

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: December 5, 2023

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2022-2027 LOS ANGELES PORT POLICE COMMAND OFFICERS ASSOCIATION (MOU 27) AND THE LOS ANGELES PORT POLICE ASSOCIATION (MOU 38)**

**RECOMMENDATIONS**

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

1. Approve the attached 2022-2027 Memoranda of Understanding (MOU) for the Los Angeles Port Police Command Officers Association (MOU 27) and the Los Angeles Port Police Association (MOU 38); and
2. Authorize the CAO and the City Controller to correct any clerical or, if approved by the City Attorney, technical errors in the MOU.

**SUMMARY**

On September 12, 2023, the EERC instructed the CAO to reach an agreement with the Los Angeles Port Police Command Officers Association (MOU 27) and the Los Angeles Port Police Association (MOU 38) consistent with the agreement outlined below. On November 29, 2023, these Associations' memberships ratified their respective tentative agreements.

The Associations and the CAO have reached a Tentative Agreement on an extension of MOU 27 and 38, the terms and conditions of which are as follows:

**Term**

Five years:

- June 19, 2022 through September 4, 2027 (MOU 27)
- July 3, 2022 through September 4, 2027 (MOU 38)

### **Compensation**

The compensation increases are consistent with the agreement reached with the Los Angeles Police Protective League (MOU 24). This provides parity between the City's public safety organizations.

### **Port Police Lieutenant Maritime Management Pay (MOU 27)**

- Effective December 31, 2023, increase the bonus for carrying a US Coast Guard license to 2.75%.
- Effective December 31, 2023, increase to 5.5% for completion of the Maritime Law Enforcement operator's course and then holds and maintains a valid certificate.

### **Bonus Adjustments (MOU 38)**

- Effective December 31, 2023, Training bonus will increase from 2.75% to 5.5%.
- Effective December 31, 2023, Training Pay-Occasionally Assigned will increase from \$125 per pay period to \$240 per pay period.
- Port Police Sergeant assigned as watch commander shall receive an additional \$5.00 per hour.

### **Retirement Incentive Plan (MOU 27 and 38)**

Same as MOU 24.

### **LACERS to Tier 6 (MOU 27 and 38)**

If the ballot measure is approved, any qualifying member currently in LACERS may opt to transfer to the Los Angeles Fire and Police Tier 6 with all costs borne by the Harbor Department.

### **Marksmanship Bonus**

Match MOU 24 compensation for all MOU 38 members and Port Lieutenants in MOU 27.

### **Juneteenth Holiday (MOU 27 and 38)**

Increase holiday time off bank by eight hours annually in recognition of the Juneteenth Holiday, and include the holiday in the list of premium pay holidays.

### **Healthcare (MOU 27 and 38)**

Eliminate the 10% employee contribution effective January 1, 2024.

### **100% Sick Time Payout (MOU 27 and 38)**

Increase payment for all qualifying unit members from 50% to 100% for annual excess and retirement sick time payouts, same as MOU 24.

### **Excess Vacation Payout Option (MOU 27)**

Police Port Captains and Port Wardens whose vacation banks equal or exceed 384 hours may annually cash out up to 120 vacation hours, similar to the Airport Police Command Officers Association of Los Angeles (MOU 40).

### **Community Outreach Allowance (MOU 27 Port Police Captains and Port Wardens Only)**

Increase from \$2,500 to \$4,000, consistent with MOU 40.

**Release Time**

The Unions will reimburse the City for release time on an hourly basis calculated on the base wage of the released member.

**FISCAL IMPACT**

There is no General Fund impact. All costs will be borne by the Harbor Department. The total additional increases required to fund compensable items for the duration of the five-year term are illustrated in the table below.

<b>Estimated Impact of Recommended TAs (In Millions)</b>			
<b>MOU</b>	<b>Funding Source</b>	<b>Department</b>	<b>Cumulative Five-Year Total</b>
27	Special Fund	Harbor	\$ 18.7
38	Special Fund	Harbor	\$ 80.4

MWS:MCB

Attachments