

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING  
TECHNICAL RANK AND FILE UNIT (MOU NO. 21)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 21  
made and entered into this 9th day of June 2022**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND**

**THE ENGINEERS AND ARCHITECTS ASSOCIATION**

**June 23, 2019 – December 31, 2023**

**MOU AMENDMENT NO. 1  
TECHNICAL RANK AND FILE UNIT (MOU 21)**

The Engineers and Architects Association and the City of Los Angeles have reached agreement on the following MOU amendments.

The preamble to **Article 6.1 (SALARIES)** and the first section of **Article 6.1. B. (SALARY ADJUSTMENTS)** is amended, as follows:

**ARTICLE 6.1            SALARIES**

The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in the attached Salary Appendices. Effective July 7, 2019, Appendix C will represent a conversion of the 15-Step salary range program to a 12-Step salary range program for employees in this Unit.

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

- Appendix A – June 23, 2019
- 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 – January 30, 2022; deferred to be effective on January 29, 2023
- Appendix G – June 19, 2022; deferred to be effective on June 18, 2023
- Appendix H – July 2, 2023**

Note: The operative dates for all Appendices coincide with the beginning of payroll periods.

**B.            SALARY ADJUSTMENTS**

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

Effective October 28, 2018, the base hourly wages for all Unit employees shall be increased by 2.9%.

Effective January 19, 2020, the base hourly wages for all Unit employees shall be increased by 2.75%.

Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.

Effective January 29, 2023, the base hourly wages for all Unit employees shall be increased by 2.0%.

Effective June 18, 2023, the base hourly wages for all Unit employees shall be increased by 1.50%.

**Effective July 2, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.**

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2019-2023 MOU No. 21 shall remain in full force and effect during the term of the MOU.

**MOU 21**  
**Appendix H**  
**Operative on July 2, 2023**

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
1951-0	Agricultural Land Developer	3800	2	\$ 81,536	--	12	\$ 119,183.00
1429-0	Applications Programmer	3165	2	\$ 67,901	--	12	\$ 99,242.00
7922-0	Architectual Drafting Technician	2783	2	\$ 59,716	--	12	\$ 87,320.00
7922-H	Architectual Drafting Technician - Harbor	3033	2	\$ 65,062	--	12	\$ 95,150.00
4288-0	Assistant Environmental Compliance Inspectr	2867	2	\$ 61,512	--	12	\$ 89,930.00
7224-0	Calligrapher	2948	9	\$ 85,232	--	12	\$ 92,477.00
7204-0	Cartographer	2783	9	\$ 80,492	--	12	\$ 87,320.00
1803-0	Channel Traffic Coordinator	2969	2	\$ 63,704	--	12	\$ 93,145.00
2378-0	CISM Program Coordinator	3194	2	\$ 68,528	--	12	\$ 100,182.00
7941-0	City Planning Associate	4069	2	\$ 87,299	--	12	\$ 127,660.00
7232-0	Civil Engineering Draft Technician	2783	2	\$ 59,716	--	12	\$ 87,320.00
7232-A	Civil Engineering Draft Technician - Airport	3033	2	\$ 65,062	--	12	\$ 95,150.00
7232-H	Civil Engineering Draft Technician - Harbor	3033	2	\$ 65,062	--	12	\$ 95,150.00
1660-1	Computer Graphic Artist I	2563	2	\$ 54,977	--	12	\$ 80,388.00
1660-2	Computer Graphic Artist II	3101	2	\$ 66,523	--	12	\$ 97,321.00
1427-1	Computer Operator I	2450	2	\$ 52,554	--	12	\$ 76,859.00
1427-2	Computer Operator II	2657	2	\$ 57,002	--	12	\$ 83,311.00
3341-0	Construction Estimator	3951	2	\$ 84,772	--	12	\$ 123,943.00
1470-0	Data Base Architect	5247	2	\$ 112,564	--	12	\$ 164,576.00
1136-1	Data Processing Technician I	2450	2	\$ 52,554	--	12	\$ 76,859.00
1136-2	Data Processing Technician II	2657	2	\$ 57,002	--	12	\$ 83,311.00
1135-1	Documentation Technician I	2485	2	\$ 53,306	--	12	\$ 77,945.00
1135-2	Documentation Technician II	2700	2	\$ 57,921	--	12	\$ 84,689.00
7229-0	Drafting Aide	2358	2	\$ 50,592	--	12	\$ 73,956.00
3337-0	Electrical Construction Estimator	3951	2	\$ 84,772	--	12	\$ 123,943.00
7532-0	Electrical Engineering Drafting Technician	2783	2	\$ 59,716	--	12	\$ 87,320.00
7532-H	Electrical Engineering Drafting Technician - F	3033	2	\$ 65,062	--	12	\$ 95,150.00
7217-A	Engineering Designer - Airport	3762	2	\$ 80,701	--	12	\$ 117,992.00
7217-1	Engineering Designer I	3310	2	\$ 71,012	--	12	\$ 103,836.00
7217-2	Engineering Designer II	3645	2	\$ 78,195	--	12	\$ 114,380.00
4292-0	Environmental Compliance Inspector	3517	2	\$ 75,460	--	12	\$ 110,329.00
3734-1	Equipment Specialist I	3440	2	\$ 73,810	--	12	\$ 107,928.00
3734-2	Equipment Specialist II	3816	2	\$ 81,870	--	12	\$ 119,684.00
3229-1	Examiner Of Questioned Documents I	2678	2	\$ 57,461	--	12	\$ 84,021.00
3229-2	Examiner Of Questioned Documents II	4724	2	\$ 101,351	--	12	\$ 148,164.00
2444-0	Exhibit Preparator	2390	2	\$ 51,281	--	12	\$ 75,000.00

