

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 22, 2025

To: The City Council

From: Matthew W. Szabo, City Administrative Officer

Subject: **LETTERS OF AGREEMENT TO PROVIDE PAID PARENTAL TIME TO BARGAINING UNIT MEMBERS REPRESENTED IN MEMORANDA OF UNDERSTANDING (MOU) NOS. 22, 24, 25, 28, 30, 38, 39, 40, AND 65**



RECOMMENDATIONS

The Office of the City Administrative Officer (CAO) recommends that the City Council approve the attached Letters of Agreement (LOAs) for Memorandum of Understanding (MOU) Nos. 22, 24, 25, 28, 30, 38, 39, 40, and 65. The LOAs authorize the City to extend the Paid Parental Time (PPT) program that provides compensated time off to bargaining unit members who meet eligibility criteria. This program was recently codified in Los Angeles Administrative Code Section 4.129 (i) as a permanent program affecting eligible full-time, half-time, and intermittent civilian, non-represented employees, all civilian and sworn employees represented in MOUs that were negotiated or renegotiated within calendar year 2024, and all bargaining unit members represented in MOU 23 (Firefighters and Fire Captains Representation Unit).

DISCUSSION

The PPT program originated from a motion introduced on September 1, 2015, by Councilmembers Paul Krekorian and Nury Martinez (Council File No. 15-1033). The motion directed the Chief Legislative Analyst (CLA) and the CAO to examine and report on the feasibility of providing City employees with more generous parental leave benefits in order to attract and retain more women in the City's workforce. The motion indicated that a significant number of City employees (reportedly more than 50 percent in some City departments) were retirement eligible, thereby spurring a significant recruitment effort which could be enhanced by a paid parental leave program in competing for highly qualified employees.

In 2019, a working group comprised of representatives from the offices of the Mayor, Councilmember Krekorian, CAO, City Attorney, and the Personnel Department convened to research and develop a new PPT policy. On October 2, 2019, Mayor Eric Garcetti issued a memorandum to the City Council outlining a phased implementation of the City's PPT policy to begin with civilian employees and to ultimately expand to all City employees.

On February 24, 2021, the Los Angeles City Council approved the implementation of the Paid Parental Time Pilot Program for qualified civilian employees ([Ordinance No. 187186](#)). The PPT Pilot Program was approved to run from January 1, 2021, through June 30, 2025, providing eligible civilian employees who experienced a qualifying event up to six (6) weeks (240 hours) of paid time off for pregnancy disability and/or to bond with their new child during a qualified family medical leave period.

On March 24, 2024, the PPT Pilot Program became permanent for non-represented employees and all of the civilian bargaining units who were in the process of negotiating successor MOUs. Additionally, the benefits were enhanced, doubling the allotted compensated time off from 6 weeks (240 hours) to 12 weeks (480 hours). While the permanent and expanded PPT policy was the result of negotiations, civilian bargaining unit MOU 65, representing the Park Rangers, and all of the sworn bargaining units except MOU 23, representing Firefighters and Fire Captains, are currently not entitled to the PPT benefit.

In accordance with the Executive Employee Relations Committee (EERC) instruction, the City negotiated and reached tentative LOAs amending the current MOUs identified in the subject line of this report to provide for 12 weeks (480 hours) of permanent PPT.

FISCAL IMPACT

The General Fund will not be impacted. Departments will be required to absorb any additional costs incurred.

MWS:MCB:PAG:TTM:0725125

Attachments

**LETTER OF AGREEMENT
MEMORANDUM OF UNDERSTANDING NO. 25
AUGUST 1, 2019 – SEPTEMBER 4, 2027**

PAID PARENTAL TIME

The parties agree to the following:

1. Effective the first full pay period after adoption by the Los Angeles City Council, up to 480 hours of Paid Parental Time (PPT) shall be available to any eligible employees with a qualifying event. Any bargaining unit member may use up to the maximum amount of time allotted for pregnancy disability and/or to bond with their new child or children during Family and Medical Leave (FML). Use of PPT shall be limited to 480 hours as part of the employee's FML entitlement during each of the employee's 12-month FML anniversary period.
2. PPT shall be available to eligible employees who have experienced one of the following qualifying events:
 - a. Birth of a child or children;
 - b. Disability due to pregnancy;
 - c. Long-term placement of a child or children for foster care;
 - d. Placement of a child or children for adoption; or
 - e. Placement of a child or children for legal guardianship.
3. PPT may be used at the employee's discretion without regard to any other available paid time off balance. All eligible employees with a qualifying event shall receive up to 480 hours of PPT regardless of any other paid time off balances (e.g., sick leave, vacation, compensatory time off, etc.). PPT may be used at the employee's discretion at any time during pregnancy or bonding FML and taken on a continuous or intermittent basis in no less than one (1) hour increments. Employees must conclude PPT within one (1) year of the child's birth or placement. PPT will be administered in the same manner as all other paid time off balances. PPT does not accrue, carry over, or pay out upon retirement or separation from City service.

It is the intent of the parties that the provisions and administration of this Article be in compliance with the Family and Medical Leave Act of 1993, the California Family Rights Act of 1993, and the Pregnancy Disability Leave provisions of the California Fair Employment and Housing Act.

4. Los Angeles Police Command Officers Association agrees to forgo any claims whatsoever against the City for interest on payments due.

**LETTER OF AGREEMENT
MEMORANDUM OF UNDERSTANDING NO. 25
AUGUST 1, 2019 – SEPTEMBER 4, 2027**

PAID PARENTAL TIME

FOR THE ASSOCIATION:



Shannon Paulson, President
Los Angeles Police Command Officers
Association

3/25/25
Date

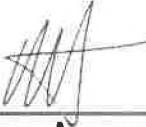
FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

4/22/25
Date

Approved as to Form and Legality:



Ulysses Aguayo
Office of the City Attorney

April 10, 2025
Date