

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

Date: August 14, 2019

To: The City Council

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

Subject: **2019-2022 SUCCESSOR MEMORANDA OF UNDERSTANDING (MOUs) FOR ENGINEERS AND ARCHITECTS ASSOCIATION (EAA) - MOUs 1, 19, 20, and 21**

**RECOMMENDATION**

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

1. Approve the attached 2019-2022 MOUs for bargaining units 1, 19, 20, and 21; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

**SUMMARY**

In accordance with EERC instructions, tentative agreements have been reached with EAA on successor MOUs for their bargaining units. All of the tentative agreements have been ratified by the bargaining unit members. The key provisions of the agreements are as follows:

**KEY PROVISIONS**

- Term - Three years (June 23, 2019 – June 30, 2022)
- Cash Payment - One-time cash payment equal to 1.4% of base salary on December 13, 2019
- General Base Wage Movement – The general base wage movement is agreed upon as follows:
  - 2.75% effective January 19, 2020
  - 2.00% effective January 31, 2021
  - 2.00% effective January 30, 2022
  - 1.50% effective June 19, 2022

- Salary Structure Change – Conversion from a 15-Step Salary Structure to a 12-Step Salary Structure.
- 10% Employee Contribution to Monthly Health Care Premiums – Effective January 1, 2020, elimination of the 10% employee contributions toward monthly health care premiums.
- Family Illness - Permit employees to use 75% sick time for Family Illness only after exhausting 100% sick time.
- FMLA Bonding Leave - Parents who both work for the City may each individually take up to four (4) months each for Family and Medical Leave bonding time.
- Vacation Accumulation Limit - Increase the current vacation accrual limit from two to three years effective September 1, 2019.
- Overtime – Overtime to be based on hours compensation in alignment with other civilian MOUs.
- Several articles updated to comply with new legislation including Payroll Deduction and Dues (formerly Agency Shop), Sick Time, and Unit Membership List.
- Holiday Pay – For calendar year 2020 only, one additional unspecified holiday.

## **FISCAL IMPACT**

The fiscal impact of the immediate and ongoing costs related to the implementation of these contracts is \$87.8M over the term of the contracts. This includes general wage adjustments with a cost of \$73.9M over the term of the contracts, proposed special adjustments with an annual cost of \$5.6M, the elimination of the health care contribution with an annual cost of approximately \$5.9M, and salary restructuring from 15 to 12 steps with an annual cost of approximately \$2.4M.

*RHL:DB:LO:0720022*

Attachments