

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 12-0653

Date: March 1, 2021

To: The City Council

From:  Richard H. Llewellyn, Jr., City Administrative OfficerSubject: **2019-2022 AMENDED MEMORANDUM OF UNDERSTANDING (MOU) FOR THE LOS ANGELES POLICE PROTECTIVE LEAGUE (LAPPL) - MOU 24****RECOMMENDATION**

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

1. Approve the attached 2019-2024 Amended Memorandum of Understanding (MOU) for Bargaining Unit 24; 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 the instructions of the Executive Employee Relations Committee (EERC), a tentative agreement has been reached with the Los Angeles Police Protective League (LAPPL) for the Police Officers, Lieutenant and Below representation bargaining unit for an amended MOU. The tentative agreement has been ratified by bargaining unit members. The key provisions of the agreement are as follows:

- Term & Salary
 - Extend term from 3 years to 5 years (July 1, 2019 – June 29, 2024).
 - Defer date of base wage increase of 3% from January 16, 2022, to January 1, 2023.
 - Defer date of base wage increase of 1.5% from June 19, 2022, to January 1, 2023.
- Budget and Finances
 - New Letter of Agreement requiring meetings to provide periodic updates on the City's budget and finances; LAPPL can invoke right to meet and confer over distribution of significant state/federal relief money received by the City.
 - Allocate and pay a minimum of \$70 million in cash overtime in FY 2021/2022, 2022/2023, and 2023/2024.
 - Establish an overtime bank "buy-back" program in mid-to-late FY 2022/23 to be administered in FY 2023/24 for a minimum of \$35 million subject to budget conditions.
 - Continue the overtime bank "buy-back" program in the existing LOA to 2022/23.

- Health Insurance
 - In January 2022 and January 2023 the parties shall meet and confer to establish the monthly subsidy amounts for the corresponding upcoming fiscal years (July 2022 and July 2023).
- No Lay Offs
 - Provides that no layoffs will occur during FY 2020/21.
- Retirement Incentive Pay
 - Provides members who plan on entering DROP or retiring between January 16, 2022, and December 31, 2022, for purposes of including active compensation (highest 12 months) regarding retirement allowance calculation.
 - Allows members in DROP prior to January 16, 2022, to take advantage of Retirement Incentive Pay during the last pay period of employment to maintain deferred salary regarding accumulated time off payouts.

FISCAL IMPACT

Implementation of this contract extension amendment will result in savings of approximately \$30.87M in direct and indirect costs for fiscal years 2021-22 and 2022-23. This includes savings achieved from the deferral of raises as well as costs related to the retirement incentive pay.

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Attachment