

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING NO. 17  
REGARDING THE SUPERVISORY PROFESSIONAL ENGINEERING AND  
SCIENTIFIC REPRESENTATION UNIT  
(MOU 17)**

**This AMENDMENT NO. 1 to the 2018-2021 Supervisory Professional Engineering and Scientific Representation Unit Memorandum of Understanding No. 17 is made and entered into this 2<sup>nd</sup> day of February, 2021**

**BY AND BETWEEN THE**

**CITY OF LOS ANGELES**

**AND THE**

**SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721**

**JULY 1, 2018 – JUNE 30, 2021**

**AMENDMENT NO. 1**

**SUPERVISORY PROFESSIONAL ENGINEERING AND SCIENTIFIC  
REPRESENTATION UNIT  
(MOU 17)**

The following underlined language shall amend the first paragraph of Article 1.5, as follows:

**ARTICLE 1.5 - TERM**

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 1.3, Implementation of Memorandum of Understanding, are fully met, except to the extent that the parties have agreed in Letters of Agreement to continue to meet and confer after implementation, but in no event shall said MOU become effective prior to 12:00 a.m. on July 1, 2018. This Memorandum of Understanding shall expire and otherwise be fully terminated at 11:59 p.m. on December 31, 2022. The MOU in effect on June 30, 2018, shall have remained in effect through 11:59 p.m. on the day of Council adoption of this MOU.

The following underlined language shall amend Article 1.6, as follows:

**ARTICLE 1.6 CALENDAR FOR SUCCESSOR MOU**

In the event the Union or Management desires a successor MOU, said party shall submit a written request to begin negotiations upon the other during the period from October 1, 2022, through October 31, 2022, along with its written proposals for such successor MOU. Meet and confer sessions shall begin no later than thirty (30) calendar days following submittal of the proposals.

The following underlined language shall amend Article 2.3 subsections A.1.b. and A.3., as follows:

**ARTICLE 2.3 PAYROLL DEDUCTION AND DUES**

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

**A. DUES**

1. a. Payroll deductions as may be properly requested and lawfully permitted will be deducted by the Controller biweekly, in twenty-four (24) increments annually from the salary of each employee in the unit

where the Union identifies in writing to the Controller those individuals from whom union-related deduction(s) should be lawfully taken.

Said payroll deductions shall not be assessed in any biweekly pay period in which the affected employee is not paid a minimum of twenty (20) hours. Such amounts shall be determined by the Union and implemented by Management in the first payroll period which starts thirty (30) calendar days after written notice of the new amount from the Union is received by the Controller.

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

## B. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or other proper deductions to be deducted from twenty-four (24) biweekly payroll checks of each employee in this Unit as specified by Union under the terms contained herein. "Dues," shall be the result of Union certification that it has and will maintain an authorization signed by the individual employee from whose salary or wages the deductions are to be made, provided in the form of a list by the Union to the City.

- (a) Remittance of the aggregate amount of all dues and other proper deductions taken from the salaries of employees hereunder shall be made to the Union by the Controller within thirty (30) working days after the conclusion of the month in which said dues, and/or deductions were deducted.
  - (b) A fee of nine cents (\$.09) for the processing of each such deduction shall be assessed by the Controller for the processing of each payroll deduction taken. The Controller will deduct the aggregate amount of said fees on a biweekly basis.
- 2. The Controller shall also apply this provision to every permanent employee who, following the operative date of this Article, becomes a member of this Unit, within sixty (60) calendar days of such reassignment or transfer.
- 3. Management will provide the Union with unit membership information pursuant to the Unit Membership List Article of this MOU.
- 4. The Controller shall notify the Union within sixty (60) calendar days of any employee who, because of a change in employment status, is no longer a member of the Unit or subject to the provisions of this Article.

C. UNION RESPONSIBILITIES

Except for claims resulting from errors caused by defective City equipment, the Union agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article.

D. CALIFORNIA GOVERNMENT CODE SECTION 1159 (a-b)

Existing California Government Code Section 1159 (a-b) states:

“(a) The Controller, a public employer, an employee organization, or any of their employees or agents, shall not be liable for, and shall have a complete defense to, any claims or actions under the law of this state for requiring, deducting, receiving, or retaining agency or fair share fees from public employees, and current or former public employees shall not have standing to pursue these claims or actions, if the fees were permitted at the time under the laws of this state then in force and paid, through payroll deduction or otherwise, prior to June 27, 2018.

“(b) This section shall apply to claims and actions pending on its effective date, as well as to claims and actions filed on or after that date.”

The following underlined language shall be added to subsection C(2) of Article 5.1, as follows:

## ARTICLE 5.1 OVERTIME

### C. Rate and Methods of Compensation – FLSA Non-Exempt Employees

#### 2. Compensated Time Off

Employees may, subject to Management discretion, be permitted to accumulate up to eighty (80) hours of compensated time off (CTO). Occasionally, employees may accumulate CTO in excess of eighty (80) hours for a temporary period of time, not to exceed an additional fiscal year. If an employee does not schedule and take CTO over eighty (80) hours prior to the end of the fiscal year, Management may require employees to use CTO prior to the end of the fiscal year; require employees to use such time in lieu of vacation (unless the mandatory use of CTO would result in the loss of vacation accumulation) 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 eighty (80), Management may extend the time limit for a period not to exceed one additional fiscal year.

However, during the term of this MOU, employees may accumulate up to 240 hours of CTO.

