



COMPRISED OF
THE POLICE OFFICERS
OF THE CITY
OF LOS ANGELES

LOS ANGELES POLICE PROTECTIVE LEAGUE

A PROFESSIONAL POLICE UNION

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LOS ANGELES, CALIFORNIA 90017
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December 4, 2023

Honorable Tim McOsker
Honorable Imelda Padilla
Honorable Hugo Soto-Martinez
Personnel, Audits and Hiring Committee
City Hall – Room 401
200 North Spring Street
Los Angeles, CA 90012

Dear Chairman McOsker and Committee Members Padilla and Soto-Martinez,

As you are aware, on August 23, 2023, the City Council overwhelmingly approved our contract that included wage increases, bonus/incentive pay and other increases retroactive to July 16, 2023. The parties entered into a Tentative Agreement in late July of 2023 that provided all the necessary information for the City Controller to ensure our members were paid what was agreed to in a timely manner.

Unfortunately, the City Controller has failed the most basic function he was elected to perform; pay city workers what they are owed:

- LAPPL members have reported that they have not received the year-one 6% wage increase, 7% for patrol officers with 27+ years.
- Many members report that their percentage increases are below what is called for in our contract.
- Members have reported that their Geographic Patrol and Traffic Division Crime Suppression Incentive was not paid, as well as the Community Safety Partnership bonus.
- Salary steps have been altered without any explanation provided by the Controller.
- No line item on the check to show retention pay.
- **No backpay and no date certain for when our members can expect backpay.**

The Controller has had just under a year in office which is ample time to have diagnosed and addressed the many issues impeding a seamless transition from the old payroll system to the new system. The Controller could have reached out to the numerous jurisdictions across the nation that have experienced similar disastrous payroll implementations with the very same vendor, Workday, Inc. to assist in mitigating what is occurring here in Los Angeles.

State of Oregon:

The state of Oregon's new payroll system, Workday, continues to cause headaches for employees.

<https://www.wweek.com/news/2023/04/14/state-of-oregon-on-the-hook-for-union-dues-after-latest-payroll-snafu/>

Thousands of Oregon state workers still having paycheck issues months after state payroll transition

The payroll problems have sparked lawsuits and complaints from frustrated workers. "We rely on our paychecks just like everyone else," said one state worker.

<https://www.kgw.com/article/news/politics/oregon-state-workers-paycheck-issues/283-200d71c8-0e8d-468b-95f2-25e7ddc2d793>

Workday Issue Updates: Workers should be paid correctly every time

https://seiu503.org/member_news/workday-issue-updates/

City of Baltimore:

Workday will cost taxpayers over half a million dollars

<https://www.baltimorebrew.com/2023/03/31/correcting-the-latest-foul-up-with-workday-will-cost-baltimore-taxpayers-over-half-a-million-dollars/>

University of Ottawa:

Switch to cloud-based HR system creates storm of problems for U of O

Workday and university spokespeople say nothing wrong with the system

<https://www.cbc.ca/news/canada/ottawa/university-of-ottawa-workday-pay-issues-1.7031104>

Maine:

Maine's \$35 Million Human Resources System Failed. Here's Why

<https://www.governing.com/nw/maines-35-million-human-resources-system-failed-heres-why>

Sutter Health California:

Nurses, healthcare workers demand Sutter Health fix payroll problems

<https://www.cbsnews.com/sanfrancisco/news/nurses-healthcare-workers-demand-sutter-health-fix-payroll-problems/>

Apparently, the Controller is in over his head. Each day that goes by that our members suffer through his incompetence places our members in further financial peril. As such, the League has initiated litigation to protect our member's rights and hold the Controller accountable for this predictable and preventable debacle.

We look toward this committee to find answers as to why the Workday, Inc. implementation is overbudget and delayed. When will this payroll project be completed and who chose this particular payroll vendor. We want answers as to when our members will be paid what is

contractually owed to them. We want to know when a thorough audit will be conducted to ensure that every payroll mistake our members are suffering through is identified and remedied.

Below, we have attached examples of just two of the issues that multiple members have identified.

We urge this committee to hold those in charge accountable and that starts with the Controller. We wanted to close this letter by stating that the buck stops on the Controller's desk, but in light of the current circumstances he may not know where the buck is located. Please be the appropriate check on a department in dire need of adult supervision.

Very Truly Yours,

BOARD OF DIRECTORS

Los Angeles Police Protective League

Each example below is of a pay stub before the pay increase and after. This is a representative sample of what has been reported to the League.

