

## LOS ANGELES POLICE PROTECTIVE LEAGUE ACCOMPLISHMENTS

- 1922 The Police and Fire Departments band together under one group to establish one retirement system.
- 1923 The Fire and Police Protective League is founded for the purpose of protecting the retirement system.
- 1926 By a vote of the people, a \$200 monthly base pay rate is voted into the City Charter, the first such guaranteed salary base of its kind for Los Angeles Safety Personnel.
- 1932 Firefighters and police officers voluntarily take a 10% salary reduction to prevent the discharge of 300 members. They also sponsor Charter Amendment A-1 providing a new method of budgeting the retirement fund.
- 1933 Restoration of salary reduction.
- 1934 The League wins job tenure for Department personnel through the adoption of Charter Sections 202 for police officers and 135 for firefighters. These Sections establish a property right to these jobs from which an employee could not be removed except under the due process provisions set forth under the Board of Rights procedures contained in these sections.
- 1936-1937 Establishment of medical care for police officers and firefighters.
- 1941 Motor Officer bonus of \$25.
- 1942 World War II depletes the number of officers on the job, as well as eligible recruits, as many men enlist in the armed forces to serve their country.
- 1943 One-step pay raise for all ranks. Two extra days off per month.
- 1944 One-step pay raise for all ranks
- 1945 One-step pay raise for all ranks.
- 1946 One-step pay raise for all ranks. Total eight days off per month.



- 1947 One-step pay raise for all ranks.  
Off-duty pension protection and 40% service retirement at 20 years. 1948 One-step pay raise for all ranks. 1951 One-step pay raise for all ranks. 1952 One-step pay raise for all ranks. 1953 One-step pay raise for all ranks. 1954 One-step pay raise for all ranks. 1955 Granting of 11 paid holidays and three weeks vacation after 10 years. 1956 Two-step pay raise and adoption of salary formula. \$1,200 retirement income tax exemption.
- 1957 Longevity pay is established for police officers and firefighters. Motorcycle hazard pay set at 9.6% of four-year patrolman's pay. Citizens' Committee plan to reduce retirement benefits is defeated. One-step pay raise for all ranks. Remove pension limitations on pension for those in the ranks above Battalion Chief and Police Captain, which permits Charter Section 181 to apply uniformly to all members of the Fire and Police Departments. Prior to this time, pensions were limited to the salary attached to the rank of Police Captain and Battalion Chief.
- 1958 Adoption of three-step salary plan, advancing supervisors one step higher after two years in rank, in lieu of longevity for promotional ranks. One-step pay raise for all ranks.
- 1959 One-step pay raise for all ranks. Ordinance No. 89,935 is changed. No member will be charged for both a day off and a day off sick leave for the same day. Time spent on disability pension will count for purpose of figuring longevity if a member is returned to duty.



- 1960 Uniforms and equipment are furnished for recruits.  
N.I.O.D. 40% pension based on 20 years longevity instead of salary of four-year police officer or firefighter. 1961 Salary formula is improved by raising base one step, and a one-step pay raise is given to all ranks for a total increase of 11%. State law passes raising penalties for assaults against peace officers.
- 1962 Credit is allowed for military service subsequent to 1955. Pension percentages will be based on final salary for average rank held during three years preceding retirement, rather than average salary.
- 1963 One-step pay raise for all ranks effective January 6, 1963. Assistance is offered in obtaining federal and state legislation raising tax exemption to \$1,524 for single pensioners and to \$3,048 for married pensioners. 1964 Additional pay for Police Lieutenants is obtained.
- 1965 Two-step pay raise for all ranks. Additional pay for Fire Captains is obtained. One-step pay raise for all ranks.
- 1966 Removes Section 19.2(d) from the Salary Ordinance. By a 72% yes vote of public, improves the pension plans (Article XVII and Article XVIII) with the first cost-of-living adjustment, among many other important changes. One-step pay raise for all ranks.
- 1967 Time-and-one-half for all emergency overtime and court time. Two-step pay raise for all ranks. Assistance is offered in formulating the Employee Grievance Guidelines for public employees.



- 1968 The Meyers-Milias-Brown Act, adopted by the State in 1968, provides the legal framework for collective bargaining for all state public employees. This law permits the local governing agency (City) to recognize an employee organization as the sole representative of a specific group of employees with common occupational and employment interests contained in a bargaining unit. It requires the public employer and the representative bargaining unit to meet and confer in good faith and to reach agreement on matters within the scope of bargaining, generally culminating in a written contract agreement or Memorandum of Understanding.
- Changes the base computation of the City's salary formula to a floating base and increases benchmark positions.
- Two-step pay raise for all ranks.
- A reduction in working hours is obtained: 40 hours for police officers and 56 hours for firefighters.
- 1969 A lawsuit is filed for 45-minute Code 7 period and courts subsequently rule that the 45-minute Code 7 is free time and must be compensated by overtime at time-and-one-half when unable to obtain Code 7 time during the watch period.
- 1970 Charter Amendment 2 is initiated. Charter 2 provided a fully-indexed cost-of-living annual adjustment for officers with 25 years or more of service upon retirement.
- The Jacobs Company creates pay grade advancement classifications for all police and fire ranks.
- 1971 Extensive Charter Amendment 2 campaign is launched by the League in January.
- In February, a devastating earthquake literally destroys many homes and businesses in the San Fernando Valley. Despite heavy personal and property losses, the citizens of Los Angeles pass Charter 2 by a narrow margin. As a result, since July 1971 through July 1983, officers on pension who are eligible have received annual cost-of-living adjustments totaling 98.20%, amounting to a compounded growth value of 255%.



