


**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 14-1763

Date: June 9, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer  FORSubject: **2019-2024 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE POLICE OFFICERS, CAPTAIN AND ABOVE BARGAINING UNIT (MOU 25) — TENTATIVE AGREEMENT AND MOU AMENDMENT NO. 1****RECOMMENDATION**

The City Administrative Officer (CAO) recommends the following actions by the City Council:

1. Approve the attached Tentative Agreement with the Los Angeles Police Command Officers Association (LAPCOA) on behalf of the Police Officers, Captain and Above bargaining unit regarding a reopener of the Memorandum of Understanding (MOU) to discuss salaries;
2. Approve the attached Amendment No. 1 to MOU 25 that would codify the provisions of the attached Tentative Agreement; and
3. 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 March 2021, the City Council approved an agreement with LAPCOA to modify the terms and conditions contained in the 2019-2023 MOU, including but not limited to extending the term of the MOU (through June 2024), deferring scheduled base wage increases, and including a new Letter of Agreement regarding the state of the City's Budget and Finances. This resulted in the agreement between LAPCOA and the City to reopen the MOU to engage in discussions regarding wages.

At the direction of the Executive Employee Relations Committee (EERC), this Office met with LAPCOA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with LAPCOA for the Police Officers, Captain and Above bargaining unit.

As part of the March 2021 MOU amendment, LAPCOA agreed to defer one base wage increase (three percent from January 2022 to January 2023). The proposed Tentative Agreement provides a non-pensionable, biweekly bonus of three percent (3%) of each eligible employee's regular base rate of pay. The bonus will commence on July 3, 2022, and will cease on July 1, 2023. On July 2, 2023, all base hourly rates for all classifications represented in MOU 25 shall be increased by three percent (3%).

## **FISCAL IMPACT**

The General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$780,000 in FY2022-23 and \$1.2MM in FY2023-24

*MWS:MCB:PAG:SAO:0722139*

Attachments