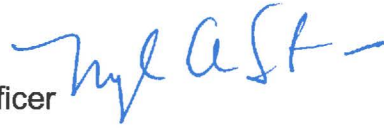


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 16, 2015

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **SUCCESSOR MEMORANDUM OF UNDERSTANDING FOR THE
MUNICIPAL POLICE OFFICERS REPRESENTATION UNIT (MOU 28)**

In accordance with instructions from the Executive Employee Relations Committee, agreement has been reached with the Engineers and Architects Association on a successor Memorandum of Understanding (MOU) for the Municipal Police Officers representation unit. The term of the attached successor MOU is July 1, 2014, through June 24, 2017. There are currently 28 active members in this bargaining unit.

Key provisions of the successor MOU include:

- Converting the current salary schedules to a 15-step salary range plan.
- Paying entry-level Municipal Police Officers the same as Los Angeles Police Department Officers.
- Collecting a health care contribution from employees (10% of the City's maximum health care subsidy plus 100% of any amount in excess of the maximum subsidy).
- Increasing the annual uniform allowance from \$1,040 to \$1,450 and eliminating the separate annual boot allowance.
- Implementation of random drug testing.
- Modifying vacation accruals to provide an annual lump sum vacation accrual.
- Increasing the flat-rate, biweekly longevity pay for over 10 years of service from \$80 to \$100 biweekly; for over 15 years of service from \$160 to \$200 biweekly; and for over 20 years of service from \$240 to \$300 biweekly.
- Implementing a partial 7(k) Fair Labor Standards Act overtime exemption.
- Calculating overtime on hours worked only and only hours worked in excess of 160 in a 28-day deployment period.
- Providing a one-time, \$1,000 cash firearms and equipment pay in December 2015.
- Providing a marksmanship incentive for qualifying members.

Recommendations

That the City Council:

1. Adopt the attached 2014-2017 MOU No. 28, approved as to form by the City Attorney;
2. Instruct the City Controller to implement the provisions of the attached 2014-2017 MOU No. 28; and,
3. Authorize the City Administrative Officer and the City Controller to make any necessary technical or clerical corrections to the 2014-2017 MOU No. 28.

Fiscal Impact Statement

Implementation of the provisions of the proposed 2014-2017 MOU No. 28 will add an estimated \$6,000 in costs during FY2015-16 and will save an estimated \$22,000 annually each year thereafter. The Los Angeles Police Department will absorb the additional costs within its current General Fund budget.

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Attachment