

Memorandum of Understanding

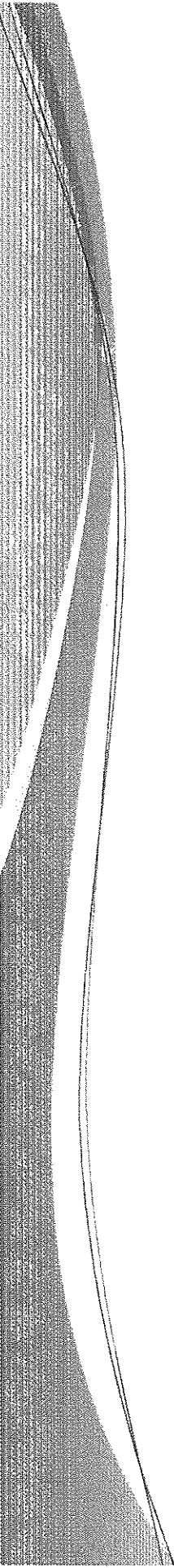
Employee Relations Group

100 West First Street, Room 942

Los Angeles, CA 90012

213.486.7600

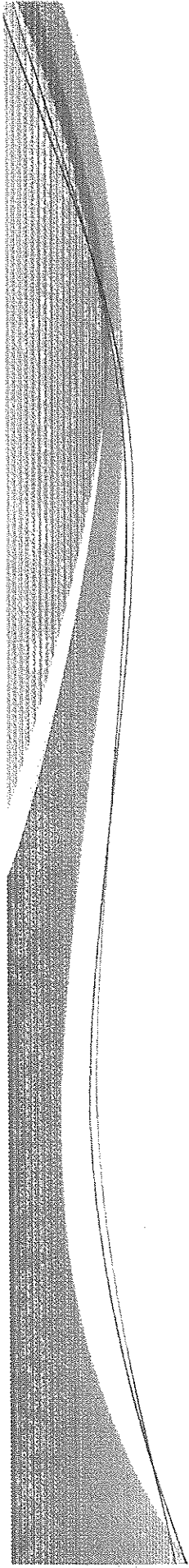
Mail Stop No. 400



Memorandum of

Understanding is referred to as

- Contract
- Collective bargaining agreement



LAPD

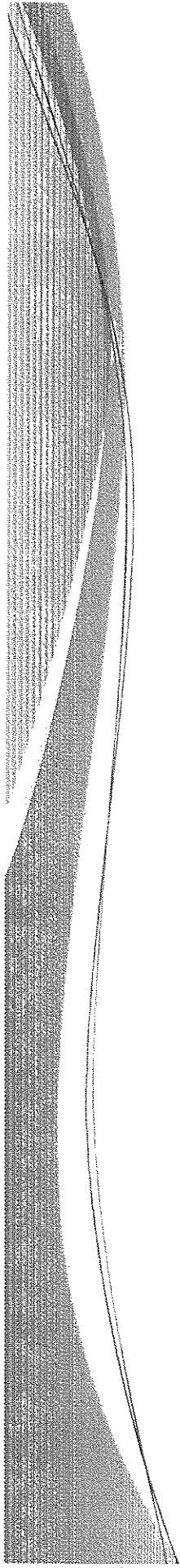
❖ Civilian employees - covered under ?

MOUs

❖ Non reps employees – no MOU

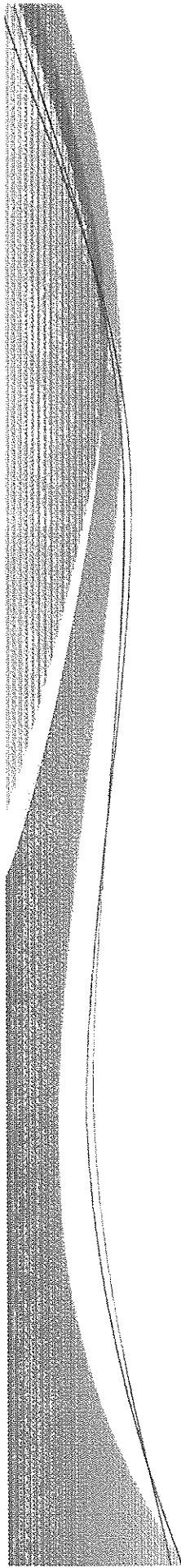
❖ Sworn employees – covered under ?

