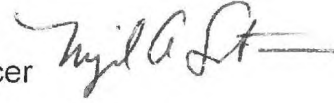


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: July 29, 2015

To: The City Council

From: Miguel A. Santana, City Administrative Officer

Subject: **2014 – 2016 MEMORANDUM OF UNDERSTANDING FOR THE
FIRE CHIEF OFFICERS UNIT (MOU 22)**

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Fire Chief Officers Association (LAFCOA) on a successor Memorandum of Understanding (MOU) for the Fire Chief Officers Unit. The MOU covers 90 employees in the classifications of Fire Battalion Chief, Fire Assistant Chief and Fire Deputy Chief. The term of the attached MOU is July 1, 2014, through June 30, 2016. Major MOU provisions include the following:

- Salary: There is no general salary increase for Fiscal Year 2014-15. Effective June 28, 2015, a parity increase of 2% is being proposed in this MOU which is similar to the increase previously provided to members of the Firefighters and Fire Captains bargaining unit (MOU 23).
- Health Subsidy: There is no increase in the City health subsidy for Fiscal Year 2014-15. Effective July 1, 2015, the subsidy will increase by 5% to \$1,230.00 per month.
- Dental Subsidy: Effective at the beginning of the first pay period following adoption of the MOU, the City dental subsidy will increase from \$74.16 per month to \$78.00 per month.
- Uniform Allowance: Effective the first pay period after adoption of the MOU, the \$44 biweekly uniform allowance will increase to \$66 biweekly.
- FIMT Bonus: Effective the first pay period after adoption of the MOU, Chief Officers assigned to a Field Incident Management Team will receive a non-pension based bonus of \$150 biweekly.
- Accrued Time: Employees who have accrued holiday time or excess sick leave will be cashed out for that time in September 2015.

- Vacations: Employees will be allowed to accrue up to three years' of vacation time rather than two years.
- Executive Development Fund: The City will provide \$50,000 annually during the term of the MOU to fund executive development training.
- Death Benefit: The death benefit provided by the City will be increased from \$15,000 to \$30,000.
- Other Provisions: The City and LAFCOA have agreed to changes in existing MOU articles that increase employee protections related to rule changes, investigations and personnel matters. Additionally, the grievance process has been streamlined to produce more expedient remedies and allow for optional mediation.

Recommendations

It is recommended that the City Council:

1. Approve the attached 2014-16 MOU for the Fire Chief Officers Unit;
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOU.

Fiscal Impact Statement

Costs associated with the implementation of the proposed MOU are an obligation of the General Fund as all employees are assigned to the Fire Department. Implementation of the provisions of the MOU will result in no cost increases during Fiscal Year 2014-15. Cost increases of approximately \$936,000 will be incurred in Fiscal Year 2015-16, but \$308,000 is a one-time cost for the cash-out of excess sick leave. The annual ongoing costs amount to approximately \$652,000.

MAS:MHA:0715104

Attachment