

AMENDMENT NO. 2

**MEMORANDUM OF UNDERSTANDING
FIRE CHIEF OFFICERS REPRESENTATION UNIT (MOU NO. 22)**

**AMENDMENT NO. 2 to Memorandum of Understanding No. 22
made and entered into this 9th day of June 2022**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

THE LOS ANGELES FIRE DEPARTMENT CHIEF OFFICERS ASSOCIATION

July 1, 2019 – June 29, 2024

MOU AMENDMENT NO. 2
FIRE CHIEF OFFICERS REPRESENTATION UNIT (MOU NO. 22)

The Los Angeles Fire Department Chief Officers Association and the City of Los Angeles have reached agreement on the following MOU amendments.

Sections A and B of **Article 4.1 - Health Insurance** are amended, as follows:

ARTICLE 4.1 HEALTH INSURANCE

- A. Effective July 1, 2018, the City provided a monthly health subsidy not to exceed \$1,460.00 per month toward the cost of any UFLAC, Los Angeles Fireman's Relief Association (LAFRA) or City-sponsored insurance plan approved by the City and the Association. 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
<u>July 1, 2022</u>	<u>\$1,689.83</u>	<u>\$1,140.07</u>
<u>July 1, 2023</u>	<u>\$1,774.32</u>	<u>\$1,197.07</u>

- 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.**

Section A of **Article 7.2 - Salaries** is amended, as follows:

ARTICLE 7.2 SALARIES

- A. The operative dates of the salaries shown in the Appendices are as follows:

<u>Appendix</u>	<u>Operative Date</u>
Appendix B	July 1, 2019
Appendix C	July 7, 2019
Appendix D	January 5, 2020
Appendix E	July 5, 2020
Appendix F	January 1, 2023
<u>Appendix G</u>	<u>January 14, 2024</u>

A new subsection C shall be **added** to **Article 8.1 (Wellness)**, as follows:

C. If the City does not take action toward administering the monthly health subsidy increases in 2022 and 2023 listed in Article 4.1 (Health Insurance), the Wellness bonus percentages shall be doubled, as shown below:

- 1. The benefit associated with Article 8.1 B.1 shall be increased from 0.5% to 1.0%.**
- 2. The benefit associated with Article 8.1 B.2 shall be increased from 1.0% to 2.0%.**
- 3. 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 toward increasing the monthly health subsidies scheduled for July 1, 2022, then, effective July 3, 2022, the increases to the Wellness bonus described in 1-3, above, shall be administered. If the City does not take action toward increasing the monthly health subsidies scheduled for July 1, 2023, then, effective July 2, 2023, the increases to the Wellness bonus described in 1-3, above, shall be administered.

Appendix G (Family and Medical Leave) shall be amended as Appendix H.

Except for the Appendices and Articles specifically amended, or added, herein, all other Appendices, Articles and/or provisions of the 2019-2024 MOU No. 22 shall remain in full force and effect during the term of the MOU.

