

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-1447

Date: March 1, 2021

To: The City Council

From:  Richard H. Llewellyn, Jr., City Administrative OfficerSubject: **2019-2023 AMENDMENT TO MEMORANDUM OF UNDERSTANDING (MOU)
FOR THE MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION
(MOU 5)****RECOMMENDATION**

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

1. Approve the attached 2019-2023 MOU for MCIA - MOU 5; 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 Municipal Construction Inspectors Association (MCIA) for an extension to the 2019-2022 for MOU 5. The MOU was ratified by the bargaining unit members and is attached for your approval.

The attached MOU includes an 18 month extension of the expiration date from June 30, 2022 to December 31, 2023. In addition to the key provisions listed below, the MOU includes modified provisions related to operations consistent with other bargaining units.

KEY PROVISIONS

- Term – June 23, 2019, through December 31, 2023.
- Salary Deferrals
 - The 2% salary adjustment scheduled for July 4, 2021, shall be deferred to July 3, 2022.
 - The 2% salary adjustment scheduled for June 19, 2022, shall be deferred to January 29, 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.
- Personal Leave - Effective February 28, 2021, each member shall, in addition to the current 16 hours provided, receive an additional 24 hours of personal leave for a total of 40 hours per calendar year.
- Career Development – Each members shall receive sixteen (16) hours of compensatory time off per year in calendar years 2021 and 2022 only, for the purpose of outside career development subject to course approval.

FISCAL IMPACT

Implementation of these contract extension amendments will result in savings of \$2.57M 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:0721096

Attachments