

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 29
REGARDING THE
CITY ATTORNEYS REPRESENTATION UNIT**

**THIS AMENDMENT NO. 1 to the 2007-2012 City Attorneys Representation Unit
Memorandum of Understanding No. 29 is made and entered into
this 26 day of October, 2009**

BY AND BETWEEN

**THE CITY ATTORNEY AND THE CITY ADMINISTRATIVE OFFICER
(hereinafter referred to as "Management")**

AND THE

**THE LOS ANGELES CITY ATTORNEYS ASSOCIATION
In affiliation with SEIU, Local 721
(hereinafter referred to as "Association")**

**AMENDMENT NO. 1
CITY ATTORNEYS REPRESENTATION UNIT
2007-2012 MEMORANDUM OF UNDERSTANDING (MOU) NO. 29**

To reflect agreement reached by the parties on October 26, 2009, in amending the 2007-2012 MOU to extend the term of the MOU through June 30, 2014, and to provide for new salary effective dates and rates, Articles 1, 4, 5, 8, 10, 13, 14, 35, and Appendices A-H are hereby amended as follows.

ARTICLE 1 RECOGNITION

The last paragraph of Article 1 is amended in its entirety to read:

The term "employee" or "employees", as used herein, shall refer only to employees employed by the City in the classifications listed in Appendices A-H, Salaries. Such terms shall also apply to all such classes as may be added hereafter to the Unit by the Employee Relations Board. The terms "Office" or "City Attorney" shall refer to Management.

All other provisions of Article 1 remain unchanged.

ARTICLE 4 TERM

The first paragraph of Article 4 is amended in its entirety to read:

The term of this Memorandum of Understanding shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 2, Implementation of Memorandum of Understanding, are fully met, but in no event shall said Memorandum of Understanding become effective prior to 12:01 a.m. on July 1, 2007. This Memorandum of Understanding shall expire and otherwise be fully terminated at midnight on June 30, 2014.

All other provisions of Article 4 remain unchanged.

ARTICLE 5 CALENDAR FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING

Article 5 is amended in its entirety to read:

In the event the Association or Management desires a successor MOU, said party shall serve upon the other during the period from April 14, 2014 through April 30, 2014, its written proposals for such successor MOU. Meet and confer sessions shall begin no later than thirty (30) calendar days following submittal of the proposals.

ARTICLE 8

SALARIES

Article 8 is amended in its entirety to read:

- A. The parties to this MOU jointly recommend to the City Council approval of the salaries set forth in Appendices A through H, which shall become operative as follows:

Appendix A	July 1, 2007
Appendix B	January 1, 2008
Appendix C	July 1, 2008
Appendix D	July 1, 2009
Appendix E	July 1, 2010
Appendix F	July 1, 2011
Appendix G	July 1, 2012
Appendix H	July 1, 2013

B. **ADDITIONAL SALARY ADJUSTMENTS**

1. Effective January 1, 2012, Unit members in the classifications of Deputy City Attorney III, Deputy City Attorney IV, and Assistant City Attorney who have at least twelve (12) months of service at Step G (top step) in their current classification on or after January 1, 2012 shall receive a salary adjustment of 2.75%.
2. Effective January 1, 2013, Unit members in the classifications of Deputy City Attorney III, Deputy City Attorney IV, and Assistant City Attorney who are at Step G (top step) of their current classification and received the salary adjustment provided for in B.1 above shall receive an additional salary adjustment of 2.75% twelve (12) months after receiving the adjustment in B.1.
3. Effective January 1, 2014, Unit members in the classifications of Deputy City Attorney III, Deputy City Attorney IV, and Assistant City Attorney who are at Step G (top step) of their current classification and received the salary adjustment provided for in B.2 above shall receive an additional salary adjustment of 2.75% twelve (12) months after receiving the adjustment in B.2.

