

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
INSPECTORS REPRESENTATION UNIT (MOU NO. 5)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 5
made and entered into this 9th day of June 2022**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

THE MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION

June 23, 2019 – December 31, 2023

**MOU AMENDMENT NO. 1
INSPECTORS BARGAINING UNIT (MOU 5)**

The Municipal Construction Inspectors Association and the City of Los Angeles have reached agreement on the following MOU amendments.

The preamble to **Article 5.1 (SALARIES)** and the first section of **Article 5.1. B. (SALARY ADJUSTMENTS)** is amended, as follows:

ARTICLE 5.1 SALARIES

Employees covered by this MOU shall be compensated in accordance with the salary ranges and rates listed in the Appendices.

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 B 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 – July 7, 2019 (structural changes)
- Appendix C – January 19, 2020
- Appendix D – July 5, 2020
- Appendix E – July 3, 2022
- Appendix F – January 29, 2023
- Appendix G – 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-F above and apply to all Unit employees (salary range, flat-rate, fixed-step [do not move on a salary range]):

Effective January 19, 2020, the base hourly wages for all Unit employees shall be increased by 2.00%.

Effective July 5, 2020, the base hourly wages for all Unit employees shall be increased by 2.75%.

Effective July 3, 2022, the base hourly wages for all Unit employees shall be increased by 2.00%.

Effective January 29, 2023, the base hourly wages for all Unit employees shall be increased by 2.00%.

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. 5 shall remain in full force and effect during the term of the MOU.

MOU 05
Appendix G
Operative on July 2, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
4208-1	Assistant Inspector I	2051	10	\$ 60,927	--	12	\$ 64,310.00
4208-2	Assistant Inspector II	2303	10	\$ 68,423	--	12	\$ 72,244.00
4208-3	Assistant Inspector III	2648	10	\$ 78,696	--	12	\$ 83,102.00
4208-4	Assistant Inspector IV	2980	10	\$ 88,489	--	12	\$ 93,438.00
4211-0	Building Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
4251-0	Building Mechanical Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
7291-0	Construction Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
7291-A	Construction Inspector - Airport	4074	8	\$ 114,631	--	12	\$ 127,785.00
4221-0	Electrical Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
4265-0	Equipment Safety Investigator	3676	8	\$ 103,439	--	12	\$ 115,299.00
4240-0	Fire Sprinkler Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
4245-0	Heating & Refrigeration Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
4243-0	Housing Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
4231-0	Plumbing Inspector	3676	8	\$ 103,439	--	12	\$ 115,299.00
1569-1	Rehabilitation Construction Specialist I	3777	8	\$ 106,300	--	12	\$ 118,494.00
1569-2	Rehabilitation Construction Specialist II	4426	2	\$ 94,962	--	12	\$ 138,852.00
1569-3	Rehabilitation Construction Specialist III	4678	2	\$ 100,370	--	12	\$ 146,723.00
4263-0	Safety Engineer Elevators	4296	8	\$ 120,916	--	12	\$ 134,780.00
4261-0	Safety Engineer Pressure Vessels	4074	8	\$ 114,631	--	12	\$ 127,785.00
4213-0	Senior Building Inspector	4074	8	\$ 114,631	--	12	\$ 127,785.00
4253-0	Senior Building Mechanical Inspector	4074	8	\$ 114,631	--	12	\$ 127,785.00
7294-0	Senior Construction Inspector	4086	8	\$ 114,986	--	12	\$ 128,182.00
7294-A	Senior Construction Inspector - Airport	4569	2	\$ 98,031	--	12	\$ 143,341.00
4223-0	Senior Electrical Inspector	4074	8	\$ 114,631	--	12	\$ 127,785.00
4242-0	Senior Fire Sprinkler Inspector	4074	8	\$ 114,631	--	12	\$ 127,785.00
4247-0	Senior Heating & Refrigeration Inspector	4074	8	\$ 114,631	--	12	\$ 127,785.00
4244-0	Senior Housing Inspector	4074	8	\$ 114,631	--	12	\$ 127,785.00
4233-0	Senior Plumbing Inspector	4074	8	\$ 114,631	--	12	\$ 127,785.00
4264-0	Senior Safety Engineer Elevators	5051	2	\$ 108,367	--	12	\$ 158,416.00
4262-0	Senior Safety Engineer Pressure Vessels	4545	2	\$ 97,509	--	12	\$ 142,547.00
4285-1	Senior Street Services Investigator I	3751	2	\$ 80,471	--	12	\$ 117,658.00
4285-2	Senior Street Services Investigator II	4086	2	\$ 87,654	--	12	\$ 128,182.00
4285-3	Senior Street Services Investigator III	4426	2	\$ 94,962	--	12	\$ 138,852.00
4283-0	Street Services Investigator	3676	2	\$ 78,863	--	12	\$ 115,299.00
4205-0	Vehicle Nuisance Inspector	2502	2	\$ 53,682	--	12	\$ 78,487.00