In accordance with FLSA, no employee shall lose CTO. An employee who has requested the use of CTO for overtime worked must be permitted by Management to use such time within a reasonable time period after making the request unless the use of the CTO within a reasonable period 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 compensated time off in excess of two hundred forty (240) hours be accumulated.

The underlined language below was inadvertently omitted from the adopted MOU 17, effective July 1, 2018. This correction is to reinsert the underlined language and to clarify and format other sections of the Article.

## **ARTICLE 5.8                      ON CALL/STAND-BY COMPENSATION**

- I.     Any FLSA Non-Exempt bargaining unit employee, or persons employed in the Police Department in the classes of Supervising Criminalist, Code 2235, and Chief Forensic Chemist I and II, Code 2237-1 and -2, when required to be on standby by a designated representative of the Chief of Police shall receive, in addition to any other compensation provided for herein, the following:
  - A.     Employees assigned to standby on weekends and holidays shall receive one hour compensation at straight time for every six hours or portion thereof they are required to standby.
  - B.     Employees assigned to standby at all other times shall receive one hour of compensation at straight time for every eight hours or portion thereof they are required to standby.
  - C.     When an employee is scheduled for On Call/Standby then such compensation will be in addition to the compensation outlined in the Call Back Pay and Off Site/Remote Access Compensation Articles.
  
- II.    Persons employed by the Department of Public Works who are required by Management to wear a paging device on an on-call status during off-duty hours shall receive, in addition to any other compensation provided for herein, the sum of \$24.00 for each day that the paging device is required to be worn.
  
- III.   Persons employed in the class of Industrial Hygienist, Code 2330, in the Fire Department and the Department of Environmental Affairs\* and the class of Environmental Supervisor I/II, Code 7304-1-2, in the Department of Environmental Affairs\*, when assigned to standby during their off-duty hours shall receive, in addition to any other compensation provided for herein, the sum of \$24.00 for each day of such assignment.

\* Persons who have remained in the above listed classifications in which they were employed by the former Department of Environmental Affairs shall continue receiving the additional compensation, regardless of their current employing department.
  
- IV.   Effective January 11, 2005, one (1) person employed in the class of Communications Engineer, Code 7610, in the Police Department's Information Technology Division, Network Section, when assigned to standby during his/her

off-duty hours shall receive, in addition to any other compensation provided for herein, the sum of \$24.00 for each day of such assignment.

- V. The parties agree to reopen this Article during the term of the MOU to add classes, if necessary and desirable.

The above correction is effective the first full pay period after Council's adoption of this MOU.

The following underlined language shall amend the lead-in section and subsection B of Article 5.10, as follows:

**ARTICLE 5.10 SALARIES**

The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in the attached salary Appendices.

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

- Appendix A – July 1, 2018
- Appendix B – October 28, 2018
- Appendix C – July 7, 2019 (Specials and Structural Changes)
- Appendix D – January 19, 2020
- Appendix E – January 31, 2021; deferred to be effective on June 19, 2022
- Appendix F – June 20, 2021; deferred to be effective on June 19, 2022

**B. SALARY ADJUSTMENTS**

The following salary adjustments are reflected in Appendices B-F and apply to all Unit employees (salary range, flat-rate, fixed-step (do not move on a salary range):

1. Effective October 28, 2018, the base hourly wages for all Unit employees shall be increased by 2.9%.
2. Effective January 19, 2020, the base hourly wages for all Unit employees shall be increased by 2.75%.
3. Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.
4. Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.

The following underlined language shall be added as a new Article 6.14, as follows:

**ARTICLE 6.14 PERSONAL LEAVE**

Effective February 28, 2021, each full-time unit member shall, in addition to all other compensatory time, receive forty (40) hours per calendar year as personal leave. Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost. Personal leave may be taken by employees in one (1) hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of satisfactory City service. Under no circumstances shall such time be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or any other reason.

Effective February 28, 2021, for calendar year 2021 only, each part-time unit member shall, in addition to all other compensatory time, receive personal leave as follows:

Civil Service half-time - 20 hours

Exempt half-time - 10 hours

Intermittent - 5 hours

Effective calendar year 2022, each part-time unit member shall, in addition to all other compensatory time, accrue personal leave based on hours worked in the prior calendar year not to exceed 40 hours in a calendar year. All other terms and conditions as provided for full-time employees are applicable.

The following underlined lead-in language shall be added to the MOU 17 signature page, as follows:

Except for the Articles, Appendices, Letter of Agreement added or amended herein, all other Articles, provisions, Appendices, Letters of Intent, and Letters of Agreement of the 2018-2021 MOU No. 17 shall remain in full force and effect during the new term of the July 1, 2018 through December 31, 2022, of this MOU

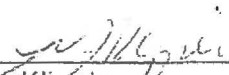
**IN WITNESS WHEREOF**, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.



Except for the Articles, Appendices, Letter of Agreement added or amended herein, all other Articles, provisions, Appendices, Letters of Intent, and Letters of Agreement of the 2018-2021 MOU No. 17 shall remain in full force and effect during the new term of July 1, 2018 through December 31, 2022, of this MOU.

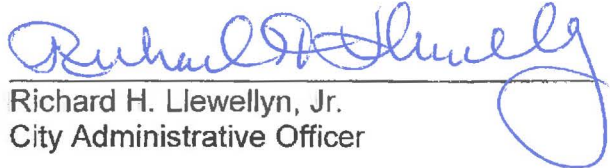
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No. 1 to MOU No. 17 the day, month, and year written below.

