

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 25, 2026

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **AMENDMENT NO. 02 FOR MEMORANDUM OF UNDERSTANDING NO. 03 (MOU 03) REGARDING THE SCHEDULING AND COMPENSATION AFFECTING PORT DISPATCHERS EMPLOYED BY THE LOS ANGELES HARBOR DEPARTMENT**

RECOMMENDATIONS

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

1. Approve the attached Amendment No. 02 to resolve scheduling and related compensation affecting Port Dispatchers; and
2. Authorize the Controller and the CAO to correct any clerical errors in Amendment No. 02, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with Executive Employee Relations Committee (EERC) instructions from its January 27, 2026, meeting, an agreement has been reached to amend the 2023-2028 Memorandum of Understanding (MOU 03) between the American Federation of State, County and Municipal Employees (AFSCME) and the City of Los Angeles. The enclosed 2023-2028 Amendment No. 02 is submitted for consideration and approval.

This amendment specifically addresses provisions affecting Senior Administrative Clerk III (Class Code 1368-3) and Communications Information Representative III (Class Code 1461-3) staff employed by the Los Angeles Harbor Department and assigned as Port Pilot Dispatchers and Port Police Dispatchers (Dispatchers). These roles are critical to the Port of Los Angeles, managing the arrival and departure of ocean-going vessels and dispatching Harbor Police to emergency and non-emergency calls for service.

Currently, Dispatchers work seven 12-hour shifts per biweekly pay period (84 hours) under a declared exemption to the Fair Labor Standards Act (FLSA), 29 USC §207(b)(2). The complex tracking requirements of this exemption exceed the City's capacity, resulting in payroll errors and configuration challenges in the City's payroll system of record, Workday.

The proposed amendments to MOU 03 include removing the FLSA exemption which would allow the Harbor Department to assign employees for traditional work schedules, such as the 5/40 or 4/10. The amendment also simplifies the compensation process within several salary notes, and replaces holiday premium pay with an annual allotment of up to 120 hours of Port Dispatcher Holiday Time. These changes will eliminate previous confusion regarding holiday compensation, night shift differentials, and unspecified holiday calculations, ensuring transparency in timekeeping.

FISCAL IMPACT

The implementation of this MOU amendment will not have a fiscal impact on the General Fund. The Harbor Department is responsible for funding the provisions of this proposed amendment.

MWS:PAG:AB:MM:0726189

Attachment