APPENDIX G
FIRE CHIEF OFFICERS - MOU 22
OPERATIVE January 14, 2024

				3	4	5	6	7
12	Battalion Chief (Platoon Duty) 2152	Regular Pay	BW	\$ 6,853.60	\$ 7,239.20	\$ 7,640.00	\$ 8,069.60	
			MO	\$ 14,906.58	\$ 15,745.26	\$ 16,617.00	\$ 17,551.38	
			YR	\$ 178,879	\$ 188,943	\$ 199,404	\$ 210,617	
		1% ED	BW	\$ 68.54	\$ 72.39	\$ 76.40	\$ 80.70	
			MO	\$ 149.07	\$ 157.45	\$ 166.17	\$ 175.52	
			YR	\$ 1,789	\$ 1,889	\$ 1,994	\$ 2,106	
		2% ED	BW	\$ 137.07	\$ 144.78	\$ 152.80	\$ 161.39	
			MO	\$ 298.13	\$ 314.90	\$ 332.34	\$ 351.02	
			YR	\$ 3,578	\$ 3,779	\$ 3,988	\$ 4,212	
		3% ED	BW	\$ 205.61	\$ 217.18	\$ 229.20	\$ 242.09	
			MO	\$ 447.20	\$ 472.37	\$ 498.51	\$ 526.55	
			YR	\$ 5,366	\$ 5,668	\$ 5,982	\$ 6,319	
13	Battalion Chief (Special Duty) 2152	Regular Pay	BW	\$ 7,376.00	\$ 7,788.00	\$ 8,224.00	\$ 8,678.40	
			MO	\$ 16,042.80	\$ 16,938.90	\$ 17,887.20	\$ 18,875.52	
			YR	\$ 192,514	\$ 203,267	\$ 214,646	\$ 226,506	
		1% ED	BW	\$ 73.76	\$ 77.88	\$ 82.24	\$ 86.78	
			MO	\$ 160.43	\$ 169.39	\$ 178.87	\$ 188.75	
			YR	\$ 1,925	\$ 2,033	\$ 2,146	\$ 2,265	
		2% ED	BW	\$ 147.52	\$ 155.76	\$ 164.48	\$ 173.57	
			MO	\$ 320.86	\$ 338.78	\$ 357.74	\$ 377.51	
			YR	\$ 3,850	\$ 4,065	\$ 4,293	\$ 4,530	
		3% ED	BW	\$ 221.28	\$ 233.64	\$ 246.72	\$ 260.35	
			MO	\$ 481.28	\$ 508.17	\$ 536.62	\$ 566.26	
			YR	\$ 5,775	\$ 6,098	\$ 6,439	\$ 6,795	
		2.75% 3 YRS SD	BW	\$ 202.84	\$ 214.17	\$ 226.16	\$ 238.66	
			MO	\$ 441.18	\$ 465.82	\$ 491.90	\$ 519.09	
			YR	\$ 5,294	\$ 5,590	\$ 5,903	\$ 6,229	
15	Assistant Chief (Platoon Duty) 2166	Regular Pay	BW	\$ 8,225.60	\$ 8,684.00	\$ 9,169.60	\$ 9,680.80	
			MO	\$ 17,890.68	\$ 18,887.70	\$ 19,943.88	\$ 21,055.74	
			YR	\$ 214,688	\$ 226,652	\$ 239,327	\$ 252,669	
		1% ED	BW	\$ 82.26	\$ 86.84	\$ 91.70	\$ 96.81	
			MO	\$ 178.92	\$ 188.88	\$ 199.45	\$ 210.56	
			YR	\$ 2,147	\$ 2,267	\$ 2,393	\$ 2,527	
		2% ED	BW	\$ 164.51	\$ 173.68	\$ 183.39	\$ 193.62	
			MO	\$ 357.81	\$ 377.75	\$ 398.87	\$ 421.12	
			YR	\$ 4,294	\$ 4,533	\$ 4,786	\$ 5,053	
		3% ED	BW	\$ 246.77	\$ 260.52	\$ 275.09	\$ 290.42	
			MO	\$ 536.72	\$ 566.63	\$ 598.32	\$ 631.66	
			YR	\$ 6,441	\$ 6,800	\$ 7,180	\$ 7,580	
16	Assistant Chief (Special Duty) 2166	Regular Pay	BW	\$ 8,852.00	\$ 9,344.00	\$ 9,866.40	\$ 10,417.60	
			MO	\$ 19,253.10	\$ 20,323.20	\$ 21,459.42	\$ 22,658.28	
			YR	\$ 231,037	\$ 243,878	\$ 257,513	\$ 271,899	
		1% ED	BW	\$ 88.52	\$ 93.44	\$ 98.66	\$ 104.18	
			MO	\$ 192.53	\$ 203.23	\$ 214.59	\$ 226.59	
			YR	\$ 2,310	\$ 2,439	\$ 2,575	\$ 2,719	