FOR THE UNION:

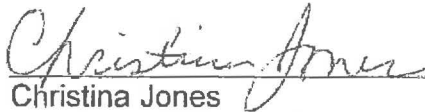
  
\_\_\_\_\_  
Jody Klipple  
Chief Negotiator  
SEIU Local 721

2/1/21  
Date

FOR MANAGEMENT:

  
\_\_\_\_\_  
Richard H. Llewellyn, Jr.  
City Administrative Officer

2/2/21  
Date

  
\_\_\_\_\_  
Christina Jones  
Bargaining Team, MOU 17

2/1/21  
Date

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Office of the City Attorney

February 2, 2021  
Date

**MOU 17**  
**Appendix D**  
**Operative on January 19, 2020**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7925-0	Architect	4418	2	\$ 94,774	--	12	\$	138,580
7925-B	Architect/PMI	4809	12	\$ 150,837	--	12	\$	150,837
7925-C	Architect/PMII	5564	12	\$ 174,535	--	12	\$	174,535
7925-D	Architect/PMIII	6362	12	\$ 199,550	--	12	\$	199,550
7560-1	Automotive Engineer I	4418	2	\$ 94,774	--	12	\$	138,580
7560-2	Automotive Engineer II	5194	2	\$ 111,436	--	12	\$	162,947
7561-1	Buidling Mechanic Engineer I	4673	2	\$ 100,265	--	12	\$	146,598
7561-B	Buidling Mechanic Engineer I/PMI	4809	12	\$ 150,837	--	12	\$	150,837
7561-2	Buidling Mechanic Engineer II	5194	2	\$ 111,436	--	12	\$	162,947
7561-C	Buidling Mechanic Engineer II/PMII	5564	12	\$ 174,535	--	12	\$	174,535
7561-D	Buidling Mechanic Engineer III/PMIII	6362	12	\$ 199,550	--	12	\$	199,550
7244-1	Building Civil Engineer I	4673	2	\$ 100,265	--	12	\$	146,598
7244-B	Building Civil Engineer I/PMI	4809	12	\$ 150,837	--	12	\$	150,837
7244-2	Building Civil Engineer II	5194	2	\$ 111,436	--	12	\$	162,947
7244-C	Building Civil Engineer II/PMII	5564	12	\$ 174,535	--	12	\$	174,535
7244-D	Building Civil Engineer III/PMIII	6362	12	\$ 199,550	--	12	\$	199,550
7543-1	Building Electrical Engineer I	4673	2	\$ 100,265	--	12	\$	146,598
7543-B	Building Electrical Engineer I/PMI	4809	12	\$ 150,837	--	12	\$	150,837
7543-2	Building Electrical Engineer II	5194	2	\$ 111,436	--	12	\$	162,947
7543-C	Building Electrical Engineer II/PMII	5564	12	\$ 174,535	--	12	\$	174,535
7543-D	Building Electrical Engineer III/PMIII	6362	12	\$ 199,550	--	12	\$	199,550
2237-1	Chief Forensic Chemist I	5242	2	\$ 112,459	--	12	\$	164,430
2237-2	Chief Forensic Chemist II	5930	2	\$ 127,221	--	12	\$	186,019
7237-0	Civil Engineer	4418	2	\$ 94,774	--	12	\$	138,580
7237-A	Civil Engineer - Airport	4802	2	\$ 103,021	--	12	\$	150,628
7237-B	Civil Engineer/PMI	4809	12	\$ 150,837	--	12	\$	150,837
7237-C	Civil Engineer/PMII	5564	12	\$ 174,535	--	12	\$	174,535
7237-D	Civil Engineer/PMIII	6362	12	\$ 199,550	--	12	\$	199,550
2319-0	Clinical Coordinator	3459	2	\$ 74,207	--	12	\$	108,513
7610-0	Communications Engineer	4418	2	\$ 94,774	--	12	\$	138,580
7243-1	Control Systems Engineer I	4418	2	\$ 94,774	--	12	\$	138,580
7243-2	Control Systems Engineer II	4782	2	\$ 102,604	--	12	\$	150,001
7243-B	Control Systems Engineer/PMI	4809	12	\$ 150,837	--	12	\$	150,837
7243-C	Control Systems Engineer/PMII	5564	12	\$ 174,535	--	12	\$	174,535
7243-D	Control Systems Engineer/PMIII	6362	12	\$ 199,550	--	12	\$	199,550

