

**AMENDMENT NO. 1**

**MEMORANDUM OF UNDERSTANDING  
POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT  
(MOU NO. 25)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 25  
made and entered into this \_\_\_\_ day of June 2022**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND**

**THE LOS ANGELES POLICE COMMAND OFFICERS ASSOCIATION**

**August 1, 2019 – June 29, 2024**

**MOU AMENDMENT NO. 1**  
**POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT (MOU 25)**

The Los Angeles Police Command Officers Association and the City of Los Angeles have reached agreement on the following MOU amendments.

**Article 5.1 (SALARIES)** is amended, as follows:

**ARTICLE 5.1        SALARIES**

The salaries shown in the Appendices listed below will be operative on the following dates:

Appendix A – August 1, 2019  
Appendix B – September 1, 2019  
Appendix C – July 5, 2020  
Appendix D – January 17, 2021  
Appendix E – January 1, 2023  
**Appendix F – July 2, 2023**

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2019-2024 MOU No. 25 shall remain in full force and effect during the term of the MOU.

APPENDIX F  
MOU 25 - Captain and Above  
Operative, July 2, 2023

SALARY STEP		1	2	3	4	5	6
Captain I 2244-1 Range 7413	HR	\$ 78.63	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14
	BW	\$ 6,290.40	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20
	MO	\$ 13,681.62	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36
	YR	\$ 164,179.44	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32
Captain II 2244-2 Range 7862	HR	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14	\$ 108.89
	BW	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20	\$ 8,711.20
	MO	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36	\$ 18,946.86
	YR	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32	\$ 227,362.32
Captain III 2244-3 Range 8262	HR	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14	\$ 108.89	\$ 114.96
	BW	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20	\$ 8,711.20	\$ 9,196.80
	MO	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36	\$ 18,946.86	\$ 20,003.04
	YR	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32	\$ 227,362.32	\$ 240,036.48
Commander 2251-0 Range 9210	HR	\$ 97.70	\$ 103.15	\$ 108.90	\$ 114.97	\$ 121.38	\$ 128.15
	BW	\$ 7,816.00	\$ 8,252.00	\$ 8,712.00	\$ 9,197.60	\$ 9,710.40	\$ 10,252.00
	MO	\$ 16,999.80	\$ 17,948.10	\$ 18,948.60	\$ 20,004.78	\$ 21,120.12	\$ 22,298.10
	YR	\$ 203,997.60	\$ 215,377.20	\$ 227,383.20	\$ 240,057.36	\$ 253,441.44	\$ 267,577.20
Deputy Chief I 2262-1 Range 10587	HR	\$ 112.34	\$ 118.60	\$ 125.21	\$ 132.19	\$ 139.57	\$ 147.35
	BW	\$ 8,987.20	\$ 9,488.00	\$ 10,016.80	\$ 10,575.20	\$ 11,165.60	\$ 11,788.00
	MO	\$ 19,547.16	\$ 20,636.40	\$ 21,786.54	\$ 23,001.06	\$ 24,285.18	\$ 25,638.90
	YR	\$ 234,565.92	\$ 247,636.80	\$ 261,438.48	\$ 276,012.72	\$ 291,422.16	\$ 307,666.80
Deputy Chief II 2262-2 Range 12425	HR	\$ 131.83	\$ 139.19	\$ 146.95	\$ 155.14	\$ 163.79	\$ 172.92
	BW	\$ 10,546.40	\$ 11,135.20	\$ 11,756.00	\$ 12,411.20	\$ 13,103.20	\$ 13,833.60
	MO	\$ 22,938.42	\$ 24,219.06	\$ 25,569.30	\$ 26,994.36	\$ 28,499.46	\$ 30,088.08
	YR	\$ 275,261.04	\$ 290,628.72	\$ 306,831.60	\$ 323,932.32	\$ 341,993.52	\$ 361,056.96
Municipal Police Captain I 3188-1 Range 7413	HR	\$ 78.63	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14
	BW	\$ 6,290.40	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20
	MO	\$ 13,681.62	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36
	YR	\$ 164,179.44	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32
Municipal Police Captain II 3188-2 Range 7826	HR	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14	\$ 108.89
	BW	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20	\$ 8,711.20
	MO	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36	\$ 18,946.86
	YR	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32	\$ 227,362.32

LETTER OF AGREEMENT  
POLICE OFFICERS, CAPTAIN AND ABOVE UNIT (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.

**FOR THE UNION:**



Marc Reina  
President

6/7/22  
Date

**FOR THE CITY:**

 FOR

Matthew W. Szabo  
City Administrative Officer

6/9/2022  
Date

**MOU AMENDMENT NO. 1  
POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT (MOU 25)**

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first written above.

**FOR THE UNION:**



Marc Reina, President

6/7/22

Date

**FOR THE CITY:**

 FOR

Matthew W. Szabo  
City Administrative Officer

6/9/2022

Date

**Approved as to Form and Legality:**



For the City Attorney

June 3, 2022

Date