

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 22, 2019

To: The City Council

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

Subject: **2019-2022 SUCCESSOR MEMORANDA OF UNDERSTANDING NO. 5 FOR
THE MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION (MCIA)**

RECOMMENDATION

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

1. Approve the attached 2019-2022 MOU for Bargaining Unit 5; 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 MCIA on a successor MOU for its bargaining unit. 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 (June 23, 2019 – June 30, 2022)
- General Base Wage Movement – The general base wage movement is agreed upon as follows:
 - 2.00% effective January 19, 2020
 - 2.75% effective July 5, 2020
 - 2.00% effective July 4, 2021
 - 2.00% effective June 19, 2022
- Salary Structure Change – Conversion from a 15-Step Salary Structure to a 12-Step Salary Structure effective July 7, 2019.

- 10% Employee Contribution to Monthly Health Care Premiums – Effective January 1, 2020, elimination of the 10% employee contributions toward monthly health care premiums.
- Family Illness - Permit employees to use 75% sick time for Family Illness only after exhausting 100% sick time.
- 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.
- Vacation Accumulation Limit - Increase the current vacation accrual limit from two to three years effective September 1, 2019.
- Overtime – Overtime to be based on hours compensated in alignment with other civilian MOUs.
- Special salary adjustments for Elevator Inspectors to address recruitment needs and increases to Deputy Pay.
- Several articles updated to comply with new legislation including Payroll Deduction and Dues (formerly Agency Shop), Sick Time, and Unit Membership List.

FISCAL IMPACT

The above provisions will increase costs associated with this MOU by approximately \$9.8M.

RHL:DB:LO:0720091

Attachment