

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 22, 2025

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **LETTERS OF AGREEMENT TO PROVIDE PAID PARENTAL TIME TO BARGAINING UNIT MEMBERS REPRESENTED IN MEMORANDA OF UNDERSTANDING (MOU) NOS. 22, 24, 25, 28, 30, 38, 39, 40, AND 65**

RECOMMENDATIONS

The Office of the City Administrative Officer (CAO) recommends that the City Council approve the attached Letters of Agreement (LOAs) for Memorandum of Understanding (MOU) Nos. 22, 24, 25, 28, 30, 38, 39, 40, and 65. The LOAs authorize the City to extend the Paid Parental Time (PPT) program that provides compensated time off to bargaining unit members who meet eligibility criteria. This program was recently codified in Los Angeles Administrative Code Section 4.129 (i) as a permanent program affecting eligible full-time, half-time, and intermittent civilian, non-represented employees, all civilian and sworn employees represented in MOUs that were negotiated or renegotiated within calendar year 2024, and all bargaining unit members represented in MOU 23 (Firefighters and Fire Captains Representation Unit).

DISCUSSION

The PPT program originated from a motion introduced on September 1, 2015, by Councilmembers Paul Krekorian and Nury Martinez (Council File No. 15-1033). The motion directed the Chief Legislative Analyst (CLA) and the CAO to examine and report on the feasibility of providing City employees with more generous parental leave benefits in order to attract and retain more women in the City's workforce. The motion indicated that a significant number of City employees (reportedly more than 50 percent in some City departments) were retirement eligible, thereby spurring a significant recruitment effort which could be enhanced by a paid parental leave program in competing for highly qualified employees.

In 2019, a working group comprised of representatives from the offices of the Mayor, Councilmember Krekorian, CAO, City Attorney, and the Personnel Department convened to research and develop a new PPT policy. On October 2, 2019, Mayor Eric Garcetti issued a memorandum to the City Council outlining a phased implementation of the City's PPT policy to begin with civilian employees and to ultimately expand to all City employees.

On February 24, 2021, the Los Angeles City Council approved the implementation of the Paid Parental Time Pilot Program for qualified civilian employees (Ordinance No. 187186). The PPT Pilot Program was approved to run from January 1, 2021, through June 30, 2025, providing eligible civilian employees who experienced a qualifying event up to six (6) weeks (240 hours) of paid time off for pregnancy disability and/or to bond with their new child during a qualified family medical leave period.

On March 24, 2024, the PPT Pilot Program became permanent for non-represented employees and all of the civilian bargaining units who were in the process of negotiating successor MOUs. Additionally, the benefits were enhanced, doubling the allotted compensated time off from 6 weeks (240 hours) to 12 weeks (480 hours). While the permanent and expanded PPT policy was the result of negotiations, civilian bargaining unit MOU 65, representing the Park Rangers, and all of the sworn bargaining units except MOU 23, representing Firefighters and Fire Captains, are currently not entitled to the PPT benefit.

In accordance with the Executive Employee Relations Committee (EERC) instruction, the City negotiated and reached tentative LOAs amending the current MOUs identified in the subject line of this report to provide for 12 weeks (480 hours) of permanent PPT.

FISCAL IMPACT

The General Fund will not be impacted. Departments will be required to absorb any additional costs incurred.

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Attachments