MOU 05

Appendix G

Operative on July 2, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
2051	HR	\$ 20.51	\$ 21.07	\$ 21.65	\$ 22.25	\$ 23.49	\$ 24.79	\$ 26.18	\$ 27.64	\$ 28.40	\$ 29.18	\$ 29.98	\$ 30.80
	BW	\$ 1,640.80	\$ 1,685.60	\$ 1,732.00	\$ 1,780.00	\$ 1,879.20	\$ 1,983.20	\$ 2,094.40	\$ 2,211.20	\$ 2,272.00	\$ 2,334.40	\$ 2,398.40	\$ 2,464.00
	YR	\$ 42,824	\$ 43,994	\$ 45,205	\$ 46,458	\$ 49,047	\$ 51,761	\$ 54,663	\$ 57,712	\$ 59,299	\$ 60,927	\$ 62,598	\$ 64,310
2303	HR	\$ 23.03	\$ 23.66	\$ 24.31	\$ 24.98	\$ 26.38	\$ 27.85	\$ 29.40	\$ 31.04	\$ 31.89	\$ 32.77	\$ 33.67	\$ 34.60
	BW	\$ 1,842.40	\$ 1,892.80	\$ 1,944.80	\$ 1,998.40	\$ 2,110.40	\$ 2,228.00	\$ 2,352.00	\$ 2,483.20	\$ 2,551.20	\$ 2,621.60	\$ 2,693.60	\$ 2,768.00
	YR	\$ 48,086	\$ 49,402	\$ 50,759	\$ 52,158	\$ 55,081	\$ 58,150	\$ 61,387	\$ 64,811	\$ 66,586	\$ 68,423	\$ 70,302	\$ 72,244
2502	HR	\$ 25.02	\$ 25.71	\$ 26.42	\$ 27.15	\$ 28.66	\$ 30.26	\$ 31.94	\$ 33.72	\$ 34.65	\$ 35.60	\$ 36.58	\$ 37.59
	BW	\$ 2,001.60	\$ 2,056.80	\$ 2,113.60	\$ 2,172.00	\$ 2,292.80	\$ 2,420.80	\$ 2,555.20	\$ 2,697.60	\$ 2,772.00	\$ 2,848.00	\$ 2,926.40	\$ 3,007.20
	YR	\$ 52,241	\$ 53,682	\$ 55,164	\$ 56,689	\$ 59,842	\$ 63,182	\$ 66,690	\$ 70,407	\$ 72,349	\$ 74,332	\$ 76,379	\$ 78,487
2648	HR	\$ 26.48	\$ 27.21	\$ 27.96	\$ 28.73	\$ 30.33	\$ 32.03	\$ 33.82	\$ 35.70	\$ 36.68	\$ 37.69	\$ 38.73	\$ 39.80
	BW	\$ 2,118.40	\$ 2,176.80	\$ 2,236.80	\$ 2,298.40	\$ 2,426.40	\$ 2,562.40	\$ 2,705.60	\$ 2,856.00	\$ 2,934.40	\$ 3,015.20	\$ 3,098.40	\$ 3,184.00
	YR	\$ 55,290	\$ 56,814	\$ 58,380	\$ 59,988	\$ 63,329	\$ 66,878	\$ 70,616	\$ 74,541	\$ 76,587	\$ 78,696	\$ 80,868	\$ 83,102
2980	HR	\$ 29.80	\$ 30.62	\$ 31.46	\$ 32.33	\$ 34.12	\$ 36.02	\$ 38.03	\$ 40.14	\$ 41.25	\$ 42.38	\$ 43.55	\$ 44.75
	BW	\$ 2,384.00	\$ 2,449.60	\$ 2,516.80	\$ 2,586.40	\$ 2,729.60	\$ 2,881.60	\$ 3,042.40	\$ 3,211.20	\$ 3,300.00	\$ 3,390.40	\$ 3,484.00	\$ 3,580.00
	YR	\$ 62,222	\$ 63,934	\$ 65,688	\$ 67,505	\$ 71,242	\$ 75,209	\$ 79,406	\$ 83,812	\$ 86,130	\$ 88,489	\$ 90,932	\$ 93,438
3676	HR	\$ 36.76	\$ 37.77	\$ 38.81	\$ 39.88	\$ 42.10	\$ 44.44	\$ 46.92	\$ 49.54	\$ 50.90	\$ 52.30	\$ 53.74	\$ 55.22
	BW	\$ 2,940.80	\$ 3,021.60	\$ 3,104.80	\$ 3,190.40	\$ 3,368.00	\$ 3,555.20	\$ 3,753.60	\$ 3,963.20	\$ 4,072.00	\$ 4,184.00	\$ 4,299.20	\$ 4,417.60
	YR	\$ 76,754	\$ 78,863	\$ 81,035	\$ 83,269	\$ 87,904	\$ 92,790	\$ 97,968	\$ 103,439	\$ 106,279	\$ 109,202	\$ 112,209	\$ 115,299
