

AMENDMENT NO. 2

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

**THIS AMENDMENT NO. 2 to the 2019-2024 Police Officers, Captain and Above
Representation Unit Memorandum of Understanding No. 25 is made and entered
into
this 25th day of August, 2022**

BY AND BETWEEN

**THE HEADS OF DEPARTMENTS, OFFICES OR BUREAUS REPRESENTED
HEREIN (hereinafter referred to as "Management")**

AND THE

**THE LOS ANGELES POLICE COMMAND OFFICERS ASSOCIATION
(hereinafter referred to as "LAPD COA")**

AMENDMENT NO. 2

POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT 2019-2024 MEMORANDUM OF UNDERSTANDING (MOU) NO. 25

This Amendment to MOU 25 outlines the agreement reached by the parties in amending the 2019-2024 MOU to address a modification to Article 6.9, as described below.

Article 6.9 (B)(4), 6.9 (B)(5), and 6.9 (C)(4) shall be amended as follows:

ARTICLE 6.9 HEALTH INSURANCE

B. The monthly health subsidy for employees in this Unit is as follows:

4. Operative July 1, 2022, or on the date that this MOU was amended pursuant to the cover page of this MOU, whichever is later, Management will provide a monthly subsidy not to exceed \$1,689.83 per month. ~~Beginning in January, 2022, the parties shall meet and confer to establish the monthly subsidy amount for the next fiscal year beginning July 1, 2022. The previously established formula for the plans years beginning July 1, 2020 and July 1, 2021 provided for an increase in the health care subsidy by a percentage commensurate with the percentage increase of the Police Blue Cross/Prudent Buyer PPO Family Plan rate not to exceed 5%. In no case shall the subsidy amount be lowered from the prior year level.~~

5. ~~Beginning in January, 2023, the parties shall meet and confer to establish the monthly subsidy amount for the next fiscal year beginning July 1, 2023. The previously established formula for the plans years beginning July 1, 2020 and July 1, 2021 provided for an increase in the health care subsidy by a percentage commensurate with the percentage increase of the Police Blue Cross/Prudent Buyer PPO Family Plan rate not to exceed 5%. In no case shall the subsidy amount be lowered from the prior year level.~~

C. The City will apply this sum first to the employee's coverage consistent with the operative dates specified in subsection B. above. The amount to be applied to the employee-only coverage will be the actual amount required, but not to exceed:

4. \$1,140.07 for Fiscal Year 2022-2023.

All other provisions of Article 6.9 remain unchanged.

Except for the Articles and provisions amended herein, all other Articles, provisions and Appendices of the 2019-2024 MOU 25 shall remain in full force and effect during the August 1, 2019, through June 29, 2024, term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 2 to the 2019-2024 MOU No. 25 the day, month, and year written below.

FOR THE UNION:



Marc Reina, President
Los Angeles Police Command Officers
Association

8/25/22
Date

FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

8/25/2022
Date

Approved as to form and legality:



Office of the City Attorney

August 25, 2022
Date

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CFN 14-1763

Date: August 25, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2019-2024 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE POLICE OFFICERS, CAPTAIN AND ABOVE REPRESENTATION UNIT (MOU 25) — APPLICABLE PROVISIONS OF MOU 24 TENTATIVE AGREEMENT AND MOU 25 AMENDMENT NO. 2**

RECOMMENDATIONS

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

1. Approve the attached Amendment No. 2 to MOU 25; and,
2. 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 late June of 2022, the City Council approved a Tentative Agreement and MOU Amendment to MOU 25, represented by the Los Angeles Police Command Officers Association (LAPCOA), which modified the terms and conditions contained in the 2019-2024 MOU. These modifications to the MOU include: (1) the addition of a 3% non-pensionable bonus for all unit employees on active payroll during Fiscal Year 2022-23; and, (2) a 3% base wage increase, effective July 2, 2023. The Amendment and CAO report to Council is filed within Council File 14-1763-S1.

Subsequent to the MOU 25 amendment, the Los Angeles Police Protective League, which represents MOU 24, settled salary reopener negotiations, including an increase to the monthly healthcare subsidy paid by the City to the Los Angeles Police relief Association on behalf of active bargaining unit members. LAPCOA members are also members of LAPRA, and as such, during its June 24, 2022 meeting, the Executive Employee Relations Committee (EERC) gave bargaining instructions that would provide MOU 25 with the same healthcare provision modifications agreed upon for MOU 24, as both groups receive the same monthly healthcare subsidy amounts.

In accordance with EERC instructions, MOU 25 is eligible for the same increase from 2% to 5% in monthly healthcare subsidy payments in Fiscal Year 2022-23.

FISCAL IMPACT

The General Fund impact will be a total of approximately \$36,000 in FY2022-23.

MWS:MCB:PAG:SAO:0723038

Attachment