

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

Date: November 22, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer *Malaiika Billups* for

Subject: **TENTATIVE AGREEMENT FOR THE 2024-2029 MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF LOS ANGELES AND THE MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION ON BEHALF OF THE INSPECTORS REPRESENTATION BARGAINING UNIT (MOU 05)**

## RECOMMENDATION

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached proposed 2024-2029 MOU 05; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

## SUMMARY

At the direction of the Executive Employee Relations Committee (EERC), this Office met with the Municipal Construction Inspectors Association (MCIA) from September 2023 through October 2024 to negotiate a successor agreement to the 2019-2023 MOU (C.F. #[19-1447-S1](#)) that expired on December 31, 2023. In accordance with EERC instructions, a Tentative Agreement (TA) has been negotiated with MCIA for the Inspectors Representation Unit.

The Inspectors Representation Unit consists of approximately 900 members in various inspector job classifications (e.g., Building Mechanical Inspector, Construction Inspector, and Housing Inspector) who are employed by five City departments. Bargaining unit members of the MCIA have ratified the TA. Attachment A to this report provides a summary of newly negotiated or revised MOU provisions.

## FISCAL IMPACT

The annual ongoing cost of the contract is \$32.5MM with approximately 80% of the expense attributable to special funds. The anticipated general fund impact is \$6.5MM including pension costs.

<b>Estimated Fiscal Impact of Proposed 2024-2029 MOU 05</b>			
<b>Fiscal Year</b>	<b>Fund</b>		<b>Total</b>
	<b>General</b>	<b>Special</b>	
<b>2023-24 (second half)</b>	<b>\$ 218,113</b>	<b>\$ 872,452</b>	<b>\$ 1,090,565</b>
<b>2024-25</b>	<b>\$ 1,473,389</b>	<b>\$ 5,893,556</b>	<b>\$ 7,366,945</b>
<b>2025-26</b>	<b>\$ 1,487,711</b>	<b>\$ 5,950,846</b>	<b>\$ 7,438,557</b>
<b>2026-27</b>	<b>\$ 1,290,899</b>	<b>\$ 5,163,595</b>	<b>\$ 6,454,493</b>
<b>2027-28</b>	<b>\$ 1,335,685</b>	<b>\$ 5,342,739</b>	<b>\$ 6,678,424</b>
<b>2028-29 (first half)</b>	<b>\$ 702,202</b>	<b>\$ 2,808,807</b>	<b>\$ 3,511,009</b>
<b>Annual Ongoing</b>	<b>\$ 6,507,999</b>	<b>\$ 26,031,994</b>	<b>\$ 32,539,993</b>

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Attachments

Summary of Main Provisions for the Inspector Unit (MOU 05)	
Item	Summary
<b>Term</b>	Five years (January 1, 2024 through January 6, 2029).
<b>Base Wages</b>	22% base wage increases over the MOU term.
<b>Additional Compensation</b>	<ul style="list-style-type: none"> <li>• Increase the starting salary step for the Street Services Investigator class series from step 2 to step 8.</li> <li>• Pay Construction Inspectors, Senior Construction Inspectors, Electrical Inspectors, and Senior Electrical Inspector employed by the Harbor Department 11% premium pay (matching Airports Department).</li> <li>• Increase unit members' annual boot allowance from \$261 to \$300.</li> <li>• Split shift differential time periods: pay a 5.5% bonus for shifts between 5:00 p.m. and 12:00 a.m. pay an 8.25% bonus for shifts between 12:00 a.m. and 8:00 a.m.</li> <li>• Compensate an employee for each language other than English for which an employee is qualified to speak (as authorized by an appointing authority), the amount of which shall be indexed to the top step of the Construction Inspector class.</li> <li>• Increase mileage reimbursement from \$125 to \$150 every two pay periods for an employee who drives their personal vehicle for City business a minimum of 200 miles.</li> <li>• Employing departments will pay for initial and renewal costs of Deputy Inspector licenses via a new voucher system instead of direct reimbursements to employees.</li> <li>• Increase stand-by pay from \$2 to \$4 per hour.</li> <li>• Expand the State of California Qualified Storm Water Pollution Prevention Practitioner (QSP) certification bonus for LAWA employees and the reimbursement of Certified Access Specialist (CASp) certification costs to Rehabilitation Construction Specialists.</li> <li>• Reimburse employees for the International Code Council (ICC) certification renewal fees.</li> <li>• Increase City paid time for emergency vehicle repairs while on duty from 8 hours to 16 hours in a calendar year for authorized mileage employees.</li> <li>• Add sign language bonus provisions to align with the Administrative Code.</li> <li>• Add lead pay bonus provisions to align with other civilian MOUs.</li> </ul>

Summary of Main Provisions for the Inspector Unit (MOU 05)	
Item	Summary
<b>Benefits</b>	<ul style="list-style-type: none"> <li>• Add Professional Development Leave provision allowing 40 hours of paid administrative leave in each fiscal year for professional development in areas related to the employee’s advancement and that have a nexus with the employing department’s service delivery goals and performance expectations.</li> <li>• Add the Excess Sick Payout Pilot Program (ESPPP) provisions allowing for accrued sick leave hours payout upon retirement, and in excess of 800 hours for active employees, from 50% of the employee’s rate to 100%.</li> <li>• Add designated person provisions to Family Illness, Sick Leave, and Family and Medical Leave articles in accordance with California Labor Code 245.2(c)(8).</li> <li>• Modify Bereavement Leave provisions to comply with Assembly Bill 1949.</li> <li>• Add the Paid Parental Time Program provisions allowing for twelve (12) weeks of paid time off for pregnancy disability and/or bonding during Family and Medical Leave.</li> <li>• Add Leave for Reproductive Loss provisions to comply with California Government Code Section 12945.6.</li> </ul>
<b>Other Changes</b>	<ul style="list-style-type: none"> <li>• Include compensation-related MOU articles in the Grievance General in Character process.</li> <li>• Modify the Work Schedules Article to provide notice in writing to employees of a change in their work schedule at least 72 hours prior to such change.</li> <li>• Provide notification to MCIA of new or changes to existing work rules.</li> <li>• Provide for the procurement of tools and personal equipment by the appointing authority.</li> <li>• Add reference to California Health and Safety Code § 18949.29 requiring 45 hours of continuing education in every three-year period for Construction Inspectors.</li> <li>• Add reference to SB 296 (2021-2022) requiring code enforcement safety standards and training for employees meeting the Penal Code § 829.5 definition of “code enforcement officer.”</li> </ul>