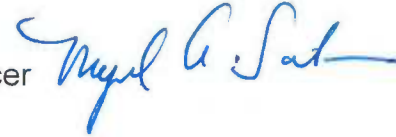


**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: December 30, 2014

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **MEMORANDUM OF UNDERSTANDING FOR THE POLICE OFFICERS,  
CAPTAIN AND ABOVE BAGAINING UNIT (MOU 25)**

In accordance with Executive Employee Relations Committee (EERC) instructions, agreement has been reached with the Los Angeles Police Command Officers Association on a successor Memorandum of Understanding (MOU) for the Police Officers, Captain and Above bargaining unit. This unit consists of 106 sworn officers of the Los Angeles Police Department in the ranks of Captain, Commander, and Deputy Chief. The attached MOU is for a fifteen-month period from July 1, 2014, through September 30, 2015, and includes the following major provisions:

- Term & Salary Increase  
15 months (July 1, 2014 – September 30, 2015).  
No salary increase during term of MOU.
- Uniform & Community Outreach Allowances  
Each member of the bargaining unit will receive \$600 in January 2015 as a Community Outreach Stipend and \$1,500 in July 2015 as a Uniform Allowance.
- POST Certificate & Training Bonus  
The 1% Peace Officer Standards and Training (POST) and 1% Continuing Education bonuses will be rolled into base pay effective January 15, 2015. This action will not increase existing salaries.
- Holiday Compensation  
The \$250 flat rate payment for reporting for duty on holidays will be expanded from three holidays to ten holidays per year.
- Health & Dental Insurance  
Effective July 2015, the maximum health insurance subsidy will increase by 5% (to \$1,227 per month) and the dental insurance subsidy will increase from \$76 to \$78 per month.

- Employee Assistance Program  
Funding of \$8,100 will be provided for the Employee Assistance Program for Fiscal Year 2014/15.
- Death Benefit  
The death benefit will increase from \$15,000 to \$20,000.
- Executive Development Fund  
Funding for the Executive Development Fund which provides for training and tuition reimbursement will increase from \$100,000 to \$250,000 per year.
- Assignment to Higher Level Position  
The qualifying period for acting pay assignments will decrease from 84 days to 56 days.
- Vacations  
The maximum vacation accrual will increase from two years to three years.
- Accumulated Sick Leave  
Cash payment will be made in January for excess accumulated sick leave.

### **Recommendation**

That the City Council:

1. Approve the July 1, 2014 through September 30, 2015 Memorandum of Understanding for the Police Officers, Captain and Above bargaining unit.
2. Authorize the City Administrative Officer and the Controller to correct any clerical errors in the Memorandum of Understanding, or, if approved by the City Attorney, any technical errors.

### **Fiscal Impact**

The above provisions will add approximately \$295,000 in costs to the General Fund in Fiscal Year 2014/15 and \$338,000 in Fiscal Year 2015/16. The Los Angeles Police Department will absorb these additional costs within its current budget.

Attachment