APPENDIX G
FIRE CHIEF OFFICERS - MOU 22
OPERATIVE January 14, 2024

				3	4	5	6	7
16	Assistant Chief (Special Duty) 2166	2% ED	BW	\$ 177.04	\$ 186.88	\$ 197.33	\$ 208.35	
				\$ 385.06	\$ 406.46	\$ 429.19	\$ 453.16	
				\$ 4,621	\$ 4,878	\$ 5,150	\$ 5,438	
		3% ED	BW	\$ 265.56	\$ 280.32	\$ 295.99	\$ 312.53	
				\$ 577.59	\$ 609.70	\$ 643.78	\$ 679.75	
				\$ 6,931	\$ 7,316	\$ 7,725	\$ 8,157	
		2.75% 3 YRS SD	BW	\$ 243.43	\$ 256.96	\$ 271.33	\$ 286.48	
				\$ 529.46	\$ 558.89	\$ 590.14	\$ 623.09	
				\$ 6,354	\$ 6,707	\$ 7,082	\$ 7,477	
18	Deputy Chief 2176	Regular Pay	BW	\$ 10,220.80	\$ 10,792.00	\$ 11,392.00	\$ 12,028.00	\$ 12,699.20
				\$ 22,230.24	\$ 23,472.60	\$ 24,777.60	\$ 26,160.90	\$ 27,620.76
				\$ 266,763	\$ 281,671	\$ 297,331	\$ 313,931	\$ 331,449
		1% ED	BW	\$ 102.21	\$ 107.92	\$ 113.92	\$ 120.28	\$ 126.99
				\$ 222.31	\$ 234.73	\$ 247.78	\$ 261.61	\$ 276.20
				\$ 2,668	\$ 2,817	\$ 2,973	\$ 3,139	\$ 3,314
		2% ED	BW	\$ 204.42	\$ 215.84	\$ 227.84	\$ 240.56	\$ 253.98
				\$ 444.61	\$ 469.45	\$ 495.55	\$ 523.22	\$ 552.41
				\$ 5,335	\$ 5,633	\$ 5,947	\$ 6,279	\$ 6,629
		3% ED	BW	\$ 306.62	\$ 323.76	\$ 341.76	\$ 360.84	\$ 380.98
				\$ 666.90	\$ 704.18	\$ 743.33	\$ 784.83	\$ 828.63
				\$ 8,003	\$ 8,450	\$ 8,920	\$ 9,418	\$ 9,944
19	Deputy Chief (Geographic Bureau) 2176	Regular Pay	BW	\$ 10,220.80	\$ 10,792.00	\$ 11,392.00	\$ 12,028.00	\$ 12,699.20
				\$ 22,230.24	\$ 23,472.60	\$ 24,777.60	\$ 26,160.90	\$ 27,620.76
				\$ 266,763	\$ 281,671	\$ 297,331	\$ 313,931	\$ 331,449
		1% ED	BW	\$ 102.21	\$ 107.92	\$ 113.92	\$ 120.28	\$ 126.99
				\$ 222.31	\$ 234.73	\$ 247.78	\$ 261.61	\$ 276.20
				\$ 2,668	\$ 2,817	\$ 2,973	\$ 3,139	\$ 3,314
		2% ED	BW	\$ 204.42	\$ 215.84	\$ 227.84	\$ 240.56	\$ 253.98
				\$ 444.61	\$ 469.45	\$ 495.55	\$ 523.22	\$ 552.41
				\$ 5,335	\$ 5,633	\$ 5,947	\$ 6,279	\$ 6,629
		3% ED	BW	\$ 306.62	\$ 323.76	\$ 341.76	\$ 360.84	\$ 380.98
				\$ 666.90	\$ 704.18	\$ 743.33	\$ 784.83	\$ 828.63
				\$ 8,003	\$ 8,450	\$ 8,920	\$ 9,418	\$ 9,944
21	Deputy Chief (Emergency Operaitons) (Aministrative Operaitons) 2176	Regular Pay	BW	\$ 11,392.00	\$ 12,028.00	\$ 12,699.20	\$ 13,407.20	\$ 14,152.80
				\$ 24,777.60	\$ 26,160.90	\$ 27,620.76	\$ 29,160.66	\$ 30,782.34
				\$ 297,331	\$ 313,931	\$ 331,449	\$ 349,928	\$ 369,388
		1% ED	BW	\$ 113.92	\$ 120.28	\$ 126.99	\$ 134.07	\$ 141.53
				\$ 247.78	\$ 261.61	\$ 276.20	\$ 291.60	\$ 307.83
				\$ 2,973	\$ 3,139	\$ 3,314	\$ 3,499	\$ 3,694
		2% ED	BW	\$ 227.84	\$ 240.56	\$ 253.98	\$ 268.14	\$ 283.06
				\$ 495.55	\$ 523.22	\$ 552.41	\$ 583.20	\$ 615.66
				\$ 5,947	\$ 6,279	\$ 6,629	\$ 6,998	\$ 7,388
		3% ED	BW	\$ 341.76	\$ 360.84	\$ 380.98	\$ 402.22	\$ 424.58
				\$ 743.33	\$ 784.83	\$ 828.63	\$ 874.83	\$ 923.46
				\$ 8,920	\$ 9,418	\$ 9,944	\$ 10,498	\$ 11,082

LETTER OF AGREEMENT
2019-2024 MEMORANDUM OF UNDERSTANDING NO. 22

SALARY REOPENER

The parties engaged in the meet and confer process pursuant to the Budget and Finances Letter of Agreement (LOA) in the amended 2019-2024 Memoranda of Understanding (MOU). This LOA is the product and represents the conclusion of that meet and confer process in which the parties reached agreement, the terms of which are as follows:

A cash payment for each bargaining unit member in an amount equal to the percentage (6.75%) of salary that was deferred from July 4, 2021, through January 1, 2023.

1. The total amount paid to an employee shall be:
 - a. 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 the Los Angeles Fire Department Chief Officers Association 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.
 - b. 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.
2. Each installment shall be paid to all bargaining unit members who are on active payroll status as of May 26, 2022.

FOR THE UNION:

 (FOR)

John Drake, President
Los Angeles Fire Department Chief
Officers Association

6/8/22
Date

FOR THE CITY:

 FOR

Matthew W. Szabo
City Administrative Officer

6/9/2022
Date

**MOU AMENDMENT NO. 2
FIRE CHIEF OFFICERS BARGAINING UNIT (MOU 22)**

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first written above.

FOR THE UNION:



John Drake, President
Los Angeles Fire Department Chief
Officers Association

6/8/22
Date

FOR THE CITY:

 FOR

Matthew W. Szabo
City Administrative Officer

6/9/2022
Date

Approved as to Form and Legality:



For the City Attorney

June 3, 2022
Date