



U.S. Department of Housing and Urban Development

Los Angeles Field Office, Region IX  
300 N. Los Angeles Street, Suite 4054  
Los Angeles, CA 90012

October 11, 2019

Mr. Douglas Guthrie  
President & CEO  
Housing Authority of the City of Los Angeles  
2600 Wilshire Boulevard  
Los Angeles, CA 90057

Dear Mr. Guthrie:

Subject: Maintenance Wage Rate Determination

Attached is the revised Maintenance Wage Rate Determination for your agency's current fiscal year.

In accordance with and pursuant to Section 12 of the U.S. Housing Act, as amended, enclosed is your approval HUD Form 52158, Maintenance Wage Rate Determination. The HUD 52158 is effective to coincide with your fiscal year beginning January 1, 2019 and will expire December 31, 2020.

The minimum wage rates reflected on the HUD 52158, Maintenance Wage Rate Determination must be paid to all maintenance employees, as well as part-time and temporary employees. Any decision to pay rates in excess of these minimums approved by HUD is at your discretion. However, a payment above the prevailing wages is not justification for increasing operating subsidies.

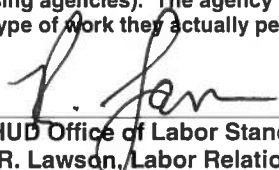
If you have questions or require additional information regarding this determination, please contact me, CIRS at (213) 534-2708 or email [ruperto.e.lawson@hud.gov](mailto:ruperto.e.lawson@hud.gov).

Sincerely,


A handwritten signature in black ink, appearing to read "R. Lawson".

Ruperto Lawson  
Labor Relations Specialist


Enclosure

<b>Maintenance Wage Rate Decision</b>	<b>U.S. Department of Housing and Urban Development Office of Labor Relations</b>	<b>HUD FORM 52158 (06/2006)</b>
Agency Name: Housing Authority City of Los Angeles (HACLA)	LR 2000 Agency ID No: CA075A	Wage Decision Type: <input checked="" type="checkbox"/> Routine Maintenance <input checked="" type="checkbox"/> Nonroutine Maintenance
	Effective Date: January 1, 2019	Expiration Date: December 31, 2020
<p>The following wage rate determination is made pursuant to Section 12(a) of the U.S. Housing Act of 1937, as amended, (public housing agencies), or pursuant to Section 104(b) of the Native American Housing Assistance and Self-determination Act of 1996, as amended, (Indian housing agencies). The agency and its contractors may pay to maintenance laborers and mechanics no less than the wage rate(s) indicated for the type of work they actually perform.</p>		
 HUD Office of Labor Standards & Enforcement (R. Lawson, Labor Relations Specialist)		Date 10. 11. 2019
<b>WORK CLASSIFICATION(S)</b>	<b>HOURLY WAGE RATES</b>	
	<b>BASIC WAGE</b>	<b>FRINGE BENEFIT(S) (if any)</b>
<p>The work classifications and wages consist of the MOU between the HACLA and the Los Angeles Building &amp; Trades Council (Resolution 9402 - wage increase effective as of 11/1/2017) and the</p> <p>Identified work classifications from the DOL Federal Wage Decision CA180028 Modification 22, published 12/21/2018</p>		
Pest Control Technician	\$19.16	\$4.21
Biohazard and Crime Scene Cleanup Technician	\$21.00	\$6.17
Housing Inspector	\$24.26	\$12.05
		<input checked="" type="checkbox"/> The agency employee benefit program has been determined by HUD to be acceptable for meeting the prevailing fringe benefit requirements.  <small>(HUD Labor Relations: If applicable, check box and initial below.)</small>  _____ LR Staff Initial
		<b>FOR HUD USE ONLY</b> <b>LR2000:</b>  Log in:  Log out:


