

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to proposed amended 2017-27 Memorandum of Understanding (MOU) for the Port Pilots Bargaining Unit (MOU 26).

Recommendations for Council action:

1. APPROVE the amended 2017-27 MOU 26, attached to the Council file, for the Port Pilots Bargaining Unit represented by the Los Angeles Port Pilots Association.
2. AUTHORIZE the City Administrative Officer (CAO) and City Controller to correct any clerical or technical errors in the MOU.

Fiscal Impact Statement: The CAO reports that the base wage reduction between July 2021 and July 2024 will generate an estimated savings for the Harbor Department of \$50,000 in Fiscal Year (FY) 2021-22 and FY 2022-23 and \$66,000 in FY 2023-24 (because the number of Port Pilots in the latter year will increase by three). The base wage reduction also saves an indeterminable amount of money from FY 2021 - 22 through FY 2023-24 on overtime, call back, and holiday premium pay. The effect of modifying the Efficiency Incentive is unknown because it is chiefly dependent on ship traffic.

Community Impact Statement: None submitted.

Summary:

On November 4, 2020, your Committee considered an October 28, 2020 CAO report relative to proposed amended 2017-27 Memorandum of Understanding (MOU) for the Port Pilots Bargaining Unit (MOU 26). According to the CAO, in accordance with the instructions of the Executive Employee Relations Committee, a tentative agreement has been reached with the Los Angeles Port Pilots Association bargaining unit to amend and extend the current MOU. The tentative agreement has been ratified by bargaining unit members. The key provisions of the agreement are as follows:

- Term & Salary- Extend the original term (ending June 18, 2022) through July 24, 2027 with no base wage adjustment through July 2027. Reduce base wages for Port Pilot IIs by 2.2 percent effective July 2021 and restore wages to the July 5, 2020, rate effective July 2024.
- Overtime- Clarify current provisions and practices by declaring an FLSA overtime exemption and strengthening language relative to the Administrative Code.
- Call Backs- Strengthen current rules regarding the payment of cancelled Call Backs. Holiday
- Premium Pay-
 - Reduce compensation for working on a holiday from 14 to 12 hours and eliminate additional compensation for not working on a holiday.

- Provide time off in lieu of holiday time to each Pilot. Time remaining in the time bank at the end of each calendar year to be paid off, up to a maximum of 80 hours.
- Efficiency Incentive- Increase the negotiated percentage in the formula over the term of the agreement and create a proxy for a minimum tariff amount in July 2023 and July 2027.
- Other Update provisions to achieve consistency with other civilian MOUs and the Los Angeles Administrative Code, including:
 - Payroll deductions
 - Grievance procedures
 - Vacation accruals
 - Family Medical Leave provisions
 - Healthcare contributions.

After further consideration and having provided an opportunity for public comment, the Committee recommended approval of the amended 2017-27 MOU No. 26. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER VOTE

KORETZ: YES

LEE: YES

PRICE: YES

ARL

11/4/20

-NOT OFFICIAL UNTIL COUNCIL ACTS-