

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: August 18, 2023

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2023-2027 MEMORANDUM OF UNDERSTANDING FOR THE POLICE OFFICERS, LIEUTENANT AND BELOW REPRESENTATION UNIT (MOU 24)**

The Office of the City Administrative Officer (CAO) recommends the following actions by the City Council:

1. Approve the attached 2023-2027 Memorandum of Understanding (MOU) for the Police Officers, Lieutenant and Below Representation Unit (MOU 24), represented by the Los Angeles Police Protective League (LAPPL), and;
2. Authorize the CAO and the City Controller to correct any clerical or, if approved by the City Attorney, technical errors in the MOU.

SUMMARY

Negotiations between the LAPPL and the City for a successor MOU 24 (to the MOU that expired in June 2023) began in January 2023 and concluded in late July 2023 when a Tentative Agreement (TA) was reached between the parties. On August 9, 2023, the Executive Employee Relations Committee (EERC) instructed this Office to transmit the TA, pending ratification by the LAPPL membership, to the City Council for its consideration. On August 10, 2023, the LAPPL notified the City that the TA was ratified by its membership. Key provisions of the TA for a successor MOU 24 are highlighted in Attachment A to this report.

DISCUSSION

The LAPPL represents Police Officers, Sergeants, Detectives, and Lieutenants employed exclusively by the Los Angeles Police Department (LAPD or Department). The LAPD currently faces significant challenges, particularly in the areas of recruiting and hiring new officers and retaining officers once they've completed their academy training. Department staffing has declined by more than 1,000 officers since Fiscal Year 2019-20, with recruit classes far below capacity and attrition higher than historic averages. As a result, Department leadership reports difficulties in staffing critical public-facing assignments.

The EERC issued bargaining instructions to this Office designed to address the severe staffing challenges facing the LAPD. Specifically, the proposed MOU recommended in this report is structured to achieve three objectives: (1) improve recruiting and hiring of new officers; (2) retain new and experienced officers; and (3) incentivize critical public safety functions.

OBJECTIVE #1 – Improve Recruiting and Hiring of New Officers

As of July 2023, the LAPD employed 8,995 sworn employees, the lowest number in its sworn ranks during the past decade. The diminishing sworn staffing was a focal point of discussions and proposals made by both LAPPL and the City with the objective of bolstering recruitment and retention. As illustrated in Attachment A, provisions of the proposed successor MOU are designed to enhance recruitment by increasing the Police Officer starting salary, thereby remaining competitive with other policing agencies. Attachment B illustrates the proposed increase in starting pay, which moves LAPD from below to above the median starting pay among competing jurisdictions.

OBJECTIVE #2 – Retain New and Experienced Officers

The proposed MOU targets the largest group prone to resignation, i.e., officers with less than ten years of service, by adding retention pay for Police Officers who have two to ten years of service. As illustrated in the table below, approximately 82% (811 of 896) of the MOU 24 bargaining unit members who resigned in the last six fiscal years worked for the Department for less than ten years. By simultaneously increasing starting salaries and adding retention pay for officers with less than ten years of service, the proposed MOU will provide greater incentive for newly minted officers to remain with LAPD, which will have an immediate impact on recruitment and retention. The proposed MOU also provides concurrent incentives for seasoned members to extend their careers with LAPD by providing increases in the salary schedules for Sergeants, Detectives, and Lieutenants.

LAPD MOU 24 Resignations FY2017-18 to FY2022-23		
Years of Service	Join Another Law Enforcement Agency	Reason Undisclosed
0 – 1.5	9	422
1.5 – 3	44	46
3 – 5	45	74
5 – 10	62	109
10 – 15	11	73
15 – 20	5	29
20 – 25	1	44
25 – 30	0	12
Total	177	809

OBJECTIVE #3 – Incentivize Critical Public Safety Functions

The proposed MOU addresses critical policing functions by: increasing the Geographic Patrol bonus, thereby emphasizing the importance and enhancing the attractiveness of front-line patrol assignments; providing seven-day standby pay for Homicide and Sexual Assault investigators, which reduces response times, addresses immediate needs of investigating the most serious crimes, and highlights the importance of work that assigned personnel perform; and, adding bonus incentives to Community Safety Partnership and Drug Recognition Expert assignments, which are critical to community safety and liaison work and supportive to the criminal prosecution of impaired driving cases.

Finally, the proposed MOU guarantees that the City retains the right to advance alternative / unarmed crisis response programs, currently in development by the Mayor and the City Council, without triggering MOU provisions protecting bargaining unit work.

