

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 4, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **2014 – 2019 MEMORANDUM OF UNDERSTANDING FOR THE MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION (MOU 5)**

Recommendation

It is recommended that the City Council:

1. Approve the attached 2014-2019 Memorandum of Understanding (MOU) with the Municipal Construction Inspectors Association for the Inspectors Unit;
2. Authorize the City Administrative Officer and the Controller to correct any clerical errors in the MOU, or, if approved by the City Attorney, any technical errors.

Summary

In accordance with Executive Employee Relations Committee instructions, agreement on a successor MOU has been reached with the Municipal Construction Inspectors Association for the Inspectors Unit. The attached MOU, which has been ratified by the bargaining unit consisting of 845 employees, is for a five-year period from July 1, 2014 through June 22, 2019, and includes the following major provisions.

Article	Provision
Term	July 1, 2014 through June 22, 2019
Salaries	Convert from 5 to 15-step salary plan on November 13, 2016 3.0% effective November 13, 2016 2.0% effective June 25, 2017 1.5% effective December 10, 2017 2.0% effective June 10, 2018 2.0% effective June 23, 2019
Deputy Pay (Bonuses)	Increases in hourly bonus amounts are set at a flat amount and are no longer linked to base wage adjustments
Healthcare Benefits	Begin paying 10% of health care premium effective January 1, 2018
Mileage	Minimum guarantee for using personal vehicle increased from \$70 to \$80 per month

Article	Provision
Letters of Agreement	Management and Union to discuss: <ol style="list-style-type: none"> 1. Uniforms for Street Services Investigators and a biweekly maintenance allowance similar to that provided to employees in other MOUs. 2. Safety prescription goggles to employees who require safety eye wear and who wear prescription glasses.

Fiscal Impact

The annual ongoing cost of the contract is \$19.2 million with approximately 80% of the expense attributable to proprietary and special funds. The anticipated additional general expenditure is \$3.1 million including pension costs.

Fiscal Impact of Proposed MCIA MOU 5			
Fiscal Year	Fund Type		Total
	General	Special	
2016-17	\$ 624,296	\$ 2,497,185	\$3,121,482
2017-18	\$ 1,215,086	\$ 4,860,342	\$6,075,428
2018-19	\$ 1,981,241	\$ 7,924,962	\$9,906,203
Annual Ongoing	\$ 3,121,482	\$ 15,282,489	\$ 19,103,113

Attachment

MAS:MHA:EAG:0717038