

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 3, 2024

To: Kenneth Mejia, Controller
Attn: James Robinson, Principal Deputy Controller

From: Matthew W. Szabo, City Administrative Officer *Paul Grand for*

Subject: **2024-2029 MEMORANDUM OF UNDERSTANDING FOR THE MANAGEMENT ATTORNEYS UNIT (MOU 32) – TECHNICAL CORRECTIONS (C.F. NO. [24-0427](#))**

The 2024-2029 Memorandum of Understanding (MOU) between the Los Angeles City Attorney Management Association (LACAMA), for the Management Attorneys Unit (MOU 32) contains the following technical errors that require correction:

ARTICLE 13 SICK LEAVE BENEFITS

Article 13 shall be corrected by adding the bold language to paragraph A(1)(e), adding a new paragraph A(2)(e), and a new paragraph A(2)(f) as shown below. The additions were inadvertently omitted from Article 13, and are required to align the Excess Sick Payout Pilot Program (ESPPP) language with other civilian MOUs.

A. SICK LEAVE ACCRUAL AND USAGE

1. Full-Time Employees

- e. As of January 1, 1998, any unused balance of sick leave at 50% of full pay shall be frozen with no further credits or withdrawals permitted.

Effective January 1, 1997, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 25% of the employee's salary rate on the date of retirement or death.

Effective January 1, 2024, through December 31, 2028, if a full-time employee retires from City service or, if a full-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused

at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Upon expiration of the ESPPP, the City shall revert to the payout provision codified in the second paragraph of (e) above which provides for cash payment of 25% of the salary rate current at the date of retirement or death.

2. Half-Time Employees

- e. **As of January 1, 1998, any unused balance of sick leave at 50% of full pay shall be frozen with no further credits or withdrawals permitted.**

Effective January 1, 1997, if a half-time employee retires from City service or, if a half-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 25% of the employee's salary rate on the date of retirement or death.

Effective January 1, 2024, through December 31, 2028, if a half-time employee retires from City service or, if a half-time employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiary(ies) by a cash payment of 50% of the employee's salary rate on the date of retirement or death.

Upon expiration of the ESPPP, the City shall revert to the payout provision codified in the second paragraph of (e) above which provides for cash payment of 25% of the salary rate current at the date of retirement or death.

- f. **If a half-time employee separates from City service and is rehired by the City within one (1) year from the date of separation, previously accrued and unused sick leave shall be reinstated.**

Please contact Antonio Zepeda by email at Antonio.Zepeda@lacity.org, if additional information is needed.

MWS:MCB:PAG:AZ:0724183

c: Daniel Quach, Office of the Controller
Rosemary Go, Office of the Controller
Vivienne Swanigan, Office of the City Attorney
Ambreen Zaheen-Watson, Office of the City Attorney
Jose Barba, IUOE