

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

Date: October 26, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2022-2026 MEMORANDUM OF UNDERSTANDING FOR THE MANAGEMENT  
PEACE OFFICERS UNIT (MOU 40)**

### RECOMMENDATION

The Office of the City Administrative Officer recommends the following actions by the City Council:

1. Approve the attached 2022-2026 Memorandum of Understanding (MOU) for the Management Peace Officers Unit (MOU 40); and
2. Authorize the City Administrative Officer (CAO) and the City Controller to correct any clerical errors in the MOU, or, if approved by the City Attorney, any technical errors.

### BACKGROUND

In accordance with Executive Employee Relations Committee instructions, an agreement has been reached with the Airport Police Command Officers Association of Los Angeles on a successor MOU for the Management Peace Officers bargaining unit. This unit consists of five employees in the rank of Airport Police Captain employed by the Department of Airports.

The attached MOU provides for the following major changes from the MOU that expired on June 18, 2022.

1. Term  
  
June 19, 2022, through June 27, 2026 (four years).
2. Compensation
  - **Year 1** – Effective the first full pay period after City Council adoption, pay bargaining unit members a three percent (3%), Adds to Rate, non-pensionable, biweekly bonus.
  - **Year 2** – Effective July 2, 2023, increase the three percent (3%) bonus paid in year 1 to six percent (6%).

- **Year 3** – Effective June 30, 2024, increase the six percent (6%) bonus paid in year 2 to nine percent (9%).
- **Year 4** – Effective June 29, 2025, eliminate the nine percent bonus administered in year 3 and increase base wages by twelve percent (12%).
- Bonuses in years 1, 2, and 3 and the base wage increase in year 4 shall be calculated on the base wage in effect at the time on November 20, 2022 the base wage adjustment (referenced below) is implemented.

3. Base Wage Adjustment

Effective November 20, 2022, increase base wages by one percent (1%).

4. Retirement Incentive Program (RIP)

For any bargaining unit member who declares an intention to retire during the term of the proposed MOU, bonuses in years 1, 2, or 3 shall be pensionable up to a maximum of 12 months to affect the bargaining unit member's Final Average Salary relative to the calculation of the member's retirement allowance.

5. Healthcare

Effective January 1, 2023, eliminate 10% employee contribution.

6. 100% Sick Time Payout

Increase pay for the unused sick time from 50% to 100%, which applies to annual payments (over 800 hours) and upon retirement (for the entirety of an unused balance).

7. Annual Excess Vacation Payout Option

Once in each year of the MOU, any unit member who has a minimum of 700 hours of banked vacation may cash out a maximum of 120 hours.

8. Annual Community Outreach Allowance

Increase from \$2,500 to \$4,000.

## **FISCAL IMPACT**

The proposed tentative agreement will have no impact on the General Fund. The Airports Department will fund all additional costs. The proposed MOU would increase costs by no more than \$60,000 in FY2022-23, \$135,000 in FY2023-24, \$190,000 in FY2024-25, and \$320,000 in FY2025-26. Additional ongoing costs amount to approximately \$320,000 annually.

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Attachment