

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 AIRPORT PEACE OFFICERS UNIT (MOU 30)**

RECOMMENDATION

It is recommended that the City Council:

1. Approve the attached 2018 – 2022 Memorandum of Understanding (MOU) for the Airport Peace Officers Unit (MOU 30); 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 Airport Peace Officers bargaining unit. This unit consists of 440 employees in the rank of Airport Police Officer employed by the Department of Airports. The major provisions of the MOU are as follows:

- Term & Salary
 - 4 years (June 24, 2018 – June 18, 2022).
 - 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.

- Release Time
 - Forgive one year (FY2018-19) of release time reimbursement for the Association Director.
- Vacation Accrual
 - Change vacation credit from a monthly to an annual accrual method, thereby facilitating annual vacation bidding of employees and the Department.
- Holiday Premium Pay
 - Add the Veteran's Day holiday to the list of holiday premium pay days, thereby aligning the list of holiday premium pay days with other police sworn MOUs.
- Association Disability, Optical, and Life Insurance Benefits
 - Increase the amount of money paid to the Association for additional benefits from \$30 to \$40 per pay period per bargaining unit member.
- Additional Compensation and Hazard Pay Assignments
 - Effective July 7, 2019, increase Airfield Hazard Pay additional compensation from 2% to 4% of base wages for officers who work airfield assignments.
 - Provide additional compensation to unit members in the amount of 2.75% of base wage for earning and maintaining an aviation security credential.
 - Provide bonus opportunities for Airport Police Officer IIs, positions normally filled by Airport Police Officer IIIs.
- Firearms and Equipment
 - Pay each bargaining unit member \$1,500 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 Department of Airports is fully supportive of the tentative agreement.

FISCAL IMPACT

The cost of the proposed tentative agreement will have no impact on the General Fund. The Department of Airports will fund the additional costs. The proposal would increase costs by approximately \$410,000 in FY2018-19, \$2,140,000 in FY2019-20, \$850,000 in FY2020-21, and \$540,000 in FY2021-22. Additional ongoing costs amount to approximately \$3,380,000.

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Attachment