- 1972 The League is successful in obtaining pay for unused sick time. Officers with 100 days or more are paid one-half for any excess of 100 unused sick days, annually up to 112 days. Upon retirement, officers are paid one-half of unused sick time to a maximum of 112 days.
- Police officers and firefighters separate into two distinct chapters under the Fire and Police Protective League.
- 1973 The Police Chapter reorganizes and becomes the present Los Angeles Police Protective League.
- The League becomes the first major police organization in the country to begin filing lawsuits against false and malicious complaints on behalf of our officers. Since that time, many police associations in the country have followed this practice. The League has been very successful in obtaining judgments against false complaints against officers.
- The League authorizes AB 1800 (Police Officers Bill of Rights), introduces AB 1800 to the State Assembly, but the Bill fails to pass.
- 1974 The League negotiates and signs the first Memorandum of Understanding with the City of Los Angeles on July 14, 1974.
- The League purchases an office building located at 600 East Eighth Street in Los Angeles.
- 1975 The League introduces AB 301 (Police Officer Bill of Rights) and, again, the Bill is defeated.
- The League creates the Defense Representative program and holds the first Defense Representative Seminar. The League wins the 7.8% (Prevailing Wage) lawsuit dealing with salary-setting procedures.
- 1976 The League introduces AB 301 (Peace Officers Bill of Rights Act) and, in August 1976, the Governor signs it into law to become effective on January 1, 1977. This is the first major piece of legislation in the State of California which ensures officers' rights when being investigated for acts of alleged misconduct, among other protections.
- The League files for, and becomes, a nonprofit organization.
- 1977 Through the use of the newly-created arbitration process, the League wins its first arbitration award dealing with employee grievances.



1978 The League expends approximately \$350,000 in a joint effort with the Firefighters of Los Angeles to launch a campaign against the loss of Section 425 of the City Charter (Prevailing Wage). On November 7, 1978, the citizens of Los Angeles narrowly defeat the loss of Prevailing Wage, despite the passage of Proposition 13 on June 6, 1978. Additionally, in the June 6, 1978 election, County employees lose their prevailing wage clause by a total vote of 2 to 1.

League files, and wins, leading case in Workers' Compensation for police officers taking police action while off duty. (City of Los Angeles v. W.C.A.B. and Kenneth Bitterolf).

All-year-round "Code C" Uniform Policy allowing short-sleeved shirts is obtained.

"No hat" policy is obtained.

1979 In February 1979, the League is successful in legislative efforts to prevent Charter Section 425 (Prevailing Wage) from appearing in the May 1979 Municipal Election.

In May 1979, the League is successful in legislative efforts to defeat two major pieces of legislation (AB 747 and SB 858) which would have adversely affected all officers in the State of California. AB 747 would have allowed indiscriminate searches by the media and other persons of officers' personnel folders.

SB 858 would have repealed the current methods of negotiating contracts for all public employees in the State. The Bill, had it passed, would have virtually set back public employees 10 years. This Bill is defeated by a coalition of police organizations throughout the State despite heavy financial contributions by the A.F.L.C.I.O. Union and strong support by the League of California Cities.

In May, the League, through a joint effort with the Chief and his staff, persuades the Mayor to unfreeze 250 promotions which had been frozen since June 1978.

Negotiated for, and wins, standby time through League efforts.

AB 1807 is passed and signed into law, effective January 1, 1980. This Bill puts recourse action to those who violate AB 301 (Peace Officers Bill of Rights).

AB 286 is signed into law, allowing an off-duty officer to work in or out of uniform without having to register, or be licensed, as a private investigator.



In the landmark case of Dale W. Sprinkle and the L.A.P.P.L. v. City of Los Angeles, the League wins a preliminary injunction restraining the Department from enforcing L.A.P.D. Manual Section 3/711.50 - Duty to Remain Available While Off Duty Due to Illness or Injury. As a result, the Manual Section requiring the confinement of sick/I.O.D. officers to their homes under literal "house arrest" is declared unconstitutional and the Department policy is revised.

1980 Successfully debates and opposes formation of a Citizen's Police Review Board.

Initiates an extensive public relations campaign designed to aggressively promote the positive aspects of police issues. League leadership uses a multi-media approach (newspaper, radio and television exposure) to present police officers' positions on stalled contract negotiations, image, and pension attacks by City politicians, business and media itself. Produces a documentary film called "On Any Street" to depict the job of a patrol officer.

Membership involvement is requested and tremendous response received in open membership meetings and expressed in a supportive informational March on City Hall.

The contract for 1980-1981 is settled for the first time through the fact-finding process with the decision favoring League membership and preserving salary retroactivity. Among new contract issues gained were uniform allowance, class action grievances, time-and-one-half for special holidays worked, and a life insurance subsidy. A 10% salary increase is received.

