

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 20, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2019-2027 AMENDED MEMORANDUM OF UNDERSTANDING FOR THE POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT (MOU 25) ([CF# 14-1763](#))**

RECOMMENDATIONS

The Office of the City Administrative Officer (CAO) recommends the following actions by the City Council:

1. Approve the attached 2019-2027 Memorandum of Understanding (MOU) for the Police Officers, Captain and Above Representation Unit (MOU 25), represented by the Los Angeles Police Command Officers Association (LAPCOA); and
2. Authorize the CAO and the City Controller to correct any clerical or technical errors in the MOU.

SUMMARY

On February 15, 2024, in accordance with the instructions of the Executive Employee Relations Committee (EERC), a Tentative Agreement (TA) was reached between LAPCOA and Management to amend and extend the current MOU 25. The TA has been ratified by the bargaining unit members.

The current MOU 25 expires on June 29, 2024. Classifications represented in MOU 25 include Municipal Police Captain, Police Captain, Police Commander, and Police Deputy Chief, all of which supervise classifications represented in the Police Officers, Lieutenant and Below Representation Unit (MOU 24). Historically, the terms and conditions for MOU 25 have closely resembled those provided for in MOU 24 to ensure equity in compensation and conditions of employment between subordinates and supervisors. Examples of similar and/or identical items include but are not limited to base wage increases, health and dental care subsidies, and vacation accrual schedules.

Subsequent to the City Council's adoption of the [2023-2027 MOU 24](#), the City Council approved equal base wage and similar compensation adjustments for sworn police classifications represented by the Los Angeles Port Police Association, ILWU, Local 65

(MOU 38) and the Los Angeles Port Police Command Officers Association (MOU 27). In consideration of those approved MOUs, LAPCOA requested that MOU 25 be reopened pursuant to a letter of agreement in the current MOU.

The TA between LAPCOA and Management includes provisions that address wage compaction and recruitment issues. Key provisions of the proposed MOU include:

Term of MOU

- 8 years – August 1, 2019 through June 26, 2027.

Starting Salary and Base Wage Increases

- Base wage increases on:
 - July 16, 2023
 - June 30, 2024
 - June 29, 2025
 - June 28, 2026

Vacation Buy Back

- Increase the maximum number of vacation hours that can be cashed out:
 - Current: 135
 - July 2024: 140
 - July 2025: 150
 - July 2026: 160

Holiday Compensation

- Increase from \$250 to \$350

Executive Development/Technology Fund Annual Allotment

- Current: \$375,000
- February 2025: \$400,000
- February 2026: \$425,000
- February 2027: \$450,000

Insurance Subsidy (equal to amounts bargained in MOU 24)

- Health Insurance: 5% annual increase
- Life Insurance: \$2 per month for each year of MOU
- Dental Insurance: \$3 per month for each year of MOU

FISCAL IMPACT

The additional cost to the General Fund is approximately \$12MM over the term of the three year MOU extension.

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Attachment