

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: September 6, 2018

To: The City Council

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

Subject: **2018 – 2022 MEMORANDUM OF UNDERSTANDING FOR THE AIRPORT SUPERVISORY PEACE OFFICERS UNIT (MOU 39)**

Recommendation

It is recommended that the City Council:

1. Approve the attached 2018 – 2022 Memorandum of Understanding (MOU) for the Airport Supervisory Peace Offices Unit (MOU 39); and
2. Authorize the City Administrative Officer and the Controller to correct any clerical errors in the MOU, or, if approved by the City Attorney, any technical errors.

Background

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Airport Police Supervisors Association on a successor MOU for the Airport Supervisory Peace Officers bargaining unit. This unit consists of 76 employees in the ranks of Airport Police Sergeant and Airport Police Lieutenant employed by the Department of Airports. The major provisions of the MOU are as follows:

Term & Salary

- 4 years (June 24, 2018 – June 18, 2022).
- General salary increase of 2% effective July 8, 2018.
- General salary increase of 2% effective July 7, 2019.
- Additional non-pensionable compensation equal to 2% of base pay effective June 21, 2020, through June 18, 2021, only.
- General salary increase of 3% effective July 4, 2021.

Special Adjustments (effective July 8, 2018)

- Consolidate Airport Sergeant I and Airport Sergeant II pay grades into one pay grade level.
- Apply a special adjustment of approximately 3.5% to the class of Airport Police Lieutenant to maintain appropriate separation of base wages between that class and the class of Airport Police Sergeant.

Additional Compensation (effective July 8, 2018)

- Provide a pensionable 5.5% bonus to Airport Police Sergeants assigned to the Emergency Services Unit.
- Increase additional compensation rates for Airport Police Sergeants assigned to Motors and K9 Units from 5.5% to 11%.
- Provide a flat-rated, pensionable bonus of \$240 biweekly to Airport Police Sergeants assigned to various Specialized Units not currently receiving a specialized assignment incentive.
- Increase Aviation Security additional compensation by 2.75% for qualifying Airport Police Lieutenants.
- Provide additional compensation in the amount of 3% to a qualifying Airport Police Lieutenant for the possession and maintenance of a Management or Supervisory POST Certificate.

Hours of Work

- Change Airport Police Lieutenants hours of work to provide for proper and adequate supervisor coverage during peak times.

Call Back, Standby Pay, and Acting Pay

- Include call back and standby pay provisions effective July 8, 2018.

Vacation Accrual

- Effective January 2019, change vacation credit from a monthly to an annual accrual method. This change facilitates operations and vacation bidding, which occurs once each year before the start of the calendar year.

Los Angeles World Airports is fully supportive of the tentative agreement.

FISCAL IMPACT

The proposed tentative agreement will have no impact on the General Fund. The Airports Department will fund all additional costs. The proposed MOU would increase costs to fund MOU 39 by no more than \$650,000 in FY2018-19, \$645,000 in FY2019-20, \$585,000 in FY2020-21, and \$795,000 in FY2021-22.

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Attachment