

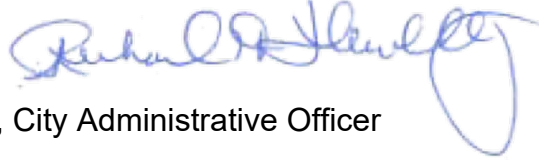
**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 14-1763

Date: March 8, 2021

To: The City Council

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

Subject: **2019-2022 AMENDED MEMORANDUM OF UNDERSTANDING (MOU) FOR THE LOS ANGELES POLICE COMMAND OFFICERS ASSOCIATION (MOU 25)****RECOMMENDATION**

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2022 Amended Memorandum of Understanding (MOU) for Bargaining Unit 25; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

**SUMMARY**

In accordance with the instructions of the Executive Employee Relations Committee (EERC), a tentative agreement has been reached with the Los Angeles Police Command Officers Association (LAPCOA) for the Police Officers, Captain and Above representation bargaining unit for an amended MOU. The tentative agreement has been ratified by bargaining unit members. The key provisions of the agreement are as follows:

- Term & Salary
  - Extend term from 3 years to 5 years (July 1, 2019 – June 29, 2024).
  - Defer date of base wage increase of 3% from January 16, 2022, to January 1, 2023.
- Health Insurance
  - In January 2022 and January 2023 the parties shall meet and confer to establish the monthly subsidy amounts for the next fiscal year (July 2022 and July 2023).
- Budget and Finances
  - New Letter of Agreement requiring meetings to provide periodic updates on the City's budget and finances; LAPCOA can invoke right to meet and confer over distribution of significant state/federal relief money received by the City.

- Retirement Incentive Pay
  - Provides members who plan on entering DROP or retiring between January 16, 2022, and December 31, 2022, for purposes of including active compensation (highest 12 months) regarding retirement allowance calculation.
  - Allows members in DROP prior to January 16, 2022, to take advantage of Retirement Incentive Pay during the last pay period of employment to maintain deferred salary regarding accumulated time off payouts.

## **FISCAL IMPACT**

Implementation of this contract extension amendment will result in savings of approximately \$500,000 in direct and indirect costs for fiscal years 2021-22 and 2022-23. This includes savings achieved from the deferral of raises as well as costs related to the retirement incentive pay.

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Attachment