

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: January 6, 2014

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **MEMORANDUM OF UNDERSTANDING FOR THE MANAGEMENT ATTORNEYS BARGAINING UNIT (MOU 32)**

In accordance with instructions from the Executive Employee Relations Committee, agreement has been reached with the Management Attorneys Association on a successor Memorandum of Understanding (MOU). The term of the attached MOU is July 1, 2013 through June 30, 2016. There are currently 13 active members in this bargaining unit.

The parties have agreed to the following key provisions:

- Term: 3 years (July 1, 2013 - June 30, 2016).
- COLA: 0% for three years.
- Health Plan Premiums: 10% employee contribution, effective January 1, 2015 (Unit members have been contributing 5% since January 1, 2013).
- Retiree Health Subsidy: continued 4% additional employee retirement contribution with vesting of increases in the two-party Kaiser rate subsidy (Unit members have been contributing the additional 4% since July 1, 2011).
- Eliminate 2.75% additional salary adjustment for new hires/appointments (two of three 2.75% salary adjustments were already eliminated in the previous MOU).
- Salary Restructure: elongate salary ranges by adding a new top Step E for new hires/appointments that would not be eligible for 2.75% additional salary adjustments.
- Letter of Intent: to provide a salary increase in the last two years of the MOU should a salary increase be approved for a majority of civilian non-DWP, management, or other attorney units.
- Family and Medical Leave: Raise eligibility threshold to 1,250 hours worked consistent with State and federal law.

Recommendations

That the City Council:

1. Adopt the attached 2013-2016 MOU No. 32, approved as to form by the City Attorney, and
2. Authorize the City Administrative Officer and the City Controller to make any necessary technical or clerical corrections to the 2013-2016 MOU No. 32.

Fiscal Impact Statement

Implementation of the provisions of the 2013-2016 MOU No. 32 results in a General Fund savings of approximately \$100,000 over the term of the MOU.

MAS:CEC:0714053

Attachment