

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-1166

Date: June 8, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer

Subject: **2019-2023 MEMORANDUM OF UNDERSTANDING FOR THE SENIOR ADMINISTRATIVE AND ADMINISTRATIVE ANALYSTS UNIT (MOU 61) – SALARY REOPENER TENTATIVE AGREEMENT****RECOMMENDATION**

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

1. Approve the attached Tentative Agreement with the Fiscal and Policy Professionals Association (FPPA) on behalf of the Senior Administrative and Administrative Analysts bargaining unit regarding the salary reopener provision contained in the 2019-2023 Memorandum Of Understanding (MOU); 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 February 2021, the City Council approved an agreement with FPPA to modify the terms and conditions contained in the 2019-2022 MOU, including but not limited to extending the term of the MOU (through December 2023), deferring scheduled base wage increases, and including a clause to reopen the MOU on or after January 1, 2022, to engage in discussions exclusively about wages (Salary Reopener).

At the direction of the Executive Employee Relations Committee (EERC), this Office met with FPPA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with FPPA for the Senior Administrative and Administrative Analysts bargaining unit.

As part of the February 2021 MOU amendment, FPPA agreed to defer three base wage increases (two percent from January 2021 to June 2022; two percent from January 2022 to January 2023; and one and one-half percent from June 2022 to June 2023), the value of which equals 6.3% of an annual base wage for each bargaining unit member. The Tentative Agreement provides for a cash payment to each full time and half-time bargaining unit member in two

installments (the first in FY2021-22, the second in FY2022-23) equal to 6.3% of an annual salary or \$1,000 to intermittent employees.

FISCAL IMPACT

The General Fund impact of this Tentative Agreement will be a total of approximately \$500,000 in direct salary cost, separated into two equal amounts in FY2021-22 and FY2022-23.

MWS:MCB:PAG:SAO:0722133

Attachment