

COMMUNICATION FROM CHAIR, PERSONNEL AND ANIMAL WELFARE COMMITTEE relative to amendments to Memorandum of Understanding Nos. 4, 11, and 12 (MOUs 4, 11, 12) for Zoo Emergency Firearms Team.

Recommendation for Council action:

ADOPT the following amendments to MOUs 4, 11, and 12:

- a. Amendment No. 4 to the 2015-18 Equipment Operation and Labor Employees Representation Unit MOU No. 4 to add Salary Note e-5.
- b. Amendment No. 2 to the 2015-18 Recreational Representation Unit MOU No. 11 to add Salary Note 3 to Appendix E.
- c. Amendment No. 2 to the 2015-18 Supervisory Blue Collar Unit MOU No. 12 to add Salary Note KK.

Fiscal Impact Statement: The City Administrative Officer (CAO) reports that any increase in costs resulting from the implementation of above detailed amendments to MOUs 4, 11 and 12 will be absorbed within budgeted funds by the Zoo Department.

Community Impact Statement: None submitted.

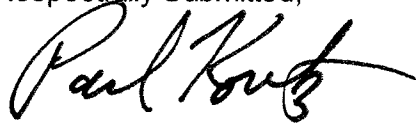
Summary:

On December 5, 2018, the Chair of the Personnel and Animal Welfare Committee considered a November 26, 2018 CAO report relative to amendments to MOUs 4, 11, 12) for Zoo Emergency Firearms Team. According to the CAO, in accordance with instructions from the Executive Employee Relations Committee, it negotiated several MOU amendments with the recognized employee organizations that represent classifications eligible to be members of the Los Angeles Zoo Emergency Firearms Team (EFT). The eligible classifications are Animal Keeper (MOU 4), Zoo Curator and Zoo Curator of Reptiles (MOU 11), and Senior and Principal Animal Keeper (MOU 12). The amendments to the 2015-2018 MOU Nos. 4, 11, and 12 provide that effective January 7, 2018, employees in said classifications who meet the qualifications and are designated by Management to be members or captain of the EFT shall receive additional biweekly compensation in the amount of \$75 as an EFT member or \$100 when designated as the EFT captain.

Previously, Council approved an Ordinance amending the Los Angeles Administrative Code to provide for the same provision for additional compensation to a qualified incumbent in the non-represented classification of Animal Collection Curator when designated by Management as an EFT member or captain. The EFT program was established by the Zoo Department to respond safely and effectively to a dangerous animal escape or perimeter breach of an animal enclosure. In such situations the use of firearms may be necessary to prevent injury to visitors, staff, and other animals in the Zoo's collection. EFT members undergo specific training conducted by the Zoo Department, including a one-time psychological examination performed by the City's Occupational Health Services Division, Personnel Department. The Zoo Department's EFT

program complies with the Association of Zoos and Aquariums accreditation requirements. After consideration, the Committee Chair moved to recommend approval of the recommendation contained in the CAO report and detailed above. This matter is now submitted to Council for its consideration.

Respectfully Submitted,



COUNCILMEMBER PAUL KORETZ, CHAIR
PERSONNEL AND ANIMAL WELFARE COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
HARRIS-DAWSON:	ABSENT
ENGLANDER:	ABSENT

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12/5/18

-NOT OFFICIAL UNTIL COUNCIL ACTS-