The League-sponsored case of Laurence L. Baggett, et al. v. Daryl Gates begins a lengthy and precedent-setting challenge to the Department's disciplinary procedures and its consistent refusal to abide by A.B. 301.

1981 Contract negotiations result in a 10% salary increase; increased contributions toward health, dental and life insurance subsidies, and the first increase in the marksmanship bonus in 54 years.

1982 Baggett, et al. v. Daryl Gates goes to the Supreme Court which rules that A.B. 301 requires an administrative hearing whenever any punitive action is taken against an officer. The Court further declares that the protections of A.B. 301 apply to police officers of the (Charter) City of Los Angeles. (32 Cal, 3<sup>rd</sup> 128, 185 Cal Reporter 232).

First multi-year contract is negotiated, covering a three-year period (1983-85). Salary increases: 5.0% (effective July 1, 1982); 2.0% (effective January 1, 1983); 6.5% (effective July 1, 1983); and 6.5% (effective July 1, 1984), totaling 21.5%.



New articles include educational/training bonus for Advanced P.O.S.T. Certificate (1985); Safe Driving Incentive one-year pilot program; health insurance subsidy provided for police retirees at age 59; gains in officers' rights to representation.

Increases in health, life and dental insurance subsidies over term; increases in uniform allowance of \$125 (1983), \$100 (1984), \$125 (1985), totaling \$450 by 1985.

One additional vacation day is provided beginning 1983-84; maximum accumulated overtime increases over term to 512 hours (1984-85); additional holiday at time-and-one-half (July 4). Total benefits package increase over three years equaled 8%.

The League develops and implements its first Budget Plan for the purpose of monitoring annual expenditures and allocating future finances.

The League challenges the City in court action for breach of contract after Charter Amendment H passes, placing a 3% cap on the uncapped cost-of-living retirement benefit for police officers and firefighters.

In a related action, in 1981, the City of Pasadena unilaterally changes the pension benefits of its police and fire employees and removes their previously uncapped cost-of-living increases.

The parallel Pasadena pension lawsuit reaches the appellate court level where a unanimous ruling finds in favor of the employees' vested rights to the uncapped cost-of-living benefit, and states that the benefit cannot be unilaterally changed by the employer.

The League adds a new classification of member, recognizing the "Field-Certified Reserve Officer" in areas of legal rights and representation and offers membership in League-sponsored benefit plans and the League publication, the *Thin Blue Line*.

The League develops a Life Insurance and Dental Insurance Trust.

The League holds the First Annual Golf Tournament for active and retired members.

The League begins a special benefit program for the purpose of assisting families in payment of credit union or other legitimate loans outstanding (up to \$3,000) if an officer dies while on active duty status.

The League initiates a \$1,000 death benefit for any L.A. County law enforcement officer of any agency who dies in the line of duty. The League computerization program moves into the software programming and design phase for information access, storage and retrieval for communications, office management, membership, and benefit plans. An Information Systems Manager is added to the staff.

The office building is paid off and the League becomes sole owner.

1984

The League initiates and participates in the formation of the Southern California Alliance of Law Enforcement (SCALE) and the California Coalition of Law Enforcement Associations (CCLEA); the first, a local group of police associations and, the second, a state-wide network of law enforcement associations founded for the purpose of strengthening and supporting mutual interests.

Los Angeles Police Department command staff forms its own collective bargaining unit, the "Command Officers Association." This unit consists of the rank of captain and above.

The California Supreme court lets stand the Appellate Court ruling in the Pasadena pension case, favoring the employees' vested rights to an uncapped cost-of-living benefit.

The principal issue in the League's Companion Charter H case is a similar dispute over vested pension benefits which are now settled in the Pasadena case. The favorable Pasadena decision clears the way for legal action to set aside the previous superior court decision favoring the City of Los Angeles in our Charter H lawsuit.

The League initiates an annual college scholarship program for members' dependents, providing five awards totaling \$5,000.

In the second year of the three-year contract, a 6.5% salary increase is received.

Full-time General Counsel, law clerk, and staff are hired by the League to handle a growing legal caseload for the membership.

The Second Annual League Golf Tournament is held and all proceeds benefit retired LAPD Detectives Kelly Key and Norm Eckles.



The League institutes its First Annual Job Fair/Career Conference seminar to provide information on retirement and career opportunities following police service.

The League logo is redesigned, replacing the shield with the eagle protecting the badge of LAPD officers, behind the banner and motto, "Protecting Those Who Protect Others."

1985 Reflecting a similar decision on behalf of a Los Angeles City firefighter, a favorable appellate court decision in a landmark League case allows a police officer the right to appeal disciplinary matters through the grievance/arbitration process. (Buzzell v. City of Los Angeles)

The League gains a position on the Police Memorial Fund Board of Directors.

The League gains a position on the Department's Uniform Committee.

The League takes on the issue of due process rights for probationary police officers and wins the right to an administrative hearing procedure for probationary termination cases as a result of a fact-finding decision.

New procedures and guidelines are developed for the election of League Delegates.

As part of the 1982-85 M.O.U. agreement, all police retirees turning age 59 receive a subsidy payment toward health insurance. A salary increase of 6.5% is received. By June 30, 1985, the League will be successful in obtaining pay increases totaling 79.51% for LAPD officers since the inception of contract bargaining.

