

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: September 26, 2019

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer



Subject: **2019-2022 SUCCESSOR MEMORANDUM OF UNDERSTANDING NO. 22 FOR THE FIRE CHIEF OFFICERS REPRESENTATION UNIT**

RECOMMENDATION

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2019-2022 Memorandum of Understanding (MOU) for Bargaining Unit 22; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with the instructions of the Executive Employee Relations Committee (EERC), a tentative agreement has been reached with the Los Angeles Fire Department Chief Officers Association for the Fire Chief Officers representation bargaining unit for a successor MOU. The tentative agreement has been ratified by bargaining unit members. The key provisions of the agreement are as follows:

- Term & Salary
 - 3 years (July 1, 2019 – June 30, 2022).
 - o 2% base wage increase effective July 7, 2019
 - o 4.75% base wage increase effective July 5, 2020
 - o 3% base wage increase effective July 4, 2021
- Accumulated Sick Leave
 - Increase to 100% sick leave payouts on existing excessive sick leave program and existing retirement sick leave payout program, effective January 3, 2021.
- Health Insurance
 - Increase by 3.3% each year of the MOU the health subsidy for a Unit member's health insurance.

- Dental Insurance
 - Increase coverage by \$2 per month per member, effective July of 2019, and in each July during the term of the MOU.
- Wellness Program
 - Pay up to 1.5% (pensionable) to Unit members who submit to a medical examination, complete wellness training, and perform various physical fitness tests, effective June 20, 2021.
- Executive Development Fund
 - Increase from \$150,000 to \$200,000 during each year of the contract, effective July 7, 2019.
- Additional Compensation
 - Pay flat-rated compensation to Unit members assigned to an Incident Management Team in the amount of \$100 biweekly (effective July 7, 2019) and \$200 biweekly (effective July 5, 2020).
 - Increase existing additional compensation paid to Unit members assigned to a Field Incident Management Team from \$150 to \$200 biweekly, effective July 5, 2020.
 - Increase additional compensation paid to Unit members who are Emergency Management Technicians in good standing from \$115 to \$225, effective the first day of the first full pay period after Council adoption.
 - Reduce additional compensation paid to Unit members from \$225 to \$2.25, effective January 12, 2020.
 - Increase supplemental compensation for Assistant Chiefs who work during off hours from 5.5% to 6.25% of a Unit member's monthly rate, effective July 7, 2019.
- Special Wage Adjustments
 - Increase base wages for all represented classes by 4.5% in recognition of the significant reduction to additional compensation associated with Emergency Medical Technician pay, effective January 12, 2020.
 - Increase base wages for all represented classes by 1.5% in lieu of a like increase to the new wellness bonus, effective July 4, 2021.

FISCAL IMPACT

The above provisions will increase costs associated with this MOU by approximately \$4.7M.

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Attachment