

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

C.F. #20-0600

Date: October 5, 2020

To: The City Council

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

Subject: **COST SAVINGS FOR FY 2020/21 – ADDITIONAL LETTER OF AGREEMENT****RECOMMENDATION**

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

1. Approve the attached cost savings Letter of Agreement (LOA) for the Los Angeles City Attorneys Association (LACAA).
2. Defer the implementation of furloughs until no earlier than January 17, 2021 (Pay Period 16).
3. Reduce the number of furlough days for FY2020/21 to 11 days.

SUMMARY

On September 14, 2020, the City Council adopted a recommendation to implement 18 furlough days for most civilian employees effective October 11, 2020. These 18 days were a reduction from the original 26 furlough days adopted in the 2020/21 budget.

Since then, the CAO has continued to bargain with civilian labor organizations regarding cost savings to further delay and/or eliminate the need for furloughs. During those bargaining sessions a tentative agreement was reached with the following key terms:

- An 8-hour unpaid day for all civilian employees on Tuesday, November 3, 2020.
- An 8-hour unpaid day for all civilian employees on Friday April 2, 2021.
- Add a one-time paid eight (8) hour floating holiday to FY 2020/21.
- Defer the January 2021 payment of excess sick leave to January 2022.

On October 1, 2020, the CAO recommended that the City Council approve cost savings LOAs for ten (10) civilian labor organizations. The attached LOA for the LACAA is in addition to the previously recommended LOAs.

FISCAL IMPACT

The previously reported fiscal impact of these additional cost saving measures of approximately \$21.4M in fiscal 2020-2021, included savings from LACAA, pending the executed LOA.

RHL:DB:0721030

Attachment

**LETTER OF AGREEMENT
BETWEEN THE LOS ANGELES CITY ATTORNEYS ASSOCIATION (LACAA) AND
THE CITY OF LOS ANGELES**

WHEREAS, the Los Angeles City Attorneys Association ("LACAA") and the City of Los Angeles ("City") agree that the City's current financial condition requires immediate cost savings measure in FY 2020/21,

THEREFORE, LACAA AND THE CITY HEREBY AGREE AS FOLLOWS:

- On Tuesday, November 3, 2020, all civilian employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations and MOU provisions.
- On Friday April 2, 2021, all civilian employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations and MOU provisions.
- Add a one-time paid eight (8) hour floating holiday to FY 2020/21.
- Defer the payment of the excess sick leave cash payout from January 2021 to January 2022. The deferred payment shall be made at the current rate/wage of the employee at the time of the payout.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Letter of Agreement the day, month, and year written below.

FOR LACAA:

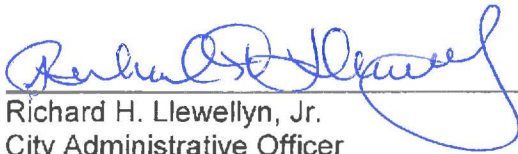


Joshua Geller, President

10/6/20

Date

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

10/7/20

Date

Approved as to Form and Legality:



Office of the City Attorney

10/7/2020

Date