The Third Annual League Golf Tournament benefits the members of the LAPD Family Support Group, comprised of widowed spouses of police officers slain in the line of duty.

The League moves into a wider area of community, business, and media interests to gain private support and funding for a June ballot measure to increase the manpower of the Police Department. In spite of unified support from private and public sector, the measure fails to pass.

1986 Contract negotiations for 1985-86 M.O.U. reaches an impasse in January. Five percent salary increases and benefits win. Uniform allowance increases to total \$550/per year. One additional holiday to total 13. P.O.S.T. Supervisory Training Certificate bonus. Health, life, and dental subsidies for I.O.D. widows. Health subsidy and life insurance subsidy increase.



The League is successful in placing a June ballot measure before City voters which would provide for a 25% offset from retiree pensions to pay back Workers' Compensation awards. Previously, the payback had required 100% offset.

Fourth Annual League Golf Tournament provides financial aid for the Family Support Group.

1987 Contract negotiations impasse is reached. Fact-finding results in partial settlement of issues and continues impasses on FLSA hours and discipline.

Separate Ordinance provides 5% salary increase, health insurance subsidy increase.

Management unilaterally implements management's Employment Memorandum and unilateral amendment of City Employee Relations Ordinance re grievances. Ordinance re-grievance without bargaining in good faith results in League filing Unfair Employee Relations Practice claim and hearing, sending both parties back to the bargaining table.

Fifth Annual League Golf Tournament raises funds for the Family Support Group.

1988 4% salary increase, received retroactively. Dental subsidy increase to \$24/month. Health subsidy increase. Side-panel body armor vests are provided for all patrol assignments and various specialized Division assignments.

The League and firefighters prevail in Superior Court in the pension lawsuit challenging the City's 3% cost of living cap on pensions for members retiring after June 1982. The City appeals.

Sixth Annual League Golf Tournament is held at the Montebello Golf Course. Proceeds benefit LAPD's Family Support Group.

1989 Four-year contract settled (1988-92). Gains included: 4% salary increase; medical subsidy into retirement at age 58; health subsidy increase; and established Employee Assistance Program.

Seventh Annual League Golf Tournament returns to Brookside Golf Course for a successful fund-raising event for the Family Support Group.



- 1990 Multi-year contract provides 4% salary increase, health, dental, life insurance subsidy increases. Uniform allowance increases to \$600.
- One (1) additional vacation day negotiated for employees with 30 years of service. Total increased to 23 vacation days.
- Eighth annual League Golf Tournament benefits widows of police officers killed in the line of duty.
- Random drug testing program is approved. League gains one (1) additional vacation day for officers with 20 years of service, totaling (10) vacation days for officers with 25 years of service.
- Seventh Annual League Scholarship Competition is awarded to eight students of League members for a total of \$6,000 in scholarship aid. Total scholarship awards to date: \$42,250.
- The Charter H pension case, limiting cost-of-living increases, wins in favor of employees as the United States Supreme Court denies City's petition for hearing.
- 1991 Multi-year contract provides 5% salary increase, health insurance subsidy increase, special one-time cash bonus of \$500 to each member of unit, and \$50 increase in uniform allowance to \$650/month.
- Ninth Annual League Golf Tournament at Brookside Golf Course benefits windows of police officers killed in the line of duty.
- Eighth Annual League Scholarship competition is awarded to eight students of League members, totaling \$6,000 in scholarship aid. Total scholarship awards to date: \$48,250.
- The Rodney King incident occurs involving four officers in a lengthy legal battle over the issues of discipline, use of force, and training. The City convenes the Christopher Commission to investigate and recommends sweeping reforms of the Police Department. The League becomes a party to extensive negotiations on 130 issues of reform which were subject to the meet-and-confer process.
- 1992 The Rodney King criminal trial verdict is reached. All four officers are found not guilty on all charges except one. The City erupts in extensive rioting and an Unusual Occurrence situation lasts for one month.



City Charter Amendment F passes, in spite of heavy lobbying by the League, establishing term limits for Police Commissioners and two five-year terms for Chief of Police, revising disciplinary process for officers (including demotion) and adding a civilian member to the internal Board of Rights panel.

Ninth Annual League Scholarship competition awards seven students of League members \$5,500 in scholarship aid. Total scholarship awards to date: \$53,750.

The League enters into extensive M.O.U. contract negotiations upon the expiration of the past four-year contract.

Tenth Annual League Golf Tournament, which benefits widows of police officers killed in the line of duty, is a successful fund-raising event for the Family Support Group. The event is held at the Brookside Golf Course in Pasadena.

The *Thin Blue Line* begins recognizing contributors to the paper by awarding them certificates and plaques. This begins the first Annual *Thin Blue Line* Awards Program.

1993

Tenth Annual League Scholarship competition awards seven students of League members \$6,000 in scholarship aid. Total scholarship awards to date: \$56,750.

Campaigns for election of new mayor.

Eleventh Annual League Golf Tournament is held at the Montebello Country Club. It benefits and honors the Los Angeles Police Department Family Support Group and the relief fund for officers who die while on active duty.

