

# CONTRACT HIGHLIGHTS

## COLA

YEAR  
01 **2024**

# 6%

1/28/24 - 3% (RETRO)  
9/22/24 - 3%

YEAR  
02 **2025**

# 4%

6/29/25 - 2%  
12/28/25 - 2%

YEAR  
03 **2026**

# 5%

6/28/26 - 3%  
12/27/26 - 2%

YEAR  
04 **2027**

# 2%

6/27/27 - 2%  
12/25/27 - END OF  
CONTRACT

## 17% OVER 4 YEARS!

### SHIFT DIFFERENTIAL

Graveyard premium added of 8.25% above salary when working 50% of shift between 12am and 8am (overtime non regular shifts included).

### PAID PARENTAL LEAVE

Doubled to 12 weeks & pilot program made permanent. Anyone with qualifying children under 1 who already utilized their 6 weeks, can receive the additional 6 weeks (with Family Medical Leave eligibility)

### PERSONAL LEAVE

16 hours PL will be converted to 2 additional floating holidays. 24 hours PL will remain intact with 100 payout of unused PL every January.

### ACTING ASSIGNMENT PAY

Qualifying period will be based on cumulative (not consecutive) days in the acting assignment.

### SICK PAYOUT

Increased from 50% to 100% for annual payout over 800 hours and upon retirement (including payouts for 2023). 50% sick payout increased from 25% to 50%.

### BILINGUAL BONUS

Changed from flat rate to 2.75% (for speaking) and 5.5% (for speaking and writing) of the Principal Public Relations Specialist salary; Bonus will be paid for each language utilized.

### TELECOMMUTING

Letter of Agreement provides protection to current telecommuting schedules and requires the city to meet one year after the citywide policy is released for evaluation and improvements. When telecommuting is mandatory, all equipment will be provided or the employee will be compensated.

## VOTE **YES!** TO RATIFY 2/24/24 THROUGH 3/1/24

## CHANGES TO EXISTING SALARY NOTES

### MOU 01

- Salary Note 20 for Police Performance Auditor made pensionable
- Firearms Examiner added to Article 6.13 for additional on-call/standby pay

### MOU 19

- Salary Note 12 - bonus for PCI at LAWA increased, no longer limited to 4 employees

### MOU 20

- Salary Note 6 - On Call daily bonus for EMC increased to \$50/day
- Salary Note 13 made pensionable for Sr. PSR
- Salary Note 19 for Sr. MA increased to 5.5%
- Bureau of Street Services Payroll Supervisor added to Salary Note 11

### MOU 21

- LAPD Salary Note 19 for Aerial Photographer increased to \$60/day

### MOU 01 & 20

- Salary Note 19 - updated verbiage

### All MOUs

- Housing Dept. employees added to Notary Bonus
- Boot allowance increased to \$300 annually (one time check) for all who qualify.

## ADVANCE STEP HIRES

(EMPLOYEES CURRENTLY UNDER THE LISTED STEP WILL BE ADVANCED)

- Aquatic Facilities Manager I (Step 7)
- Aquatic Facilities Manager II (Step 6)
- Environmental Compliance Inspector (Step 4)
- Land Survey Assistants (Step 6)
- Systems Analyst (Step 7)

## SALARY RANGE INCREASES

IN ADDITION TO LISTED COLAS

### MOU 01

- Police Performance Auditor (III & IV)
- City Attorney Inv. (I, II, & III)
- Tax Auditor (I & II)
- Accountant
- Airport Superintendent of Operations (I, II, & III)
- Aquatic Facility Manager (I, II, & III)

### MOU 19

- Principal Construction Inspectors
- Transportation Inv. & Sr. Transportation Inv.
- Principal Civil Engineering Drafting Tech

### MOU 20

- Sr. Accountant
- Principal Park Services Attendant
- Emergency Management Coordinator (I & II)
- Golf Starter Supervisor (I & II)
- Principal Accountant
- Sr. Systems Analyst (I & II)
- Aquatic Director
- Senior Tax Auditor
- Principal Tax Auditor
- Arts Manager series (I, II & III)
- Sr. PSR (I & II)

### MOU 21

- Polygraph Examiner (I, II, III, & IV)
- Photographer III
- Veterinary Tech
- Senior Civil Engineering Drafting Tech
- Civil Engineering Drafting Tech (incl. Harbor/LAWA)
- Sr. Architectural Drafting Tech
- Architectural Drafting Tech (incl. Harbor)
- Sr. Electrical Engineering Drafting Tech
- Electrical Engineering Drafting Tech (incl. Harbor)
- Mechanical Engineering Drafting Tech
- Finance Development Officer (I & II)

## NEW BONUS

- Aquatic Facilities Managers to receive 5.5% bonus for work at GRYD facility (regularly assigned and daily)
- MA assigned as Office Manager at DOT Adjudication Unit to receive 5.5% bonus
- Bonus for Real Estate / Appraisal License (when required by management)
- Drone flying bonus for 1 employee in Survey series at Harbor and BOE
- Bonus for Safety Certifications (Safety Engineer)
- Investment Officers to retain additional floating holidays
- OT allowed for salaried employees upon Mayor's approval
- Assistant ECI: 5.5% for homelessness and \$70 for certification
- Retention bonus for Asst. ECI, ECI, & SR. ECI assigned to LSD of 5.5% after 5 years in the division (cumulative - regardless of classification)
- \$600 Continued education bonus for Veterinary Technicians
- 5.5% for all employees assigned to Human Resources and Payroll section in City Personnel Department
- CAL OSHA bonus for PCI's

VOTE **YES!** TO RATIFY 2/24/24 THROUGH 3/1/24

# LETTERS OF AGREEMENT

- ✿ For GIS class, EAA, CAO and management to continue discussing the revisions of classification specifications and further evaluation of the need to restructure the GIS series by expanding the classification.
  
- ✿ For the CAO and EAA to meet by October 2024 and discuss the need for the creation of a II paygrade for the following classifications:
  - Housing Planning & Economic Analyst (Housing Dept), Class Code 8504
  - Administrative Hearing Examiner (DOT), Class Code 9135.
  
- ✿ To continue discussions with the Planning Department and Personnel Department, regarding issues and proposed changes to the current advancement from Planning Assistant to Planning Associate.

LOI's achieved from prior contract include salary range increases for:

- Paralegal
- Environmental Compliance Inspector
- Sr. Environmental Compliance Inspector

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