

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 6, 2018

To: The City Council

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

Subject: **2014 – 2019 MEMORANDUM OF UNDERSTANDING FOR THE POLICE OFFICERS, LIEUTENANT AND BELOW BARGAINING UNIT (MOU 24)**

Recommendations

It is recommended that the City Council:

1. Approve the attached 2014-19 Memorandum of Understanding (MOU) for the Police Officers, Lieutenant and Below Bargaining Unit; and
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.

Background

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Police Protective League (LAPPL) on an extension to the 2014 – 2018 Memorandum of Understanding (MOU) for the Police Officers, Lieutenant and Below bargaining unit. The attached MOU extends the current expiration date of the MOU from June 30, 2018, to July 31, 2019. This new agreement provides police officers with salary and benefit increases identical to those already authorized for the Firefighters and Fire Captains bargaining unit for Fiscal Year 2018/19, finalizes several special adjustments that were subject to mediation from the previous MOU, and settles potential litigation of the “me too” provision. The major provisions of the MOU extension are as follows:

Fiscal Year 2018/19

- General salary increase of 2% effective July 8, 2018.
- Increase in the monthly health subsidy from \$1,350 per month to \$1,460 per month effective July 1, 2018.
- Increase in the monthly dental subsidy from \$80 per month to \$82 per month effective July 1, 2018.
- Increase in the life insurance subsidy from \$16 per month to \$25 per month effective July 1, 2018.

- Increase in the annual City expenditure for the Employee Assistance Program from \$840,000 to \$882,000 effective July 1, 2018.
- Increase in the bonus for 25 canine officers assigned to Metropolitan Division from 5.5% to 16.5% effective March 18, 2018.
- Increase in the bonus for 15 motor officers assigned to the Special Enforcement Section from 11% to 16.5% effective March 18, 2018.
- New 16.5% bonus for the 18 officers assigned to the Special Investigation Section.
- Waiver of the \$850,000 LAPPL release time reimbursement for Fiscal Year 2018/19 only.
- Continuation of the City's commitment to fund cash overtime at a minimum of \$100 million for the fiscal year.

Fiscal Year 2019/20

- General salary increase of 2% effective July 7, 2019.
- Increase in the non-pensionable patrol bonus from 3% to 4% effective July 7, 2019.
- Increase in the non-pensionable detective incentive from 1% to 1.5% effective July 7, 2019.
- Continuation of the City's commitment to fund cash overtime at a minimum of \$100 million for the fiscal year.

Fiscal Impact Statement

Implementation of the provisions of the MOU will result in increased costs to the General Fund of approximately \$38.9 million in Fiscal Year 2018/19 and \$38.15 million in Fiscal Year 2019/20.

RHL:MHA:0718105

Attachment