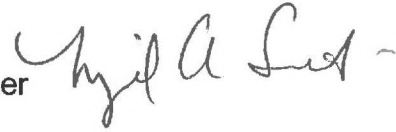


**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 12, 2015

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **2014 – 2018 MEMORANDUM OF UNDERSTANDING FOR THE AIRPORT SUPERVISORY PEACE OFFICERS UNIT (MOU 39)**

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Airport Police Supervisors Association (LAAPSA) on a successor Memorandum of Understanding (MOU) for the Airport Supervisory Peace Officers Unit. The MOU covers 89 employees in the classifications of Airport Police Sergeant, Airport Police Lieutenant, and Senior Airport Safety Officer. The term of the proposed MOU is July 1, 2014, to June 23, 2018. Major provisions of the MOU include:

- Decreasing entry-level salaries for classes represented in MOU 39 by 5.5%.
- Increasing salaries for all classes 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 June 26, 2016.
  - 2% effective July 9, 2017.
  - 2% effective January 7, 2018.
- Providing base wage parity adjustments of approximately 0.6% to ensure Airport Police Supervisors are compensated competitively compared to their Los Angeles Police Department counterparts.
- Providing officers assigned to ride a motorcycle a 5.5% bonus.
- Providing a supervisory police aviation bonus of 2.75% to qualifying Unit employees.
- Providing additional compensation of 5.5% to canine supervisors.

- Increasing the annual cash uniform allowance paid from \$1,025 to \$1,525 consistent with the increase negotiated for MOU 24.

### **Recommendations**

It is recommended that the City Council:

1. Approve the attached 2014-18 MOU for the Airport Supervisory Peace Officers Unit; and
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOU.

### **Fiscal Impact Statement**

The proposed agreement has no General Fund impact; all costs will be borne by the Department of Airports. Implementation of the provisions of the MOU will result in no cost increases during FY 2014-15. Cost increases will be approximately \$100,000 for FY 2015-16; \$500,000 for FY 2016-17; and \$1 million for FY 2017-18. Total annual ongoing costs will amount to approximately \$1.2 million.

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Attachment