Officers demonstrate frustration over stalled contract talks during a march from Alameda and 2<sup>nd</sup> Street to the steps of Old City Hall. Officers were heard well into Council Chambers; some were even given a brief moment to voice their frustrations to the Council.

1994

The Second Annual *Thin Blue Line* Awards occur with even more recognitions for 1993 contributions. The amount of Divisional Reporters increases.

The League negotiates with the City and the Department a Catastrophic Leave Program, allowing active officers to donate their vacation and overtime to other officers who have used up all of their time due to a serious illness.



Directors respond to membership's request by placing billboards throughout the City to force the Mayor and the City Council into offering a decent and realistic contract.

Members picket Mayor Riordan at the Wilshire Ebell Theater to show their frustration over stalled contract negotiations. A mediator was called in to help resolve the ongoing dispute.

Officers overwhelmingly reject the City's "final" offer by over 75% (a 3-1 margin). Officers vow to engage in wildcat actions of the "Blue Flu" to keep the League from breaking a court injunction.

The League requests all members to show unity by not signing up for any voluntary cash overtime until the City makes an acceptable contract offer.

The League participates in getting a section of Rose Hills Memorial Park dedicated exclusively for law enforcement members, families, and friends.

Six officers in the Rodney King civil suit are found not monetarily liable for punitive damages. Officers are not ordered to pay any amount out of their pockets by the same jury that awarded King \$3.8 million from the City of Los Angeles.

Eleventh Annual League Scholarship Competition awards seven students of League members \$5,500 in scholarship aid. Total scholarship to date: \$65,250.

League begins a Class Action Grievance on behalf of officers being accused of participating in a job action "Blue Flu" on their rating reports and on comment cards.

A multi-year contract is finally settled in July. This contract is the first wherein members receive no retroactivity and the first two years with 0% increase. Membership gains included: two signing bonuses totaling \$1,500; eligible retirees of Articles XVII and XVIII will be eligible for their health insurance subsidy at age 55 and, if they retire after July 1996, they will receive an increase in health subsidy; and a uniformed field assignment pay is initiated, although not pension based. The total salary and benefits package for a police officer is approximately 12.25%.

Twelfth Annual League Golf Tournament is held at the Montebello Country Club. It continues to benefit and honor the Los Angeles Police Department Family Support Group and the relief fund for officers who die while on active duty.

1995 The Third Annual *Thin Blue Line* Awards continues to expand in numbers as those who contribute increase.

The League, in conjunction with City Council, shows support for officers involved in the O.J. Simpson murder trial when they were verbally attacked on, and off, the witness stand, by joining together in a "Blue Ribbon" media campaign. This support extends to show support for all law enforcement in general. The requests for support ribbons comes from all over the world.

Twelfth Annual League Scholarship Competition awards eight students of League members \$9,750 in scholarship aid. Total scholarship awards to date: \$75,000.

Thirteenth Annual League Golf Tournament returns to Montebello Country Club and proceeds benefit and honor the Los Angeles Police Department Family Support Group and relief fund for officers who die while on active duty.

The League negotiates an agreement to institute changes in working hours for patrol (3/12 plan) and detective (4/10 plan). Pilot compressed work schedule program is initiated in selected Divisions throughout the City and proves generally successful.

League Board of Directors appoints its first woman officer, Mitzi Grasso, to the Board to fill an unexpired term of a retired Director. In the subsequent general election, Grasso was elected to the Director office for a full term.

The *Thin Blue Line* begins including a section called "Beyond the Badge." This section focuses on officers' unselfish off-duty involvement in the Community, notably with their time contribution.

1996 The Fourth Annual *Thin Blue Line* Awards begins to include "Poems" and "Contributing Writer at Large" as new categories for the 1995 Editions.

Thirteenth Annual League Scholarship Competition awards eight students of League members \$9,750 in scholarship aid. Total scholarship awards to date: \$84,750.

The League completes negotiations on a four-year contract on time. The total salary increase was 18%. In the contract, the League introduces pension-based P.O.S.T. percentage for all officers with at least a Basic P.O.S.T. Certificate. The contract also brings back non-taxed officer pension contributions. For police officers, this generally amounts to about a 2-3% increase in their net pay.



Fourteenth Annual League Golf Tournament returns to the Montebello Country Club to raise proceeds that benefit and honor the Los Angeles Police Department Family Support Group and relief fund for officers who die while on active duty.

The League Board of Directors, with the approval of the membership, invests in a multi-story building which consolidates all League office functions and also expands the office space, eliminating the need for outside storage. After a renovation of the newly-approved building, the League begins to occupy it.

1997

The Fifth Annual *Thin Blue Line* Awards continue to recognize general contributors for the 1996 editions. The committee adds the new category of "Editor's Awards."

The League lobbies Management and the City Council for more effective firepower. The lobbying results in approval of .45 caliber semi-automatic handguns and M-16 rifles. This is ultimately a result of the "North Hollywood Shootout."

Fourteenth Annual League Scholarship Competition awards students of League members \$9,750 in scholarship aid.

The League lobbies for a second tier to Article 35 Pension Plan. The approval allows officers already on Article 35 to transfer over and be allowed to retire with only 20 years of service and, without an age requirement, to collect their pension immediately. Officers would receive no refund if the officer were to leave prior to 20 years of service.

