

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to proposed Amendment No. 1 to the 2014-18 Memorandum of Understanding (MOU) for the Police Officers, Lieutenant and Below Bargaining Unit (MOU 24).

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. APPROVE Amendment No. 1 to the 2014-18 MOU No. 24, attached to the Council file, for the Police Officers, Lieutenant and Below Representation Unit.
2. AUTHORIZE the City Administrative Officer (CAO) and City Controller to correct any clerical errors or technical errors in the MOU Amendment.

Fiscal Impact Statement: The CAO reports that implementation of the provisions contained in Amendment 1 to MOU 24 will cost the Los Angeles Police Department approximately \$520,000 in Fiscal Year (FY) 2015-16 and \$300,000 in FY 2016-17. The annual ongoing cost of the provisions will be approximately \$850,000.

Community Impact Statement: None submitted.

Summary:

On September 2, 2015, your Committee considered an August 27, 2015 CAO report relative to Amendment No. 1 to the 2014-18 MOU for the Police Officers, Lieutenant and Below Bargaining Unit (MOU 24). According to the CAO, in accordance with the Letter of Agreement attached to the 2014-18 MOU between the City of Los Angeles and the Los Angeles Police Protective League (LAPPL) for the Police Officers, Lieutenant and Below bargaining unit, the parties participated in mediation with a third party to discuss specific issues related to various MOU provisions and special pay adjustments. Following that process, the parties reached agreement on the following amendments to the 2014 - 2018 MOU which have been approved by the Executive Employee Relations Committee:

- a. Uniform Allowance, Article 3.2: A provision is being added to allow the 31 Municipal Police Officers who were granted a Charter Section 1014 transfer to the class of Police Officer to receive the uniform allowance for FY 2015-16. In addition, a provision is being added to allow for the purchase of additional uniform items for members of the Honor Guard through funds allocated to the Los Angeles Police Department for the purchase of uniform and equipment items.
- b. Appendix Effective Date, Article 5.1: The effective date of Salary Appendix C is being changed from July 3, 2016, to June 26, 2016, to coincide with the beginning of a pay period.
- c. Compensation for Medical Examinations, Article 6.9: The MOU language is being modified to clarify how time off for medical examinations is to be noted for timekeeping purposes.
- d. Sick Leave Usage, Article 7.6: A provision is being added to clarify that employees must utilize 100% sick time before 75% and 50% sick leave may be used.

- e. Health Subsidy, Article 7.10: The single-party rates for the health insurance subsidy are being corrected to reflect the agreement of the parties. The original MOU erroneously listed the single-party rates as \$740, \$790, and \$830 per month for FYs 2015-16, 2016-17, and 2017-18, respectively. The single-party rates should be \$830 for FY 2015-16, \$870 for FY 2016-17, and \$910 for FY 1718. The maximum subsidy amounts in the MOU are unaffected.
- f. Grievance Procedure, Article 8.4: A provision is being added to allow the question of the arbitrability of a grievance to be resolved by an arbitrator. This process will avoid the parties having to go to court to determine arbitrability.
- g. Administrative Appeals, Articles 9.3 and 9.4: A paragraph that was inadvertently omitted from the administrative appeal process is being returned to the MOU, and a new paragraph is being added regarding the selection of a hearing officer.
- h. Right to Representation, Article 10.1: The language regarding who may be present as an employee representative during interviews from the previous MOU is being restored to the current MOU.
- i. Longevity, Special and Hazard Pay, Appendix G: A provision is being added to allow Municipal Police Officers who were granted a Charter 1014 transfer to the class of Police Officer to qualify for longevity pay based on their time as a Municipal Police Officer. In addition, effective May 3, 2015, there is an increased bonus for officers assigned to SWAT, and a non-pension based bonus for officers assigned to the Underwater Dive Unit.

Representatives from the CAO provided a thorough overview of proposed Amendment No. 1 to the MOU and responded to questions from the Committee members. After further consideration and having provided an opportunity for public comment, the Committee recommended approval of Amendment No. 1 to 2014-18 MOU No. 24. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	YES
HARRIS - DAWSON:	ABSENT

ARL
9/2/15

-NOT OFFICIAL UNTIL COUNCIL ACTS-