

City of Los Angeles MOU 36 Bargaining Summary

Protecting Middle-Class Jobs & Vital City Services

After a year of hard-fought contract negotiations with the City of Los Angeles, we beat back City management's proposed takeaways to reach a Tentative Agreement on a strong 3-year contract that protects middle class jobs and restores vital community services.

As part of the Coalition of Los Angeles City Unions, LAPMA MOU 36 protected our healthcare by ensuring every City worker has fully-paid medical and dental coverage, and secured 9.65% raises over the life of the contract, including a continuance of our 12-step salary structure which the City was going after. **Your bargaining team strongly recommends a YES vote to approve our new agreement.**

In addition to protecting the rights, wages, and benefits of all city members, LAPMA MOU 36 members also won the following:

Sick Leave Banks

If a manager leaves City service, then returns within one year, all of their sick leave banks will now be restored. In the past the manager would permanently lose all sick leave banks if the terminated their City employment and did not get them back if the returned to City service later. (Current managers who had previously left City service, then returned to City service will have 100 hours of full time sick leave restored to their bank of hours and all of their 75% sick leave bank of hours will be restored.)

Training Funds

LAPMA Training Funds have been increased from \$143,000 per year to \$173,000 per year.

Article 35 Vacations

The accelerated vacation plan is now available to any member whose base is equal to or above the level of the Chief Management Analyst class.

Article 53 Uniforms

A. The following Classes were added to this article:

- Chief Park Ranger
- Chief Street Services Investigator
- Chief of Parking Enforcement Operations
- Parking Enforcement Manager

B. The allowance for uniforms has been increased to \$50 per pay period.

C. The allowance for replacement of uniform shoes was increased from \$100 per year to \$150 per year.

Article 60 Executive Officer Bonuses

The Assistant Director of the Bureau of Street Lighting (2), a Deputy Director of Planning (4), the Executive Officer for the Board of Public Works (2), an Assistant Director of Street Services (2) and a LACERS AGM (2) were added to the two and four premium level Executive Officer bonus list.

Letter of Agreement

A Letter of Agreement was signed to provide for a re-opener to negotiate our Eight Level Management Reform Plan.

New Professional Certification Bonuses

New Professional Certification Bonuses provisions were added to our contract to provide for a two premium level (5.5%) pensionable bonus for obtaining a certification in Human Resources; or a State of California certification for Level IV or V for Sanitation Wastewater Managers.

- Continued on Other Side -

Salary Inequities

The following salary inequities were negotiated and agreed to be effective July 7, 2019 (including factoring in the 2.9% October 28, 2018 general salary increase):

- AGM Cultural Affairs: \$171,487.44
- Chief of Airport Planning I: \$185,247.36
- Chief of Airport Planning II: \$195,374.16
- Chief of Aviation Technology: \$215,022.24
- Chief of Operations II: \$152,152.56
- Development and Marketing Director: \$154,470.24
- Financial Manager I: \$143,633.52
- Financial Manager II: \$178,139.20
- Harbor Engineer I: \$185,184.72
- Risk Management & Prevention Program Manager: \$185,184.72

Compaction Issues Resolved

These amounts include factoring in the 2.9% raise effective October 28, 2018:

- Chief Airport Engineer I: moved to \$205,292.16.
- Chief Airport Engineer II: moved to \$216,609.12.
- Assistant Airport Manager: moved to \$164,471.76.
- Airport Manager II: moved to \$173,596.32.

Additional Bonuses

- Chief Construction Inspector (Airport): 15% increase over base pay pensionable.
- Director of Airports Administration: Two premium levels (5.5%) pensionable.
- Harbor Public & Community Relations Director: Two premium levels (5.5%) pensionable.
- Property Manager IV (Port of Los Angeles): Two premium levels (5.5%) pensionable.
- Assistant Directors, Hyperion Treatment Plant Manager and Chief Financial Officer all at the Bureau of Sanitation: Up to five premium level bonuses (13.75%) pensionable.
- Sanitation Wastewater Manager I, II, & III who obtain a State of California Level IV or V certification: Two premium levels (5.5%) pensionable.
- Workers Compensation Administrator I: Two premium levels (5.5%) pensionable.
- Solid Resources Managers; Sanitation Wastewater Managers; and Chief of Operations when assigned as a Duty Manager; when assigned to oversee a 24/7 operation and authorized to submit legal reports to regulatory agencies will receive a pensionable two (2) premium level bonus when regularly assigned such duties.

Congratulations! Now it's time to ensure LAPMA MOU 36 obtains these benefits by voting YES on the enclosed official ballot.

