

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT
(MOU NO. 25)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 25
made and entered into this 9th day of June 2022**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

THE LOS ANGELES POLICE COMMAND OFFICERS ASSOCIATION

August 1, 2019 – June 29, 2024

**MOU AMENDMENT NO. 1
POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT (MOU 25)**

The Los Angeles Police Command Officers Association and the City of Los Angeles have reached agreement on the following MOU amendments.

Article 5.1 (SALARIES) is amended, as follows:

ARTICLE 5.1 SALARIES

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

- Appendix A – August 1, 2019
- Appendix B – September 1, 2019
- Appendix C – July 5, 2020
- Appendix D – January 17, 2021
- Appendix E – January 1, 2023
- Appendix F – July 2, 2023**

Except for the Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2019-2024 MOU No. 25 shall remain in full force and effect during the term of the MOU.

APPENDIX F
MOU 25 - Captain and Above
Operative, July 2, 2023

SALARY STEP		1	2	3	4	5	6
Captain I 2244-1 Range 7413	HR	\$ 78.63	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14
	BW	\$ 6,290.40	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20
	MO	\$ 13,681.62	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36
	YR	\$ 164,179.44	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32
Captain II 2244-2 Range 7862	HR	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14	\$ 108.89
	BW	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20	\$ 8,711.20
	MO	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36	\$ 18,946.86
	YR	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32	\$ 227,362.32
Captain III 2244-3 Range 8262	HR	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14	\$ 108.89	\$ 114.96
	BW	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20	\$ 8,711.20	\$ 9,196.80
	MO	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36	\$ 18,946.86	\$ 20,003.04
	YR	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32	\$ 227,362.32	\$ 240,036.48
Commander 2251-0 Range 9210	HR	\$ 97.70	\$ 103.15	\$ 108.90	\$ 114.97	\$ 121.38	\$ 128.15
	BW	\$ 7,816.00	\$ 8,252.00	\$ 8,712.00	\$ 9,197.60	\$ 9,710.40	\$ 10,252.00
	MO	\$ 16,999.80	\$ 17,948.10	\$ 18,948.60	\$ 20,004.78	\$ 21,120.12	\$ 22,298.10
	YR	\$ 203,997.60	\$ 215,377.20	\$ 227,383.20	\$ 240,057.36	\$ 253,441.44	\$ 267,577.20
Deputy Chief I 2262-1 Range 10587	HR	\$ 112.34	\$ 118.60	\$ 125.21	\$ 132.19	\$ 139.57	\$ 147.35
	BW	\$ 8,987.20	\$ 9,488.00	\$ 10,016.80	\$ 10,575.20	\$ 11,165.60	\$ 11,788.00
	MO	\$ 19,547.16	\$ 20,636.40	\$ 21,786.54	\$ 23,001.06	\$ 24,285.18	\$ 25,638.90
	YR	\$ 234,565.92	\$ 247,636.80	\$ 261,438.48	\$ 276,012.72	\$ 291,422.16	\$ 307,666.80
Deputy Chief II 2262-2 Range 12425	HR	\$ 131.83	\$ 139.19	\$ 146.95	\$ 155.14	\$ 163.79	\$ 172.92
	BW	\$ 10,546.40	\$ 11,135.20	\$ 11,756.00	\$ 12,411.20	\$ 13,103.20	\$ 13,833.60
	MO	\$ 22,938.42	\$ 24,219.06	\$ 25,569.30	\$ 26,994.36	\$ 28,499.46	\$ 30,088.08
	YR	\$ 275,261.04	\$ 290,628.72	\$ 306,831.60	\$ 323,932.32	\$ 341,993.52	\$ 361,056.96
Municipal Police Captain I 3188-1 Range 7413	HR	\$ 78.63	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14
	BW	\$ 6,290.40	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20
	MO	\$ 13,681.62	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36
	YR	\$ 164,179.44	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32
Municipal Police Captain II 3188-2 Range 7826	HR	\$ 83.01	\$ 87.64	\$ 92.53	\$ 97.69	\$ 103.14	\$ 108.89
	BW	\$ 6,640.80	\$ 7,011.20	\$ 7,402.40	\$ 7,815.20	\$ 8,251.20	\$ 8,711.20
	MO	\$ 14,443.74	\$ 15,249.36	\$ 16,100.22	\$ 16,998.06	\$ 17,946.36	\$ 18,946.86
	YR	\$ 173,324.88	\$ 182,992.32	\$ 193,202.64	\$ 203,976.72	\$ 215,356.32	\$ 227,362.32