3751	HR	\$ 37.51	\$ 38.54	\$ 39.60	\$ 40.69	\$ 42.96	\$ 45.35	\$ 47.88	\$ 50.55	\$ 51.94	\$ 53.37	\$ 54.84	\$ 56.35
	BW	\$ 3,000.80	\$ 3,083.20	\$ 3,168.00	\$ 3,255.20	\$ 3,436.80	\$ 3,628.00	\$ 3,830.40	\$ 4,044.00	\$ 4,155.20	\$ 4,269.60	\$ 4,387.20	\$ 4,508.00
	YR	\$ 78,320	\$ 80,471	\$ 82,684	\$ 84,960	\$ 89,700	\$ 94,690	\$ 99,973	\$ 105,548	\$ 108,450	\$ 111,436	\$ 114,505	\$ 117,658
3777	HR	\$ 37.77	\$ 38.81	\$ 39.88	\$ 40.98	\$ 43.26	\$ 45.67	\$ 48.22	\$ 50.91	\$ 52.31	\$ 53.75	\$ 55.23	\$ 56.75
	BW	\$ 3,021.60	\$ 3,104.80	\$ 3,190.40	\$ 3,278.40	\$ 3,460.80	\$ 3,653.60	\$ 3,857.60	\$ 4,072.80	\$ 4,184.80	\$ 4,300.00	\$ 4,418.40	\$ 4,540.00
	YR	\$ 78,863	\$ 81,035	\$ 83,269	\$ 85,566	\$ 90,326	\$ 95,358	\$ 100,683	\$ 106,300	\$ 109,223	\$ 112,230	\$ 115,320	\$ 118,494
4074	HR	\$ 40.74	\$ 41.86	\$ 43.01	\$ 44.19	\$ 46.66	\$ 49.26	\$ 52.00	\$ 54.90	\$ 56.41	\$ 57.96	\$ 59.56	\$ 61.20
	BW	\$ 3,259.20	\$ 3,348.80	\$ 3,440.80	\$ 3,535.20	\$ 3,732.80	\$ 3,940.80	\$ 4,160.00	\$ 4,392.00	\$ 4,512.80	\$ 4,636.80	\$ 4,764.80	\$ 4,896.00
	YR	\$ 85,065	\$ 87,403	\$ 89,804	\$ 92,268	\$ 97,426	\$ 102,854	\$ 108,576	\$ 114,631	\$ 117,784	\$ 121,020	\$ 124,361	\$ 127,785
4086	HR	\$ 40.86	\$ 41.98	\$ 43.14	\$ 44.33	\$ 46.80	\$ 49.41	\$ 52.17	\$ 55.07	\$ 56.59	\$ 58.15	\$ 59.75	\$ 61.39
	BW	\$ 3,268.80	\$ 3,358.40	\$ 3,451.20	\$ 3,546.40	\$ 3,744.00	\$ 3,952.80	\$ 4,173.60	\$ 4,405.60	\$ 4,527.20	\$ 4,652.00	\$ 4,780.00	\$ 4,911.20
	YR	\$ 85,315	\$ 87,654	\$ 90,076	\$ 92,561	\$ 97,718	\$ 103,168	\$ 108,930	\$ 114,986	\$ 118,159	\$ 121,417	\$ 124,758	\$ 128,182
4296	HR	\$ 42.96	\$ 44.14	\$ 45.36	\$ 46.61	\$ 49.21	\$ 51.95	\$ 54.85	\$ 57.91	\$ 59.50	\$ 61.14	\$ 62.82	\$ 64.55
	BW	\$ 3,436.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80	\$ 3,936.80	\$ 4,156.00	\$ 4,388.00	\$ 4,632.80	\$ 4,760.00	\$ 4,891.20	\$ 5,025.60	\$ 5,164.00
	YR	\$ 89,700	\$ 92,164	\$ 94,711	\$ 97,321	\$ 102,750	\$ 108,471	\$ 114,526	\$ 120,916	\$ 124,236	\$ 127,660	\$ 131,168	\$ 134,780
4426	HR	\$ 44.26	\$ 45.48	\$ 46.73	\$ 48.02	\$ 50.70	\$ 53.52	\$ 56.50	\$ 59.66	\$ 61.30	\$ 62.99	\$ 64.72	\$ 66.50
	BW	\$ 3,540.80	\$ 3,638.40	\$ 3,738.40	\$ 3,841.60	\$ 4,056.00	\$ 4,281.60	\$ 4,520.00	\$ 4,772.80	\$ 4,904.00	\$ 5,039.20	\$ 5,177.60	\$ 5,320.00
	YR	\$ 92,414	\$ 94,962	\$ 97,572	\$ 100,265	\$ 105,861	\$ 111,749	\$ 117,972	\$ 124,570	\$ 127,994	\$ 131,523	\$ 135,135	\$ 138,852