MOUs



MOU

- ✓ Has a term or a life - ?
- ✓ Abide by terms of contract until a new one has been negotiated by ?.

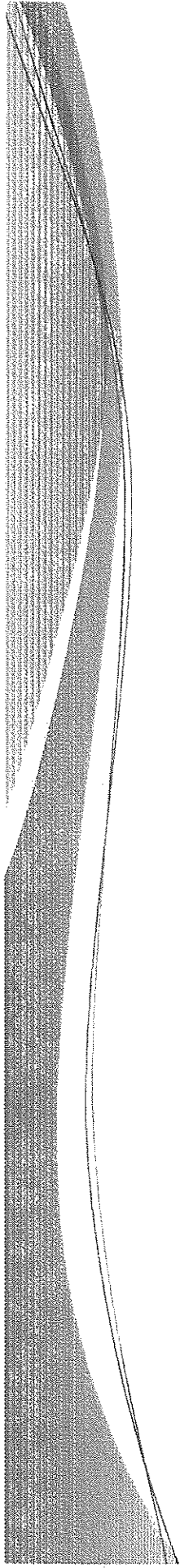


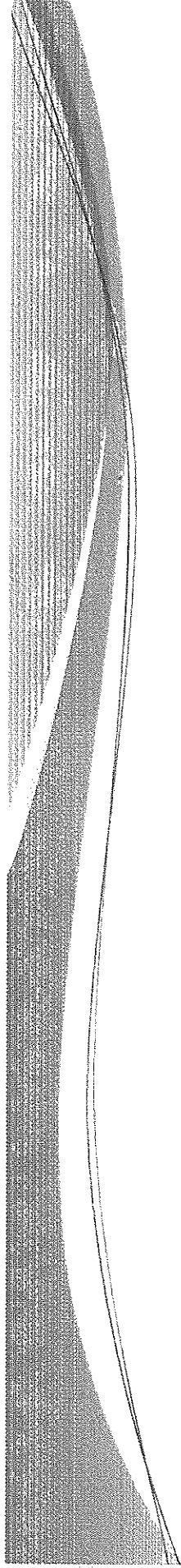
Articles in MOUs

- ✓ Bulletin boards – union notices
- ✓ Union stewards – present grievance on City time.

✓ Personnel folders

- NTCD -not considered discipline
- not placed in Departmental personnel files. Review it 2 or 3 times a year

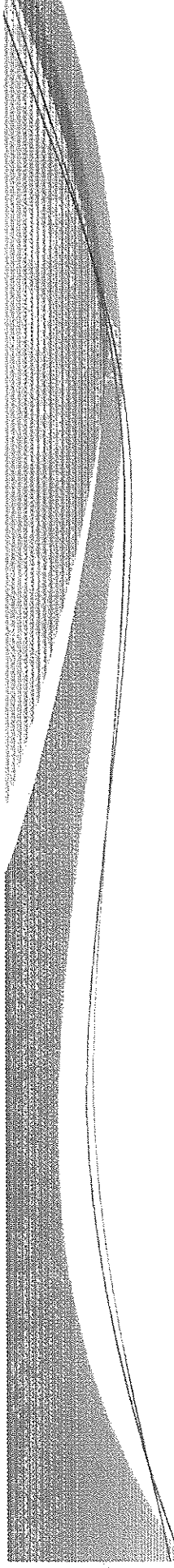
- 
- ✓ Overtime – max CTO is ? hours.
 - ✓ Rest periods –? 15-minutes breaks in each 4 hours period.
 - Cannot be used in the first or last hour of the workday.
 - Breaks are paid; lunch periods are not.