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7228-0	Field Engineering Aide	3347	6	\$ 84,501	--	12	\$ 105,005.00
1571-1	Finance Development Officer I	4806	2	\$ 103,105	--	12	\$ 150,732.00
1571-2	Finance Development Officer II	5157	2	\$ 110,643	--	12	\$ 161,757.00
2233-0	Firearms Examiner	4724	2	\$ 101,351	--	12	\$ 148,164.00
2200-1	Forensic Print Specialist I	3165	2	\$ 67,901	--	12	\$ 99,242.00
2200-2	Forensic Print Specialist II	3491	2	\$ 74,896	--	12	\$ 109,515.00
2200-3	Forensic Print Specialist III	4092	2	\$ 87,800	--	12	\$ 128,307.00
2200-4	Forensic Print Specialist IV	4352	2	\$ 93,375	--	12	\$ 136,492.00
7213-0	Geographic Information Specialist	3835	2	\$ 82,267	--	12	\$ 120,310.00
1670-1	Graphics Designer I	2563	2	\$ 54,977	--	12	\$ 80,388.00
1670-2	Graphics Designer II	3101	2	\$ 66,523	--	12	\$ 97,321.00
1670-A	Graphics Designer II - Airport	3212	2	\$ 68,904	--	12	\$ 100,766.00
1670-3	Graphics Designer III	3474	2	\$ 74,541	--	12	\$ 108,993.00
1562-0	Improvement Assessor	3101	2	\$ 66,523	--	12	\$ 97,321.00
7199-1	Improvement Bond Coordinator I	3212	2	\$ 68,904	--	12	\$ 100,766.00
7199-2	Improvement Bond Coordinator II	3564	2	\$ 76,462	--	12	\$ 111,812.00
9191-1	Industrial Commercial Finance Officer I	5067	2	\$ 108,701	--	12	\$ 158,938.00
9191-2	Industrial Commercial Finance Officer II	5436	2	\$ 116,614	--	12	\$ 170,547.00
1456-0	Information Services Specialist	3274	2	\$ 70,240	--	12	\$ 102,750.00
7854-1	Laboratory Technician I	2420	2	\$ 51,928	--	12	\$ 75,898.00
7854-2	Laboratory Technician II	2867	2	\$ 61,512	--	12	\$ 89,930.00
7854-3	Laboratory Technician III	3026	2	\$ 64,915	--	12	\$ 94,941.00
7283-0	Land Surveying Assistant	3645	2	\$ 78,195	--	12	\$ 114,380.00
7968-1	Materials Testing Technician I	2719	2	\$ 58,338	--	12	\$ 85,273.00
7968-2	Materials Testing Technician II	3033	2	\$ 65,062	--	12	\$ 95,150.00
3342-0	Mechanical Construction Estimator	3951	2	\$ 84,772	--	12	\$ 123,943.00
7551-0	Mechanical Engineering Drafting Technician	2781	2	\$ 59,654	--	12	\$ 87,236.00
2310-0	Medical Assistant	2181	2	\$ 46,792	--	12	\$ 68,423.00
7212-1	Office Engineering Technician I	2420	2	\$ 51,928	--	12	\$ 75,898.00
7212-2	Office Engineering Technician II	2719	7	\$ 72,474	--	12	\$ 85,273.00
7212-3	Office Engineering Technician III	3033	2	\$ 65,062	--	12	\$ 95,150.00
1793-1	Photographer I	2781	2	\$ 59,654	--	12	\$ 87,236.00
1793-2	Photographer II	3196	2	\$ 68,569	--	12	\$ 100,265.00
1793-3	Photographer III	3372	2	\$ 72,349	--	12	\$ 105,778.00
2309-1	Physical Therapist I	3116	2	\$ 66,857	--	12	\$ 97,739.00
2309-2	Physical Therapist II	3277	2	\$ 70,302	--	12	\$ 102,813.00