Example #1 Underpayment. Experienced a 5.7% raise instead of a 6% raise. Hourly rate of \$62.44 increased to \$66.00. Six percent increase on \$62.44 is \$66.19/hr. This employee is shorted .3% of the contracted increase. Based on normal 2,080 hour work, not including overtime, this equates to \$387.71



CITY OF LOS ANGELES
200 N. Main Street, Suite 300
Los Angeles, CA 90012

Pay Period Ending Date: 10/21/2023
Salary Anniversary Date:
Vacation Anniversary Date: 04/06/2034

Advice Date: 11/01/2023

		Department: 4301 POLICE Division: 200 Job Class: 2214 - 3 POLICE OFFICER III Salary Step: 9		Tax Data Marital Status: Head of Allowances: 4 Add'l Amount:								
MOU: 24 POLICE OFFICERS UNIT												
EARNINGS AND OTHER COMPENSATION				TAXES AND RETIREMENT/PENSION		DEDUCTIONS						
CD	Description	Hours	Rate	Earnings	CD	Description	Current	YTD	CD	Description	Current	YTD
HO	Holiday Hours	10.00	62.44	624.40	02	Fed Withholding	899.96	12,894.00	29	LAPRA Kaiser	0.00	0.00
HW	Hours Worked	50.00	62.44	3,122.00	01	State Withholding	360.79	8,311.75	37	LAPPL Dental Ins	15.50	325.50
SK	100% Sick Time	10.00	62.44	624.40	07	FICA Medicare	97.37	1,933.05	41	LACEA	3.00	63.00
BR	LAPD Associate			190.00	87	Deferred Comp Loan Pmt	491.00	10,815.20	46	LAPPL Insurance	7.77	162.17
OT	Overtime Banked (1.5)	1.50	62.44	0.00	03	Pension	449.57	9,759.10	47	LAPRA Dues	10.50	214.50
PA	Overtime (1.5)	16.50	93.96	1,545.39	88	ROTH 457	262.00	5,592.00	51	LAPPL Dues	54.32	1,128.73
HY	Smoothing Hours	10.00		624.40	86	Deferred Comp - PreTax		15,815.00	64	ACEBSA	33.28	698.88
					03P	Pen Prior Pay Period		23.11	7M	Pol Memorial Foundation	7.00	147.00
									84	LAPPL Contribution	18.00	336.00
					Total Taxes & Ret/Pen		2,561.29	63,933.23				
					CITY PAID BENEFITS							
					06-29	Health Ins	803.71	16,399.75				
					06-37	Dental Ins	45.50	930.00				
					TOTAL CITY PAID BENEFITS		849.21	17,329.75				
Gross Pay				6,730.60	TOTAL CITY PAID BENEFITS		849.21	17,329.75				
TOTAL GROSS		IMPUTED INCOME		TOTAL TAXES & RET/PEN		TOTAL DEDUCTIONS		NET PAY				
Current		6,730.60		2,561.29		147.37		4,021.94				
YTD		138,640.17		66,933.23		3,073.78		64,433.14				



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Pay Period Ending Date: 11/04/2023
Salary Anniversary Date:
Vacation Anniversary Date: 04/06/2034

Advice Date: 11/15/2023

				Department: 4301 POLICE Division: 200 Job Class: 2214 - 3 POLICE OFFICER III Salary Step: 7		Tax Data Marital Status: Head of Allowances: 4 Add'l Amount:		Federal Head of		State Head of		
MOU: 24 POLICE OFFICERS UNIT												
EARNINGS AND OTHER COMPENSATION				TAXES AND RETIREMENT/PENSION				DEDUCTIONS				
CD	Description	Hours	Rate	Earnings	CD	Description	Current	YTD	CD	Description	Current	YTD
HO	Holiday Hours	10.00	66.00	660.00	02	Fed Withholding	766.96	13,440.96	29	LAPRA Kaiser	0.00	0.00
HW	Hours Worked	78.50	66.00	5,049.00	01	State Withholding	299.94	6,011.80	37	LAPPL Dental Ins	15.50	341.00
HY	Smoothing Hours	-10.00	66.00	-660.00	88	ROTH 457		6,592.00	41	LACEA	3.00	66.00
VC	Vacation	3.50	66.00	231.00	87	Deferred Comp Loan Pmt	491.00	11,306.80	46	LAPPL Insurance	7.77	159.94
BR	LAPD Associates			190.00	03P	Pen Prior Pay Period		23.11	47	LAPRA Dues	10.50	225.00
PA	Overtime (1.5)	6.50	96.00	643.50	03	Pension	428.39	10,167.43	51	LAPPL Dues	57.42	1,184.15
					86	Deferred Comp - PreTax		15,815.00	64	ACEBSA	33.28	732.18
					07	FICA Medicare	88.42	2,021.48	7M	Pol Memorial Foundation	7.00	154.00
									84	LAPPL Contribution	18.00	352.00
				Total Taxes & Ret/Pen		2,065.15		26,998.38				
				CITY PAID BENEFITS								
				06-29 Health Ins		803.71		17,202.46				
				06-37 Dental Ins		45.50		975.50				
				TOTAL CITY PAID BENEFITS		849.21		18,177.96				
Gross Pay				6,113.50								
TOTAL GROSS		IMPUTED INCOME		TOTAL TAXES & RET/PEN		TOTAL DEDUCTIONS		NET PAY				
Current		6,113.50		2,065.15		150.47		3,897.88				
YTD		130,753.07		26,998.38		3,224.25		70,531.04				
										Total Deductions		3,224.25

Example #2 Underpayment. Experienced a 5.7% raise instead of a 6% raise. Hourly rate of \$63.94 increased to \$67.55. Six percent increase on \$63.94 is \$67.78/hr. This employee is shorted .35% of the contracted increase. Based on normal 2,080 hour work, not including overtime, this equates to \$470.91.