In the second year of the four-year contract, a 5% salary increase is received on July 1.

The League hosts the August 1997 Convention of N.A.P.O. (The National Association of Police Organizations) at the Biltmore Hotel in downtown Los Angeles. Over 500 law enforcement representatives from throughout the nation are in attendance.

Fifteenth Annual League Golf Tournament returns to the Montebello Country Club to raise proceeds that benefit and honor the Los Angeles Police Department Family Support Group and Relief Fund for officers who die while on active duty.



The League hires an environmental assessment firm to test and evaluate the work areas at Northeast Patrol Division for the safety of officers, after building contamination conditions were brought to their attention by officers of that station.

1998 5% salary increase on July 1 for third year of four-year contract.

An agreement is negotiated between Los Angeles Police Relief Association and the League to lease space to LAPRA in the League's office building. This provides greater accessibility and improved benefits service to the membership.

The League promotes passage of state legislation to protect law enforcement officers' rights statewide:

AB 1707 provides that convicted felons cannot own, possess or use body armor.

AB 2293 provides that a public safety officer cannot be required to take any type of lie detector test.

SB 1600 provides that Department authorities cannot put materials into, or remove materials from, a public safety officer's package with harmful intent.

Fifteenth Annual League Scholarship Program awards students of League members over \$9,000 in scholarship aid.

Sixteenth Annual League Golf Tournament moves to new venue at Porter Valley Country Club, raising funds for the LAPD Family Support Group and Relief Fund for officers who die while on active duty.

Tenth Annual Raging Waters Family Picnic provides summer family fun for League members.

1999 Cost-of-living salary increase of 3% to all Lieutenants and below ranks as the last year of a four-year contract.

League files second federal lawsuit against City for active officers who missed the deadline imposed in the 1992 "Kimpel" FLSA overtime litigation, and for additional officers who are owed overtime pay.

Second Annual College Day held at Police Academy.

Fifteenth Annual League Scholarship Essay Competition awards \$9,750 in scholarship aid to students of League members.



The League's 11<sup>th</sup> Annual Private Park Picnic at Raging Waters is attended by League members and their families.

Seventeenth Annual League Golf Tournament raised funds for the LAPD Family Support Group and Relief Fund for officers who die while on active duty.

2000

New three-year contract is settled, bringing salary increases of 4% for 7/1/00; 4% + P.O.S.T. increases of additional 1% for Intermediate Certificate and 2% for Advanced Certificate for 7/1/01; 5% for 7/1/02. Uniform Allowance of \$650.00; Increased City subsidy for health insurance.

Governor Davis signs SB 402, establishing the first statewide binding arbitration standard, permitting local public safety (police and fire) professionals take any economic issue at impasse in collective bargaining, before a three-person arbitration panel for settlement resolution. League's FLSA overtime lawsuit is settled. Officers receive payment for delayed and unpaid overtime due from the City.

The League publishes second survey of L.A. Police Captains, Assessing Police Leadership, where members evaluate their respective Captains.

Third Annual LAPPL College Fair returns to Police Academy.

Sixteenth Annual League Scholarship Program awards over \$9,000 in financial aid to students of League members.

Raging Waters is again the venue for the League's 12<sup>th</sup> Annual Private Park Picnic for League members and families.

The League hosts the Eighteenth Annual Golf Tournament at Porter Valley, raising funds for the Family Support Group and Relief Fund for officers who die while on active duty.

2001

Second year of a three-year contract brings 4% salary increase and an additional 1% P.O.S.T. Intermediate bonus (or) a 2% P.O.S.T. Advanced bonus. Uniform allowance increased \$75 to \$700.

The League is involved in intense negotiations over a long period, resulting in a new Pension Plan for police officers and firefighters. The Tier V Pension Plan increases the maximum pension to 90%. League members are offered the opportunity to join the new plan throughout 2001.

Affiliated with International Union of Police Associations (I.U.P.A.) becoming LAPPL, Local 714.



The League designs and implements a new basic Legal Defense Plan to provide legal advice, representation and protection for active League members.

The League's Enhanced Legal Defense Plan improves on the basic Legal Defense Plan with additional provisions for:

Attorney representation at interviews; Representation at Grand Jury proceedings; Assistance with Skelly responses by a panel attorney; and Payroll reimbursement for suspension days up to 22 days.

The Plans are effective October 2001.

Newly-elected Mayor James Hahn promises to implement a Flexible Work Schedule plan proposed by the League. City Council and Police Commission approve Flexible Work Schedules which League has researched and promoted for over eight years.

Fourth Annual LAPPL College Fair is held at Police Academy.

Seventeenth Annual League Scholarship Program continues as students of League members are awarded financial aid grants.

The League hosts the 13<sup>th</sup> Annual Raging Waters Picnic for League members and their families.

The 19<sup>th</sup> Annual League Golf Tournament for the Family Support Group and Relief Fund for officers who die while on active duty, returns to Porter Valley Country Club.

2002

Last year of a three-year contract grants 5% salary increase. Uniform allowance increases \$75 to \$775.