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
7943-1	Planning Aide I	2420	2	\$ 51,928	--	12	\$ 75,898.00
7943-2	Planning Aide II	2783	2	\$ 59,716	--	12	\$ 87,320.00
7939-0	Planning Assistant	3383	2	\$ 72,578	--	12	\$ 106,091.00
6146-0	Playback Operator	2563	2	\$ 54,977	--	12	\$ 80,388.00
1650-0	Police Composite Artist	3033	2	\$ 65,062	--	12	\$ 95,150.00
2240-1	Polygraph Examiner I	3453	8	\$ 97,196	--	12	\$ 108,346.00
2240-2	Polygraph Examiner II	4373	8	\$ 123,066	--	12	\$ 137,181.00
2240-3	Polygraph Examiner III	4599	2	\$ 98,658	--	12	\$ 144,259.00
2240-4	Polygraph Examiner IV	5285	2	\$ 113,378	--	12	\$ 165,766.00
1941-1	Real Estate Associate I	2719	2	\$ 58,338	--	12	\$ 85,273.00
1941-2	Real Estate Associate II	3212	2	\$ 68,904	--	12	\$ 100,766.00
1960-0	Real Estate Officer	4205	2	\$ 90,222	--	12	\$ 131,878.00
1960-A	Real Estate Officer - Airport	4205	2	\$ 90,222	--	12	\$ 131,878.00
1960-H	Real Estate Officer - Harbor	4205	2	\$ 90,222	--	12	\$ 131,878.00
1937-0	Real Estate Trainee	2563	2	\$ 54,977	--	12	\$ 80,388.00
7208-0	Senior Architect Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321.00
7205-0	Senior Cartographer	3101	2	\$ 66,523	--	12	\$ 97,321.00
7207-0	Senior Civil Engineering Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321.00
1428-1	Senior Computer Operator I	2867	2	\$ 61,512	--	12	\$ 89,930.00
1428-2	Senior Computer Operator II	3297	2	\$ 70,741	--	12	\$ 103,418.00
7209-0	Senior Electrical Drafting Technician	3101	2	\$ 66,523	--	12	\$ 97,321.00
7210-0	Senior Mechanical Engineering Drafting Tech	3383	2	\$ 72,578	--	12	\$ 106,091.00
1947-0	Senior Title Examiner	3383	2	\$ 72,578	--	12	\$ 106,091.00
4273-0	Senior Transportation Investigator	4039	2	\$ 86,652	--	12	\$ 126,678.00
7286-1	Survey Party Chief I	4069	2	\$ 87,299	--	12	\$ 127,660.00
7286-2	Survey Party Chief II	4385	7	\$ 116,865	--	12	\$ 137,536.00
1455-1	Systems Programmer I	4671	7	\$ 124,486	--	12	\$ 146,494.00
1455-2	Systems Programmer II	5024	2	\$ 107,782	--	12	\$ 157,581.00
1455-3	Systems Programmer III	5444	2	\$ 116,802	--	12	\$ 170,735.00
7615-0	Television Engineer	4069	2	\$ 87,299	--	12	\$ 127,660.00
1943-0	Title Examiner	3033	3	\$ 66,857	--	12	\$ 95,150.00
7285-1	Transportation Engineering Aide I	2867	2	\$ 61,512	--	12	\$ 89,930.00
7285-2	Transportation Engineering Aide II	3212	2	\$ 68,904	--	12	\$ 100,766.00
4271-0	Transportation Investigator	3631	2	\$ 77,903	--	12	\$ 113,900.00
2480-1	Transportation Planning Associate I	3383	2	\$ 72,578	--	12	\$ 106,091.00
2480-2	Transportation Planning Associate II	4069	6	\$ 102,750	--	12	\$ 127,660.00

