

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: October 27, 2016

To: The City Council

From: Miguel A. Santana, City Administrative Officer



Subject: **2016–2019 MEMORANDUM OF UNDERSTANDING FOR THE
FIREFIGHTERS AND FIRE CAPTAINS BARGAINING UNIT (MOU 23)**

Recommendations

It is recommended that the City Council:

1. Approve the attached 2016-19 Memorandum of Understanding (MOU) for the Firefighters and Fire Captains Representation Unit;
2. Authorize the City Administrative Officer and the Controller to correct any clerical errors in the MOU, or, if approved by the City Attorney, any technical errors.

Summary

In accordance with Executive Employee Relations Committee instructions, agreement on a successor MOU has been reached with the United Firefighters of Los Angeles City (UFLAC) for the Firefighters and Fire Captains bargaining unit. The attached MOU, which has been ratified by the bargaining unit, is for a three-year period from July 1, 2016, through June 30, 2019, and includes the following major provisions.

General Salary Increases

- 4% effective June 26, 2016;
- 2% effective July 9, 2017;
- 2% effective January 7, 2018; and,
- 2% effective July 8, 2018.

The increases for Fiscal Years 2016/2017 and 2017/2018 mirror the increases previously approved for sworn Los Angeles Police Department employees.

Bonuses

- Effective June 26, 2016, a new bonus of \$80 biweekly will be implemented for back-up SCUBA divers; a new bonus of \$120 biweekly will be implemented for

the Captain I assigned to Medical Liaison; a new bonus of \$240 biweekly will be implemented for Captains II assigned as Drill Masters; the bonus for Technical Rescue will increase from \$170 to \$200 biweekly; the bonus for helitac personnel will be standardized at \$200 biweekly; a new bonus of \$200 biweekly will be implemented for Aircraft Rescue Firefighters; and a new bonus of \$240 will be implemented for employees assigned to the Certified Unified Program Agencies (CUPA) Unit who meet specified requirements.

- Effective June 26, 2016, the longevity bonus for the rank of Firefighter will increase from \$95 to \$100 biweekly for more than 10 years of service; from \$190 to \$200 biweekly for more than 15 years of service; and from \$285 to \$300 for more than 20 years of service.
- Effective the first pay period after adoption of the MOU, employees assigned to a Field Incident Management Team (FIMT) will receive a \$150 biweekly bonus.
- Effective July 8, 2018, the bonus for Emergency Medical Technicians will increase from \$115-\$125 biweekly to \$130-\$140 biweekly.

Health Care Subsidy

The majority of employees represented by UFLAC participate in health care plans sponsored by UFLAC or the Los Angeles Fire Relief Association rather than by the City. Therefore, the most effective way to control costs is to cap the amount paid by the City for health care coverage. The proposed MOU will maintain the maximum City subsidy to \$1,290 per employee through June 2016; increase the maximum subsidy to \$1,350 per employee effective July 1, 2017; and to \$1,460 per employee effective July 1, 2018.

In addition, effective July 1, 2018, any employee enrolled in a UFLAC high deductible health plan with an established health savings account, will receive an additional \$200 per month for their health savings account if they get a physical examination under the Wellness Program. Continuation of the additional contribution is contingent on the employee receiving annual physical examinations.

Dental Care Subsidy

The proposed MOU will maintain the maximum dental subsidy at \$78 per month through June 2017. Effective July 1, 2017, this amount will increase to \$80 per month, and to \$82 per month effective July 1, 2018.

Life Insurance/Long Term Disability Insurance

The proposed MOU will maintain the City contribution for life insurance at \$16 per month through June 2018. Effective July 1, 2018, this amount will increase to \$25 per month to include both life and long term disability insurance.

Uniform Allowance

The proposed MOU will maintain the current uniform allowance of \$51 biweekly for the term of the MOU.

Employee Benefits

The proposed MOU provides increases to the following benefits:

- Increase in the City contribution to the Employee Assistance Program (EAP) to \$350,000 in FY 2016/17; \$367,500 in FY 2017/18; and \$385,880 in FY 2018/19.
- Increase in the on-duty death benefit from \$15,000 to \$30,000.
- Allowance for additional days off for bereavement leave when out-of-town travel is required.
- Employees will be granted four hours per year of time with pay to get the physical examination under the Wellness Program.

Letters of Agreement

The proposed MOU contains the following Letters of Agreement:

- Salary and Benefits
- Cooperative Work Groups
- CUPA Section
- Time Off For Union Representatives
- Employees Regularly Assigned to a 4/10 Schedule
- Grievance Procedures

Fiscal Impact Statement

Implementation of the provisions of the MOU will result in increased costs to the General Fund beginning in Fiscal Year 2016/17. The incremental increases for each year are as follows: \$19 million in Fiscal Year 2016/17; \$11.8 million in Fiscal Year 2017/18; and \$16.1 million in Fiscal Year 2018/19. The annual ongoing cost will be approximately \$46.9 million.

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Attachment