C. **ADDITIONAL CASH PAYMENTS – FULL-TIME EMPLOYEES ONLY**

1. A one-time cash payment will be provided between November 1, 2011, and December 31, 2011, in a single separate check as a lump sum, calculated at 1.75% of the employee's annual base salary rate (excluding bonuses) in effect as of November 1, 2011.
2. A one-time cash payment will be provided between November 1, 2012, and December 31, 2012, in a single separate check as a lump sum, calculated at 1.75% of the employee's annual base salary rate (excluding bonuses) in effect as of November 1, 2012.

ARTICLE 10 **WORKING HOURS**

A new second section is added to Article 10 to read:

Regular Hours of Work and Compensation: October 25, 2009 - June 19, 2010
Notwithstanding any provisions above, or in the Los Angeles Administrative Code, the regular work schedules of full-time employees listed in the attached Salary Appendices will be 76.5 hours per payperiod commencing the first day of payperiod 10 (October 25, 2009) and ending the last day of payperiod 26 (June 19, 2010). Full-time, FLSA-exempt employees will be paid on the basis of a 76.5-hour payperiod work schedule and will not be compensated for hours worked in excess of 76.5 hours in a payperiod.

All other provisions of Article 10 remain unchanged.

ARTICLE 13 **RETIREMENT BENEFITS**

Paragraph A of Article 13 is amended in its entirety to read:

A. Benefits

Effective July 1, 2007 through to the start of the payperiod following the effective date of the ordinance implementing the Early Retirement Incentive Program (ERIP), for employees hired prior to January 1, 1983, retirement benefits including the Beta Retirement formula and subsidies of: (1) one-half the employee's retirement contribution rates, and (2) an additional two-percent (2%) of compensation earnable after the one-half subsidy, shall be continued. For employees hired January 1, 1983, and thereafter, the Beta Retirement Formula and a flat-rated employee retirement contribution of six percent (6%) shall be continued.

Effective at the start of the payperiod following the effective date of the ordinance implementing the ERIP through June 30, 2011, for employees hired prior to January 1, 1983, the Beta Retirement Formula shall be continued and a flat-rated employee retirement contribution of six percent (6%) shall be implemented. For employees hired January 1, 1983, and thereafter, the Beta Retirement Formula and a flat-rated employee retirement contribution of six percent (6%) shall be continued.

Effective July 1, 2011 through June 30, 2026, for all employees regardless of their date of hire, the Beta Retirement Formula shall be continued and a flat-rated employee retirement contribution of 7.0 percent (7.0%) shall be implemented. The employee retirement contribution will return to 6.0 percent (6%) in accordance with the ERIP Agreement of October 26, 2009.

All other provisions of Article 13 remain unchanged.

ARTICLE 14 **SICK LEAVE**

A new fourth paragraph is added to Article 14 to read:

January 2010 Excess Sick Leave

Notwithstanding Section 4.126, subsection (b) of the LAAC, any sick leave at full pay remaining unused at the end of the 2009 calendar year, which, if added to an employee's accumulated sick leave at full pay, will exceed 800 hours, shall be compensated at 50% of the employee's salary rate in effect as of December 31, 2009, with payment made to the employee during the 2010-2011 fiscal year.

All other provisions of Article 14 remain unchanged.

ARTICLE 31 **PROFESSIONAL BAR DUES/FÉES**

A new last section is added to Article 31 to read:

2010 Bar Dues Reimbursement

Notwithstanding the above provisions, all Bar dues (State, County, and Federal), which are eligible and qualify under this Article for advance payment or reimbursement during 2010, shall be paid to members of this Unit on a reimbursement-only basis in August 2010. Therefore, employees will be responsible for paying their annual State Bar dues directly to the State Bar by the statutory due date of February 1, 2010. Any late fees assessed by the State Bar on or after February 2, 2010, will not be reimbursed to the employee by the City. Appropriate documentation of payment, including a statement from the applicable Bar association, must be received by the City Attorney's Office prior to June 1, 2010, in order for an employee's claim for reimbursement to be processed. Failure to submit a claim for reimbursement by June 1, 2010, will be deemed a waiver by the employee to receive reimbursement in August 2010 for Bar dues paid in 2010.

All other provisions of Article 31 remain unchanged.

