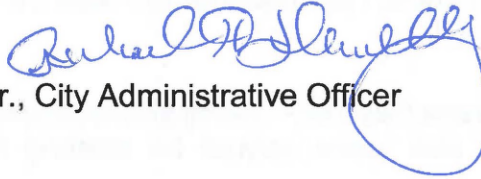


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: August 14, 2019

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer



Subject: **2019-2022 SUCCESSOR MEMORANDUM OF UNDERSTANDING (MOU) FOR THE LOS ANGELES POLICE COMMAND OFFICERS ASSOCIATION – MOU 25**

RECOMMENDATION

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

1. Approve the attached 2019-2022 MOU for Bargaining Unit 25; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with EERC instructions, a tentative agreement has been reached with the Los Angeles Police Command Officers Association on a successor MOU for the Police Officers, Captain and Above Bargaining Unit. This unit consists of 110 sworn employees of the Los Angeles Police Department in the ranks of Police Captain and above. The tentative agreement has been ratified by the bargaining unit members. The key provisions of the agreement are as follows:

KEY PROVISIONS

- Term - Three years (August 1, 2019 – June 30, 2022)
- General Base Wage Movement – The general base wage movement is agreed upon as follows:
 - 1.50% effective July 5, 2020
 - 3.25% effective January 17, 2021
 - 3.00% effective January 16, 2022
- Recruitment Salary Range Adjustment – 5% salary range adjustment to address recruitment and compaction with subordinate classifications effective September 1, 2019.

- Health Care – 0% increase in subsidy beginning August 1, 2019, 5% maximum subsidy increase in July 2020 and 5% maximum subsidy increase in July 2021 tied to the Police Blue Cross/Prudent Buyer PPO Family Plan.
- Dental Insurance - \$2/month per member increase per year beginning August 1, 2019, and each July 1st of the MOU.
- Accumulated Sick Leave Pay Out – 100% sick leave payout on existing excessive sick leave program and 100% sick leave payout on existing retirement payout program effective January 2021.
- Vacation Cash Out – Annual cash out of up to 135 vacation hours for qualified members beginning July 2020.
- FMLA Bonding Leave - Parents who both work for the City may each individually take up to four (4) months each for Family and Medical Leave bonding time.
- Several articles updated to comply with new legislation including Payroll Deduction and Dues (formerly Agency Shop), and Sick Time.

FISCAL IMPACT

The proposed tentative agreement will increase costs to the General Fund for a total contract obligation of \$6.4M.

RHL:DB:0720024

Attachment