

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

Date: June 13, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer

*DH  
fw*

Subject: **2014 – 2018 MEMORANDUM OF UNDERSTANDING FOR THE AIRPORT PEACE OFFICERS' UNIT (MOU 30)**

In accordance with Executive Employee Relations Committee (EERC) instructions, agreement has been reached with the Los Angeles Airport Peace Officers Association (LAAPOA) on a successor Memorandum of Understanding (MOU) for the Airport Peace Officers Unit. The MOU was negotiated through a mediation process authorized by the EERC that encompassed a variety of significant issues between LAAPOA and the City, including a lawsuit filed by LAAPOA challenging the validity of the retiree healthcare contribution (4% of base wages), the prospect of creating a new retirement tier for sworn airport police officers, a number of unfair employee relations practice charges and grievances, and the negotiation of a successor MOU. The mediation resulted in settlement of the outstanding issues to the satisfaction of all parties, including the attached MOU.

The MOU covers approximately 420 employees in the classifications of Airport Police Officer and Airport Safety Officer. The term of the attached MOU is July 1, 2014, through June 23, 2018. Major MOU provisions include the following:

- Salaries will be increased 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.
- The starting salary for Airport Police Officer I will be increased to equal the salary set for LAPD Police Officer I (MOU 24), Port Police Officer I (MOU 38), and Municipal Police Officer I (MOU 28).
- Effective January 1, 2017, employees will pay 10% of the healthcare plan premium that each member selects, and continue to pay all costs that exceed the maximum healthcare subsidy.

- The bonus for canine handlers will be increased from 5.5% to 16.5% so that compensation remains competitive with LAPD counterparts.
- Base wage parity adjustments will be provided to ensure that Airport Police Officers are compensated competitively compared to their LAPD counterparts.
- A rotation policy will be fully implemented to ensure that Airport Police Officers have opportunities to develop a wide breadth of skill sets.
- The \$1,025 uniform allowance will be increased to \$1,525, consistent with all other police sworn units.
- The longevity bonuses for 10-15, 15-20, and more than 20 years of service will be flat rated as opposed to being a percentage of pay.

### **Recommendations**

It is recommended that the City Council:

1. Approve the attached 2014-18 MOU for the Airport 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 Department of Airports will bear all costs associated with the implementation of the proposed MOU. Implementation of the provisions of the MOU will result in no cost increases for FY 2014-15 or FY 2015-16. Cost increases of approximately \$2.4 million will be incurred in FY 2016-17 and an additional \$1.2 million in FY 2017-18. The annual ongoing costs amount to approximately \$5.2 million per year over current expenditures.

*MAS:MHA:PG:0715185*

Attachment