

LETTER OF AGREEMENT
LOS ANGELES POLICE COMMAND OFFICERS ASSOCIATION (MOU 25)

BUDGET AND FINANCES LOA

Between January 2022 and April 2022, the parties engaged in the meet and confer process pursuant to the Budget and Finances Letter of Agreement in the 2019-2024 Memorandum of Understanding (MOU). This Letter of Agreement is the product and represents the conclusion of that meet and confer process in which the parties reached agreement, the terms of which are as follows:

- A. Any bargaining unit member ("employee") who is on active payroll status as of July 2, 2022, shall be eligible to receive a biweekly, Adds to Rate, non-pensionable bonus of three percent (3%) of the employee's regular base rate of pay.
 - 1. The bonus shall commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
 - 2. The bonus shall cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
- B. Any employee whose original appointment to City service postdates July 2, 2022, shall be ineligible to receive this bonus.
- C. Any employee who participates in the Retirement Incentive Pay (RIP) Program shall be ineligible to receive the bonus during the pay periods for which the RIP bonus was administered between July 3, 2022, and December 31, 2022.
- D. The bonus shall be applied to an employee's base rate of pay before any other bonus is applied. Other bonuses earned by an employee shall be calculated on top of this bonus, i.e., compounded.
- E. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers within the bargaining unit, provided that the employee was eligible for the bonus effective July 2, 2022, under this agreement.
- F. Effective July 2, 2023, all base hourly rates for all classifications represented in MOU 25 shall increase by three percent (3%).

FOR THE UNION:



Marc Reina
President

5/9/22
Date

FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

May 9, 2022
Date