effective 7/1/2010.

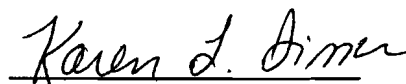
At the time the Controller closes the books on FY 2010-11, if the actual revenue collected for FY 2010-11 has increased by 3% over the revenue projection of 4.4% (as stated in the CAO's initial Five-Year Budget Forecast for 2007-08, issued 8/9/07), the parties will use the Mutual Gains process to discuss adjusting the 2.25% COLA upward effective 7/1/2011.

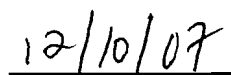
FOR THE ASSOCIATION:


Charley Minis
President


Date

FOR THE CITY:


Karen L. Sisson
City Administrative Officer


Date

GAINS SHARING JLMC

TA
KAT
9/30/07

As part of the Mutual Gains process used to negotiate this agreement, the Coalition of City Unions and the City of Los Angeles agree that during the course of this contract, members of the Coalition will generate \$25 million in annual, ongoing, and verifiable savings or new operational revenue. Those savings generated by and vetted through the Gains Sharing Committee shall count towards the \$25 million target. One-time savings will be credited to the Gains Sharing JLMC. Savings towards the gains sharing goal for workers' compensation and health care costs will be credited for cost reductions below the trend line included in the CAO's First Financial Status Report (dated August 9, 2007, CF# 07-0600-S43).

TA
CP
9/30/07

The City and Coalition agree to create a Joint Labor-Management Committee on Gain Sharing. This Committee will meet regularly to consider, and as appropriate recommend to the City Council, (1) ideas and implementation strategies for improving City services, (2) new operational revenue, or (3) cost savings opportunities. The committee will jointly develop operating principles, objectives, benchmarks, and measures of effectiveness.

SP
9/30/07

C.R.
9/30/07

Parties agree that the \$25 million will serve as the basis for the flex dollars to be apportioned on 1/1/2012 as part of the general economic framework in Coalition MOUs.

Any funds generated through Gain Sharing in excess of \$25 million will be allocated as determined by the JLMC on Gain Sharing Committee, subject to approval by the City Council.

MF
9/30/07

The Gains Sharing Committee will report semi-annually to the EERC on progress made on all cost savings. The table below provides goals for total annual, ongoing savings.

SAVINGS CATEGORY	FISCAL YEAR				
	2007-08	2008-09	2009-10	2010-11	2011-12
One-Time	TBD				
Annual, Ongoing (in million)	\$0.25	\$6	\$12	\$18	\$25
Total Annual	TBD				
To Date	TBD				

IMPLEMENTING MUTUAL GAINS BARGAINING

TA
KdH
9/30/07

The City of Los Angeles and the Coalition of City Unions agree to create the following Joint Labor-Management Committees and provide staff support as needed. Each committee will report periodically to the Council and may request funding for programs supported by the Committee.

TA
9/30/07

1. SAFETY COMMITTEE

The purpose of the Safety JLMC is to promote a safe and healthful workplace, to reduce accidents, injuries and overall economic liabilities. The Committee will review and analyze injury, illness, and accident rates and trends both citywide and by individual unit, class, and workplace and will coordinate with unit-based safety committees. The work of the Committee will include making recommendations on training, work site and facilities safety, and safety equipment. Additionally, the committee will monitor savings and will report such savings to the Gains Sharing Committee.

MEF
9/30/07

L.R.
9/30/07

2. PART-TIME WORKERS COMMITTEE

The JLMC on Part-Time workers will be formed and focused within the Department of Recreation and Parks, with representatives from the CAO and the Personnel Department. The JLMC on Part-Time Work will identify positions which could be transitioned to half time, develop career ladders for part-time workers, and identify opportunities to consolidate part-time positions to full time and identify budgetary impediments to transitioning part-time workers. Where applicable, procedures developed in the Part-Time Committee will serve as a model for all City Departments.

MEF

9/30/07

9/30/07

3. BONUS AND CODES COMMITTEE

The JLMC on the Bonus and Codes Committee will analyze the City's system of bonuses and special pay. The objective of the Committee is to review and simplify the City's bonus system while providing incentives to improve work processes and recruit and retain quality workers. The Bonus and Codes Committee will send recommendations to the City Council as proposed amendments to labor MOUs. This committee will meet with the goal of enacting initial changes by March 15, 2008.