

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 10, 2020

To: The City Council

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

Subject: **2019-2022 SUCCESSOR MEMORANDUM OF UNDERSTANDING FOR THE LOS ANGELES CITY ATTORNEYS ASSOCIATION – CITY ATTORNEYS REPRESENTATION UNIT (MOU 29)**

RECOMMENDATION

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

1. Adopt the attached 2019-2022 Memorandum of Understanding (MOU) for the City Attorneys Representation Unit (MOU 29), represented by the Los Angeles City Attorneys Association (LACAA); 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 its meeting on February 14, 2020, the Executive Employee Relations Committee (EERC) approved a tentative agreement with the LACAA, City Attorneys Representation Unit (MOU 29) for a successor MOU. The CAO was notified by the LACAA on March 9, 2020, that the tentative agreement was ratified by the bargaining unit members. The key provisions of the agreement are as follows:

KEY PROVISIONS

- Term - Three years (July 1, 2019 – June 30, 2022)
- General Base Wage Movement:
 - 2.9% effective July 7, 2019
 - 2.75% effective July 5, 2020
 - 2.00% effective January 31, 2021
 - 2.00% effective January 16, 2022
- Service Recognition Program - Flat-rate, pensionable bonus schedule for those employees who have been on the top salary step for at least one year and who have a certain number of consecutive service years in the Office of the City Attorney as follows:

- 15 years but less than 21 \$2,004 annually
 - 21 years but less than 25 \$4,008 annually
 - 25 years or more \$6,012 annually
- Los Angeles County Bar Dues/Specialized Section Dues - Increase from \$100 to \$120 effective FY 2021/2022.
 - State Bar Assessment - Cumulative maximum of \$500.00 per attorney for any assessment required to remain licensed.
 - Professional Development Allowance - Expands the use of Minimum Continuing Legal Education (MCLE) funds to include other training and related items. Increase in allotment from \$1,250 to \$1,500 per employee, effective fiscal year 2022/2021. One-time \$650 reimbursement from January 2020 to June 2020 (to cover a 6-month transition from calendar year to fiscal year reimbursement schedule). Cash advancement of \$750 in the first pay period of FYs 2020/2021 and 2021/2022. Remaining \$750 of \$1,500 on a reimbursement basis.
 - Health Insurance - Effective January 1, 2020, elimination of the 10% employee contributions toward monthly health care premiums.
 - Life Insurance - Expand the current life insurance benefits to include all bargaining unit members hired on or after January 15, 2014. (Currently, only attorneys hired before this date are eligible to receive term life insurance.)
 - 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.
 - Several articles updated to comply with new legislation including, Membership Dues and Payroll Deduction (formerly Agency Shop), Sick Leave, Family and Medical Leave bonding leave availability, and New Employee Information.

FISCAL IMPACT

The annual ongoing cost of this contract is \$13.4M after implementation of the economic items, which includes \$8.9M in general salary adjustments, \$1.9M in additional compensation, and \$2.6M in pension costs. The total contract obligation is \$38M.

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Attachment