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**Appendix D**  
**Operative on January 19, 2020**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7539-0	Electrical Engineer	4418	2	\$ 94,774	--	12	\$ 138,580
7539-B	Electrical Engineer/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7539-C	Electrical Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7539-D	Electrical Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
7255-1	Engineer Geologist I	4673	2	\$ 100,265	--	12	\$ 146,598
7255-B	Engineer Geologist I/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7255-2	Engineer Geologist II	5078	2	\$ 108,951	--	12	\$ 159,272
7255-C	Engineer Geologist II/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7255-3	Engineer Geologist III	5492	2	\$ 117,825	--	12	\$ 172,239
7255-D	Engineer Geologist III/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
7320-0	Environmental Affairs Officer	5012	2	\$ 107,532	--	12	\$ 157,163
7320-C	Environmental Affairs Officer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7320-D	Environmental Affairs Officer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
7872-0	Environmental Engineer	4418	2	\$ 94,774	--	12	\$ 138,580
7872-B	Environmental Engineer/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7872-C	Environmental Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7872-D	Environmental Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
7304-1	Environmental Supervisor I	4063	2	\$ 87,174	--	12	\$ 127,472
7304-2	Environmental Supervisor II	4418	2	\$ 94,774	--	12	\$ 138,580
7239-1	Geotechnical Engineer I	4673	2	\$ 100,265	--	12	\$ 146,598
7239-B	Geotechnical Engineer I/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7239-2	Geotechnical Engineer II	5078	2	\$ 108,951	--	12	\$ 159,272
7239-C	Geotechnical Engineer II/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7239-3	Geotechnical Engineer III	5492	2	\$ 117,825	--	12	\$ 172,239
7239-D	Geotechnical Engineer III/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
2330-0	Industrial Hygienist	4233	2	\$ 90,807	--	12	\$ 132,775
7929-1	Landscape Architect I	4418	2	\$ 94,774	--	12	\$ 138,580
7929-B	Landscape Architect I/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7929-2	Landscape Architect II	4673	2	\$ 100,265	--	12	\$ 146,598
7929-C	Landscape Architect II/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7929-D	Landscape Architect III/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
9435-1	Marine Environmentalist I	4418	2	\$ 94,774	--	12	\$ 138,580
9435-2	Marine Environmentalist II	4673	2	\$ 100,265	--	12	\$ 146,598
9433-0	Marine Envnrmtl Supvr	4418	2	\$ 94,774	--	12	\$ 138,580
7973-1	Materials Testing Engineer I	4418	2	\$ 94,774	--	12	\$ 138,580

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**Appendix D**  
**Operative on January 19, 2020**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7973-B	Materials Testing Engineer I/PMI	4809	12	\$ 150,837	--	12	\$ 150,837	
7973-2	Materials Testing Engineer II	5194	2	\$ 111,436	--	12	\$ 162,947	
7973-C	Materials Testing Engineer II/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
7973-D	Materials Testing Engineer III/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
2316-0	Nurse Manager	4679	2	\$ 100,391	--	12	\$ 146,744	
7927-0	Senior Architect	5194	2	\$ 111,436	--	12	\$ 162,947	
7927-B	Senior Architect/PMI	4809	12	\$ 150,837	--	12	\$ 150,837	
7927-C	Senior Architect/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
7927-D	Senior Architect/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
7830-0	Senior Chemist	4063	2	\$ 87,174	--	12	\$ 127,472	
9485-0	Senior Civil Engineer	5194	2	\$ 111,436	--	12	\$ 162,947	
9485-C	Senior Civil Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
9485-D	Senior Civil Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
7614-0	Senior Communciations Engineer	5194	2	\$ 111,436	--	12	\$ 162,947	
7614-C	Senior Communciations Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
7614-D	Senior Communciations Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
7289-0	Senior Construction Engineer	5194	2	\$ 111,436	--	12	\$ 162,947	
7289-C	Senior Construction Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
7289-D	Senior Construction Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
7874-0	Senior Environmental Engineer	5194	2	\$ 111,436	--	12	\$ 162,947	
7874-C	Senior Environmental Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
7874-D	Senior Environmental Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
2331-0	Senior Industrial Hygienist	4716	2	\$ 101,184	--	12	\$ 147,934	
9536-0	Senior Street Lighting Engineer	5194	2	\$ 111,436	--	12	\$ 162,947	
9536-C	Senior Street Lighting Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
9536-D	Senior Street Lighting Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
9425-0	Senior Structural Engineer	5492	2	\$ 117,825	--	12	\$ 172,239	
9425-C	Senior Structural Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
9425-D	Senior Structural Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
9262-0	Senior Transportation Engineer	5194	2	\$ 111,436	--	12	\$ 162,947	
9262-C	Senior Transportation Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535	
9262-D	Senior Transportation Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550	
7859-0	Senior Water Biologist	4063	12	\$ 127,472	--	12	\$ 127,472	
7861-0	Senior Water Microbiologist	4063	2	\$ 87,174	--	12	\$ 127,472	
7242-1	Shift Superintendent Wastewater Treatment I	4593	8	\$ 129,226	--	12	\$ 144,051	

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**Appendix D**  
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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		--	MAXIMUM	
			STEP	SALARY		STEP	SALARY
7242-2	Shift Superintendent Wastewater Treatment II	4849	8	\$ 136,429	--	12	\$ 152,069
7537-0	Street LightingEngineer	4418	2	\$ 94,774	--	12	\$ 138,580
7537-B	Street LightingEngineer/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7537-C	Street LightingEngineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7537-D	Street LightingEngineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
7956-0	Structural Engineer	4673	2	\$ 100,265	--	12	\$ 146,598
7956-B	Structural Engineer/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7956-C	Structural Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7956-D	Structural Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550
2315-0	Supervising Occupational Health Nurse	3117	2	\$ 66,878	--	12	\$ 97,781
2235-0	Supvsg Criminalist	4809	2	\$ 103,168	--	12	\$ 150,837
7278-0	Transportation Engineer	4418	2	\$ 94,774	--	12	\$ 138,580
7278-B	Transportation Engineer/PMI	4809	12	\$ 150,837	--	12	\$ 150,837
7278-C	Transportation Engineer/PMII	5564	12	\$ 174,535	--	12	\$ 174,535
7278-D	Transportation Engineer/PMIII	6362	12	\$ 199,550	--	12	\$ 199,550

