

**Meet and Confer Between
Los Angeles Fire Department Chief Officers Association
Regarding the Salary Reopener in the 2019-2024 MOU 22
Management Proposal
May 26, 2022**

1. Subject to review and approval by the Executive Employee Relations Committee and by the City Attorney as to form and legality, the City proposes the following:

- a. **Cash Restoration.**

- i. Pay each MOU 22 bargaining unit member a cash amount equal to the percentage (6.75%) of salary that was deferred from July 4, 2021, through January 1, 2023.
 - ii. The total amount paid to an employee shall be:
 1. Paid in two installments. The first installment shall be half of the total amount, made payable through the regular payroll process between May 26, 2022 and July 29, 2022, the latter date of which may be extended to allow for the City to notify UFLAC 30 days in advance of the installment date. The second installment shall be an amount equal to the first installment, made payable through the regular payroll process on November 16, 2022.
 2. Calculated on a bargaining unit member's regular rate of pay (i.e., the base hourly rate and all regularly assigned bonus pay) that is in effect when the first payment is made.
 - iii. Each installment shall be paid to all bargaining unit members who are on active payroll status as of May 26, 2022.

- b. **Base Wage Increase.**

- i. Effective January 14, 2024, increase all salaries listed in a new Appendix G by three percent (3%).
 - ii. Change Appendix G to Appendix H (Family and Medical Leave)
 - iii. This change would necessitate changes to the following portions of MOU 22:
 1. Add a new Appendix G to the Table of Contents, effective January 14, 2024, to reflect the three percent (3%) increase in wages.
 2. Article 7.2 – Salaries. Add a new Appendix G, Operative Date of January 14, 2024.
 3. Appendices: Add a new Appendix G.

- c. **Health Subsidy Increases.**

- i. Provide a five percent (5%) increase in the monthly health subsidy for the health care plan years 2022-23 and 2023-24.
 - ii. Modify MOU 22, Section 4.0 (Insurance), Article 4.1 (Health Insurance), subsections A. and B., as follows:

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4.0 INSURANCE

ARTICLE 4.1 HEALTH INSURANCE

- A. Effective July 1, 2018, the City provided a monthly subsidy not to exceed \$1,460.00 per month toward the cost of any UFLAC, Los Angeles Firemen's Relief Association (LAFRA) or City-sponsored insurance plan approved by the City and the Union. Effective July 1, 2018, the City provided a monthly subsidy not to exceed \$985.00 for employee-only coverage. The monthly subsidy amounts in subsequent years shall be in accordance with the table, below:

Effective Date	Employee + Spouse + Family	Employee Only
July 1, 2019	\$1,508.18	\$1,017.51
July 1, 2020	\$1,557.95	\$1,051.09
July 1, 2021	\$1,609.36	\$1,085.78
July 1, 2022	\$1,689.83	\$1,140.07
July 1, 2023	\$1,774.32	\$1,197.07

- B. As a result of negotiations under the Budget and Finances Letter Of Agreement attached to this MOU, the dates of July 1, 2022 and July 1, 2023 and associated rates were negotiated and incorporated into the table in subsection A. above.

If the City does not administer the benefit identified in 4.0 Insurance listed above, the City shall double each increment associated with the three level of the Wellness bonus listed in Article 8.1 (Wellness), as follows:

- The benefit associated with Article 8.1 B.1. shall be increased from 0.5% to 1.0 %.
- The benefit associated with Article 8.1 B.2. shall be increased from 1.0% to 2.0 %.
- The benefit associated with Article 8.1 B.3. shall be increased from 1.5% to 3.0 %.

If the City does not take action to increase the health subsidy benefit increase identified above, the Wellness bonus increase shall take effect on July 3, 2022 (relative to the July 1, 2022 healthcare plan year) and July 2, 2023 (relative to the July 1, 2023 healthcare plan year).

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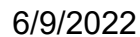
Los Angeles Fire Department Chief
Officers Association



Date

 FOR

City Administrative Officer



Date