MOU 05

Appendix G

Operative on July 2, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
4545	HR	\$ 45.45	\$ 46.70	\$ 47.98	\$ 49.30	\$ 52.05	\$ 54.95	\$ 58.01	\$ 61.25	\$ 62.93	\$ 64.66	\$ 66.44	\$ 68.27
	BW	\$ 3,636.00	\$ 3,736.00	\$ 3,838.40	\$ 3,944.00	\$ 4,164.00	\$ 4,396.00	\$ 4,640.80	\$ 4,900.00	\$ 5,034.40	\$ 5,172.80	\$ 5,315.20	\$ 5,461.60
	YR	\$ 94,899	\$ 97,509	\$ 100,182	\$ 102,938	\$ 108,680	\$ 114,735	\$ 121,124	\$ 127,890	\$ 131,397	\$ 135,010	\$ 138,726	\$ 142,547
4569	HR	\$ 45.69	\$ 46.95	\$ 48.24	\$ 49.57	\$ 52.33	\$ 55.25	\$ 58.33	\$ 61.59	\$ 63.28	\$ 65.02	\$ 66.81	\$ 68.65
	BW	\$ 3,655.20	\$ 3,756.00	\$ 3,859.20	\$ 3,965.60	\$ 4,186.40	\$ 4,420.00	\$ 4,666.40	\$ 4,927.20	\$ 5,062.40	\$ 5,201.60	\$ 5,344.80	\$ 5,492.00
	YR	\$ 95,400	\$ 98,031	\$ 100,725	\$ 103,502	\$ 109,265	\$ 115,362	\$ 121,793	\$ 128,599	\$ 132,128	\$ 135,761	\$ 139,499	\$ 143,341
4678	HR	\$ 46.78	\$ 48.07	\$ 49.39	\$ 50.75	\$ 53.57	\$ 56.56	\$ 59.72	\$ 63.05	\$ 64.78	\$ 66.56	\$ 68.39	\$ 70.27
	BW	\$ 3,742.40	\$ 3,845.60	\$ 3,951.20	\$ 4,060.00	\$ 4,285.60	\$ 4,524.80	\$ 4,777.60	\$ 5,044.00	\$ 5,182.40	\$ 5,324.80	\$ 5,471.20	\$ 5,621.60
	YR	\$ 97,676	\$ 100,370	\$ 103,126	\$ 105,966	\$ 111,854	\$ 118,097	\$ 124,695	\$ 131,648	\$ 135,260	\$ 138,977	\$ 142,798	\$ 146,723
5051	HR	\$ 50.51	\$ 51.90	\$ 53.33	\$ 54.80	\$ 57.85	\$ 61.07	\$ 64.48	\$ 68.07	\$ 69.94	\$ 71.86	\$ 73.84	\$ 75.87
	BW	\$ 4,040.80	\$ 4,152.00	\$ 4,266.40	\$ 4,384.00	\$ 4,628.00	\$ 4,885.60	\$ 5,158.40	\$ 5,445.60	\$ 5,595.20	\$ 5,748.80	\$ 5,907.20	\$ 6,069.60
	YR	\$ 105,464	\$ 108,367	\$ 111,353	\$ 114,422	\$ 120,790	\$ 127,514	\$ 134,634	\$ 142,130	\$ 146,034	\$ 150,043	\$ 154,177	\$ 158,416


