

City of Los Angeles MOU 18 Bargaining Summary

Protecting Middle-Class Jobs & Vital City Services

After a year of hard-fought contract negotiations with the City of Los Angeles, we beat back City management's proposed takeaways to reach a Tentative Agreement on a strong 3-year contract that protects middle class jobs and restores vital community services.

As part of the Coalition of Los Angeles City Unions, MOU 18 protected our healthcare by ensuring every City worker has fully-paid medical and dental coverage, and secured 9.65% raises over the life of the contract, including a continuance of our 12-step salary structure which the City was going after. **Your bargaining team strongly recommends a YES vote to approve our new agreement.**

In addition to protecting the rights, wages, and benefits of all city members, MOU 18 also won the following:

Salary Adjustments

Effective July 7, 2019, Property Officer Code 3210, base salaries shall be the same as Detention Officer Code 3211 and all newly hired Property Officers shall start on Step 4 of the Property Officer salary range.

Effective July 7, 2019, Animal Control Officer Code 4311 1, shall be placed in the salary range of Animal Control Officer II Code 4311 2 and become one pay grade. Animal Control Officer I will be placed on the appropriate step within the new salary range.

Changes/Updates to Existing Provisions

Detention Officer

2008 Amendment No. 3: Additional holiday added to premium pay: Add Veterans Day prescribed for all watches on that day to the list of holidays under Article VIII of Amendment No. 3

2008 Amendment No. 3: Incorporate all provisions of the 2008 Amendment No. 3, Alternative Work Schedules for Detention Officers, into the body of MOU 18

Holiday Premium Pay: Remove the "Exception" paragraph regarding Easter and Memorial Day in the above 2008 Amendment No. 3.

Changes/Updates to Existing Salary Notes

Open Water Lifeguard Code 2420 1/ 2 and Pool Lifeguard Code 2413 employed in the Department of Recreation and Parks when required by Management, shall receive their hourly compensation when attending Emergency Medical Technician certification training.

Replaces Salary Note I on July 7, 2019

Changes/Updates to Existing Salary Notes (Cont.)

All persons in the classification of Pool Lifeguard Code 2413, and Open Water Lifeguard Class Code 2420 1/ 2, shall receive a non pensionable one hundred and fifty dollars (\$150.00) annual allowance for the maintenance, repair and replacement, as necessary, of equipment which may include, but is not limited to, shorts, t shirts, sunglasses, sandals, hats, and/or required watches. This allowance shall be paid by the department to new, returning and existing persons in the classification not earlier than the month of May and not later than the first pay period in July of each calendar year during the term of this contract.

Replaces Salary Note J on July 7, 2019

New Salary Notes

Detention Officer and Property Officer

Effective July 7, 2019, Detention Officer, Class Code 3211 and Property Officer, Class Code 3210 regularly assigned to jail facilities and in direct contact with inmate(s) shall receive a 5.5% biweekly pensionable bonus when regularly assigned to the floor in a jail facility with direct contact with those in custody or a \$20 daily, non pensionable bonus, for each day so assigned.

Effective January 19, 2020, employees in the classification of Detention Officer, Class Code 3211 with five consecutive years assigned to Los Angeles Police Department shall receive a 5.5% pensionable bonus. Any employee who leaves the classification and/or Department is no longer entitled to receive the additional compensation.

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New Salary Notes (Cont.)

Detention Officer and Property Officer

Effective January 19, 2020, employees in the classification of Property Officer Code 3210, with five consecutive years assigned to Los Angeles Police Department shall receive a 5.5% pensionable bonus. Any employee who leaves the classification and/or Department is no longer entitled to receive the additional compensation.

Effective July 7, 2019, Property Officer Code 3210, regularly assigned to an Area Property Room shall receive an additional pensionable compensation of \$150 bi weekly or \$20 daily, non pensionable, for each day so assigned.

Security Officer and Security Aide

Bi Weekly Longevity for persons in the classes of Security Officer at Los Angeles Police Department.

Years of Service Completed	Pay Per Period
January 19, 2020: 12 months or more	\$25 (non-pensionable)
January 17, 2021: 60 months or more	\$50 (non-pensionable)

Any employee who leaves the classification and/or Department is no longer entitled to receive the additional compensation.

Bi Weekly Longevity for persons in the classes of Security Aide at Los Angeles World Airports.

Years of Service Completed	Pay Per Period
January 19, 2020: 12 months or more	\$25 (non-pensionable)
January 17, 2021: 60 months or more	\$50 (non-pensionable)

Any employee who leaves the classification and/or Department is no longer entitled to receive the additional compensation.

New Salary Notes (Cont.)

Effective January 19, 2020, all persons in the classification Security Officer, Class Code 3181 assigned to Los Angeles World Airports (LAWA) with five consecutive years shall receive a 5.5% pensionable bonus. Any employee who leaves the classification and/or Department is no longer entitled to receive the additional compensation.

Effective July 7, 2019, LAWA Security Officer Code 3181, assigned to the Security Access Control Unit, shall receive a 2.75% biweekly pensionable hazardous duty bonus when regularly assigned to inspect vehicles and equipment for potential explosives.

Detention Officer and Property Officer

Effective July 7, 2019, Traffic Officer I, II, III (Code 3214 2/ 3), when assigned to direct traffic, shall receive additional daily non pensionable hazardous duty pay of 5.5% of their hourly base wage.

This bonus shall apply to directing traffic for Special Events.

The parties understand and agree the following descriptions do not necessarily represent the exact language determined by the parties for the successor MOU.

Effective July 7, 2019, Traffic Officer II, III (Code 3214 2/ 3), when assigned to work a Special Event during an employee's off duties hours (Non FLSA work schedule), such employee shall receive a \$75 daily non pensionable bonus for each special event.

Letter of Intent

Obnoxious/Excessive Noise Study: further discussion with LAWA related to Security Officers who are regularly assigned to fixed post duties near or on the airfield.

Congratulations! Now it's time to ensure MOU 18 obtains these benefits by voting YES on the enclosed official ballot.