Wage Source(s)
<b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17 <b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i> <b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i>
<b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018
<b>C.</b> PayScale.com (Survey) <b>1.</b> 2019 U.S. and LA County PayScale Survey <b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019
<b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Biohazard and Crime Scene Cleanup Technician</b> - <u>Work activity does not apply to HACLA staff</u>	Area Survey	\$ 21.00	\$ 6.17	\$ 27.17	C(1)
<b>Bricklayer; Marble Setter (Los Angeles County)</b> - <u>Work activity does not apply to HACLA staff</u>	BRCA0004-001	\$ 39.91	\$ 15.45	\$ 55.36	B
<b>Brick Tender</b> - <u>Work activity does not apply to HACLA staff</u>	LABO0300-002	\$ 32.26	\$ 18.40	\$ 50.66	B
<b>Building Repairer (Makes Minor Repairs)</b>	10003	\$ 25.21	\$ 11.35	\$ 36.56	A(1)
<p>Description: Under general supervision, performs a variety of duties pertaining to maintenance, modification, and repair of developments and leased housing. Performs minor repairs.</p> <p>Examples of Essential Functions:</p> <ul style="list-style-type: none"> <li>Inspects buildings, equipment, and grounds to determine conditions needing maintenance and repair work.</li> <li>Makes <b>minor</b> building repairs such as replacing and hanging screen doors, woodwork, fixing fences, clotheslines, and other minor carpentry and hardware repairs.</li> <li>Performs minor plumbing repair work associated with project maintenance and isolated maintenance such as cleaning plugged drains, draining pipes, and replacing washers and gaskets. Does patch and spot painting on doors, windows, and walls; does minor plaster patching and repair of ceramic and linoleum tile.</li> <li>May service and regulate building equipment.</li> <li>Requisitions materials; keeps records of time, work, and supplies; makes report of work and building conditions.</li> <li>Uses portable power tool and standard hand tools.</li> <li>May supervise one or more Residence Cleaners.</li> <li>Performs other duties as assigned.</li> </ul>					


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<p><b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018</p>
<p><b>C.</b> PayScale.com (Survey)</p> <p><b>1.</b> 2019 U.S. and LA County PayScale Survey</p> <p><b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019</p>
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<b>Carpenter - Includes Roofer Activities</b>	10005	\$ 35.10	\$ 13.33	\$ 48.43	A(1)
<p>Examples of Essential Functions:</p> <p>Performs routine and extraordinary carpentry maintenance to tenant buildings and offices.</p> <p>Builds and repairs cabinet rails stiles, drawers, bottoms, and doors.</p> <p>Replaces interior and exterior doors; replaces window frames, damaged wood in floor, small furniture, stairways and other appurtenances.</p> <p>Removes and replaces framing, decking, <b>and roofs</b>. Builds and remodels offices; installs metal fire doors, and jambs. Removes debris from fire damaged units and constructs replacement housing.</p> <p>Builds forms for retaining walls and foundations; frames new structures preparatory to plastering. Constructs scaffolding.</p> <p>Performs milling, wood turning and pattern work from blueprints, drawings, sketched, specifications, or verbal instructions.</p> <p>Maintains tools and equipment in satisfactory working condition. Requisitions materials, maintains accurate work and supply records.</p> <p>Performs other related duties as assigned.</p>					


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<b>Cement Finisher</b>	10007	\$ 33.52	\$ 13.01	\$ 46.53	A(1)
<p>Examples of Essential Functions:</p> <p>Lays out work, constructs forms, places reinforcing steel as required for structures such as curbs, gutters, sidewalks, culverts, steps, foundations, slabs, and walls.</p> <p>Pours, smooths, and finishes concrete to the desired grade and contour.</p> <p>Lays out a work program from blueprints, drawings, sketches, or written or oral specifications and instructions.</p> <p>Supervises cement workers and participates in the construction of forms, mixing of concrete, etc.</p> <p>Supervises the maintenance and care of materials, tools, and equipment.</p> <p>Performs other duties as assigned.</p>					
<b>Communications System Installer</b> - <u>Work activity does not apply to HACLA staff</u>	ELEC0011-006	\$ 33.64	\$ 15.34	\$ 48.98	B
<p>SCOPE OF WORK: Installation, testing, service and maintenance of systems utilizing the transmission and/or transference of voice, sound, vision and digital for commercial, educational, security and entertainment purposes for the following: TV monitoring and surveillance, background - foreground music, intercom and telephone interconnect, microwave transmission, multi-media, multiplex, nurse call systems, radio page, burglar alarms and fire alarms.</p> <p>Communication Systems that transmit or receive information and/or control systems that are intrinsic to the above listed systems; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding all other data systems or multiple systems which include control function or power supply; excluding installation of raceway systems, conduit systems, line voltage work, and energy management systems.</p>					


