

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: January 26, 2017

To: The City Council

From: Patricia J. Huber, Acting City Administrative Officer *PJH*

Subject: **2016 – 2019 MEMORANDUM OF UNDERSTANDING FOR THE
CONFIDENTIAL ATTORNEYS REPRESENTATION UNIT (MOU 31)**

RECOMMENDATION

It is recommended that the City Council:

1. Approve the attached 2016-19 Memorandum of Understanding (MOU) for the Confidential Attorneys Representation Unit; and,
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOU.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the International Union of Operating Engineers, Local 501, on a successor MOU for the Confidential Attorneys Representation Unit. The MOU covers 29 employees in the classifications of Deputy City Attorney and Assistant City Attorney. The term of the attached MOU is July 1, 2016, through June 30, 2019. Major provisions of the agreement 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 2017, this amount will increase to 10%.
- Bargaining unit members will be converted to a new salary range consisting of 15 steps.
- Salaries for all classes will be increased, as follows:
 - 3.5% effective January 22, 2017.
 - 2% effective June 25, 2017.
 - 2% effective June 10, 2018.

- An additional unspecified holiday will be added, for a total of two per year.
- In fiscal year 2017-18, the maximum reimbursement amount for Los Angeles County Bar or California State Bar dues will increase by \$20, to a maximum amount of \$100.
- An annual, non-pensionable Continuing Legal Education Reimbursement, in the amount of \$1,250, has been added to replace the Professional Development Stipend. In order to receive this reimbursement, proper documentation of expenses must be submitted after attendance.

FISCAL IMPACT STATEMENT

In fiscal year 2016-17, the Office of the City Attorney will absorb additional salary and retirement costs associated with the implementation of this MOU totaling approximately \$202,000. The Office will also absorb a maximum of approximately \$36,000 in continuing education reimbursements.

Additional salary and retirement costs in fiscal years 2017-18 and 2018-19 will amount to approximately \$300,000 and \$324,000, respectively, and a maximum amount of approximately \$36,000 in each fiscal year for continuing education reimbursements.

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Attachment