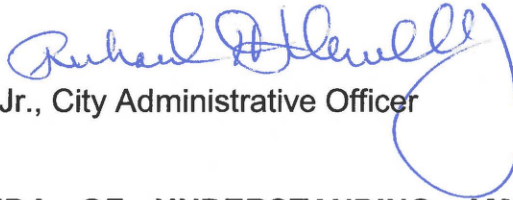


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 26, 2018

To: The City Council

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



Subject: **2015-18 MEMORANDA OF UNDERSTANDING AMENDMENTS – ZOO
EMERGENCY FIREARMS TECHNICIAN (MOU NOS. 4, 11, AND 12)**

Recommendations

It is recommended that the City Council approve the following 2015-2018 Memorandum of Understanding (MOU) amendments (attached hereto), approved as to form and legality by the City Attorney, to provide additional compensation for designated, qualified members of the Los Angeles Zoo Emergency Firearms Team:

1. 2015-2018 Equipment Operation and Labor Employees Representation Unit (MOU 4) Amendment No. 4 - Adds Salary Note e-5.
2. 2015-2018 Recreational Representation Unit (MOU 11) Amendment No. 2 - Adds Salary Note 3 to Appendix E
3. 2015-2018 Supervisory Blue Collar Unit (MOU 12) Amendment No. 2 - Adds Salary Note KK.

Summary

In accordance with instructions from the Executive Employee Relations Committee, this Office negotiated several MOU amendments with the recognized employee organizations that represent classifications eligible to be members of the Los Angeles Zoo Emergency Firearms Team (EFT). The eligible classifications are Animal Keeper (MOU 4), Zoo Curator and Zoo Curator of Reptiles (MOU 11), and Senior and Principal Animal Keeper (MOU 12). The amendments to the 2015-2018 MOU Nos. 4, 11, and 12 provide effective January 7, 2018 that employees in said classifications who meet the qualifications and are designated by Management to be members or captain of the EFT shall receive additional biweekly compensation in the amount of \$75 as an EFT member or \$100 when designated as the EFT captain.

The City Council previously approved an ordinance amending the Los Angeles Administrative Code to provide for the same provision for additional compensation to a qualified

incumbent in the non-represented classification of Animal Collection Curator when designated by Management as an EFT member or captain.

The EFT program was established by the Zoo Department to respond safely and effectively to a dangerous animal escape or perimeter breach of an animal enclosure. In such situations the use of firearms may be necessary to prevent injury to visitors, staff, and other animals in the Zoo's collection. EFT members undergo specific training conducted by the Zoo Department, including a one-time psychological examination performed by the City's Occupational Health Services Division, Personnel Department. The Zoo Department's EFT program complies with the Association of Zoos and Aquariums accreditation requirements.

Fiscal Impact

Any increase in costs resulting from implementation of the attached MOU amendments will be absorbed within budgeted funds by the Zoo Department.

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Attachments