LETTER OF AGREEMENT
POLICE OFFICERS, CAPTAIN AND ABOVE UNIT (MOU 25)

BUDGET AND FINANCES LOA

Between January 2022 and April 2022, the parties engaged in the meet and confer process pursuant to the Budget and Finances Letter of Agreement in the 2019-2024 Memorandum of Understanding (MOU). This Letter of Agreement is the product and represents the conclusion of that meet and confer process in which the parties reached agreement, the terms of which are as follows:

- A. Any bargaining unit member ("employee") who is on active payroll status as of July 2, 2022, shall be eligible to receive a biweekly, Adds to Rate, non-pensionable bonus of three percent (3%) of the employee's regular base rate of pay.
 - 1. The bonus shall commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
 - 2. The bonus shall cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
- B. Any employee whose original appointment to City service postdates July 2, 2022, shall be ineligible to receive this bonus.
- C. Any employee who participates in the Retirement Incentive Pay (RIP) Program shall be ineligible to receive the bonus during the pay periods for which the RIP bonus was administered between July 3, 2022, and December 31, 2022.
- D. The bonus shall be applied to an employee's base rate of pay before any other bonus is applied. Other bonuses earned by an employee shall be calculated on top of this bonus, i.e., compounded.
- E. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers within the bargaining unit, provided that the employee was eligible for the bonus effective July 2, 2022, under this agreement.

FOR THE UNION:

FOR THE CITY:



Marc Reina
President

6/7/22
Date

 FOR

Matthew W. Szabo
City Administrative Officer

6/9/2022
Date

**MOU AMENDMENT NO. 1
POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT (MOU 25)**

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first written above.

FOR THE UNION:



Marc Reina, President

6/7/22

Date

FOR THE CITY:

 FOR

Matthew W. Szabo
City Administrative Officer

6/9/2022

Date

Approved as to Form and Legality:



For the City Attorney

June 3, 2022


Date

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 14-1763

Date: June 9, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer  FORSubject: **2019-2024 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE POLICE OFFICERS, CAPTAIN AND ABOVE BARGAINING UNIT (MOU 25) — TENTATIVE AGREEMENT AND MOU AMENDMENT NO. 1****RECOMMENDATION**

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

1. Approve the attached Tentative Agreement with the Los Angeles Police Command Officers Association (LAPCOA) on behalf of the Police Officers, Captain and Above bargaining unit regarding a reopener of the Memorandum of Understanding (MOU) to discuss salaries;
2. Approve the attached Amendment No. 1 to MOU 25 that would codify the provisions of the attached Tentative Agreement; and
3. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In March 2021, the City Council approved an agreement with LAPCOA to modify the terms and conditions contained in the 2019-2023 MOU, including but not limited to extending the term of the MOU (through June 2024), deferring scheduled base wage increases, and including a new Letter of Agreement regarding the state of the City's Budget and Finances. This resulted in the agreement between LAPCOA and the City to reopen the MOU to engage in discussions regarding wages.

At the direction of the Executive Employee Relations Committee (EERC), this Office met with LAPCOA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with LAPCOA for the Police Officers, Captain and Above bargaining unit.

As part of the March 2021 MOU amendment, LAPCOA agreed to defer one base wage increase (three percent from January 2022 to January 2023). The proposed Tentative Agreement provides a non-pensionable, biweekly bonus of three percent (3%) of each eligible employee's regular base rate of pay. The bonus will commence on July 3, 2022, and will cease on July 1, 2023. On July 2, 2023, all base hourly rates for all classifications represented in MOU 25 shall be increased by three percent (3%).

FISCAL IMPACT

The General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$780,000 in FY2022-23 and \$1.2MM in FY2023-24

MWS:MCB:PAG:SAO:0722139

Attachments