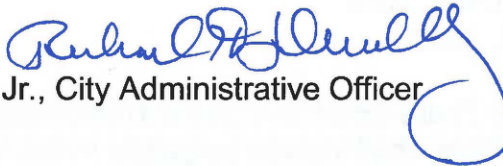


**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: August 14, 2019

To: The City Council

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



Subject: **2019-2022 SUCCESSOR MEMORANDUM OF UNDERSTANDING (MOU) FOR THE LOS ANGELES POLICE PROTECTIVE LEAGUE – MOU 24**

**RECOMMENDATION**

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2022 MOU for bargaining unit 24; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

**SUMMARY**

In accordance with EERC instructions, tentative agreements have been reached with the Los Angeles Police Protective League (PPL) on a successor MOU for the Police Officers, Lieutenant and Below bargaining unit. This unit consists of 9,964 sworn employees of the Los Angeles Police Department in the ranks of Police Officer, Police Sergeant, and Police Lieutenant. The tentative agreement has been ratified by the bargaining unit members. The key provisions of the agreement are as follows:

**KEY PROVISIONS**

- Term - Three years (August 1, 2019 – June 30, 2022)
- General Base Wage Movement – The general base wage movement is agreed upon as follows:
  - 1.50% effective July 5, 2020
  - 3.25% effective January 17, 2021
  - 3.00% effective January 16, 2022
- 1.25% non-pensionable bi-weekly Geographic Patrol and Crime Suppression Incentive for those individuals in Patrol, Gangs, Metro (A, B, C, and G platoons) and those that supervise them.

- Uniform Field Officer Incentive/Detective Incentive – Elimination of current Uniform Field Officer and Detective Incentives (4% and 1.5%, respectively) effective September 1, 2019, in exchange for the following pensionable salary adjustments for the bargaining unit:
  - 4.5% on September 1, 2019
  - 1.5% on June 19, 2022
- Be There Court – Be There Court to 4 hours in exchange for a reduction of IOD doctor time to 2 hours. This provision shall include language in the MOU specifically prohibiting the self-designation.
- Health Care – 0% increase in subsidy beginning August 1, 2019, 5% maximum subsidy increase in July 2020 and 5% maximum subsidy increase in July 2021 tied to the Police Blue Cross/Prudent Buyer PPO Family Plan.
- Dental Insurance - \$2/month per member increase per year beginning August 1, 2019, and each July 1<sup>st</sup> of the MOU.
- Education Incentive – Effective April 12, 2020, a flat rate non-pensionable biweekly payment will be available for degrees from accredited colleges/universities (\$190 Associate's; \$290 Bachelor's). The parties also agree to discontinue the education-based advanced step placement for recruits upon completion of probation for education effective April 12, 2020.
- Cash out OT up to 200 hours annually – A one-time yearly cash out request up to 200 hours during the first 6 months of the fiscal year beginning July 2020 with a cap of \$5M per year.
- Accumulated Sick Leave Pay Out – 100% sick leave payout on existing excessive sick leave program and 100% sick leave payout on existing retirement payout program effective January 2021.
- FMLA Bonding Leave - Parents who both work for the City may each individually take up to four (4) months each for Family and Medical Leave bonding time.
- Several articles updated to comply with new legislation including Payroll Deduction and Dues (formerly Agency Shop), and Sick Time.

## **FISCAL IMPACT**

The proposed tentative agreements including base wage adjustments and special compensation adjustments will increase costs to the General Fund for a total contract obligation of \$252M.

RHL:DB:0720023

Attachment