

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CFN 12-0653

Date: August 25, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer

Subject: **2019-2023 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE POLICE OFFICERS, LIEUTENANT AND BELOW REPRESENTATION UNIT (MOU 24) — TENTATIVE AGREEMENT AND MOU AMENDMENT NO. 1****RECOMMENDATIONS**

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

1. Approve the attached Tentative Agreement with the Los Angeles Police Protective League (LAPPL) representing the Police Officers, Lieutenant and Below representation unit regarding a reopener of the Memorandum of Understanding (MOU) to discuss salaries and benefits; and
2. Approve the attached Amendment No. 1 to MOU 24 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 LAPPL 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) and deferring scheduled base wage increases. This resulted in the agreement between LAPPL and the City to reopen the MOU to engage in discussions about wages and benefits.

At the direction of the Executive Employee Relations Committee (EERC), this Office met with LAPPL from May through July 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with LAPPL for the Police Officers, Lieutenant and Below representation unit.

As part of the March 2021 MOU amendment, LAPPL agreed to defer two base wage increases (3% from January 2022 to January 2023; 1.5% from June 2022 to January

2023). The proposed Tentative Agreement provides (1) an increase from 2% to 5% in Fiscal Year 2022-23 for healthcare subsidy payments paid directly to the Los Angeles Police Relief Association for active bargaining unit members; (2) a cash deferred-wage restoration equal to 1.4% of each active bargaining unit member's annual salary; (3) a 4.5% non-pensionable, biweekly bonus, paid from June 19 through December 31, 2022, for all employees who are not participating in the Retirement Incentive Program; and, (4) an amended MOU termination date of July 1, 2023.

FISCAL IMPACT

The General Fund impact of the MOU 24 Salary Reopener Tentative Agreement will be a total of approximately \$44.51 MM in FY2022-23.

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Attachments