

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 10, 2019

To: The City Council

From: 
Richard H. Llewellyn Jr., City Administrative Officer

Subject: **2018 – 2022 MEMORANDUM OF UNDERSTANDING FOR THE MANAGEMENT PEACE OFFICERS UNIT (MOU 40)**

RECOMMENDATION

It is recommended that the City Council:

1. Approve the attached 2018 – 2022 Memorandum of Understanding (MOU) for the Management Peace Officers Unit (MOU 40); and
2. Authorize the City Administrative Officer 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, 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 8 employees in the rank of Airport Police Captain employed by the Department of Airports. The major provisions of the MOU are as follows:

- Term & Salary
 - 4 years (June 24, 2018 – June 18, 2022).
 - 2% base wage increase effective November 11, 2018.
 - 2% base wage increase effective July 7, 2019.
 - In FY2020-21 only, pay each bargaining unit member additional compensation equal to 2% (non-pensionable) of his or her regular biweekly base rate of pay.
 - 3% base wage increase effective July 4, 2021.
- Health Care
 - Continue to pay 10% of the healthcare premium for active member health care.

- Holiday Pay
 - Pay \$250 to a Unit member who is ordered to work on one of ten named holidays. Subordinates are eligible for holiday premium pay (at the overtime rate) for all hours worked on the named holidays.

- Community Outreach Allowance
 - Pay each Unit member an annual cash stipend of \$2,500 cash for the purpose of paying for community outreach and command-related expenditures.

- Vacation Accrual
 - Change vacation credit from a monthly to an annual accrual method. This change facilitates annual vacation bidding.

Los Angeles World Airports is fully supportive of the tentative agreement.

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 to fund MOU 40 by no more than \$23,000 in FY2018-19, \$35,000 in FY2019-20, \$27,000 in FY2020-21, and \$53,000 in FY2021-22. Additional ongoing costs amount to approximately \$130,000.

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Attachment