

MANAGEMENT COUNTER (EAA)
January 8, 2021

1. Extend contract for 18 months
 - 12/31/23
2. Defer all remaining raises as specified:

EAA	Effective Date	Proposed Deferral
2% base wage increase (COLA)	1/31/2021	6/19/2022 (18 mos)
2% base wage increase (COLA)	1/30/2022	1/29/2023 (12 mos)
1.5% base wage increase (COLA)	6/19/2022	6/18/2023 (12 mos)

3. Two additional unpaid days in FY 20/21.
4. Reopener in January 2022 on salaries only.
5. Add up to a maximum of 40 hours personal time.
6. Increase OT max banks to 240 hours through the end of the contract.
7. Resolution of all technical corrections and clean up language.
8. Resolution of MOU issues as listed below.
9. No layoffs for FY 20/21
10. No furloughs for FY 20/21
11. Agree to meet and confer on furloughs before implementation in any other years during the term of the contract.

-
- Extend existing LOA timelines to allow Personnel more time to complete classification reviews.
 - Resolve MOU 1 Paralegal II & III, classification compaction issue (6 employees)
 Management will agree to 3% salary adjustment to create approximate 10% differential between the paygrades. Adjustment effective 7/4/2021.
 - Amend MOU 19 Article 6.2, Section A: Exempt Chief Environmental Compliance Inspector I, II Class 4289 I, II (6 employees)
 Management will provide salary note to allow for overtime compensation for this classification only. Salary Note effective 7/4/2021.

- In cases where the issues identified in the grievance affect more employees than are identified as grievants, the parties agree that the remedy may be applied to those employees, upon their consent if needed.

MOU's 1, 19, 20, 21 – Language, Non-Economic (cost savings)

1. Article 1.12 & Appendix E, F, G - Add recent classification accretions
2. Article 2.2 New Employee Information: C.) Add EAA website
3. Article 2.5 Bulletin Boards: Management agrees to explore options to create digital opportunities for communicating with telecommuting or remote work employees.
LOA
4. Article 2.8 Legislative Check off – Replace Federal Legislative Committee with Political Action Committee in all instances
5. NEW LOA: Classification Review for LAPD Photographers I, II, III (10)
6. Amend MOU 19 & 21 LOA's for Environmental Compliance Officer, Senior and Chief, to include all Sanitation divisions.
7. Include all technical corrections (2020)

Management reserves the right to add to, delete from, or otherwise modify these proposals.

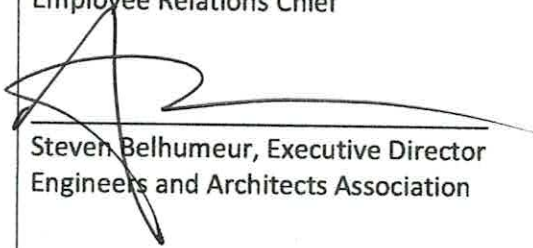
Tentative Agreement:



Dana H. Brown
Employee Relations Chief

01/09/2021

Date



Steven Belhumeur, Executive Director
Engineers and Architects Association

1/10/2021
Date