**MOU 17**  
**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7925-0	Architect	4507	2	\$ 96,695	--	12	\$ 141,357
7925-B	Architect/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7925-C	Architect/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7925-D	Architect/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7560-1	Automotive Engineer I	4507	2	\$ 96,695	--	12	\$ 141,357
7560-2	Automotive Engineer II	5299	2	\$ 113,691	--	12	\$ 166,204
7561-1	Buidling Mechanic Engineer I	4766	2	\$ 102,249	--	12	\$ 149,521
7561-B	Buidling Mechanic Engineer I/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7561-2	Buidling Mechanic Engineer II	5299	2	\$ 113,691	--	12	\$ 166,204
7561-C	Buidling Mechanic Engineer II/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7561-D	Buidling Mechanic Engineer III/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7244-1	Building Civil Engineer I	4766	2	\$ 102,249	--	12	\$ 149,521
7244-B	Building Civil Engineer I/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7244-2	Building Civil Engineer II	5299	2	\$ 113,691	--	12	\$ 166,204
7244-C	Building Civil Engineer II/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7244-D	Building Civil Engineer III/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7543-1	Building Electrical Engineer I	4766	2	\$ 102,249	--	12	\$ 149,521
7543-B	Building Electrical Engineer I/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7543-2	Building Electrical Engineer II	5299	2	\$ 113,691	--	12	\$ 166,204
7543-C	Building Electrical Engineer II/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7543-D	Building Electrical Engineer III/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
2237-1	Chief Forensic Chemist I	5348	2	\$ 114,735	--	12	\$ 167,729
2237-2	Chief Forensic Chemist II	6050	2	\$ 129,790	--	12	\$ 189,736
7237-0	Civil Engineer	4507	2	\$ 96,695	--	12	\$ 141,357
7237-A	Civil Engineer - Airport	4900	2	\$ 105,130	--	12	\$ 153,635
7237-B	Civil Engineer/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7237-C	Civil Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7237-D	Civil Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
2319-0	Clinical Coordinator	3529	2	\$ 75,710	--	12	\$ 110,684
7610-0	Communications Engineer	4507	2	\$ 96,695	--	12	\$ 141,357
7243-0	Control Systems Engineer	4507	2	\$ 96,695	--	12	\$ 141,357
7243-B	Control Systems Engineer/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7243-C	Control Systems Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7243-D	Control Systems Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7539-0	Electrical Engineer	4507	2	\$ 96,695	--	12	\$ 141,357

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**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7539-B	Electrical Engineer/PMI	4904	12	\$ 153,843	--	12	\$ 153,843	
7539-C	Electrical Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064	
7539-D	Electrical Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559	
7255-1	Engineer Geologist I	4766	2	\$ 102,249	--	12	\$ 149,521	
7255-B	Engineer Geologist I/PMI	4904	12	\$ 153,843	--	12	\$ 153,843	
7255-2	Engineer Geologist II	5179	2	\$ 111,102	--	12	\$ 162,467	
7255-C	Engineer Geologist II/PMII	5677	12	\$ 178,064	--	12	\$ 178,064	
7255-3	Engineer Geologist III	5602	2	\$ 120,185	--	12	\$ 175,726	
7255-D	Engineer Geologist III/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559	
7320-0	Environmental Affairs Officer	5111	2	\$ 109,661	--	12	\$ 160,337	
7320-C	Environmental Affairs Officer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064	
7320-D	Environmental Affairs Officer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559	
7872-0	Environmental Engineer	4507	2	\$ 96,695	--	12	\$ 141,357	
7872-B	Environmental Engineer/PMI	4904	12	\$ 153,843	--	12	\$ 153,843	
7872-C	Environmental Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064	
7872-D	Environmental Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559	
7304-1	Environmental Supervisor I	4145	2	\$ 88,927	--	12	\$ 130,019	
7304-2	Environmental Supervisor II	4507	2	\$ 96,695	--	12	\$ 141,357	
7239-1	Geotechnical Engineer I	4766	2	\$ 102,249	--	12	\$ 149,521	
7239-B	Geotechnical Engineer I/PMI	4904	12	\$ 153,843	--	12	\$ 153,843	
7239-2	Geotechnical Engineer II	5179	2	\$ 111,102	--	12	\$ 162,467	
7239-C	Geotechnical Engineer II/PMII	5677	12	\$ 178,064	--	12	\$ 178,064	
7239-3	Geotechnical Engineer III	5602	2	\$ 120,185	--	12	\$ 175,726	
7239-D	Geotechnical Engineer III/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559	
2330-0	Industrial Hygienist	4318	2	\$ 92,644	--	12	\$ 135,427	
7929-1	Landscape Architect I	4507	2	\$ 96,695	--	12	\$ 141,357	
7929-B	Landscape Architect I/PMI	4904	12	\$ 153,843	--	12	\$ 153,843	
7929-2	Landscape Architect II	4766	2	\$ 102,249	--	12	\$ 149,521	
7929-C	Landscape Architect II/PMII	5677	12	\$ 178,064	--	12	\$ 178,064	
7929-D	Landscape Architect III/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559	
9435-1	Marine Environmentalist I	4507	2	\$ 96,695	--	12	\$ 141,357	
9435-2	Marine Environmentalist II	4766	2	\$ 102,249	--	12	\$ 149,521	
9433-0	Marine Envnrmtl Supvr	4507	2	\$ 96,695	--	12	\$ 141,357	
7973-1	Materials Testing Engineer I	4507	2	\$ 96,695	--	12	\$ 141,357	
7973-B	Materials Testing Engineer I/PMI	4904	12	\$ 153,843	--	12	\$ 153,843	

