

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to Tentative Agreement and Amendment No. 1 to the 2019-24 Memorandum of Understanding (MOU) for the Police Officers, Captain and Above Bargaining Unit (MOU 25).

Recommendations for Council action:

1. APPROVE the Tentative Agreement, attached to the Council File, with the Los Angeles Police Command Officers Association (LAPCOA) on behalf of MOU 25 regarding a reopener of the MOU to discuss salaries.
2. APPROVE Amendment No. 1 to MOU 25, attached to the Council File, that would codify the provisions of the attached Tentative Agreement.
3. AUTHORIZE the Controller and the City Administrative Officer (CAO) to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that the General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$780,000 in Fiscal Year (FY) 2022-23 and \$1.2 million in FY 2023-24.

Community Impact Statement: None submitted.

Summary:

On June 15, 2022, your Committee considered a June 9, 2022 CAO report relative to Tentative Agreement and Amendment No. 1 to the 2019-24 MOU for MOU 25. According to the CAO, in February 2021, Council 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), the CAO met with LAPCOA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with LAPCOA for MOU 25. 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 percent) 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 percent). After consideration and having provided an opportunity for public comment, the Committee

moved to recommend approval of the recommendations contained in the CAO report.
This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER VOTE

KORETZ: YES

HARRIS-DAWSON: YES

BONIN: ABSENT

ARL

6/15/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-