ARTICLE 35 **CITY-ASSOCIATION RELATIONSHIP**

The last sentence of Article 35 is amended to read:

The provisions of this Article shall expire at 12:01 a.m. on July 1, 2014.

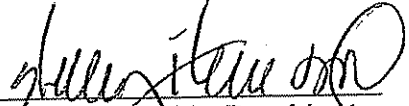
All other provisions of Article 35 remain unchanged.


Except for the Articles and Appendices amended herein, all other Articles, provisions, and Appendices of the 2007-2012 MOU 29 shall remain in full force and effect during the new July 1, 2007 through June 30, 2014 term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the 2007-2012 MOU No. 29 the day, month, and year written below.

Los Angeles City Attorneys
Association Representatives

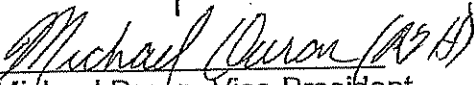
City of Los Angeles, Authorized
Management Representatives


Shelley I. Smith, President
Los Angeles City Attorneys Association


Miguel A. Santana
City Administrative Officer

Date: 10/26/09

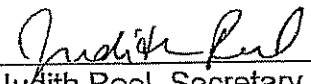
Date: 10/26/09


Michael Duran, Vice President
Los Angeles City Attorneys Association

Carmen A. Trutanich
City Attorney

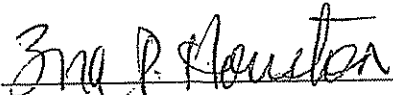
Date: 10/26/09


Date: _____


Judith Reel, Secretary
Los Angeles City Attorneys Association

Approved as to form:

Date: 10/26/09


For the City Attorney
Date: 10-26-09


Julie Bishop, Treasurer
Los Angeles City Attorneys Association

Date: 10/26/09

Garcelle Embry, Civil Director
Los Angeles City Attorneys Association

Date: _____

SALARY APPENDICES A – H

The attached Appendices are amended to reflect new effective dates and salary rates, as well as new Appendix letter designations.

APPENDIX A
CITY ATTORNEY SALARIES - JULY 1, 2007

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City Attorney I	BW \$ 2,516.00 YR \$ 65,667.60	\$ 2,731.20 \$ 71,284.32	\$ 3,070.40 \$ 80,137.44	\$ 3,359.20 \$ 87,675.12			
0551	Deputy City Attorney II	BW \$ 3,646.40 YR \$ 95,171.04	\$ 3,756.80 \$ 98,052.48	\$ 3,868.80 \$ 100,975.68	\$ 3,987.20 \$ 104,065.92	\$ 4,107.20 \$ 107,197.92	\$ 4,251.20 \$ 110,956.32	
0552	Deputy City Attorney III	BW \$ 4,325.60 YR \$ 112,898.16	\$ 4,456.80 \$ 116,322.48	\$ 4,591.20 \$ 119,830.32	\$ 4,728.80 \$ 123,421.68	\$ 4,869.60 \$ 127,096.56	\$ 5,016.00 \$ 130,917.60	\$ 5,166.40 \$ 134,843.04
0573	Deputy City Attorney IV	BW \$ 5,114.40 YR \$ 133,485.84	\$ 5,263.20 \$ 137,369.52	\$ 5,424.00 \$ 141,566.40	\$ 5,584.80 \$ 145,763.28	\$ 5,751.20 \$ 150,106.32	\$ 5,922.40 \$ 154,574.64	
0553	Assistant City Attorney	BW \$ 5,779.20 YR \$ 150,837.12	\$ 5,952.80 \$ 155,368.08	\$ 6,128.80 \$ 159,961.68	\$ 6,312.80 \$ 164,764.08	\$ 6,503.20 \$ 169,733.52		

