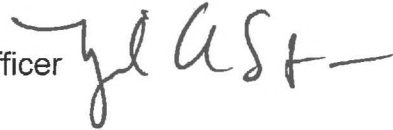


**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 30, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **EXTENSION OF MEMORANDA OF UNDERSTANDING FOR THE ENGINEERS AND ARCHITECTS ASSOCIATION – BARGAINING UNITS 1, 19, 20 AND 21**

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Engineers and Architects Association (EAA) on extensions to the Memoranda of Understanding (MOU) for following bargaining units:

MOU 1	Administrative Unit
MOU 19	Supervisory Technical Unit
MOU 20	Supervisory Administrative Unit
MOU 21	Technical Rank and File Unit

The above MOUs cover 4,566 employees who work in virtually every City department. The term of the existing MOUs is being extended to June 22, 2019. Major provisions included in the MOU extensions are as follows:

- Effective December 13, 2015, all employees will receive a 1.5% non-pensionable “adds to pay” bonus. This bonus will be converted to a pensionable salary increase effective June 26, 2016.
- Effective June 26, 2016, all employees will receive a 2.25% salary increase.
- Effective June 25, 2017, all employees will receive a 2.25% salary increase.
- Effective June 24, 2018, all employees will receive a 2.25% salary increase.
- All employees will continue to contribute towards the City’s cost of providing healthcare at 10% of the healthcare plan premium that each member selects, and all amounts above the City’s maximum subsidy.
- All employees will remain on the 15-step salary structure established with the previous MOU.

- All employees will continue to contribute 4% of base wages towards the cost of retiree health care.
- Adjustments will be made to promotional differentials to ensure employees who received 2.75% promotions between April 2014 and June 27, 2015, will receive a 5.0% promotional differential. Effective June 28, 2015, the promotional differential will increase to 5.5%.
- Revisions are being made to the retirement provisions to reflect the transition to LACERS Tier 3.
- During the last year of the MOU, these units will be entitled to receive the single highest general salary increase received by any other civilian bargaining unit.

### **Recommendations**

It is recommended that the City Council:

1. Approve the attached amended 2013-19 MOUs for bargaining units 1, 19, 20 and 21 represented by the Engineers and Architects Association;
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOUs.

### **Fiscal Impact Statement**

Implementation of the provisions of the MOU amendments will result in cost increases of approximately \$3.4 million in FY 2015-16; \$15.5 million in FY 2016-17; \$12 million in FY 2017-18; and \$12.2 million FY 2018-19. The annual ongoing costs amount to approximately \$43.6million. These costs will be divided fairly evenly between special and general funds.

*MAS:MHA:0715158*

Attachments