

**TENTATIVE AGREEMENT
MOU 24 BUDGET AND FINANCES LETTER OF AGREEMENT**

Pursuant to the Budget and Finances Letter of Agreement attached to the 2019-2024 Memorandum Of Understanding (MOU 24) between the Los Angeles Police Protective League (LAPPL) and the City of Los Angeles, the LAPPL and the City have reached the following Tentative Agreement:

1. As soon as practicable after adoption of this Tentative Agreement by the City Council, each bargaining unit member on active payroll shall be paid 1.4% of their annual salary (including base wages and regularly assigned bonuses, i.e., the permanent rate) in cash to recompensate members for the deferred 3% base wage increase that was scheduled to be paid effective January 16, 2022. The 1.4% is a prorated figure for the period of January 16, 2022 through June 18, 2022.
2. Effective June 19, 2022 through December 31, 2022, each bargaining unit member who is not participating in the Retirement Incentive Program (RIP) shall receive an Adds To Rate, non-pensionable, biweekly bonus of 4.5% of base wages upon which all regularly assigned bonuses and overtime will be calculated. During the specified period, if a RIP participant exits the program, they shall be entitled to receive the 4.5% cash, biweekly bonus for the duration of the period, i.e., each bargaining unit member shall receive the RIP bonus or the non-pensionable bonus for the duration of the period. Because this bonus will be implemented after the June 19, 2022 effective date, the City will pay each member retroactively from June 19, 2022 through the implementation date of the bonus, then apply the biweekly bonus through December 31, 2022. On January 1, 2023, the day after the termination of the RIP program and the 4.5% bonus discussed herein, base wages for all classifications represented in MOU 24 shall be increased by 4.5%, pursuant to the terms codified in the current MOU.
3. In the FY2022-23 Adopted Budget, the City allocated a 2% increase in the healthcare subsidy paid to the Los Angeles Police Relief Association for the healthcare subsidy for active bargaining unit members. The LAPPL and the City agree to increase the allocation from 2% to 5%. The change shall be effectuated by amending MOU 24, Article 7.10 (Health insurance) B. 4. in its entirety as follows:

Operative July 1, 2022, or on the date that this MOU was amended pursuant to the cover page of this MOU, whichever is later, Management will provide a monthly subsidy not to exceed \$1,689.83 per month.

4. MOU 24, Article 7.10 (Health insurance) B. 5. shall be deleted.
5. The same change identified in item 3 above necessitates amending MOU 24, Article 7.10 (Health insurance) C. as follows:
 4. \$1,140.07 for Fiscal Year 2022-2023.
6. The MOU 24 term end shall be amended from June 29, 2024 to July 1, 2023. The new term shall be August 1, 2019 through July 1, 2023.



For the LAPPL



For the City

7-21-22

Date

7/25/2022

Date