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Pay Period Ending Date: 10/21/2023
Salary Anniversary Date:
Vacation Anniversary Date: 08/30/2029

Advice Date: 11/01/2023

					Department: 4301 POLICE Division: 630 Job Class: 2214 - 3 POLICE OFFICER III Salary Step: 10		Tax Data Federal State Marital Status Single Single Allowances 3 Add'l Amount							
MOU: 24 POLICE OFFICERS UNIT														
EARNINGS AND OTHER COMPENSATION					TAXES AND RETIREMENT/PENSION					DEDUCTIONS				
CD	Description	Hours	Rate	Earnings	CD	Description	Current	YTD	CD	Description	Current	YTD		
HO	Holiday Hours	10.00	63.94	639.40	02	Fed Withholding	543.57	12,259.52	25	LAPRA Blue Cross PPO	123.19	2,619.74		
HW	Hours Worked	70.00	63.94	4,475.80	01	State Withholding	317.10	7,080.68	30	LAPRA Dental Ins	19.50	438.00		
BV	LAPD Bachelors Degree			290.00	03	Pension	460.37	10,108.66	46	LAPPL Insurance	0.00	0.00		
MK	Lapd Marksmanship			64.00	07	FICA Medicare	77.24	1,718.71	47	LAPRA Dues	10.50	214.50		
					03R	Vol Pension Hth Cont	92.34	2,027.46	51	LAPPL Dues	55.63	1,168.20		
					86	Deferred Comp -PreTax	50.00	1,100.00	64	ACEBSA	23.59	495.39		
									7H	Pol Museum and/or RB&I	5.50	115.50		
									84	LAPPL Contribution	16.00	336.00		
Gross Pay				5,469.20	Total Taxes & Ret/Pen		1,540.62	34,275.03						
TOTAL GROSS					CITY PAID BENEFITS									
IMPUTED INCOME					22-25 Health Ins 887.16 17,827.61									
TOTAL TAXES & RET/PEN					66-30 Dental Ins 45.50 927.00									
TOTAL DEDUCTIONS					TOTAL CITY PAID BENEFITS 932.66 18,754.61									
NET PAY														
Current	5,469.20						1,540.62	253.91			3,674.67			
YTD	121,589.18						34,275.03	5,387.33			81,926.82			
										Total Deductions		253.91	5,387.33	



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Salary Anniversary Date:
Vacation Anniversary Date: 08/30/2029

Advice Date: 11/15/2023

MOU: 24 POLICE OFFICERS UNIT					Department: 4301 POLICE Division: 630 Job Class: 2214 - 3 POLICE OFFICER III Salary Step: 7			Tax Data Federal: Single State: 3 Add'l Amount:				
EARNINGS AND OTHER COMPENSATION					TAXES AND RETIREMENT/PENSION				DEDUCTIONS			
CD	Description	Hours	Rate	Earnings	CD	Description	Current	YTD	CD	Description	Current	YTD
HW	Hours Worked	70.00	67.55	4,728.50	02	Fed Withholding	604.13	12,983.65	25	LAPRA Blue Cross PPO	123.19	2,742.93
SK	100% Sick Time	10.00	67.55	675.50	01	State Withholding	345.26	7,405.94	30	LAPRA Dental Ins	19.50	467.50
BV	LAPD Bachelors Degree			290.00	86	Deferred Comp -PreTax	50.00	1,150.00	46	LAPPL Insurance	0.00	0.00
MK	Lapd Marksmanship			64.00	07	FICA Medicare	81.42	1,800.13	47	LAPRA Dues	10.50	225.00
					03R	Vol Pension Hth Cont	92.34	2,119.80	51	LAPPL Dues	58.77	1,226.97
					03	Pension	473.60	10,582.58	64	ACEBSA	23.59	518.98
					Total Taxes & Ret/Pen				7H Pol Museum and/or FB&I 84 LAPPL Contribution			
					1,647.05 35,922.08				16.00 362.00			
Gross Pay					5,768.00							
TOTAL GROSS					IMPUTED INCOME				TOTAL TAXES & RET/PEN			
Current					5,758.00				1,647.05			
YTD					127,347.18				35,922.08			
									TOTAL DEDUCTIONS			
									257.05 5,844.38			