APPENDIX B
CITY ATTORNEY SALARIES - JANUARY 1, 2008

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City	\$ 2,566.40	\$ 2,785.60	\$ 3,132.00	\$ 3,426.40			
	Attorney I	\$ 66,983.04	\$ 72,704.16	\$ 81,745.20	\$ 89,429.04			
0551	Deputy City	\$ 3,719.20	\$ 3,832.00	\$ 3,946.40	\$ 4,067.20	\$ 4,189.60	\$ 4,336.00	
	Attorney II	\$ 97,071.12	\$ 100,015.20	\$ 103,001.04	\$ 106,153.92	\$ 109,348.56	\$ 113,169.60	
0552	Deputy City	\$ 4,412.00	\$ 4,545.60	\$ 4,683.20	\$ 4,823.20	\$ 4,967.20	\$ 5,116.00	\$ 5,269.60
	Attorney III	\$ 115,153.20	\$ 118,640.16	\$ 122,231.52	\$ 125,885.52	\$ 129,643.92	\$ 133,527.60	\$ 137,536.56
0573	Deputy City	\$ 5,216.80	\$ 5,368.80	\$ 5,532.80	\$ 5,708.80	\$ 5,896.80	\$ 6,096.40	\$ 6,308.80
	Attorney IV	\$ 136,158.48	\$ 140,125.68	\$ 144,406.08	\$ 148,686.48	\$ 153,113.04	\$ 157,664.88	
0553	Assistant		\$ 5,894.40	\$ 6,072.00	\$ 6,251.20	\$ 6,439.20	\$ 6,633.60	
	City Attorney		\$ 153,843.84	\$ 158,479.20	\$ 163,156.32	\$ 168,063.12	\$ 173,136.96	

APPENDIX C
CITY ATTORNEY SALARIES - JULY 1, 2008

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City Attorney I	BW	\$ 2,643.20	\$ 2,868.80	\$ 3,225.60	\$ 3,528.80		
		YR	\$ 68,987.52	\$ 74,875.68	\$ 84,188.16	\$ 92,101.68		
0551	Deputy City Attorney II	BW	\$ 3,830.40	\$ 3,947.20	\$ 4,064.80	\$ 4,189.60	\$ 4,315.20	\$ 4,466.40
		YR	\$ 99,973.44	\$ 103,021.92	\$ 106,091.28	\$ 109,348.56	\$ 112,626.72	\$ 116,573.04
0552	Deputy City Attorney III	BW	\$ 4,544.00	\$ 4,681.60	\$ 4,824.00	\$ 4,968.00	\$ 5,116.00	\$ 5,269.60
		YR	\$ 118,598.40	\$ 122,189.76	\$ 125,906.40	\$ 129,664.80	\$ 133,527.60	\$ 137,536.56
0573	Deputy City Attorney IV	BW	\$ 5,373.60	\$ 5,529.60	\$ 5,698.40	\$ 5,868.00	\$ 6,042.40	\$ 6,222.40
		YR	\$ 140,250.96	\$ 144,322.56	\$ 148,728.24	\$ 153,154.80	\$ 157,706.64	\$ 162,404.64
0553	Assistant City Attorney	BW	\$ 6,071.20	\$ 6,254.40	\$ 6,438.40	\$ 6,632.00	\$ 6,832.80	\$ 7,039.20
		YR	\$ 158,458.32	\$ 163,239.84	\$ 168,042.24	\$ 173,095.20	\$ 178,336.08	\$ 183,686.40

