

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 14-0407

Date: January 29, 2021

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **2019-2023 AMENDMENT TO MEMORANDA OF UNDERSTANDING (MOUs)
FOR THE ENGINEERS AND ARCHITECTS ASSOCIATION - MOUs 1, 19, 20,
AND 21****RECOMMENDATION**

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2023 MOUs for bargaining units 1, 19, 20, and 21; and
2. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Engineers and Architects Association (EAA) on an extension to the 2019-2022 MOUs for the bargaining units listed below:

- MOU 1 – Administrative Unit
- MOU 19 – Supervisory Technical Unit
- MOU 20 – Supervisory Administrative Unit
- MOU 21 – Technical Unit

All of the MOUs were ratified by the bargaining unit members. The attached MOUs include an 18 month extension of the expiration date from June 30, 2022 to December 31, 2023. In addition to the key provisions listed below, these agreements include a special adjustment for the Paralegal classification as well as an amendment to the salary notes to address salary compaction and overtime issues.

KEY PROVISIONS

- Term – June 23, 2019, through December 31, 2023.

- Salary Deferrals
 - The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022.
 - The 2% salary adjustment scheduled for January 30, 2022, shall be deferred to January 29, 2023.
 - The 1.5% salary adjustment scheduled for June 19, 2022, shall be deferred to June 18, 2023.
- Unpaid Days – In addition to the two previously agreed upon unpaid days (November 3, 2020 and April 2, 2021), two (2) additional unpaid days in Fiscal Year 2020/2021 shall be taken on February 12, 2021 and May 28, 2021.
- Furloughs - No furloughs will be implemented during Fiscal Year 2020/2021. Further, the parties agree to meet and confer on furloughs before implementation of furloughs in any other years during the term of this MOU.
- Layoffs - No layoffs will be implemented during Fiscal Year 2020/2021.
- Salary Reopener – Parties agree to reopen on salaries only no earlier than January 1, 2022.
- Maximum Accumulation of Overtime - During the term of this MOU, the maximum accumulation of overtime is increased to 240 hours.
- Personal Leave - Effective February 28, 2021, each unit member shall, in addition to all other compensatory time, receive 40 hours per calendar year as personal leave.

FISCAL IMPACT

Implementation of these contract extension amendments will result in savings of \$16.34M in direct costs over FY 20/21 and 20/22. This includes savings achieved from the deferral of raises as well as two unpaid days to be taken in FY 20/21.

There is an additional cost of \$63,865 over the term of the contract extension associated with the salary adjustment of the Paralegal classification to address compaction.

RHL:DB:PD:0721081

Attachments

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-1136

Date: February 1, 2021

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **2019-2023 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 501 (IUOE) – CONFIDENTIAL ATTORNEYS UNIT (MOU 31)****RECOMMENDATION**

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2023 MOU for the International Union of Operating Engineers, Local 501, Confidential Attorneys Unit (MOU 31); and
2. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the IUOE, Local 501 on an extension to the 2019-2022 MOU for the Confidential Attorneys Unit. The unit consists of 33 members working exclusively in Office of the City Attorney. The agreement was ratified by the bargaining unit members and the amended MOU is attached for your approval.

The amended MOU includes an 18-month extension of the expiration date from June 30, 2022 to December 31, 2023. The key provisions of the agreement are as follows:

KEY PROVISIONS

- Term – July 1, 2019, through December 31, 2023.
- Salary Deferrals
 - The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022
 - The 2% salary adjustment scheduled for January 16, 2022, shall be deferred to January 15, 2023.

- Unpaid Days – In addition to the two previously agreed upon unpaid days, two (2) additional unpaid days in Fiscal Year 2020/2021 shall be taken by all unit members.
- Layoffs - No layoffs will be implemented during Fiscal Year 2020/2021.
- Salary Reopener – Parties agree to reopen on salaries only no earlier than January 1, 2022.
- Personal Leave - Effective February 28, 2021, each unit member shall, in addition to all other compensatory time, receive 40 hours per calendar year as personal leave.

FISCAL IMPACT

Implementation of the contract extension amendments for all¹ of the City Attorney units will result in savings of \$2.96M in direct costs over FY 20/21 and 20/22. This includes savings achieved from the deferral of raises as well as two unpaid days to be taken in FY 20/21.