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<b>Communications Technician</b> - <u>Work activity does not apply to HACLA staff</u>	ELEC0011-006	\$ 33.30	\$ 28.82	\$ 62.12	B
<p>SCOPE OF WORK: Testing, service and maintenance of systems utilizing the transmission and/or transference of voice, sound, vision and digital for commercial, educational, security and entertainment purposes for the following: TV monitoring and surveillance, background - foreground music, intercom and telephone interconnect, microwave transmission, multi-media, multiplex, nurse call systems, radio page, burglar alarms and fire alarms.</p> <p>Communication Systems that transmit or receive information and/or control systems that are intrinsic to the above listed systems; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding all other data systems or multiple systems which include control function or power supply; excluding installation of raceway systems, conduit systems, line voltage work, and energy management systems.</p>					
<b>Drywall (1) - Drywall Installer/Lather</b> <u>Work does not apply to HACLA staff</u>	CARP0409-003	\$ 22.10	\$ 11.08	\$ 33.18	B
<p>Work on Wood-Framed Single Family Homes, and Wood-Framed Apartment Buildings up to and including 4 Stories</p>					
<b>Drywall (1) - Stocker/Scrapper</b> - <u>Work activity does not apply to HACLA staff</u>	CARP0409-003	\$ 10.00	\$ 6.67	\$ 16.67	B
<p>Work on Wood-Framed Single Family Homes, and Wood-Framed Apartment Buildings up to and including 4 Stories</p>					
<b>Drywall Finisher/Taper</b> - <u>Work activity does not apply to HACLA staff</u>	PAIN0036-011	\$ 24.02	\$ 17.01	\$ 41.03	B

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 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Electrician</b> <i>(Note: does not include fire alarm, hold-up alarm, burglar alarm and surveillance systems)</i>	ELEC0011-003	\$ 20.20	\$ 9.70	\$ 29.90	B
<b>Elevator Mechanic</b> - <u>Work activity does not apply to HACLA staff</u>	ELEV0018-004	\$ 53.85	\$ 32.65	\$ 86.50	B
<b>Gardener Caretaker</b>	10011	\$ 23.22	\$ 10.95	\$ 34.17	A(1)
Definition: Performs routine grounds maintenance in maintaining lawns and other grounds areas. Characteristics of the Class: Positions allocable to this class performs routine gardening and general labor duties under direct supervision.  <b>Examples of Essential Functions:</b> Mows, waters, edges, fertilizes, renovates, seeds, and reseeds lawns. Cultivates, trims, and stakes trees and shrubs. Sweeps and removes litter from grounds. Sprays planted areas. Constructs, repairs, and removes temporary fences around newly planted areas.  Performs other general laboring duties as required.					

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 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Glazier</b>	10013	\$ 35.17	\$ 13.34	\$ 48.51	<b>A(1)</b>
<p>Definition: Performs journeyman level glazing work related to construction.</p> <p>Examples of Essential Functions:</p> <ul style="list-style-type: none"> <li>Installs glass in windows, doors, partition skylights and other frames of newly constructed and remodeled buildings.</li> <li>Removes glass and prepares frames for new panes, runs putty after setting glass in place.</li> <li>Repairs and rebuilds metal frames when necessary for replacing glass.</li> <li>Makes estimates of the cost to repair broken or damaged glass.</li> <li>Keeps an inventory of budgeted glass supplies.</li> </ul> <p>Performs other duties as assigned.</p>					




