


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 27, 2011

To: The Heads of All Departments (excluding DWP)

From: Miguel A. Santana, City Administrative Officer 

Subject: **TENTATIVE AGREEMENT WITH THE COALITION OF LOS ANGELES CITY UNIONS – MOU 18 – SAFETY/SECURITY UNIT**

A ratification vote by members of the Safety/Security bargaining unit (MOU 18) has been concluded. This office has been notified that the terms of the tentative agreement have been approved by the membership. An amendment to the current MOU will be presented to the City Council for approval on June 15, 2011. In the meantime, departments should implement the following provisions effective immediately.

Note: The effective dates of the below provisions supersede the dates originally published for the tentative agreement with the Coalition of City Unions (Coalition).

FURLOUGHS

The furlough obligation for members of MOU 18 who are subject to furlough time is reduced to a total of 168 hours for FY 2010-11. Department Personnel Officers will be notified by this office of the process to deal with individual employees who have exceeded this obligation. If the MOU amendment is approved by Council, these employees will **not** be subject to mandatory furloughs during Fiscal Years 2011-12, 2012-13 or 2013-14.

OVERTIME

Members of MOU 18 whose salaries, or any portion thereof, are paid for by the General Fund (which the exception of Traffic Officers) shall not receive cash overtime through June 30, 2012. Instead of cash payments, overtime shall be in the form of compensated time off (CTO). To accommodate this change, all effected employees will be allowed to accumulate 240 hours of CTO. Departments will be responsible for monitoring overtime accumulation by employees and ensuring that the 240-hour limit is adhered to.

CONTRIBUTION TOWARD RETIREE HEALTHCARE

Effective May 22, 2011, (Pay Period 25), MOU 18 employees will begin to contribute 2% of their pensionable pay to help defray a portion of the City's cost of providing retirement healthcare. This contribution will increase to 4% effective July 1, 2011. Note: This effective date supersedes the April 1, 2011, date published in the original tentative agreement with the Coalition.

SALARY STEPS

Effective May 22, 2011, through May 21, 2012, all regularly-scheduled salary step advancements shall be postponed. Employees who were scheduled to receive a salary step advancement during that time will have their salary step anniversary date postponed by one year. Note: These dates supersede the dates published in the original tentative agreement with the Coalition. This change will be accomplished through PAYSr programming.

COST OF LIVING ADJUSTMENTS (COLA)

Effective July 1, 2011, members of MOU 18 will receive a 2.25% COLA. While the tentative agreement increases the term of the MOU by one year (ending June 30, 2014), no changes are being made to the amounts of currently negotiated COLAs. Instead, negotiated COLAs have been rescheduled to become effective at later times.

HOLIDAY CLOSURE

During FY 2011-12, in exchange for a salary reduction of 1.5% per pay period, all members of MOU 18 (regardless of the funding source that pays their salary) shall receive four days off during the week between Christmas Day and New Year's Day holidays (December 27th through December 30th). It is recognized that not all departments will be able to shut down during this holiday period. However, all members will be entitled to the four days off during the fiscal year.

EXCESS SICK PAY

In lieu of a cash payment for the accumulation of excess sick leave, members will receive a bank of time which is equivalent in value to the excess sick leave payout. The credit will be deposited into a separate leave bank to be used in a manner similar to vacation time, or cashed out at the time of retirement.

Please contact my office if you have questions or concerns regarding the tentative agreement.