

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 30, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **AMENDMENT TO MEMORANDUM OF UNDERSTANDING WITH THE PORT POLICE OFFICERS ASSOCIATION (MOU 38)**

At its February 23, 2016, meeting, the Executive Employee Relations Committee authorized an amendment to the Memorandum of Understanding (MOU) between the City and the Los Angeles Port Police Officers Association.

The current MOU provides Port Police management with the authority to pay a pension-based bonus of 2.75% to officers who are regularly assigned to conduct training. Eight employees are currently designated as full-time trainers and 25 employees are assigned to train on an as-needed occasional basis. All 33 employees are being compensated using the permanent training bonus because no provision exists in the MOU to compensate employees on an occasional, temporary basis. The amendment to the MOU gives Port Police management the authority to pay occasional training officers a non-pensionable bonus of \$125 biweekly.

Recommendations

It is recommended that the City Council:

1. Approve the attached amended 2014-2018 MOU for bargaining unit 38 represented by the Los Angeles Port Police Association.
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOU.

Fiscal Impact Statement

The Harbor Department currently spends approximately \$112,000 annually to compensate trainers (including pension costs). Implementing the proposed bonus will save the Department approximately \$40,000 because the permanent bonus will only be applied to eight employees and the new non-pensionable bonus will be applied to additional employees only on an as-needed basis.

Attachment