The Deferred Retirement Option Plan (DROP) becomes effective May 1 after several years of negotiations with the City. The DROP program provides an attractive benefit for experienced officers who may elect to stay on and receive their active salary on the job rather than retiring, while their retirement pay accumulates for five years in a separate retirement account. This benefit results in retention of many of our most experienced officers during a time of low recruitment.

The League membership's vote of "No Confidence" in Chief of Police develops into a concerted effort to "Change Our Chief." League's message of high attrition, low morale, and increasing crime, resonates with rank-and-file officers, community residents and City leaders and results in Council and Mayor declining to reappoint Chief Parks. Nationwide search for new LAPD Chief culminates in appointment of William Bratton.



The League files successful suit to participate in the new federal Consent Decree, and League representatives gain a voice at the Consent Decree negotiations.

Fifth Annual LAPPL College Fair provides a link for officers to find a college or university for their continuing education needs.

Eighteenth Annual League Scholarship Competition awards financial aid to students of League members.

Fourteenth Annual Raging Waters Picnic treats League members and their families to family day at the park.

The Family Support Group again benefits from the 20<sup>th</sup> Annual League Golf Tournament at Porter Valley.

The League's newly-formed non-profit Eagle & Badge Foundation holds first gala fundraising event as Julio Iglesias performs at the Century Plaza. Funds raised provide financial support for police officers' children and scholarships to children in the communities they serve.

2003

New three-year contract negotiated with a 2% salary increase effective 7/1/03; 3% effective 7/1/04; 4% effective 7/1/05. Health insurance subsidy increases by \$55.00 on 7/1/03, with increases in the subsequent two contract years. One additional vacation day to all members with two or more years of service reached during 2003; one additional vacation day for members with 10 years or service reached during calendar year 2005, credited on 1/1/06. Uniform Allowance increased to \$850.00. Additional funding for Employee Assistance Program provided.

Proposed settlement of the Brady Lawsuit agreed to by League and the City. Settlement includes monetary damages as well as the stipulation that all Brady Letters shall be removed from affected officers' personnel files and replaced with a generic Risk Management duty restriction letter, which may be appealed.

In a lean State budget year, the League joins other law enforcement associations in successfully protecting vehicle license fee payments from being taken from local government, which loss would have resulted in massive layoffs of public safety officers, including League members.



Among the successful State bills sponsored by the League are: AB 359 which prohibits management from refusing off-duty employment except pursuant to Department rules or an MOU with the employees bargaining unit, and further provides that any denial of off-duty employment must be given in writing to the officers with specific reasons; SB 221 prohibits POST from adopting regulations or making a POST Certificate revocable.

Sixth Annual LAPPL College Fair brings colleges to law enforcement

Nineteenth Annual League Scholarship for students of League members awards over \$9,000 in financial aid.

Fifteenth Annual Raging Waters Picnic for League members and families. League hosts the 21<sup>st</sup> Annual Golf Tournament to assist the Family Support Group.

2004 Second year of three-year contract provides a 3% salary increase effective July 1, 2004. Increase in health subsidy; increase in Uniform Allowance to \$875 on July 1.

The League continues to represent officers during negotiations concerning many provisions of the federal Consent Decree.

Seventh Annual LAPPL College Fair encourages continuing higher education for all law enforcement.

Sixteenth Annual Raging Waters Family Picnic sponsored by the League. League hosts its 22<sup>nd</sup> Annual Golf Tournament to aid and honor the Family Support Group.

2006 The League negotiates new three-year contract, on time, effective July 1, 2006, through June 30, 2009. COLA increases are 3%, July 1, 2006; 3%, July 1, 2007; 3%, July 1, 2008. Additional 1% increase for Patrol Field Incentive brings that benefit to 3%; a new 1% Detective Field Incentive bonus is negotiated. Holiday premium increases one hour for each of the three flexible schedules. A new vacation buyback benefit allows all unit members to sell back up to five days of previously scheduled vacation for the first 18 months of the new contract. Uniform allowance increases to \$950 for July, 2007; \$975 for July, 2008; \$1025 for July, 2009.

In addition, Court Time minimum increases to two hours for an afternoon court subpoena. A 2.75% "acting pay" bonus is negotiated for unit members after working 56 days in a higher capacity.



Health subsidy increases in the first year to \$775 per month maximum. The subsidy increase for the remaining two years is tied to the civilian health subsidy increase. Dental subsidy rises to \$68 per month for 2006; \$69 per month for 2007; \$70 per month for 2008.

2007 Second year of three-year contract provides 3.50% pay increase, effective July 1; Uniform Allowance increase to \$950; Dental subsidy increases to \$69 per month.

The League continues to represent officers during negotiations concerning many provisions of the federal Consent Decree.

Ninth Annual LAPPL College Fair encourages continuing higher education for all law enforcement is held.

Twenty-third Annual League Scholarship Awards competition for college-bound students of League members awards over \$9,000 in financial aid.

The League hosts its 25<sup>th</sup> Annual Benefit Golf Tournament for the Family Support Group.

The League returns to the Elysian Park Police Academy for its Annual Family Summer Picnic.

2008 Third year of three-year contract provides 3.75% pay increase, effective July 1, 2008; Uniform Allowance increase to \$975; Dental subsidy increases to \$70 per month.

The League continues its campaign against the implementation of financial disclosures of anti-gang and narcotics officers. The League files a lawsuit alleging violation of state law.

