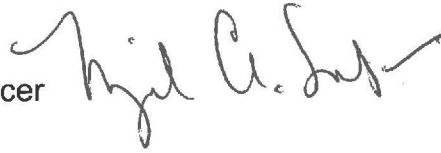


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 12, 2015

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **2014 – 2018 MEMORANDUM OF UNDERSTANDING FOR THE
MANAGEMENT PEACE OFFICERS UNIT (MOU 40)**

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Airport Police Command Officers Association of Los Angeles (APCOALA) on a successor Memorandum of Understanding (MOU) for the Management Peace Officers Unit. The MOU covers five employees in the classification of Airport Police Captain. The term of the proposed MOU is July 1, 2014, to June 23, 2018. Major provisions of the MOU include the following:

- 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 to ensure Airport Police Captains are compensated competitively compared to their Los Angeles Police Department counterparts.
- Increasing the annual cash uniform allowance from \$1,025 to \$1,525 consistent with the increase negotiated for MOU 24.
- Eliminating the additional Flex credits and additional life insurance plans currently provided by the City.

Recommendations

It is recommended that the City Council:

1. Approve the attached 2014-18 MOU for the Management Peace Officers Unit;

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 \$3,000 in FY 2015-16; \$90,000 in FY 2016-17; and \$150,000 in FY 2017-18. Total annual ongoing costs will amount to approximately \$180,000.

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Attachment