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CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
2369-0	Veterinary Technician	2767	2	\$ 59,361	--	12	\$ 86,798.00
1802-0	Video Production Coordinator	2969	2	\$ 63,704	--	12	\$ 93,145.00
6145-1	Video Technician I	2969	2	\$ 63,704	--	12	\$ 93,145.00
6145-2	Video Technician II	3292	2	\$ 70,637	--	12	\$ 103,272.00
6149-0	Videotape Librarian	2724	2	\$ 58,443	--	12	\$ 85,440.00
2358-1	X-Ray And Laboratory Technician I	3040	2	\$ 65,229	--	12	\$ 95,338.00
2358-2	X-Ray And Laboratory Technician II	3212	2	\$ 68,904	--	12	\$ 100,766.00

LETTER OF AGREEMENT  
TECHNICAL RANK AND FILE UNIT (MOU 21)

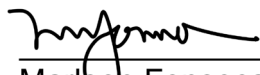
**SALARY REOPENER**

Between January 2022 and April 2022, the parties engaged in the meet and confer process pursuant to the Salary Reopener Amendment to the 2019-2023 Memoranda of Understanding's (MOU's). This Letter of Agreement is the product and represents the conclusion of that meet and confer process in which the parties reached agreement, the terms of which are as follows:

1. Any employee who is on payroll status under legacy codes 5, 6, 7, 10, 11, 12, 13, 14, 15, 16, 17, 22, 23, 24, 25, 26, or 27 as of July 2, 2022, shall be paid a biweekly, Adds To Rate, non-pensionable bonus of three percent (3%) of the employee's regular base rate of pay.
2. The bonus shall commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
3. The bonus shall cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
4. Any employee whose original appointment to City service, regardless of legacy status, postdates July 2, 2022, shall be ineligible to receive this bonus.
5. The bonus shall be applied to an employee's base rate of pay before any other bonus is applied. Other bonuses earned by an employee shall be calculated on top of this bonus, i.e., compounded.
6. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers to a classification different from the employee's classification as of July 3, 2022, i.e. the bonus is attached to the employee's Form 41, provided that the position to which an employee promotes or transfers is eligible for the bonus under this agreement and as adopted by the appropriate bargaining unit, or that the employee was eligible to receive this bonus in the employee's pre-promotion/transfer classification pursuant to agreement between the City and the labor organization that represented the employee prior to promotion/transfer.
7. Any qualifying employee regardless of legacy status shall be paid this bonus as a Form 41 bonus, i.e. the bonus shall be regularly assigned.

