

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

CFN 14-1763

Date: August 25, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2019-2024 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT (MOU 25) — APPLICABLE PROVISIONS OF MOU 24 TENTATIVE AGREEMENT AND MOU 25 AMENDMENT NO. 2**

**RECOMMENDATIONS**

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

1. Approve the attached Amendment No. 2 to MOU 25; 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 late June of 2022, the City Council approved a Tentative Agreement and MOU Amendment to MOU 25, represented by the Los Angeles Police Command Officers Association (LAPCOA), which modified the terms and conditions contained in the 2019-2024 MOU. These modifications to the MOU include: (1) the addition of a 3% non-pensionable bonus for all unit employees on active payroll during Fiscal Year 2022-23; and, (2) a 3% base wage increase, effective July 2, 2023. The Amendment and CAO report to Council is filed within Council File 14-1763-S1.

Subsequent to the MOU 25 amendment, the Los Angeles Police Protective League, which represents MOU 24, settled salary reopener negotiations, including an increase to the monthly healthcare subsidy paid by the City to the Los Angeles Police relief Association on behalf of active bargaining unit members. LAPCOA members are also members of LAPRA, and as such, during its June 24, 2022 meeting, the Executive Employee Relations Committee (EERC) gave bargaining instructions that would provide MOU 25 with the same healthcare provision modifications agreed upon for MOU 24, as both groups receive the same monthly healthcare subsidy amounts.

In accordance with EERC instructions, MOU 25 is eligible for the same increase from 2% to 5% in monthly healthcare subsidy payments in Fiscal Year 2022-23.

**FISCAL IMPACT**

The General Fund impact will be a total of approximately \$36,000 in FY2022-23.

*MWS:MCB:PAG:SAO:0723038*

Attachment