

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: September 28, 2023

To: Kenneth Mejia, Controller
Attn: Rick Cole, Chief Deputy Controller

From: Matthew W. Szabo, City Administrative Officer 

Subject: **TECHNICAL CORRECTIONS FOR THE 2023-27 MEMORANDUM OF UNDERSTANDING FOR THE POLICE OFFICERS, LIEUTENANT AND BELOW REPRESENTATION UNIT (MOU 24)**

The 2023-27 Memorandum of Understanding (MOU) between the City of Los Angeles and the Los Angeles Police Protective League, (League), for the Police Officers, Lieutenant and Below Representation Unit (MOU 24) contains the following technical errors that require correction:

ARTICLE 5.1 SALARIES

The salaries and longevity payments shown in the Appendices listed below will be operative on the following dates:

Appendices A-1 thru 3	July 2, 2023
Appendices B-1 thru 3	July 16, 2023
Appendices C-1 thru 3	June 30, 2024
Appendices D-1 thru 3	June 29, 2025
Appendices E-1 thru 3	June 28, 2026

Note: The operative dates for Appendices A, B, C, D and E coincide with the beginning of payroll periods. **Appendices B-1 through D-3 are for illustrative purposes only and are not representative of base wage increases. Article 5.1 Salaries, A-H below, describes the compensation illustrated in Appendices B-1 through E-3 respectively.**

- A. Commencing July 16, 2023, and ending June 29, 2024, each bargaining unit member shall receive additional compensation in an amount equivalent to three percent of their regular base hourly rate more than the rates in effective as of July 2, 2023. The MOU as originally adopted by the City Council on August 23, 2023, provides specific dollar amounts for Salary Schedules 1 through 4 and the associated Salary Steps. The additional compensation shall be paid biweekly as a cash, non-pensionable, "Adds to Rate" bonus that is calculated as part of regular wages.**

- B. Commencing June 30, 2024, and ending June 28, 2025, each bargaining unit member shall receive additional compensation in an amount equivalent to six percent of their regular base hourly rate more than the rates in effective as of July 2, 2023. The MOU as originally adopted by the City Council on August 23, 2023, provides specific dollar amounts for Salary Schedules 1 through 4 and the associated Salary Steps. The additional compensation shall be paid biweekly as a cash, non-pensionable, "Adds to Rate" bonus that is calculated as part of regular wages.**
- C. Commencing June 29, 2025, and ending June 27, 2026, each bargaining unit member shall receive additional compensation in an amount equivalent to nine percent of their regular base hourly rate more than the rates in effective as of July 2, 2023. The MOU as originally adopted by the City Council on August 23, 2023, provides specific dollar amounts for Salary Schedules 1 through 4 and the associated Salary Steps. The additional compensation shall be paid biweekly as a cash, non-pensionable, "Adds to Rate" bonus that is calculated as part of regular wages.**
- D. Appendices E-1 thru E-3 represents a twelve percent base wage increase.**
- E. Commencing July 16, 2023, and ending June 29, 2024, Detectives, Sergeants, and Lieutenants who are assigned to Salary Schedules 5 through 13 and placed on Salary Steps 4 through 7, as applicable, shall receive an amount equivalent to three percent of their regular base hourly rate more than the rates in effective as of July 2, 2023. The MOU as originally adopted by the City Council on August 23, 2023, provides specific dollar amounts for Salary Schedules 1 through 4 and the associated Salary Steps. The additional compensation shall be paid biweekly as a cash, non-pensionable, "Adds to Rate" bonus that is calculated as part of regular wages.**
- F. Commencing June 30, 2024, and ending June 28, 2025, Detectives, Sergeants, and Lieutenants who are assigned to Salary Schedules 5 through 13 and placed on Salary Steps 4 through 7, as applicable, shall receive an amount equivalent to four percent of their regular base hourly rate more than the rates in effective as of July 2, 2023. The MOU as originally adopted by the City Council on August 23, 2023, provides specific dollar amounts for Salary Schedules 1 through 4 and the associated Salary Steps. The additional compensation shall be paid biweekly as a cash, non-pensionable, "Adds to Rate" bonus that is calculated as part of regular wages.**
- G. Commencing June 29, 2025, and ending June 27, 2026, Detectives, Sergeants, and Lieutenants who are assigned to Salary Schedules 5 through 13 and placed on Salary Steps 4 through 7, as applicable, shall receive an amount equivalent to six percent of their regular base hourly rate more than the rates in effective as of July 2, 2023. The MOU as originally adopted by the City Council on August 23, 2023, provides specific dollar amounts for Salary Schedules 1 through 4 and the associated Salary Steps. The additional compensation shall be paid biweekly as a**

cash, non-pensionable, “Adds to Rate” bonus that is calculated as part of regular wages.

- H. Commencing June 28, 2026, the base hourly wage amounts assigned to Salary Schedules 5 through 13, Salary Steps 4 through 7, as applicable, shall increase by an amount equivalent to eight percent more than the rates in effective as of July 2, 2023.

APPENDIX G SALARY ADMINISTRATION

- B. Salary upon Initial Appointment and Salary Progression (Effective July 16, 2023)
1. Any Police Officer I assigned to the first step **or second step** of Salary Schedules 1 or 2, and any Police Officer II **currently** assigned to the first step of Salary Schedule 2, shall be advanced to the second step of Salary Schedule 2. The advancement shall cause no change in the employee’s salary anniversary date.
 2. Initial appointment as a Police Officer shall be at the first step of Salary Schedule 2, herein provided, for a period of 18 months.
 3. Any Police Officer, upon completion of an 18 month period as a Police Officer I and advancement to the rank and pay grade of Police Officer II (Class Code 2214-2), shall be advanced in pay to the second step of Salary Schedule 2. Thereafter, advancements in salary shall be made automatically, step by step, after each year of aggregate active service in the class and pay grade in which the employee is employed to the maximum step rate within the Salary Schedule prescribed for their class and pay grade, subject to the provisions in Subsections (F) and (G) of this appendix.

Please direct questions to Terra Messina at terra.messina@lacity.org.

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