

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to proposed amendment to Memorandum of Understanding (MOU) for the Harbor Peace Officers' Unit (MOU 38).

Recommendations for Council action:

1. APPROVE the amended MOU dated August 21, 2015 for the Harbor Peace Officers' Unit (MOU 38) represented by the Los Angeles Port Police Association for the term July 1, 2014 through June 23, 2018, attached to the Council file.
2. AUTHORIZE the City Administrative Officer (CAO) and the Controller to correct any clerical or technical errors in the MOU.

Fiscal Impact Statement: The CAO reports that the Harbor Department 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.

Community Impact Statement: None submitted.

Summary:

On April 6, 2016, your Committee considered a March 30, 2016 CAO report relative to a proposed amended MOU for the Harbor Peace Officers' Unit (MOU 38). According to the CAO, in accordance with Executive Employee Relations Committee instructions, agreement has been reached with the LAPPA on an amended MOU for the Harbor Peace Officers' Unit. Specifically, the current MOU provides Port Police management with the authority to pay a pension-based bonus of 2.75 percent 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.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the amended MOU. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



**MEMBER**

**VOTE**

KORETZ:

YES

RYU:

ABSENT

HARRIS - DAWSON: YES

ARL

4/6/16

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**