FISCAL IMPACT

The proposed successor MOU will have the following estimated General Fund impacts: FY2023-24, \$123MM; FY2024-25, \$75MM; FY2025-26, \$91MM; FY2026-27, \$95MM.

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Attachments

ATTACHMENT A

Key Provisions of the TA for a Successor MOU 24	
ITEM	Proposal
Term	Four-year Term – July 2 through June 26, 2027.
Base Wages Increase	<ul style="list-style-type: none"> • Increase wages as follows: <ul style="list-style-type: none"> ○ July 16, 2023: 3% (Non-pensionable) ○ June 30, 2024: 3%; 6% cumulative (Non-pensionable) ○ June 29, 2025: 3%; 9% cumulative (Non-pensionable) ○ June 28, 2026: 3%; 12% cumulative (Pensionable)
Starting Salary Increase	Increase starting pay (by 12.67%) for officers entering the Academy and on Field Probation, effective July 16, 2023
Critical Needs	<ul style="list-style-type: none"> • Increase Geographic Patrol Bonus and convert to flat rate • Provide Standby pay for critical personnel, such as Homicide and Sexual Assault Investigators • Add bonus pay for unit members assigned to the Community Safety Partnership (CSP) Bureau • Increase Drug Recognition Expert pay
Retention Pay	<ul style="list-style-type: none"> • Add retention pay of 3% for Police Officers starting at two years of service, increasing to 8% by the end of the MOU term • Add 1% to retention pay for Police Officers with 27+ years of service • Convert retention pay for less than 20 years of service to non-pensionable payment • Provide retention pay of 3% for salary schedules of Sergeants, Detectives, and Lieutenants, increasing to 8% by the end of the MOU term
Insurance Subsidy	<ul style="list-style-type: none"> • Increase health insurance subsidy by 5% annually • Increase life insurance subsidy by \$2 per month for each year of MOU • Increase dental insurance subsidy by \$3 per month for each year of MOU
Unarmed Response	City may advance alternative / unarmed crisis response programs without triggering MOU provisions protecting bargaining unit work
Education Incentive	Eliminate education incentive pay for any unit member joining the Department on or after January 1, 2024

ATTACHMENT B

Police Officer Starting Salaries LAPD in <u>CURRENT</u> MOU	
Agency	Salary
LAPD	\$ 74,020
LA County Sheriff	\$ 76,993
Burbank	\$ 80,203
<i>Median</i>	<i>\$ 80,436</i>
Pasadena	\$ 80,096
Long Beach	\$ 80,722
Glendale	\$ 86,124
Beverly Hills	\$ 98,481
Santa Monica	\$ 109,392

Police Officer Starting Salaries LAPD in <u>PROPOSED</u> MOU	
Agency	Salary
LA County Sheriff	\$ 76,993
Burbank	\$ 80,203
Pasadena	\$ 80,096
Long Beach	\$ 80,722
<i>Median</i>	<i>\$ 83,423</i>
Glendale	\$ 86,124
LAPD	\$ 86,193
Beverly Hills	\$ 98,481
Santa Monica	\$ 109,392

ATTACHMENT C

New Hire and Lateral Employment Bonuses for Police Officers		
Agency	Recruits	Laterals
LAPD <i>(proposed¹)</i>	<ul style="list-style-type: none"> • \$5,000 (start of academy) • \$5,000 (after 18 months) • \$5,000 (36 months) 	<ul style="list-style-type: none"> • \$10,000 (start of academy) • \$5,000 (after 18 months) • \$5,000 (after 36 months)
Pasadena	N/A	<ul style="list-style-type: none"> • \$8,000, including: <ul style="list-style-type: none"> ○ \$2,500 (after 1 month) ○ \$2,500 (after 6 months) ○ \$3,000 (after probation)
Long Beach	<ul style="list-style-type: none"> • \$6,000, including: <ul style="list-style-type: none"> ○ \$1,000 (upon hire) ○ \$2,000 (after academy graduation) ○ \$3,000 (after probation) 	<ul style="list-style-type: none"> • \$15,000, including: <ul style="list-style-type: none"> ○ \$5,000 (upon hire) ○ \$10,000 (after probation)
Beverly Hills	<ul style="list-style-type: none"> • \$20,000 	<ul style="list-style-type: none"> • \$15,000
LA County Sheriff	N/A	N/A
Santa Monica	N/A	N/A
Burbank	<ul style="list-style-type: none"> • Credit of 80 vacation hours and 80 sick time hours after academy graduation 	<ul style="list-style-type: none"> • Credit 120 vacation hours and 120 sick time hours upon hire
Glendale	N/A	N/A

¹ See [Council File 22-1140](#). Requires EERC consideration.