LETTER OF AGREEMENT
INSPECTORS UNIT (MOU 05)

SALARY REOPENER

Between January 2022 and April 2022, the parties engaged in the meet and confer process. 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 bargaining unit member (“employee”) who is on active payroll status as of July 3, 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. The bonus shall:
 - a. Commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
 - b. Cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
2. The bonus shall be paid to an employee who is on active payroll status during the time period between (and inclusive of) July 3, 2022, through July 1, 2023.
3. The bonus shall be applied to an employee’s base rate of pay before any other bonus is applied, where applicable, i.e., a percent-based or premium level bonus. Other bonuses earned by an employee that are calculated on an employee’s base rate shall be calculated on top of this bonus, i.e., compounded.
4. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers to a classification different than the employee’s classification during the time period that the bonus is paid as specified above. i.e., the bonus is attached to the employee’s Form 41.


FOR THE UNION:



Johnny Yutronich
President

06-08-2022
Date

FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

6/9/2022
Date

**MOU AMENDMENT NO. 1
INSPECTORS BARGAINING UNIT (MOU 5)**

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:



Johnny Yutronich, President

06-08-2022

Date

FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

6/9/2022

Date

Approved as to Form and Legality:



For the City Attorney

June 3, 2022

Date

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-1447

Date: June 9, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer Subject: **2019-2023 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE INSPECTORS BARGAINING UNIT (MOU 05) — TENTATIVE AGREEMENT AND MOU AMENDMENT NO. 1****RECOMMENDATION**

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

1. Approve the attached Tentative Agreement with the Municipal Construction Inspectors Association (MCIA) representing the Inspectors bargaining unit regarding a reopener of the Memorandum of Understanding (MOU) to discuss salaries;
2. Approve the attached Amendment No. 1 to MOU 05 that would codify the provisions of the attached Tentative Agreement; and,
3. 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 MCIA to modify the terms and conditions contained in the 2019-2022 MOU, including but not limited to extending the term of the MOU (through December 2023) and deferring scheduled base wage increases. This resulted in the agreement between MCIA and the City to reopen the MOU to engage in discussions exclusively about wages.

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

As part of the February 2021 MOU amendment, MCIA agreed to defer two base wage increases (two percent from July 2021 to July 2022; and two percent from June 2022 to January 2023). The proposed Tentative Agreement provides 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 MOU 05 shall be increased by three percent (3%).

FISCAL IMPACT

The General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$3MM in FY2022-23 and \$4MM in FY2023-24.

MWS:MCB:PAG:SAO:0722137 (Revised tracking number: 0722138)

Attachments