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 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Heavy Equipment Operator</b>	10079	\$ 28.39	\$ 11.98	\$ 40.37	<b>A(1)</b>
<p><b>Definition:</b> Advanced level work operating heavy-sized vehicles and construction equipment performing semi-skilled and laborer work. Employees in this class are expected to have advanced skills in the operation and preventive maintenance of a variety of construction vehicles and equipment as well as perform skilled laborer duties. Equipment operated in this class may include a tractor-trailer, grader, Gradall, track backhoe/excavator, bucket truck, vector truck with backmotor, and backhoe that is used in excavating soil to repair water and waste water lines and pipes. In addition, employees perform a variety of skilled tasks in support of a maintenance crew to which they are assigned.</p> <p><b>Examples of Essential Functions:</b> Operates vehicles and equipment such as a track backhoe/excavator, vector truck with backmotor, and other comparable level construction vehicles and equipment used in performing road maintenance tasks. Drives and operates construction vehicles and equipment to work location and performs skilled tasks as required. Operates a track backhoe/excavator to excavate and backfill of ditches and trenches. Works in confined spaces to clean storm drains, drainage ditches, inlets. Operates a steel roller and paver in laying asphalt and fills in road depressions with slag, gravel, stone, or cold mix asphalt. Responds to work emergencies and call outs after normal work hours. Operates a variety of solid waste hauling, disposal, and support vehicles and equipment such as over-the-road tractor pulling a compactor trailer, lowboy trailer, walking floor trailer, tub grinder, tanker and other similar trailers, roll off truck, water truck, bulk item truck, rear loading truck, backhoe, rubber tire loader, forklift, tri-axle dump truck, and stationary compactor units. Operates a backhoe to excavate around buried utilities such as electric, gas, fiber optics, CATV, private irrigation system to access water and sewer line maintenance and repairs to include line replacements and renewals. Excavates and backfills soils, compacts soil and prepares final grade for temporary patching or topsoil. Performs work in confined spaces and trenches, and follows all Federal, State and local laws on safety precautions and requirements. Operates hand and power tools such as air hammers and asphalt saws. Performs preventive maintenance on vehicles, tools, and equipment. Maintains appropriate vehicular and equipment records and logs. Operates power driven machinery such as chipper, ditch witch, aerial lifts; must be capable of operating a Dump Truck and Tractor Trailer. Performs other duties as assigned.</p>					


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 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Housing Inspector</b>	20087	\$ 24.26	\$ 12.05	\$ 36.31	D
Characteristics of the Class: Under general direction, inspects and investigated privately owned dwelling units, new construction buildings and housing projects to determine if they meet housing property standards suitable for the Section 8 program, Housing Quality Standards (HQS), and HUD federal requirements. Incumbent works independently within established guidelines to inspect properties, audit tenant files, and contracts to meet Housing Authority requirements. Performs other duties as assigned.					
<b>Ironworker - Fence Erector</b> <span style="color: red; font-weight: normal;">Work activity does not apply to HACLA staff</span>	IRON0433-005	\$ 31.58	\$ 22.41	\$ 53.99	B
<b>Ironworker - Ornamental, Reinforcing and Structural</b>	IRON0433-005	\$ 38.00	\$ 31.05	\$ 69.05	B
<b>Irrigation &amp; Lawn Sprinkler</b>	10015	\$ 33.45	\$ 13.00	\$ 46.45	A(1)
Definition: Performs journeyman lawn and landscape sprinkler installation, alteration, and repair work.  Examples of Essential Functions: Lays out complete sprinkler systems. Chooses line size, sprinkler spacing, type of head and special control equipment. Installs, tests, and maintains sprinkler systems complete with low voltage electric and hydraulic components including mains, feeders, risers, and all types of heads. Works with all types of sprinkler system material including PVC, galvanized steel, copper pipe, and all types of sprinkler heads. Directs trenching and backfill operations. Reads blueprints, orders materials from blueprints, and prepares material requisitions.					


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 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Laborer</b>	10032	\$ 32.87	\$ 12.88	\$ 45.75	<b>A(1)</b>
<p>Characteristics of the Class: Under direct supervision, performs a wide variety of unskilled manual tasks. An employee in this classification performs work of a manual nature which requires no specialized knowledge, high degree of manipulative skill, or previous experience.</p> <p><b>Examples of Essential Functions:</b>            Works as a member of a maintenance or construction crew engaged in such work as cleaning lots, digging and widening ditches/trenches, and cleaning culverts, catch basins, sewers, etc.            Rakes, sweeps, clears or cleans litter from yards and streets within a housing development.            Loads and unloads garbage and rubbish, brush cuttings, wastes, debris, etc.            Performs tasks such as carrying, moving, and delivering supplies and/or equipment. Performs other duties as related.</p>					
<b>Labor Group 1 (Slurry Seal Crew; Filling of Cracks by Any Method on Any Surface)</b> <span style="color: red; font-weight: normal;">Work activity does not apply to HACLA staff</span>	LABO0300-004	\$ 34.24	\$ 19.07	\$ 53.31	<b>B</b>
Slurry seal crew (mixer operator, applicator operator, squeegee person, shuttle person, top person), filling of cracks by any method on any surface; Tar and mortar					