APPENDIX D
CITY ATTORNEY SALARIES - JULY 1, 2009

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City	BW \$ 2,643.20	\$ 2,868.80	\$ 3,225.60	\$ 3,528.80			
	Attorney I	YR \$ 68,987.52	\$ 74,875.68	\$ 84,188.16	\$ 92,101.68			
0551	Deputy City	BW \$ 3,830.40	\$ 3,947.20	\$ 4,064.80	\$ 4,189.60	\$ 4,315.20	\$ 4,466.40	
	Attorney II	YR \$ 99,973.44	\$ 103,021.92	\$ 106,091.28	\$ 109,348.56	\$ 112,626.72	\$ 116,573.04	
0552	Deputy City	BW \$ 4,544.00	\$ 4,681.60	\$ 4,824.00	\$ 4,968.00	\$ 5,116.00	\$ 5,269.60	\$ 5,428.00
	Attorney III	YR \$ 118,598.40	\$ 122,189.76	\$ 125,906.40	\$ 129,664.80	\$ 133,527.60	\$ 137,536.56	\$ 141,670.80
0573	Deputy City	BW \$ 5,373.60	\$ 5,698.40	\$ 5,529.60	\$ 5,698.40	\$ 5,868.00	\$ 6,042.40	\$ 6,222.40
	Attorney IV	YR \$ 140,250.96	\$ 144,322.56	\$ 148,728.24	\$ 153,154.80	\$ 157,706.64	\$ 162,404.64	
0553	Assistant			\$ 6,071.20	\$ 6,254.40	\$ 6,438.40	\$ 6,632.00	\$ 6,832.80
	City Attorney			\$ 158,458.32	\$ 163,239.84	\$ 168,042.24	\$ 173,095.20	\$ 178,336.08

APPENDIX E
CITY ATTORNEY SALARIES - JULY 1, 2010

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City Attorney I	BW	\$ 2,643.20	\$ 2,868.80	\$ 3,225.60	\$ 3,528.80		
		YR	\$ 68,987.52	\$ 74,875.68	\$ 84,188.16	\$ 92,101.68		
0551	Deputy City Attorney II	BW	\$ 3,830.40	\$ 3,947.20	\$ 4,064.80	\$ 4,189.60	\$ 4,315.20	\$ 4,466.40
		YR	\$ 99,973.44	\$ 103,021.92	\$ 106,091.28	\$ 109,348.56	\$ 112,626.72	\$ 116,573.04
0552	Deputy City Attorney III	BW	\$ 4,544.00	\$ 4,681.60	\$ 4,824.00	\$ 4,968.00	\$ 5,116.00	\$ 5,269.60
		YR	\$ 118,598.40	\$ 122,189.76	\$ 125,906.40	\$ 129,664.80	\$ 133,527.60	\$ 137,536.56
0573	Deputy City Attorney IV	BW	\$ 5,373.60	\$ 5,529.60	\$ 5,698.40	\$ 5,868.00	\$ 6,042.40	\$ 6,222.40
		YR	\$ 140,250.96	\$ 144,322.56	\$ 148,728.24	\$ 153,154.80	\$ 157,706.64	\$ 162,404.64
0553	Assistant City Attorney	BW	\$ 6,071.20	\$ 6,254.40	\$ 6,438.40	\$ 6,632.00	\$ 6,832.80	\$ 7,039.20
		YR	\$ 158,458.32	\$ 163,239.84	\$ 168,042.24	\$ 173,095.20	\$ 178,336.08	\$ 183,706.08

APPENDIX F
CITY ATTORNEY SALARIES - JULY 1, 2011

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City Attorney I	BW \$ 2,722.40 YR \$ 71,054.64	\$ 2,955.20 \$ 77,130.72	\$ 3,322.40 \$ 86,714.64	\$ 3,634.40 \$ 94,857.84			
0551	Deputy City Attorney II	BW \$ 3,945.60 YR \$ 102,980.16	\$ 4,065.60 \$ 106,112.16	\$ 4,186.40 \$ 109,265.04	\$ 4,315.20 \$ 112,626.72	\$ 4,444.80 \$ 116,009.28	\$ 4,600.00 \$ 120,060.00	
0552	Deputy City Attorney III	BW \$ 4,680.00 YR \$ 122,148.00	\$ 4,822.40 \$ 125,864.64	\$ 4,968.80 \$ 129,685.68	\$ 5,116.80 \$ 133,548.48	\$ 5,269.60 \$ 137,536.56	\$ 5,428.00 \$ 141,670.80	\$ 5,591.20 \$ 145,930.32
0573	Deputy City Attorney IV	BW \$ 5,535.20 YR \$ 144,468.72	\$ 5,695.20 \$ 148,644.72	\$ 5,869.60 \$ 153,196.56	\$ 6,044.00 \$ 157,748.40	\$ 6,224.00 \$ 162,446.40	\$ 6,408.80 \$ 167,269.68	
0553	Assistant City Attorney	BW \$ 6,253.60 YR \$ 163,218.96	\$ 6,442.40 \$ 168,146.64	\$ 6,631.20 \$ 173,074.32	\$ 6,831.20 \$ 178,294.32	\$ 7,037.60 \$ 183,681.36		

