

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: October 27, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **AMENDMENTS TO MEMORANDA OF UNDERSTANDING FOR
BARGAINING UNITS REPRESENTED BY THE COALITION OF LOS
ANGELES CITY UNIONS**

Recommendations

It is recommended that the City Council:

1. Approve the attached amendments to Memoranda of Understanding (MOUs) between the City of Los Angeles (City) and bargaining units represented by the Coalition of Los Angeles City Unions (Coalition) – bargaining units 3, 4, 7, 9, 10, 11, 12, 14, 15, 17, 18 and 36.
2. Authorize the City Administrative Officer and the Controller to correct any clerical errors in the MOUs, or, if approved by the City Attorney, any technical errors.

Summary

At the conclusion of negotiations in December 2015 between the City and the Coalition which resulted in successor MOUs for the 19 bargaining units represented by the Coalition, there were a number of outstanding issues the parties committed to resolving through advisory mediation. Following the mediation process, and in accordance with instructions from the Executive Employee Relations Committee, the parties reached agreement on specific MOU amendments. Most of the amendments will be effective as of March 6, 2016. Additionally, the amended salary appendices for four MOUs contain the salary rates for the trainee classifications being implemented under the Targeted Local Hire Program.

The specific amendments are summarized on the chart on the next page.

MOU	SUMMARY OF AMENDMENT CHANGES
3	<ul style="list-style-type: none"> • Addition of salary appendix for Office Admin Trainee • Incorporate bonus adjustments for Senior Administrative Clerks at LAPD and Harbor
4	<ul style="list-style-type: none"> • Revised salary appendices for Wastewater Collection Worker • Addition of salary appendices for various trainee classifications
7	<ul style="list-style-type: none"> • Expand bonus of \$0.50 per hour to all part-time employees working at Gang Reduction and Youth Development facilities at the Department of Recreation and Parks
9	<ul style="list-style-type: none"> • Salary appendix for Chief Building Operating Engineer at LAWA • Letter of Agreement for flat-rate bonus for Wastewater Treatment Mechanic
10	<ul style="list-style-type: none"> • 3% salary increase for Zoo Veterinarians at the Zoo Department
11	<ul style="list-style-type: none"> • Expand bonus of \$0.50 per hour to all employees working at Gang Reduction and Youth Development facilities at the Department of Recreation and Parks
12	<ul style="list-style-type: none"> • 8.25% salary increase for Principal and Senior Detention Officers at LAPD
14	<ul style="list-style-type: none"> • 2.75% bonus for Tire Repairer classification at GSD
15	<ul style="list-style-type: none"> • Addition of salary appendices for Vocational Worker Custodian
17	<ul style="list-style-type: none"> • 10% salary increase for Landscape Architect classification at Bureau of Street Services
18	<ul style="list-style-type: none"> • \$200 annual uniform allowance for various classifications
36	<ul style="list-style-type: none"> • Salary adjustments for various classifications at LAPD, LAWA, and Harbor

Fiscal Impact

The total fiscal impact of the recommended adjustments will be approximately \$3.2 million annually (including increased pension costs). The costs will be absorbed by the employing departments in their current Fiscal Year 2016-17 budgets.

Attachments

MAS:MHA:PD:0717009