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 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Locksmith</b>	10019	\$ 35.10	\$ 13.33	\$ 48.43	<b>A(1)</b>
<p>Characteristics of the Class: Under general direction, performs skilled, journeyman level work in the repair and installation of locks and the cutting and coding of keys. Incumbent maintains an agency-wide master key system, records all lock and key changes, and responds to requests for services from Housing Authority residents and employees. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done.</p> <p>Examples of Essential Functions:                      Performs repairs on and tests locks; performs maintenance on locks as necessary.                      Cuts, codes and copies keys; records all lock and key repairs and changes.                      Maintains master key system for Housing Authority, consisting of approximately 50,000 locks; estimates need for locks and keys and orders blank locks and keys; orders hardware and related supplies as needed.                      Responds to requests for services from residents and employees; unlocks unit doors, file cabinets, and desks; replaces lost keys.                      Operates various tools and equipment, including key duplicating machine, grinding machine, electric drill press, and pick-up truck.                      Acts as a leadworker on large-scale re-keying projects.                      Performs other related duties as assigned.</p>					


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 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Maintenance Worker</b> <span style="color: red;">(Note: Review Essential Functions)</span>	10082	\$ 15.38	\$ 9.38	\$ 24.76	A(1)
<p>DEFINITION</p> <p>Under direct supervision, performs general maintenance, laboring and custodian duties of buildings and facilities; performs related work as assigned.</p> <p>ESSENTIAL AND MARGINAL FUNCTION STATEMENTS – Essential and other important responsibilities and duties may include, but are not limited to the following:</p> <p>Essential Job Functions            Perform general maintenance, laboring, and custodian duties: Sweep, mops, scrubs, strips, and waxes floors; empties and cleans waste receptacles and recycling containers; cleans hallways, restrooms, offices, lobbies, and vehicles; assist in moving and arranging furniture and equipment; refills lavatory supply dispensers; replace light bulbs and tubes; removes graffiti from interior and exterior of vehicles, restrooms, and other surfaces; operate scrubbers, buffers, waxers, blowers, and other equipment and machinery; requisitions supplies as needed; observes and reports needed repairs to buildings, equipment, and vehicles; performs some <b>minor</b> maintenance work in the repair of doors, locks, windows, and fixtures; may pick and deliver supplies. Performs other related duties as required.</p>					
<b>Marble Finisher</b> <span style="color: red;">Work activity does not apply to HACLA staff</span>	BRCA0018-001	\$ 30.93	\$ 12.95	\$ 43.88	B
<b>Modular Furniture Installer</b> <span style="color: red;">Work activity does not apply to HACLA staff</span>	CARP0409-009	\$ 19.00	\$ 7.41	\$ 26.41	B


Wage Source(s)
<b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17 <b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i> <b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i>
<b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018
<b>C.</b> PayScale.com (Survey) <b>1.</b> 2019 U.S. and LA County PayScale Survey <b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019
<b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Painter (For Spray Painter Rate See Page 17)</b>	12125	\$ 28.01	\$ 15.04	\$ 43.05	A(2)
<p>Definition: Applies paint and other finishes to the exterior and interior surfaces of dwelling units and other structures.</p> <p>Characteristics of the Class: This class is distinguished from other craft classes by its responsibility for performing journeyman level painting work as a substantially full time assignment. Positions allocable to this class work under direct supervision.</p> <p><b>Examples of Essential Functions:</b>            Prepares wood, plaster, stucco, and cement surfaces for painting, sanding, spackling, patching and sealing cracks and holes with putty or plaster, scraping, and washing.            Mixes paint and matches colors where exact matching is required.            Applies paint by brush and roller to exterior and interior plaster, wood, stucco, and cement building surfaces.            Cleans and applies shellac and varnish to wood floors.            May plan and paint miscellaneous signs.            May operate a paint striping machine in painting parking and other traffic markings on curbs and streets.            Establishes effective working relationship with other employees and tenant body.            Maintains tools and equipment in satisfactory working condition.</p> <p>Performs other duties as assigned.</p>					

