


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: December 9, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **MEMORANDA OF UNDERSTANDING AMENDMENTS FOR THE ENGINEERS AND ARCHITECTS ASSOCIATION (MOUS 1, 19, 20 & 21)**

Recommendation

It is recommended that the Council approve the Amendments attached hereto containing recommended salary adjustments for classifications represented by the Engineers and Architects Association (EAA) as specified on the attached chart.

Summary

In accordance with a March 31, 2016, Letter of Agreement approved and included with the EAA MOUs, tentative agreement has been reached with EAA on salary and pay grade adjustments to a number of classifications in MOUs 1, 19, 20 and 21. The general purpose of the recommended adjustments is to mitigate recruitment and retention issues, and ensure pay equity between similar classifications. The process included hearing directly from employees in the classifications, from representatives of the impacted departments, and performing an analysis of like positions in other departments and jurisdictions. In total, approximately 524 employees in 20 classifications will see an adjustment ranging from the inclusion of an on-call bonus to a pensionable salary adjustment. Adjustments are effective beginning June 25, 2017, for FY 2017-18.

Fiscal Impact

The full cost of the adjustments including pension costs is approximately \$925,700. Of the total amount, approximately 45% will directly impact the general fund, and the balance will be covered by special or proprietary funding.

Attachment

MAS:MHA:EAG:0717034

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 1
REGARDING THE ENGINEERS AND ARCHITECTS ASSOCIATION
ADMINISTRATIVE UNIT (MOU 1)**

**THIS AMENDMENT NO. 1 to the 2013-2019 Administrative Unit Memorandum of
Understanding No 1 is made and entered into this
29th day of November, 2016**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

**ENGINEERS AND ARCHITECTS ASSOCIATION (HEREINAFTER "EAA" OR
"UNION")**

JULY 2, 2013 – JUNE 22, 2019

Add to **Appendix E – Salaries** Operative June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
7268-1	Airport Superintendent of Operations I	2892	\$60,384	\$88,259
7268-2	Airport Superintendent of Operations II	3478	\$72,620	\$106,174
7268-3	Airport Superintendent of Operations III	3998	\$83,478	\$122,022

Add to **Appendix E – Salaries** Operative on June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
0565-1	Legal Assistant I	2750	\$57,420	\$83,916
0565-2	Legal Assistant II	2950	\$61,596	\$90,055

Add to **Appendix E – Salaries** Operative on June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
0576-1	Paralegal I	2950	\$61,596	\$90,055
0577-0	Paralegal II	3220	\$67,233	\$98,323
0577-1	Paralegal III	3410	\$71,200	\$104,086

Add to **Appendix E – Salaries** Operative on June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 6	Step 15
1774-0	Workers Compensation Analyst	3212 (6)	\$76,796	\$98,073

Add to **Appendix E – Salaries** Operative on June 25, 2017, amending the following classifications and salaries:

Class Code	Title	Range	Step 1	Step 15
1179-3	Tax Compliance Officer III	3645	\$76,107	\$111,311

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 12 shall remain in full force and effect during the term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No 1 to MOU No. 12, the day, month and year written below.

FOR THE UNION:



Gregory J. West
Executive Director

29 November 2016
Date

FOR MANAGEMENT:



Miguel A. Santana
City Administrative Officer

12/8/16
Date

APPROVED AS TO FORM:



Office of the City Attorney

12/7/16
Date