The League negotiates an extension of the two-year rule for IOD benefits to five years.

The League successfully fights back against State Senator Gloria Romero's bill, SB 1019, which would have required the opening of personnel records and disciplinary proceedings to the public whenever a complaint against an officer is filed. Although this bill had been defeated in 2007, Romero re-introduced it in 2008. This time, it was specifically defined to single out LAPD officers. The bill again fails passage in the California Senate, largely due to the League's outreach efforts with legislators.



Over \$1 million is paid to members in back compensation or lump-sum settlements and more than 30 officers are promoted as a result of the 2007 settlement of the Board of Inquiry case. The League also recovers attorney fees and costs. The League funds an appeal to Los Angeles County Superior Court on five lost Board of Inquiry hearings.

The League is instrumental in helping pass Measure S in Los Angeles. The measure restores the City's Telephone Users Tax, which was voided due to a court decision. The Telephone Users Tax revenue represents \$270 million dollars, or roughly six percent of the City's general fund. Without it, funding for law enforcement could have faced a significant cut.

The League takes a high-profile role in successfully blocking the passage of Proposition 5, deemed by Los Angeles County District Attorney Steve Cooley as "the worst public safety proposal ever." The proposition would have taken billions of dollars annually out of the state general fund to pay for a massive new bureaucracy, and it would have forced the courts to send hardened criminals (who fit certain criteria) to rehab instead of jail. The League's radio advertisements alert listeners to the disastrous effects the proposition would have on law enforcement and public safety. As a result, Proposition 5 is soundly defeated, with nearly 60 percent of voters rejecting the initiative.

The League backs a class action lawsuit seeking compensation for pre- and post-shift time associated with putting on (donning), taking off (doffing), maintaining, storing, preparing and caring for required uniforms and special protective gear.

League members Randal Simmons and Spree DeSha are killed in the line of duty in two separate incidents.

SWAT Officer Simmons is shot and killed on February 7 when SWAT entered a house and tried to end an armed stand-off. The suspect had killed three members of his own family earlier in the day. Simmons, a 27-year veteran, is the first SWAT officer in the Department to die in the line of duty.

Officer DeSha is among 25 people killed in the collision between a Metrolink train and a Union Pacific freight train on September 12. DeSha, a seven-year veteran, was following her custom of riding in uniform in the first car in order to provide a visible law enforcement presence. Known as a talented and dedicated officer, DeSha receives full police honors before the several hundred attendees at her funeral at the Cathedral of Our Lady of the Angels, and her death is designated as in the line of duty by the Chief of Police.



The League's Delta Dental plan's coverage increases from 50/50 to 60/40 on crowns and cast restorations. The orthodontics lifetime maximums increases from \$1,250 to \$1,500.

The League hosts its annual scholarship program in which \$10,000 is awarded to League members' college-bound dependents. The 2008 Awards Ceremony is held July 1 at the Los Angeles Police Academy. Best-selling crime author, James Ellroy, serves as Master of Ceremonies.

The League hosts its 26<sup>th</sup> Annual Benefit Golf Tournament for the Family Support Group.

2009

The Los Angeles Police Department marks its 140th anniversary.

New League President, Paul M. Weber, replaces Tim Sands. New Directors Tyler Izen and Kristi Sandoval join the Board.

The "Baker to Vegas" race marks its 25<sup>th</sup> anniversary.

LAPD Deputy Police Chief Kenny Gardner dies at age 53.

The League files a class action grievance to enforce the use of safety equipment.

Warnings are issued against the early release of parolees after 4-year-old Roberto Lopez was killed by a stray bullet from paroled gang member Howard Astorga.

The League endorses George Aliano for LAFPP Commissioner, Paul Koretz for and Carmen Trutanich for LA City Attorney.

The League launches an online blog.

Los Angeles voters believe it is very important that public safety be maintained as the top priority in the new city budget and are dissatisfied with the way city hall so far is setting priorities, according to a survey of registered voters conducted by the League.

2010

LAPD and League mourn former LAPD Chief Daryl F. Gates, who passes away on April 16.

Governor Arnold Schwarzenegger is commended by the League for signing SB 408 into law. The senate bill restricts the possession of body armor by violent felons. The League joins the entire law enforcement community in

mourning the line-of-duty deaths of five California Highway Patrol (CHP) officers in May and June, which made 2010 the deadliest year for the CHP in more than a decade.

The League strongly defends bicycle officers involved in a controversial fatal shooting near MacArthur Park when an individual, armed with a knife, threatened passersby and directly advanced on the officers.

The League announces its annual golf tournament has been renamed the Chief Daryl F. Gates Memorial Golf Tournament.

2011      2011 – 2014 MOU provides for 7% pay raises (1% July 2011, 2% January 1, 2013, 1% July 2013, 1% November 2013, and 2% March 2014)

2012      New President, Tyler Izen. New directors Craig Lally and Mark Cronin join the Board.  
LAPPL squashes former Mayor Richard Riordan's proposal to eliminate DB pension plans and replace them with 401K-style DC plans

LAPPL works in concert with organized labor to defeat Proposition 32 which would have prevented payroll deductions and stifled LAPPL political action.