Wage Source(s)
<b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17 <b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i> <b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i>
<b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018
<b>C.</b> PayScale.com (Survey) <b>1.</b> 2019 U.S. and LA County PayScale Survey <b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019
<b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)


 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Pest Control Technician/Operator</b> - <u>Work activity does not apply to HACLA staff</u>	Area Survey	\$ 20.49	\$ 4.51	\$ 25.00	C(2)
<b>Plasterer</b>	10029	\$ 32.74	\$ 12.86	\$ 45.60	A(1)
<p>Definition: Under general supervision, performs journey level plastering work on new construction, alterations, or repairs of dwelling units or other structures. The employee receives assignments from the supervisor, who defines objectives, priorities, and deadlines, and assists the employee with unusual situations that do not have clear precedents.</p> <p>Examples of Essential Functions:</p> <ul style="list-style-type: none"> <li>Removes old plaster and prepares surfaces for plastering.</li> <li>Masks work area with plastic; applies scratch, brown, and finish coats of plaster, lath and stucco to walls and ceilings; smooths corners and angles.</li> <li>Uses hang tools, brushes, rollers, step, and extension ladders, drop cloths, scaffolding, and walking planks.</li> <li>Maintains tools and equipment in satisfactory working order.</li> <li>Requisitions materials; maintains accurate work and supply records.</li> </ul> <p>Performs other related duties as assigned.</p>					

Wage Source(s)
<b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17 <b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i> <b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i>
<b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018
<b>C.</b> PayScale.com (Survey) <b>1.</b> 2019 U.S. and LA County PayScale Survey <b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019
<b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)


 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Plumber/Pipefitter</b>	12047	\$ 40.47	\$ 14.40	\$ 54.87	<b>A(1)</b>
<p>Characteristics of the Class: Under general supervision, performs journey level plumbing work as a full-time assignment, or, in general, skilled maintenance and repair work. Incumbent may guide the work of subordinates, helpers, or apprentices. Incumbent performs assigned duties at various locations after receiving assignments from the supervisor, who defines objectives, priorities, and deadlines, and assists the employee with unusual situations that do not have clear precedents.</p> <p><b>Examples of Essential Functions:</b>            As a plumber, installs new primary and secondary water and gas piping systems associated with general construction work such as new buildings, building extensions and new sprinkler systems. Installs, repairs, and replaces plumbing fixtures; changes out bathroom toilets, tubs, sinks, kitchens ranges, and sinks. Maintains and installs faucets, drains, water heaters, boilers, circulating pumps, and relief valves as necessary.            Reads plans and works from blueprints. Adheres to ordinances regulating sanitary plumbing.            Repairs and replaces leaking and broken pipes; unclogs drain lines, mainlines and replaces water, sewage, and gas lines.            Requisitions materials and maintains records; maintains adequate stock of materials; prepares standard reports as required.            Performs other related duties as assigned.</p>					
<b>Refrigeration Mechanic - Refrigeration Fitter</b> <u>- Work activity does not apply to HACLA staff</u>	PLUM0250-001	\$ 45.50	\$ 21.65	\$ 67.15	<b>B</b>




Wage Source(s)
<p><b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17</p> <p><b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i></p> <p><b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i></p>
<p><b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018</p>
<p><b>C.</b> PayScale.com (Survey)</p> <p><b>1.</b> 2019 U.S. and LA County PayScale Survey</p> <p><b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019</p>
<p><b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)</p>

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Residence Cleaner</b>	10035	\$ 19.22	\$ 10.15	\$ 29.37	<b>A(1)</b>
<p>Definition: <u>Cleans vacant dwelling units, offices, and other areas.</u></p> <p>Characteristics of the Class: Positions allocable to this class perform custodial duties under direct supervision.</p> <p><b>Examples of Essential Functions:</b> Sweeps, mops, strips, and waxes floors; Washes walls, ceilings, woodwork, windows, and screens; Cleans appliances and other housing fixtures and furniture; Fumigates and exterminates dwellings units and offices;</p> <p>May perform other related duties as assigned.</p>					


