

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-1166

Date: January 29, 2021

To: The City Council

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

Subject: **2019-2023 AMENDMENT TO MEMORANDUM OF UNDERSTANDING (MOU)
FOR THE FISCAL POLICY PROFESSIONALS ASSOCIATION – MOU 61****RECOMMENDATION**

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

1. Approve the attached 2019-2023 MOU for bargaining unit 61; and
2. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Fiscal Policy Professionals Association (FPPA) on an extension to the 2019-2022 MOU for the bargaining unit 61. This bargaining unit consists of 42 members who work exclusively in the Office of the City Administrative Officer.

The MOU was ratified by the bargaining unit members. The attached MOU includes an 18 month extension of the expiration date from June 30, 2022 to December 31, 2023. The key provisions of the agreement are listed below:

KEY PROVISIONS

- Term – June 23, 2019, through December 31, 2023.
- Salary Deferrals
 - The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022.
 - The 2% salary adjustment scheduled for January 30, 2022, shall be deferred to January 29, 2023.
 - The 1.5% salary adjustment scheduled for June 19, 2022, shall be deferred to June 18, 2023.

- Unpaid Days – In addition to the two previously agreed upon unpaid days (November 3, 2020 and April 2, 2021), two (2) additional unpaid days in Fiscal Year 2020/2021.
- Furloughs - No furloughs will be implemented during Fiscal Year 2020/2021. Further, the parties agree to meet and confer on furloughs before implementation of furloughs in any other years during the term of this MOU.
- Layoffs - No layoffs will be implemented during Fiscal Year 2020/2021.
- Salary Reopener – Parties agree to reopen on salaries only no earlier than January 1, 2022.
- Maximum Accumulation of Overtime - During the term of this MOU, the maximum accumulation of overtime is increased to 240 hours.
- Personal Leave - Effective February 28, 2021, each member shall, in addition to all other compensatory time, receive up to 40 hours per calendar year as personal leave.

FISCAL IMPACT

Implementation of these contract extension amendments will result in savings of \$253K in direct costs over FY 20/21 and 20/22. This includes savings achieved from the deferral of raises as well as two unpaid days to be taken in FY 20/21.

RHL:DB:PD:0721082

Attachments