

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

C.F. #18-0866

Date: October 20, 2020

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **AMENDMENT NO. 1 - 2018-22 MEMORANDUM OF UNDERSTANDING FOR THE LOS ANGELES AIRPORT POLICE SUPERVISORS ASSOCIATION (LAAPSA) - AIRPORT SUPERVISORY PEACE OFFICERS UNIT (MOU 39)**

RECOMMENDATIONS

It is recommended that the City Council:

1. Approve the attached amendment to 2018-2022 MOU for the Airport Supervisory Peace Officers Unit (MOU 39) represented by Los Angeles Airport Police Supervisors Association; and,
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOU.

DISCUSSION

At its January 24, 2020, meeting the Executive Employee Relations Committee authorized two changes to MOU 39 between the City and the Los Angeles Airport Police Supervisors Association (Association). The first change addresses the Airfield Hazard Incentive for the Sergeants and Lieutenants at Airport Police and the second change addresses Municipal Police Sergeant Pay at the Los Angeles Police Department. These two changes will be codified into the attached amendment (Amendment No. 1) to MOU 39.

Airfield Hazard Incentive

The 2018-2022 MOU 39 allows for qualified bargaining unit members to earn an airfield bonus equal to two percent of base wages. The MOU also allows for the bonus to be increased, by mutual agreement, if an amount greater than two percent is paid to another bargaining Unit for the same bonus. Bargaining unit members in the Airport Peace Officers Representation Unit (MOU 30), who are subordinates of MOU 39 bargaining unit members, are eligible to earn the same airfield bonus. Effective July 7, 2019, the bonus in MOU 30 was increased from two to four percent. Likewise the Airfield Hazard Incentive should be equally increased for MOU 39 members.

Municipal Police Sergeant

The classification of Municipal Police Sergeant was accreted into MOU 39 in September 2019. Municipal Police Sergeants are employed exclusively by the Los Angeles Police Department, some of whom supervise Los Angeles Police Department Police Officers.

The salary difference between an LAPD Officer and a Municipal Police Sergeant is less than the Administrative Code supervisory differential provision of 5.5%. At the Association's request, the City and the Association negotiated an MOU amendment that pays a bonus to Municipal Police Sergeants at a rate that comports with the Administrative Code when Municipal Police Sergeants supervise Police Officers. Currently, LAPD employs three Municipal Police Sergeants, two of whom would be affected by the bonus.

FISCAL IMPACT STATEMENT

MOU 39 has 47 Airport Police Sergeants and Lieutenants receiving the airfield bonus. The Department of Airports currently spends approximately \$125,000 annually to compensate members qualified to receive the airfield bonus. Going forward, the annual cost of the bonus will be approximately \$250,000. The bonus is non-pensionable.

The projected General Fund impact of the amendment relating to Municipal Police Sergeant Pay is approximately \$37,000 in direct salary costs and \$13,000 in pension obligations, through the expiration of the MOU in June 2022.

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Attachment