✓ Acting Pay – check dates for qualifying period.

✓ Temporary Supervisory Pay

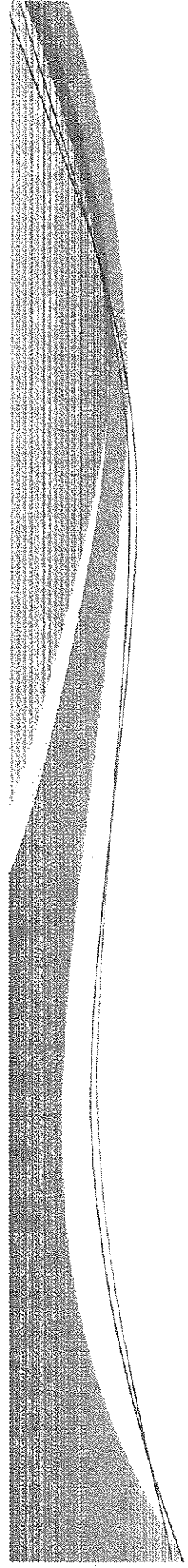
✓ Lead Pay – non-supervisory employees act as lead workers over other employees in same class or paygrade.



- ✓ Shift differential – Night bonus

- ✓ Salary notes – bonus for handling debris, operating bobcats...

- ✓ Work schedule – 5/40, 9/80 and 4/10

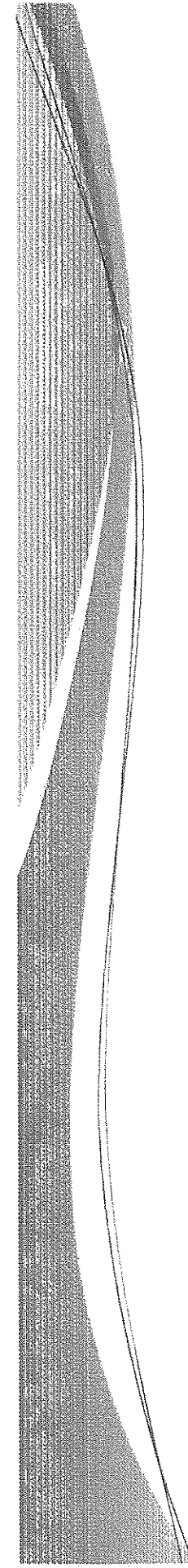


✓ Bereavement Leave – 3 working days

■ May use ? add'l sick days if traveling
1,500 miles one way.

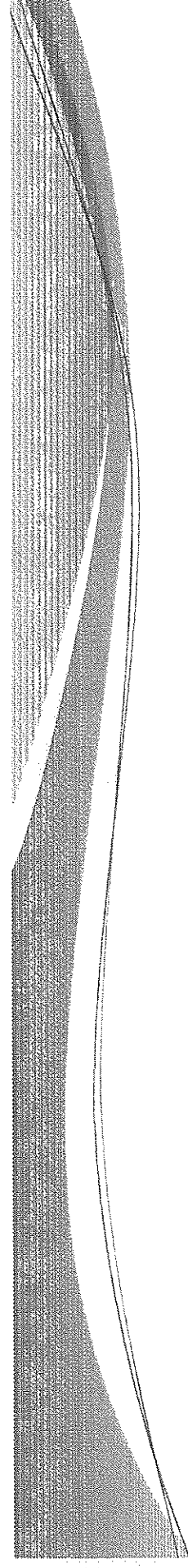
✓ Preventive Medicine

- Up to 40 hrs. for full time employees
- Up to 20 hrs. for reg. half timers



✓ Family illness – 15 working days (or 120 hrs.) in a calendar year.

✓ Domestic partner Affidavits must be on file with Employee Benefits Office in Personnel Department.



Do you have any questions?