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**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7973-2	Materials Testing Engineer II	5299	2	\$ 113,691	--	12	\$ 166,204
7973-C	Materials Testing Engineer II/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7973-D	Materials Testing Engineer III/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
2316-0	Nurse Manager	4772	2	\$ 102,374	--	12	\$ 149,688
7927-0	Senior Architect	5299	2	\$ 113,691	--	12	\$ 166,204
7927-B	Senior Architect/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7927-C	Senior Architect/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7927-D	Senior Architect/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7830-0	Senior Chemist	4145	2	\$ 88,927	--	12	\$ 130,019
9485-0	Senior Civil Engineer	5299	2	\$ 113,691	--	12	\$ 166,204
9485-C	Senior Civil Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
9485-D	Senior Civil Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7614-0	Senior Communications Engineer	5299	2	\$ 113,691	--	12	\$ 166,204
7614-C	Senior Communications Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7614-D	Senior Communications Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7289-0	Senior Construction Engineer	5299	2	\$ 113,691	--	12	\$ 166,204
7289-C	Senior Construction Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7289-D	Senior Construction Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7874-0	Senior Environmental Engineer	5299	2	\$ 113,691	--	12	\$ 166,204
7874-C	Senior Environmental Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7874-D	Senior Environmental Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
2331-0	Senior Industrial Hygienist	4812	2	\$ 103,230	--	12	\$ 150,920
9536-0	Senior Street Lighting Engineer	5299	2	\$ 113,691	--	12	\$ 166,204
9536-C	Senior Street Lighting Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
9536-D	Senior Street Lighting Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
9425-0	Senior Structural Engineer	5602	2	\$ 120,185	--	12	\$ 175,726
9425-C	Senior Structural Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
9425-D	Senior Structural Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
9262-0	Senior Transportation Engineer	5299	2	\$ 113,691	--	12	\$ 166,204
9262-C	Senior Transportation Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
9262-D	Senior Transportation Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7859-0	Senior Water Biologist	4145	12	\$ 130,019	--	12	\$ 130,019
7861-0	Senior Water Microbiologist	4145	2	\$ 88,927	--	12	\$ 130,019
7242-1	Shift Superintendent Wastewater Treatment I	4685	8	\$ 131,836	--	12	\$ 146,953
7242-2	Shift Superintendent Wastewater Treatment II	4945	8	\$ 139,144	--	12	\$ 155,117



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**Appendix E**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		--	MAXIMUM	
			STEP	SALARY		STEP	SALARY
7537-0	Street LightingEngineer	4507	2	\$ 96,695	--	12	\$ 141,357
7537-B	Street LightingEngineer/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7537-C	Street LightingEngineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7537-D	Street LightingEngineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
7956-0	Structural Engineer	4766	2	\$ 102,249	--	12	\$ 149,521
7956-B	Structural Engineer/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7956-C	Structural Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7956-D	Structural Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559
2315-0	Supervising Occupational Health Nurse	3180	2	\$ 68,214	--	12	\$ 99,764
2235-0	Supvsg Criminalist	4904	2	\$ 105,214	--	12	\$ 153,843
7278-0	Transportation Engineer	4507	2	\$ 96,695	--	12	\$ 141,357
7278-B	Transportation Engineer/PMI	4904	12	\$ 153,843	--	12	\$ 153,843
7278-C	Transportation Engineer/PMII	5677	12	\$ 178,064	--	12	\$ 178,064
7278-D	Transportation Engineer/PMIII	6489	12	\$ 203,559	--	12	\$ 203,559

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**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7925-0	Architect	4596	2	\$ 98,595	--	12	\$ 144,176
7925-B	Architect/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7925-C	Architect/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7925-D	Architect/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7560-1	Automotive Engineer I	4596	2	\$ 98,595	--	12	\$ 144,176
7560-2	Automotive Engineer II	5406	2	\$ 115,988	--	12	\$ 169,524
7561-1	Buidling Mechanic Engineer I	4863	2	\$ 104,337	--	12	\$ 152,507
7561-B	Buidling Mechanic Engineer I/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7561-2	Buidling Mechanic Engineer II	5406	2	\$ 115,988	--	12	\$ 169,524
7561-C	Buidling Mechanic Engineer II/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7561-D	Buidling Mechanic Engineer III/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7244-1	Building Civil Engineer I	4863	2	\$ 104,337	--	12	\$ 152,507
7244-B	Building Civil Engineer I/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7244-2	Building Civil Engineer II	5406	2	\$ 115,988	--	12	\$ 169,524
7244-C	Building Civil Engineer II/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7244-D	Building Civil Engineer III/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7543-1	Building Electrical Engineer I	4863	2	\$ 104,337	--	12	\$ 152,507
7543-B	Building Electrical Engineer I/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7543-2	Building Electrical Engineer II	5406	2	\$ 115,988	--	12	\$ 169,524
7543-C	Building Electrical Engineer II/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7543-D	Building Electrical Engineer III/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
2237-1	Chief Forensic Chemist I	5455	2	\$ 117,032	--	12	\$ 171,090
2237-2	Chief Forensic Chemist II	6172	2	\$ 132,420	--	12	\$ 193,599
7237-0	Civil Engineer	4596	2	\$ 98,595	--	12	\$ 144,176
7237-A	Civil Engineer - Airport	4996	2	\$ 107,177	--	12	\$ 156,725
7237-B	Civil Engineer/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7237-C	Civil Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7237-D	Civil Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
2319-0	Clinical Coordinator	3599	2	\$ 77,214	--	12	\$ 112,898
7610-0	Communications Engineer	4596	2	\$ 98,595	--	12	\$ 144,176
7243-0	Control Systems Engineer	4596	2	\$ 98,595	--	12	\$ 144,176
7243-B	Control Systems Engineer/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7243-C	Control Systems Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7243-D	Control Systems Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7539-0	Electrical Engineer	4596	2	\$ 98,595	--	12	\$ 144,176

