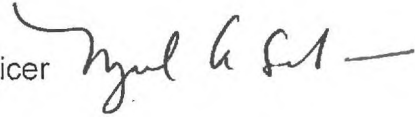


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: July 23, 2015

To: The City Council

From: Miguel A. Santana, City Administrative Officer

Subject: **2014 – 2018 MEMORANDUM OF UNDERSTANDING FOR THE
PORT OF LOS ANGELES COMMAND OFFICERS UNIT (MOU 27)**

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Port Police Command Officers Association (LAPPCOA) on a successor Memorandum of Understanding (MOU) for the Port of Los Angeles Command Officers bargaining unit. The MOU covers 18 employees in the classifications of Port Police Lieutenant, Port Police Captain, and Port Warden. 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 10% of the healthcare plan premium that each member selects, and all amounts above the City's maximum subsidy.
- The starting salaries for all classifications represented in the Unit 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.
 - 0% effective July 1, 2015.
 - 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 command officers are compensated competitively compared to their LAPD counterparts.
- Port Police Lieutenants will have the opportunity to earn up to 3% additional compensation for experience and education beyond minimum job requirements.

- 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 Port of Los Angeles Port Police Command 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 \$200,000 will be incurred by the Harbor Department in FY 2016-17 and \$100,000 in FY 2017-18. The annual ongoing costs amount to approximately \$300,000.

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Attachment