

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 10, 2019

To: The City Council

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

Subject: **2018 – 2022 MEMORANDUM OF UNDERSTANDING FOR THE MUNICIPAL POLICE OFFICER UNIT (MOU 28)**

RECOMMENDATION

It is recommended that the City Council:

1. Approve the attached 2018 – 2022 Memorandum of Understanding (MOU) for the Municipal Police Officers Unit (MOU 28); and
2. Authorize the City Administrative Officer and the City Controller to correct any clerical errors in the MOU, or, if approved by the City Attorney, any technical errors.

BACKGROUND

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Airport Peace Officers Association on a successor MOU for the Municipal Police Officers bargaining unit. This unit consists of 22 employees in the rank of Municipal Police Officer employed by the Los Angeles Police Department. The major provisions of the MOU are as follows:

- Term & Salary
 - 4 years (June 24, 2018 – June 18, 2022).
 - Provide special adjustments in salaries for Municipal Police Officer so that base pay is equal to similar Airport police ranks. Increases are effective the first full pay period after ratification of the MOU by bargaining unit members.
 - 2% base wage increase effective April 14, 2019.
 - 2% base wage increase effective July 7, 2019.
 - In FY2020-21 only, pay each bargaining unit member additional compensation equal to 2% (non-pensionable) of his or her regular biweekly base rate of pay.
 - 3% base wage increase effective July 4, 2021.
- Health Care
 - Continue to pay 10% of the healthcare premium for active member health care.

- Administrative Changes to Conform to LAPD Practices
 - Compensate employees required to complete medical examinations on duty as a condition of employment.
 - Reduce the minimum amount of pay for court overtime (from 4 to 2 ½ hours).
 - Alter overtime methodology to be in line with LAPD sworn employees.
 - Compensate employees for firearms qualifications.

- Additional Compensation
 - Flat rate Lead Assignment Pay, an increase of approximately \$200 per pay period for qualified unit members.
 - Provide for a Uniform Field Officer Incentive of 3% of a base salary effective July 7, 2019. If this compensation is eliminated from MOU 24, the compensation will automatically be eliminated from MOU 28.

- Firearms and Equipment
 - Pay each bargaining unit member \$1,000 on July 7, 2019, for the purchase of firearms and equipment. The payment is a one-time, cash payment and is not part of pensionable income.

The LAPD is fully supportive of the tentative agreement.

FISCAL IMPACT

The proposed tentative agreement will have an impact on the General Fund. The proposed MOU would increase costs to the General Fund by no more than \$50,000 in FY2018-19, \$200,000 in FY2019-20, \$45,000 in FY2020-21, and \$30,000 in FY2021-22. Additional ongoing costs amount to approximately \$320,000.

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Attachment