

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

Date: July 23, 2015

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **2014 – 2018 MEMORANDUM OF UNDERSTANDING FOR THE  
HARBOR PEACE OFFICERS' UNIT (MOU 38)**

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Port Police Association (LAPPA) on a successor Memorandum of Understanding (MOU) for the Harbor Peace Officers' Unit. The MOU covers 109 employees in the classifications of Port Police Officer and Port Police Sergeant. The term of the attached MOU is July 1, 2014, through June 23, 2018. Major MOU provisions include the following:

- Bargaining unit members will continue to contribute towards the City's cost of providing healthcare at 5% of the healthcare plan premium that each member selects, and all amounts above the City's maximum subsidy. Effective January 2016, this amount will increase to 10%.
- The starting salary for Port Police Officer I will be increased to equal the salary set for LAPD Police Officer I (MOU 24) and Municipal Police Officer I (MOU 28).
- The starting salaries for Port Police Officer III and Sergeant will be decreased by 5.5%.
- The salaries for all classes will be increased consistent with those negotiated for the Police Officers, Lieutenant and Below bargaining unit (MOU 24) as approved by the City Council in May 2015, as follows:
  - 0% effective July 1, 2014.
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  - 4% effective July 3, 2016.
  - 2% effective July 9, 2017.
  - 2% effective January 7, 2018.
- Base wage parity adjustments will be provided to ensure that Port Police Officers and Sergeants are compensated competitively compared to their LAPD counterparts.

- The bonus for canine handlers will be increased from 5.5% to 11% to ensure that compensation remains competitive with Port Police Officers' LAPD counterparts.
- Officers will have the opportunity to earn a 5.5% bonus when regularly assigned as community relations officers to recognize the Harbor Department's emphasis community-based policing.
- The \$400 uniform voucher will be combined with the current uniform allowance for a new annual uniform allowance of \$1,750.

### **Recommendations**

It is recommended that the City Council:

1. Approve the attached 2014-18 MOU for the Harbor Peace Officers' Unit;
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOU.

### **Fiscal Impact Statement**

Costs associated with the implementation of the proposed MOU have no impact on the General Fund as they will be borne entirely by the Harbor Department. Implementation of the provisions of the MOU will result in no cost increases for FY 2014-15 or FY 2015-16. Cost increases of approximately \$725,000 will be incurred by the Harbor Department in FY 2016-17 and approximately \$450,000 in FY 2017-18. The annual ongoing costs amount to approximately \$1,175,000.

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Attachment