APPENDIX G
CITY ATTORNEY SALARIES - JULY 1, 2012

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City Attorney I	BW	\$ 2,784.00	\$ 3,021.60	\$ 3,396.80	\$ 3,716.00		
		YR	\$ 72,662.40	\$ 78,863.76	\$ 88,656.48	\$ 96,987.60		
0551	Deputy City Attorney II	BW	\$ 4,034.40	\$ 4,156.80	\$ 4,280.80	\$ 4,412.00	\$ 4,544.80	\$ 4,703.20
		YR	\$ 105,297.84	\$ 108,492.48	\$ 111,728.88	\$ 115,153.20	\$ 118,619.28	\$ 122,753.52
0552	Deputy City Attorney III	BW	\$ 4,785.60	\$ 4,931.20	\$ 5,080.80	\$ 5,232.00	\$ 5,388.00	\$ 5,536.00
		YR	\$ 124,904.16	\$ 128,704.32	\$ 132,608.88	\$ 136,555.20	\$ 140,626.80	\$ 144,489.60
0573	Deputy City Attorney IV	BW	\$ 5,660.00	\$ 5,823.20	\$ 6,001.60	\$ 6,180.00	\$ 6,349.60	\$ 6,524.00
		YR	\$ 147,726.00	\$ 151,985.52	\$ 156,641.76	\$ 161,298.00	\$ 165,724.56	\$ 170,276.40
0553	Assistant City Attorney	BW	\$ 6,394.40	\$ 6,587.20	\$ 6,780.80	\$ 6,967.20	\$ 7,158.40	\$ 7,352.00
		YR	\$ 166,893.84	\$ 171,925.92	\$ 176,978.88	\$ 181,843.92	\$ 186,834.24	\$ 191,726.40

APPENDIX H
CITY ATTORNEY SALARIES - JULY 1, 2013

CODE	TITLE	A	B	C	D	E	F	G
0550	Deputy City	BW \$ 2,896.80	\$ 3,144.00	\$ 3,534.40	\$ 3,866.40			
	Attorney I	YR \$ 75,606.48	\$ 82,058.40	\$ 92,247.84	\$ 100,913.04			
0551	Deputy City	BW \$ 4,197.60	\$ 4,324.80	\$ 4,453.60	\$ 4,590.40	\$ 4,728.80	\$ 4,893.60	
	Attorney II	YR \$ 109,557.36	\$ 112,877.28	\$ 116,238.96	\$ 119,809.44	\$ 123,421.68	\$ 127,722.96	
0552	Deputy City	BW \$ 4,979.20	\$ 5,130.40	\$ 5,286.40	\$ 5,443.20	\$ 5,605.60	\$ 5,760.00	\$ 5,917.60
	Attorney III	YR \$ 129,957.12	\$ 133,903.44	\$ 137,975.04	\$ 142,067.52	\$ 146,306.16	\$ 150,336.00	\$ 154,449.36
0573	Deputy City	BW \$ 5,888.80	\$ 6,058.40	\$ 6,244.00	\$ 6,429.60	\$ 6,606.40	\$ 6,787.20	
	Attorney IV	YR \$ 153,697.68	\$ 158,124.24	\$ 162,968.40	\$ 167,812.56	\$ 172,427.04	\$ 177,145.92	
0553	Assistant	BW \$ 6,652.80	\$ 6,853.60	\$ 7,054.40	\$ 7,248.80	\$ 7,447.20	\$ 7,647.20	
	City Attorney	YR \$ 173,638.08	\$ 178,878.96	\$ 184,119.84	\$ 189,193.68	\$ 194,371.92	\$ 199,371.92	