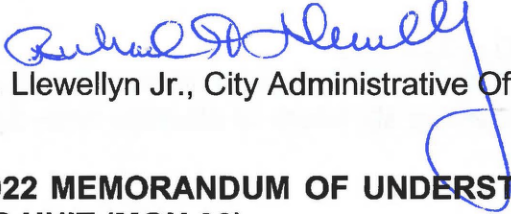


**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 19, 2019

To: The City Council

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

Subject: **2018 – 2022 MEMORANDUM OF UNDERSTANDING FOR HARBOR PEACE OFFICERS UNIT (MOU 38)**

### RECOMMENDATION

It is recommended that the City Council:

1. Approve the attached 2018 – 2022 Memorandum of Understanding (MOU) for the Harbor Peace Officers Unit (MOU 38); and
2. Authorize the City Administrative Officer and the City 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 Port Police Association on a successor MOU for the Harbor Peace Officers bargaining unit. This unit consists of 110 employees in the rank of Port Police Officer and Port Police Sergeant employed by the Harbor Department. The major provisions of the MOU are as follows:

- Term & Salary
  - 4 years (June 24, 2018 – June 18, 2022).
  - Adjust wages so that base pay is equal to similar Airport ranks.
  - 2% base wage increase effective May 12, 2019.
  - 2% base wage increase effective July 7, 2019.
  - In FY2020-21 only, pay each bargaining unit member additional compensation equal to 2% (non-pensionable) of his or her regular biweekly base rate of pay.
  - 3% base wage increase effective July 4, 2021.
- Health Care
  - Continue to pay 10% of the healthcare premium for active member health care.
- Holiday Pay
  - Eliminate payment of holiday pay for specified holidays (e.g., July 4<sup>th</sup>).

- Holiday Pay (continued)
  - Eliminate two specified holidays on which bargaining unit members are eligible to receive holiday premium pay.
  - Maintain holiday premium pay for bargaining unit members who work on the specified holidays.
- Call Back, Standby Pay, and Acting Pay
  - Increase standby pay for off-duty bargaining unit members from \$1.50 per hour to one hour of compensation for every six hours of standby time. Standby pay is cash, non-pensionable.
- Vacation Accrual
  - Effective January 1, 2020, change vacation credit from a monthly to an annual accrual method to facilitate and accommodate operations and vacation bidding, which occurs annually before the start of the calendar year.
- Additional Compensation
  - Increase pay to bargaining unit members who are trained and certified to conduct maritime law enforcement activities and functions and, when not assigned to regularly conduct maritime policing and patrol activities, are periodically deployed to conduct such activities. The increase, from \$0.95 non-pensionable to \$5 pensionable per hour, will take effect July 7, 2019.
- Overtime Calculation
  - Change the calculation of overtime. The current 40 hours per week threshold will be expanded to 80 hours per pay period, and as such, a bargaining unit member will earn less overtime.

Changes will occur with the adoption of the MOU by the City Council unless otherwise specified above.

The Harbor Department is fully supportive of the proposed MOU. The most significant aspect of the new MOU is the elimination of fixed-date holidays whereby bargaining unit members will no longer be paid time on a fixed holidays, a provision that has caused unnecessary and inappropriate overtime payments. Elimination of this provision reduces payroll by approximately six percent, which is reflected in the fiscal impact statement below.

## **FISCAL IMPACT**

The proposed tentative agreement will have no impact on the General Fund. The Harbor Department will fund all additional costs. The proposed MOU would increase costs to fund MOU 38 by no more than \$400,000 in FY2018-19, \$1,700,000 in FY2019-20, \$350,000 in FY2020-21, and \$430,000 in FY2021-22.

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Attachment