Wage Source(s)
<b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17 <b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i> <b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i>
<b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018
<b>C.</b> PayScale.com (Survey) <b>1.</b> 2019 U.S. and LA County PayScale Survey <b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019
<b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Resilient Tile Layer (i.e. Linoleum and Soft Tile Layer (Soft Floor Layer))</b>	12117	\$ 30.47	\$ 14.84	\$ 45.31	A(2)
<p>Characteristics of the Class: Under general supervision, performs journeyman level skilled trades work in the laying of floor tile, linoleum, and other floor coverings. Incumbent performs assigned duties at various locations, and assists in general maintenance and repairs as required. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done.</p> <p><b>Examples of Essential Functions:</b>            Removes worn or damaged tile and linoleum; prepares floors, walls, and other surfaces for improvement.            Measures surface area and cuts linoleum to size; prepares patterns for linoleum and tile.            Removes and reinstalls plumbing and other fixtures; installs tile and lays linoleum.            Requisitions materials and maintains records; maintains adequate stock of materials; prepares standard reports as required.            Performs other related duties as assigned.</p>					
<b>Sheet Metal Worker (Area 1)</b> - LOS ANGELES COUNTY (South of a straight line drawn between Gorman and Big Pines, excluding the area South of Imperial Highway East of the Los Angeles River, excluding the cities of Long Beach, Claremont, and Pomona, excluding Catalina Island) <u>Work activity does not apply to HACLA staff</u>	SHEET0105-001	\$ 26.57	\$ 10.42	\$ 36.99	B
<b>Sheet Metal Worker (Area 2)</b> - LOS ANGELES REMAINDER <u>Work activity does not apply to HACLA staff</u>	SHEET0105-001	\$ 29.54	\$ 19.09	\$ 48.63	B


Wage Source(s)
<p><b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17</p> <p><b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i></p> <p><b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i></p>
<p><b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018</p>
<p><b>C.</b> PayScale.com (Survey)</p> <p><b>1.</b> 2019 U.S. and LA County PayScale Survey</p> <p><b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019</p>
<p><b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)</p>

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Spray Painter</b>	12145	\$ 28.01	\$ 15.04	\$ 43.05	A(2)
<p>Definition: Applies paint and other finishes by brush, roller, or spray unit to the exterior and interior surfaces of dwelling units and other structures.</p> <p>Characteristics of the Class: This class is distinguished from painter classes by its responsibility for performing journeyman spray painting work as a full time assignment.</p> <p>Examples of Essential Functions:</p> <p>Prepares wood, plaster, stucco, and cement surfaces for spray painting by sanding, spackling, patching, and sealing cracks and holes with putty or plaster, scraping and washing.</p> <p>Mixes paint and matches colors where exact matching is required.</p> <p>Applies paint to exterior and interior plaster, wood, stucco, and cement building surfaces.</p> <p>Sets up necessary equipment such as ladders, drop cloths, and scaffolding.</p> <p>Cleans painting tools and equipment.</p> <p>May plan and paint miscellaneous signs.</p> <p>May operate a paint stripping machine in painting parking and other traffic markings on curbs and streets.</p> <p>Performs other duties as assigned.</p>					


Wage Source(s)
<b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17 <b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i> <b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i>
<b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018
<b>C.</b> PayScale.com (Survey) <b>1.</b> 2019 U.S. and LA County PayScale Survey <b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019
<b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Terrazzo Finisher</b> - <u>Work activity does not apply to HACLA staff</u>	BRCA0018-010	\$ 29.75	\$ 12.91	\$ 42.66	B
<b>Terrazzo Worker/Setter</b> - <u>Work activity does not apply to HACLA staff</u>	BRCA0018-010	\$ 36.75	\$ 13.82	\$ 50.57	B
<b>Tile Finisher</b> - <u>Work activity does not apply to HACLA staff</u>	BRCA0018-001	\$ 29.75	\$ 12.91	\$ 42.66	B
<b>Tile Setter/Tile Layer</b>	10047	\$ 35.21	\$ 13.35	\$ 48.56	A(1)
<p>Definition: Performs journeyman tile setting. Works under general supervision.</p> <p>Examples of Essential Functions:</p> <ul style="list-style-type: none"> <li>Cuts, sets, grouts, and polishes tile in newly constructed or reconstructed kitchens, bathrooms, and other related facilities.</li> <li>May install building paper and metal lath preparatory to tile setting.</li> <li>Rebuilds rainboards and installs sinks on trays as part of reconstruction.</li> <li>Maintains tools and equipment.</li> <li>Drives automotive equipment to and from worksite.</li> <li>Establishes and maintains effective working relationships with other employees and tenant body.</li> <li>Removes and replaces broken tile.</li> </ul> <p>Applies tile to walls and counter tops according to specified designs.</p>					