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**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING		MAXIMUM			
			STEP	SALARY	STEP	SALARY		
7539-B	Electrical Engineer/PMI	5003	12	\$ 156,934	--	12	\$ 156,934	
7539-C	Electrical Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656	
7539-D	Electrical Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630	
7255-1	Engineer Geologist I	4863	2	\$ 104,337	--	12	\$ 152,507	
7255-B	Engineer Geologist I/PMI	5003	12	\$ 156,934	--	12	\$ 156,934	
7255-2	Engineer Geologist II	5284	2	\$ 113,357	--	12	\$ 165,724	
7255-C	Engineer Geologist II/PMII	5791	12	\$ 181,656	--	12	\$ 181,656	
7255-3	Engineer Geologist III	5714	2	\$ 122,586	--	12	\$ 179,233	
7255-D	Engineer Geologist III/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630	
7320-0	Environmental Affairs Officer	5214	2	\$ 111,854	--	12	\$ 163,553	
7320-C	Environmental Affairs Officer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656	
7320-D	Environmental Affairs Officer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630	
7872-0	Environmental Engineer	4596	2	\$ 98,595	--	12	\$ 144,176	
7872-B	Environmental Engineer/PMI	5003	12	\$ 156,934	--	12	\$ 156,934	
7872-C	Environmental Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656	
7872-D	Environmental Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630	
7304-1	Environmental Supervisor I	4229	2	\$ 90,723	--	12	\$ 132,650	
7304-2	Environmental Supervisor II	4596	2	\$ 98,595	--	12	\$ 144,176	
7239-1	Geotechnical Engineer I	4863	2	\$ 104,337	--	12	\$ 152,507	
7239-B	Geotechnical Engineer I/PMI	5003	12	\$ 156,934	--	12	\$ 156,934	
7239-2	Geotechnical Engineer II	5284	2	\$ 113,357	--	12	\$ 165,724	
7239-C	Geotechnical Engineer II/PMII	5791	12	\$ 181,656	--	12	\$ 181,656	
7239-3	Geotechnical Engineer III	5714	2	\$ 122,586	--	12	\$ 179,233	
7239-D	Geotechnical Engineer III/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630	
2330-0	Industrial Hygienist	4404	2	\$ 94,482	--	12	\$ 138,142	
7929-1	Landscape Architect I	4596	2	\$ 98,595	--	12	\$ 144,176	
7929-B	Landscape Architect I/PMI	5003	12	\$ 156,934	--	12	\$ 156,934	
7929-2	Landscape Architect II	4863	2	\$ 104,337	--	12	\$ 152,507	
7929-C	Landscape Architect II/PMII	5791	12	\$ 181,656	--	12	\$ 181,656	
7929-D	Landscape Architect III/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630	
9435-1	Marine Environmentalist I	4596	2	\$ 98,595	--	12	\$ 144,176	
9435-2	Marine Environmentalist II	4863	2	\$ 104,337	--	12	\$ 152,507	
9433-0	Marine Envnrmtl Supvr	4596	2	\$ 98,595	--	12	\$ 144,176	
7973-1	Materials Testing Engineer I	4596	2	\$ 98,595	--	12	\$ 144,176	
7973-B	Materials Testing Engineer I/PMI	5003	12	\$ 156,934	--	12	\$ 156,934	

**MOU 17**  
**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7973-2	Materials Testing Engineer II	5406	2	\$ 115,988	--	12	\$ 169,524
7973-C	Materials Testing Engineer II/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7973-D	Materials Testing Engineer III/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
2316-0	Nurse Manager	4868	2	\$ 104,441	--	12	\$ 152,695
7927-0	Senior Architect	5406	2	\$ 115,988	--	12	\$ 169,524
7927-B	Senior Architect/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7927-C	Senior Architect/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7927-D	Senior Architect/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7830-0	Senior Chemist	4229	2	\$ 90,723	--	12	\$ 132,650
9485-0	Senior Civil Engineer	5406	2	\$ 115,988	--	12	\$ 169,524
9485-C	Senior Civil Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
9485-D	Senior Civil Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7614-0	Senior Communications Engineer	5406	2	\$ 115,988	--	12	\$ 169,524
7614-C	Senior Communications Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7614-D	Senior Communications Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7289-0	Senior Construction Engineer	5406	2	\$ 115,988	--	12	\$ 169,524
7289-C	Senior Construction Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7289-D	Senior Construction Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7874-0	Senior Environmental Engineer	5406	2	\$ 115,988	--	12	\$ 169,524
7874-C	Senior Environmental Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7874-D	Senior Environmental Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
2331-0	Senior Industrial Hygienist	4908	2	\$ 105,297	--	12	\$ 153,948
9536-0	Senior Street Lighting Engineer	5406	2	\$ 115,988	--	12	\$ 169,524
9536-C	Senior Street Lighting Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
9536-D	Senior Street Lighting Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
9425-0	Senior Structural Engineer	5714	2	\$ 122,586	--	12	\$ 179,233
9425-C	Senior Structural Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
9425-D	Senior Structural Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
9262-0	Senior Transportation Engineer	5406	2	\$ 115,988	--	12	\$ 169,524
9262-C	Senior Transportation Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
9262-D	Senior Transportation Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7859-0	Senior Water Biologist	4229	12	\$ 132,650	--	12	\$ 132,650
7861-0	Senior Water Microbiologist	4229	2	\$ 90,723	--	12	\$ 132,650
7242-1	Shift Superintendent Wastewater Treatment I	4780	8	\$ 134,508	--	12	\$ 149,939
7242-2	Shift Superintendent Wastewater Treatment II	5045	8	\$ 141,963	--	12	\$ 158,249

