

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: September 27, 2019

To: The City Council

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



Subject: **2019-2022 SUCCESSOR MEMORANDUM OF UNDERSTANDING NO. 61 FOR THE FISCAL AND POLICY PROFESSIONALS ASSOCIATION – SR. ADMINISTRATIVE ANALYSTS AND ADMINISTRATIVE ANALYSTS**

RECOMMENDATION

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2022 Memorandum of Understanding (MOU) for Bargaining Unit 61; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with the instructions of the Executive Employee Relations Committee (EERC), a tentative agreement has been reached with the Fiscal and Policy Professionals Association, Sr. Administrative Analysts and Administrative Analysts Bargaining Unit on a successor MOU. The tentative agreement has been ratified by the bargaining unit members. The key provisions of the agreement are as follows:

- Term - Three years (June 23, 2019 – June 30, 2022)
- General Base Wage Movement – The general base wage movement is agreed upon as follows:
 - 2.75% effective January 19, 2020
 - 2.00% effective January 31, 2021
 - 2.00% effective January 30, 2022
 - 1.50% effective June 19, 2022
- Cash Payment – One-time cash payment equal to 1.4% of base salary on December 31, 2019

- Special Salary Adjustments – 4% salary adjustment for the Sr. Administrative Analyst classification and the consolidation of pay grades for the Administrative Analyst classification
- Salary Structure Change – Conversion from a 15-Step Salary Structure to a 12-Step Salary Structure
- Health Care – Effective January 1, 2020, elimination of the 10% employee contributions toward monthly health care premiums
- Family Illness - Permit employees to use 75% sick time for Family Illness only after exhausting 100% sick time
- Vacation Accumulation Limit - Increase the current vacation accrual limit from two to three years effective September 1, 2019
- Overtime – Overtime to be based on hours compensated in alignment with other civilian MOUs
- Several articles updated to comply with new legislation including Sick Leave, Family and Medical Leave bonding leave availability, and New Employee Information

FISCAL IMPACT

The fiscal impact of the immediate and ongoing costs related to the implementation of this contract is \$1.2M over the term of the contract. This includes \$907k in general salary adjustments and \$237K in special adjustments. In addition, there is a one-time non-pensionable payment of \$91K in 2019-20.

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Attachment