MEMORANDUM OF UNDERSTANDING

Bargaining Unit Agreement

By and Between

COUNTY OF LOS ANGELES

and

ASSOCIATION FOR LOS ANGELES DEPUTY SHERIFFS

Effective Term: July 1, 2025 – June 30, 2028

Sample document for demonstration purposes only — not an actual executed agreement.

Article 1 — Recognition

The County of Los Angeles ("County") recognizes the Association for Los Angeles Deputy Sheriffs ("Association") as the exclusive recognized employee organization for purposes of representation on matters within the scope of representation for employees in the classifications set forth in Appendix A of this Memorandum of Understanding ("MOU").

This MOU is entered into pursuant to the Employee Relations Ordinance of the County and applicable provisions of the Government Code, and constitutes the full and complete understanding of the parties on matters within the scope of representation for the term specified herein.

Article 2 — Term of Agreement

This MOU shall be effective July 1, 2025, and shall remain in full force and effect through and including June 30, 2028, unless otherwise specifically provided herein.

Article 3 — Salary and Compensation

Section 3.1 — General Wage Increases

Effective on the dates set forth below, base salary for all classifications represented by the Association shall be increased as follows:

Effective Date	General Increase
July 1, 2025	4.0%
July 1, 2026	3.5%
July 1, 2027	3.5%

Section 3.2 — Special Assignment Pay

Employees assigned to specialized units, including but not limited to Detective Bureau, Special Enforcement Bureau, and Training Bureau, shall receive special assignment pay as set forth in Appendix B.

Article 4 — Hours of Work and Overtime

The standard work period for employees covered by this MOU shall be as established by the County and consistent with the Fair Labor Standards Act. Overtime shall be compensated at one and one-half (1.5) times the employee's regular rate of pay for all hours worked in excess of the applicable work period, in accordance with County policy and applicable law.

Article 5 — Health and Welfare Benefits

The County shall continue to make available group medical, dental, and vision insurance plans to eligible employees and their dependents under the same terms and conditions as apply to other County employees, except as specifically modified by this MOU.

Article 6 — Retirement Benefits

Employees covered by this MOU shall continue to be members of the Los Angeles County Employees Retirement Association (LACERA) and shall be subject to the applicable retirement formula and contribution rates based on their membership tier as established by the County Employees Retirement Law and any applicable Public Employees' Pension Reform Act provisions.

Article 7 — Leave Provisions

Section 7.1 — Vacation

Employees shall accrue vacation leave based on length of continuous service, in accordance with the schedule set forth in Appendix C.

Section 7.2 — Sick Leave

Employees shall accrue sick leave at the rate established by County policy, and may use such leave in accordance with the provisions of this Article and applicable County rules.

Article 8 — Grievance Procedure

Any dispute concerning the interpretation or application of the express terms of this MOU shall be processed in accordance with the grievance procedure set forth in the Employee Relations Ordinance, culminating, where applicable, in final and binding arbitration.

Article 9 — Labor-Management Relations

The parties agree to meet periodically, at times mutually agreed upon, to discuss matters of mutual concern relating to the implementation of this MOU and the general state of labor-management relations.

Article 10 — Full Understanding, Modification, and Waiver

This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding as of the date first written below.

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For the County of Los Angeles

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For the Association for Los Angeles Deputy Sheriffs