

COMMUNICATION FROM CHAIR, PERSONNEL AND HIRING COMMITTEE relative to proposed Amendment No. 2 to the 2023-2028 Memorandum of Understanding Clerical and Support Service Unit (MOU 03) to resolve scheduling and related compensation affecting Port Dispatchers.

Recommendations for Council action:

1. APPROVE Amendment No. 02 to the 2023-2028 MOU 03 to resolve scheduling and related compensation affecting Port Dispatchers.
2. AUTHORIZE the Controller and the City Administrative Officer (CAO) to correct any clerical errors in Amendment No. 02, or make necessary technical corrections subsequent to City Council approval

Fiscal Impact Statement: The CAO reports that 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.

Community Impact Statement: None submitted.

Summary:

On April 24, 2026, the Chair of the Personnel and Hiring Committee considered a March 25, 2026 CAO report relative to proposed Amendment No. 2 to MOU 03 to resolve scheduling and related compensation affecting Port Dispatchers. According to the CAO, 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 all 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. After consideration, the Committee Chair moved to recommend approval of the recommendations contained in the CAO report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Councilmember Tim McOsker, Chair  
Personnel and Hiring Committee

<b>COUNCILMEMBER</b>	<b>VOTE</b>
McOSKER:	YES
RODRIGUEZ:	ABSENT
SOTO-MARTINEZ:	ABSENT

ARL  
4/24/26

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**