

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to tentative agreement and Amendment No. 1 to the 2019-23 Memorandum of Understanding (MOU) with the Police Officers Lieutenant and Below Representation Unit (MOU 24).

Recommendations for Council action:

1. APPROVE:
 - a. Tentative Agreement, attached to the Council File, with the Los Angeles Police Protective League (LAPPL) representing the Police Officers, Lieutenant and Below Representation Unit regarding a reopener of the MOU to discuss salaries and benefits.
 - b. Amendment No. 1 to MOU 24, attached to the Council File, that would codify the provisions of the Tentative Agreement.
2. AUTHORIZE the Controller and 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 MOU 24 Salary Reopener Tentative Agreement will be a total of approximately \$44.51 million in Fiscal Year 2022-23.

Community Impact Statement: None submitted.

Summary:

On September 21, 2022, your Committee considered an August 25, 2022 CAO report relative to tentative agreement and Amendment No. 1 to the 2019-23 MOU with MOU 24. According to the CAO, in March 2021, Council approved an agreement with LAPPL to modify the terms and conditions contained in the 2019-23 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), the CAO 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, the LAPPL agreed to defer two base wage increases (3% from January 2022 to January 2023; 1.5% from June 2022 to January - 2 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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations as contained in the CAO report and detailed in the above recommendations. This matter is now submitted to Council for its consideration.


Respectfully Submitted,

Personnel, Audits, and Animal Welfare

COUNCILMEMBER VOTE

KORETZ: YES

HARRIS-DAWSON: YES

BONIN: ABSENT

ARL

9/21/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-