

**LETTER OF AGREEMENT  
MEMORANDUM OF UNDERSTANDING NO. 25  
AUGUST 1, 2019 – SEPTEMBER 4, 2027**

**PAID PARENTAL TIME**

The parties agree to the following:

1. Effective the first full pay period after adoption by the Los Angeles City Council, up to 480 hours of Paid Parental Time (PPT) shall be available to any eligible employees with a qualifying event. Any bargaining unit member may use up to the maximum amount of time allotted for pregnancy disability and/or to bond with their new child or children during Family and Medical Leave (FML). Use of PPT shall be limited to 480 hours as part of the employee's FML entitlement during each of the employee's 12-month FML anniversary period.
2. PPT shall be available to eligible employees who have experienced one of the following qualifying events:
  - a. Birth of a child or children;
  - b. Disability due to pregnancy;
  - c. Long-term placement of a child or children for foster care;
  - d. Placement of a child or children for adoption; or
  - e. Placement of a child or children for legal guardianship.
3. PPT may be used at the employee's discretion without regard to any other available paid time off balance. All eligible employees with a qualifying event shall receive up to 480 hours of PPT regardless of any other paid time off balances (e.g., sick leave, vacation, compensatory time off, etc.). PPT may be used at the employee's discretion at any time during pregnancy or bonding FML and taken on a continuous or intermittent basis in no less than one (1) hour increments. Employees must conclude PPT within one (1) year of the child's birth or placement. PPT will be administered in the same manner as all other paid time off balances. PPT does not accrue, carry over, or pay out upon retirement or separation from City service.


It is the intent of the parties that the provisions and administration of this Article be in compliance with the Family and Medical Leave Act of 1993, the California Family Rights Act of 1993, and the Pregnancy Disability Leave provisions of the California Fair Employment and Housing Act.

4. Los Angeles Police Command Officers Association agrees to forgo any claims whatsoever against the City for interest on payments due.

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**FOR THE ASSOCIATION:**

  
\_\_\_\_\_  
Shannon Paulson, President  
Los Angeles Police Command Officers  
Association


3/25/25  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

4/22/25  
Date

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
Ulysses Aguayo  
Office of the City Attorney

April 10, 2025  
Date