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**Appendix F**  
**Operative on June 19, 2022**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		--	MAXIMUM	
			STEP	SALARY		STEP	SALARY
7537-0	Street LightingEngineer	4596	2	\$ 98,595	--	12	\$ 144,176
7537-B	Street LightingEngineer/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7537-C	Street LightingEngineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7537-D	Street LightingEngineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
7956-0	Structural Engineer	4863	2	\$ 104,337	--	12	\$ 152,507
7956-B	Structural Engineer/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7956-C	Structural Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7956-D	Structural Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630
2315-0	Supervising Occupational Health Nurse	3244	2	\$ 69,593	--	12	\$ 101,769
2235-0	Supvsg Criminalist	5003	2	\$ 107,344	--	12	\$ 156,934
7278-0	Transportation Engineer	4596	2	\$ 98,595	--	12	\$ 144,176
7278-B	Transportation Engineer/PMI	5003	12	\$ 156,934	--	12	\$ 156,934
7278-C	Transportation Engineer/PMII	5791	12	\$ 181,656	--	12	\$ 181,656
7278-D	Transportation Engineer/PMIII	6620	12	\$ 207,630	--	12	\$ 207,630

## LETTER OF AGREEMENT

2018-2022 MEMORANDUM OF UNDERSTANDING NO. 17

### CONTRACT EXTENSION AMENDMENT

This Agreement is made and entered into by and between the City of Los Angeles ("City") and the Service Employees International Union, Local 721, for Memorandum of Understanding (MOU) No. 17 of the Supervisory Professional Engineering and Scientific Unit (Unit). The parties agree to the following Agreement provisions:

1. AMENDED MOU TERM – The term of this Agreement is July 1, 2018, through December 31, 2022. See Amendment 1 for the amended provision.
2. FURLOUGHS – No furloughs will be implemented during Fiscal Year 2020/2021. Further, the parties agree to meet and confer on furloughs before implementation of furloughs in any other years during the term of this MOU.
3. LAYOFFS – No layoffs will be implemented during Fiscal Year 2020/2021.
4. MAXIMUM ACCUMULATION OF OVERTIME – During the term of this MOU, the maximum accumulation of overtime is increased to 240 hours. See Amendment 1 for the amended provision.
5. PERSONAL LEAVE – Additional compensatory leave time of 40 hours per calendar year provided as personal leave for eligible unit members. See Amendment 1 for the amended provision.
6. SALARY DEFERRALS – The amended Salary Adjustment effective dates are as follows:
  - A. The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022, as reflected in Appendix E.
  - B. The 2% salary adjustment scheduled for June 20, 2021, shall be deferred to June 19, 2022, as reflected in Appendix F.
  - C. See Amendment 1 for the amended provision.
7. UNPAID DAYS – Notwithstanding two (2) previously agreed upon unpaid days (November 3, 2020 and April 2, 2021), two (2) additional unpaid days in Fiscal Year 2020/2021 shall be taken as follows:

- A. On Friday, February 12, 2021, all employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations.
  - B. On Friday May 28, 2021, all employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations.
8. WAGE REOPENER – The parties agree to reopen negotiations to meet and confer on wages only no earlier than January 1, 2022.
  9. TECHNICAL CORRECTION TO BE ADDED– The parties agree that the following technical correction found in the attached MOU 17 Amendment No. 1 shall be included in the 2018-2022 MOU 17. See Amendment 1 for the amended provision.
  10. AMENDMENT – The parties agree to the revised Article 2.3 – Payroll Deduction and Dues. See Amendment 1 for the amended provision.

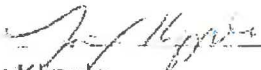
LETTER OF AGREEMENT

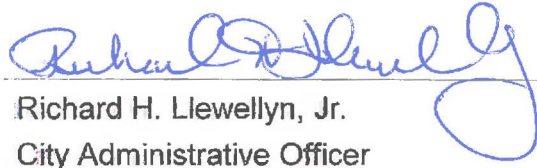
2018-2022 MEMORANDUM OF UNDERSTANDING NO. 17

CONTRACT EXTENSION AMENDMENT

For SEIU, Local 721:

For the City:

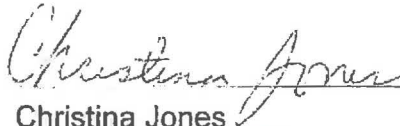
  
\_\_\_\_\_  
Jody Klipple  
Chief Negotiator, SEIU, Local 721

  
\_\_\_\_\_  
Richard H. Llewellyn, Jr.  
City Administrative Officer

Date 2/1/2021

Date 2/2/21

Approved as to Form and Legality:

  
\_\_\_\_\_  
Christina Jones  
Bargaining Team, MOU 17

  
\_\_\_\_\_  
For the City Attorney

Date 2/1/21

Date February 2, 2021