RHL:DB:0721086

Attachment

¹ The fiscal impact is inclusive of all three City Attorney unions (Los Angeles City Attorneys Association - MOU 29; IUOE, Local 501 - MOU 31; City Attorneys Management Association - MOU 32).

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-1135

Date: February 1, 2021

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **2019-2023 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE CITY ATTORNEYS MANAGEMENT ASSOCIATION (MOU 32)****RECOMMENDATION**

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2023 MOU for the City Attorneys Management Association (MOU 32); and
2. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the City Attorneys Management Association on an extension to the 2019-2022 MOU. The unit consists of 16 members working exclusively in Office of the City Attorney. The agreement was ratified by the bargaining unit members and the amended MOU is attached for your approval.

The amended MOU includes an 18-month extension of the expiration date from June 30, 2022 to December 31, 2023. The key provisions of the agreement are as follows:

KEY PROVISIONS

- Term – July 1, 2019, through December 31, 2023.
- Salary Deferrals
 - The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022
 - The 2% salary adjustment scheduled for January 16, 2022, shall be deferred to January 15, 2023.

- Unpaid Days – In addition to the two previously agreed upon unpaid days, two (2) additional unpaid days in Fiscal Year 2020/2021 shall be taken by all unit members.
- Layoffs - No layoffs will be implemented during Fiscal Year 2020/2021.
- Salary Reopener – Parties agree to reopen on salaries only no earlier than January 1, 2022.
- Personal Leave - Effective February 28, 2021, each unit member shall, in addition to all other compensatory time, receive 40 hours per calendar year as personal leave.

FISCAL IMPACT

Implementation of the contract extension amendments for all¹ of the City Attorney units will result in savings of \$2.96M in direct costs over FY 20/21 and 20/22. This includes savings achieved from the deferral of raises as well as two unpaid days to be taken in FY 20/21.

RHL:DB:0721085

Attachment

¹ The fiscal impact is inclusive of all three City Attorney unions (Los Angeles City Attorneys Association - MOU 29; International Union of Operating Engineers, Local 501 - MOU 31; City Attorneys Management Association - MOU 32).

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 20-0331

Date: February 1, 2021

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **2019-2023 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE LOS ANGELES CITY ATTORNEYS ASSOCIATION (LACAA) – CITY ATTORNEYS REPRESENTATION UNIT (MOU 29)****RECOMMENDATION**

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2023 MOU for the Los Angeles City Attorneys Association, City Attorneys Representation Unit (MOU 29); and
2. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the LACAA on an extension to the 2019-2022 MOU for the City Attorneys Representation Unit. The unit consists of 485 members working exclusively in Office of the City Attorney. The agreement was ratified by the bargaining unit members and the amended MOU is attached for your approval.

The amended MOU includes an 18-month extension of the expiration date from June 30, 2022 to December 31, 2023. The key provisions of the agreement are as follows:

KEY PROVISIONS

- Term – July 1, 2019, through December 31, 2023.
- Salary Deferrals
 - The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022
 - The 2% salary adjustment scheduled for January 16, 2022, shall be deferred to January 15, 2023.

- Unpaid Days – In addition to the two previously agreed upon unpaid days, two (2) additional unpaid days in Fiscal Year 2020/2021 shall be taken by all unit members.
- Layoffs - No layoffs will be implemented during Fiscal Year 2020/2021.
- Salary Reopener – Parties agree to reopen on salaries only no earlier than January 1, 2022.
- Increased cap for Compensated Time Off (CTO) consistent with other city attorney bargaining units.
- Personal Leave - Effective February 28, 2021, each unit member shall, in addition to all other compensatory time, receive 40 hours per calendar year as personal leave.

FISCAL IMPACT

Implementation of the contract extension amendments for all¹ of the City Attorney units will result in savings of \$2.96M in direct costs over FY 20/21 and 20/22. This includes savings achieved from the deferral of raises as well as two unpaid days to be taken in FY 20/21.

RHL:DB:0721084

Attachment

¹ The fiscal impact is inclusive of all three City Attorney unions (LACAA - MOU 29; International Union of Operating Engineers - MOU 31; City Attorneys Management Association - MOU 32).