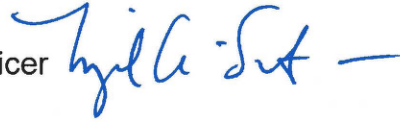


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 2, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **2016–2018 MEMORANDUM OF UNDERSTANDING FOR THE PERSONNEL DIRECTOR BARGAINING UNIT (MOU 63)**

Recommendations

It is recommended that the City Council:

1. Approve the attached 2016-18 Memorandum of Understanding (MOU) for the Personnel Director Representation Unit;
2. Authorize the City Administrative Officer and the Controller to correct any clerical errors in the MOU, or, if approved by the City Attorney, any technical errors.

Summary

In accordance with Executive Employee Relations Committee instructions, agreement on a new MOU has been reached with the Los Angeles Professional Managers' Association for the Personnel Director bargaining unit. The attached MOU, which has been ratified by the bargaining unit, is for a period from February 22, 2016, through June 23, 2018, and includes the following major provisions.

Base Wage Increases

- Effective November 13, 2016, a 3.75% increase for all classifications and a 5.7% adjustment for the classification and pay grade of Personnel Director I;
- Effective June 25, 2017, a 2.25% increase; and,
- Effective June 10, 2018, a 2.25% increase.

Health Care Subsidy

As former non-represented employees, members of the bargaining unit prior paid 10% of the health care premium up to the maximum subsidy (currently the Kaiser family rate), and 100% of any amount over the maximum subsidy. This MOU continues that provision.

Bilingual Differential

This MOU continues the provision that bargaining unit members earn a biweekly flat-rate amount of \$25 for fluently speaking a language other than English when required to do so in the course of their regular job duties and upon certification of fluency by the Personnel Department, and \$50 when required to speak, read, and write a foreign language.

Professional Certification Bonus

Bargaining unit members will be eligible to earn a pensionable bonus in the amount of 2.75% above their regular rate if they possess a senior-level certification from the International Public Management Association for Human Resources (IPMA-HR) or the Society for Human Resources Management (SHRM) or a professional certification from the California Public Employers Labor Relations Association (CALPELRA).

Fiscal Impact

Implementation of the provisions of the proposed MOU will result in the following costs.

Fiscal Impact of Proposed Personnel Direct Unit MOU			
Fiscal Year	Fund Type		Total
	General	Special	
2016-17	\$ 49,000	\$ 39,000	\$ 88,000
2017-18	\$ 36,000	\$ 31,000	\$ 67,000
Annual Ongoing	\$ 85,000	\$ 70,000	\$155,000

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Attachment