**FOR THE UNION:**

**FOR THE CITY:**



Marleen Fonseca  
Executive Director

6/7/2022

Date



Matthew W. Szabo  
City Administrative Officer

6/9/2022

Date



**MOU AMENDMENT NO. 1  
TECHNICAL RANK AND FILE UNIT (MOU 21)**

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

**FOR THE UNION:**



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Marleen Fonseca, Executive Director  
Engineers and Architects Association

6/7/2022

Date

**FOR THE CITY:**



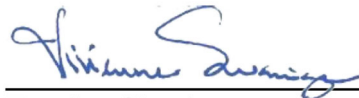
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Matthew W. Szabo  
City Administrative Officer

6/9/2022

Date

**Approved as to Form and Legality:**



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For the City Attorney

June 3, 2022

Date

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

**REVISED**

(June 9, 2022, memo;  
Page 2, Paragraph 3)

Date: July 19, 2022

To: The City Council

*Paul Brind for*

From: Matthew W. Szabo, City Administrative Officer

Subject: **2019-2023 MEMORANDA OF UNDERSTANDING FOR THE ENGINEERS AND ARCHITECTS ASSOCIATION (MOUS 01, 19, 20, AND 21) — TENTATIVE AGREEMENTS AND MOU AMENDMENTS**

## RECOMMENDATION

The City Administrative Officer (CAO) recommends the following actions by the City Council:

1. Approve the attached Tentative Agreements with the Engineers and Architects Association (EAA) on behalf of the Administrative (MOU 01), Supervisory Technical (MOU 19), Supervisory Administrative (MOU 20), and Technical (MOU 21) bargaining units regarding the salary reopener provisions contained in the 2019-2023 Memoranda Of Understanding (MOUs);
2. Approve the attached amendments to MOUs 01, 19, 20, and 21 that would codify the provisions of the attached Tentative Agreements;
3. Pursuant to Council File 12-1148, approve the terms of the Tentative Agreement with EAA to be applied to non-represented classifications; and
4. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

## SUMMARY

In February 2021, the City Council approved an agreement with EAA to modify the terms and conditions contained in the 2019-2022 MOUs, including but not limited to extending the term of the MOU (through December 2023), deferring scheduled base wage increases, and including a clause to reopen the MOU on or after January 1, 2022, to engage in discussions exclusively about wages (Salary Reopener).

At the direction of the Executive Employee Relations Committee (EERC), this Office met with EAA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with EAA for the bargaining units it represents.

As part of the February 2021 MOU amendment, EAA agreed to defer three base wage increases (two percent from January 2021 to June 2022; two percent from January 2022 to January 2023; and one and one-half percent from June 2022 to June 2023). The proposed Tentative Agreements provide a non-pensionable, biweekly bonus of three percent (3%) of each eligible employee's regular base rate of pay. The bonus will commence on July 3, 2022, and will cease on July 1, 2023. On July 2, 2023, all base hourly rates for all classifications represented in MOUs 1, 19, 20, and 21 shall be increased by three percent (3%).

Consistent with Recommendations 1.A. and 1.D. of the July 26, 2012, CAO report found in Council File 12-1148, and adopted by Council on August 1, 2012, non-represented employees in classifications commensurate with EAA classifications, and General Manager positions, are subject to receive the same negotiated and adopted salary adjustments as EAA. As such, all non-represented employees in commensurate classifications, and General Manager classifications, shall receive the same biweekly bonus of three percent (3%) on each eligible employee's regular base rate of pay, as described above. Additionally, all eligible non-represented employees and General Managers shall receive the same base hourly rate increase of three percent (3%), effective July 2, 2023.

## **FISCAL IMPACT**

The General Fund impact of the Salary Reopener Tentative Agreements and amendments to EAA-represented MOUs will be a total of approximately \$19MM in FY2022-23 and \$26.5MM FY2023-24. This General Fund impact combines the cost of administering the terms of the Salary Reopener Agreement for EAA unit members, as well as non-represented classifications.

*MWS:MCB:PAG:SAO:0722137 REVISED*

Attachments