Wage Source(s)
<p><b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17</p> <p><b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i></p> <p><b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i></p>
<p><b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018</p>
<p><b>C.</b> PayScale.com (Survey)</p> <p><b>1.</b> 2019 U.S. and LA County PayScale Survey</p> <p><b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019</p>
<p><b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)</p>

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Truck Operator</b>	10049	\$ 27.03	\$ 11.71	\$ 38.74	<b>A(1)</b>
<p>Definition: Operates various types of light duty automotive equipment in loading, transporting, and unloading or dumping materials, supplies, equipment, rubbish, and other items.</p> <p><b>Examples of Essential Functions:</b></p> <ul style="list-style-type: none"> <li>Drives various types of light duty trucks and attachments.</li> <li>Transports materials, equipment, mail, supplies, rubbish, earth, and other items.</li> <li>Drives a tractor and makes minor repairs and adjustments.</li> <li>Keeps records as required.</li> <li>Loads and unloads trucks; performs other related duties as required.</li> </ul> <p>Performs other duties as assigned.</p>					

Wage Source(s)
<p><b>A.</b> MOU Between HACLA and LA Building and Trades Council-Resolution 9402 adopted 12.19.17</p> <p><b>1. Permanent Trades</b> <i>(wages effective as of 3/1/18)</i></p> <p><b>2. Per Diems</b> <i>(wages effective as of 7/1/18)</i></p>
<p><b>B.</b> Federal Residential Wage Decision: CA180028 MOD: 22 Published: 12/21/2018</p>
<p><b>C.</b> PayScale.com (Survey)</p> <p><b>1.</b> 2019 U.S. and LA County PayScale Survey</p> <p><b>2.</b> 2016 PayScale Survey for LA County with the following Cost of Living Adjustments (COLA) applied to the corresponding periods: 2% in 2017 and 2018; 2.8% in 2019</p>
<p><b>D.</b> AFSCME MOU- Resolution 9487 (Adopted 2/28/2019; effective 1/1/2019)</p>

 <b>2019-2020 Routine and Non Routine Maintenance Work Classifications and Descriptions</b>	Class No.	Base Rate	Fringe Rate	Total Hourly Rate (Base + Fringes)	Source of Wage
<b>Welder</b>	10051	\$ 37.10	\$ 13.73	\$ 50.83	<b>A(1)</b>
<p>Definition: Does skilled heating, welding, cutting, and brazing in a shop or in the field, using acetylene and electric welding equipment, and does related work.</p> <p>Characteristics of the Class: This class is distinguished by its responsibility for reforming journeyman-level welding to fabricate, install, or repair metal objects, equipment, and machinery as a substantially full-time assignment. Positions under this class work under general supervision.</p> <p>Examples of Essential Functions:</p> <ul style="list-style-type: none"> <li>Fabricates, installs, and repairs jigs and fixtures, equipment, machinery, and steel and iron structures requiring welding of metal from blueprints, drawings, sketches, or oral instructions.</li> <li>Fabricates parts for, makes alterations to, and repairs various motorized vehicles such as scooters, trucks, automobiles, and skiploaders.</li> <li>Fabricates and repairs various metal parts such as crank cases, radiators, frames, scooters, and automotive bodies, trailer hitches, and trailer axles.</li> <li>Fabricates and repairs various metal objects such as playground equipment, guard and handrails, television antennas tripods, security screens for windows, air conditioners, clothes line poles, fences, and window frames.</li> <li>Measures and obtains estimates on materials; orders supplies and estimates time of repairs; keeps work records.</li> <li>Directs the work of assigned helpers.</li> <li>Maintains and makes minor repairs to welding equipment.</li> <li>Drives automotive equipment to and from worksites.</li> </ul> <p>Performs other duties as assigned.</p>					