

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 24, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2019-2024 MEMORANDUM OF UNDERSTANDING FOR THE FIRE CHIEF OFFICERS ASSOCIATION UNIT (MOU 22) – AMENDMENT NO. 1**

RECOMMENDATIONS

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

1. Adopt the attached amendment to the 2019-2024 Memorandum of Understanding for the Fire Chief Officers Association Unit (MOU 22); and,
2. Authorize the CAO and the City Controller to correct any clerical or technical errors in the MOU.

SUMMARY

At its January 12, 2022, meeting, the Executive Employee Relations Committee (EERC) authorized the CAO to negotiate an amendment to MOU 22 to align provisions governing promotions with the original intent of the negotiated language. The EERC also authorized the CAO to advance this matter directly to the City Council if the CAO and Union reached an agreement.

Management and the Union have reached an agreement to include premium pay in the calculation of a promotional salary rate and to cap pay at the top step of a salary range for an acting pay assignment. The proposed changes are consistent with the original intent of the MOU 22 provision and with other MOUs, most notably provisions in MOU 23 (United Firefighters of Los Angeles City).

Modifications to MOU 22 detailed in the attached MOU Amendment will clarify salary step placement upon promotion and when an employee is assigned to an acting position, thereby ensuring that an employee does not lose pay in either instance as is currently the case. Under the current language, an employee in either situation could earn more salary than the promotion or acting assignment affords. The modifications proposed herein will cap the amount of additional compensation paid to an employee in each situation.

FISCAL IMPACT

The fiscal impact depends on the number of promotions in a given time period. The Department will absorb all costs associated with this proposed MOU amendment.

MWS:MCB:PAG:TM:0722093

Attachment

C: Daniel Quach, Controller
Vivienne Swanigan, City Attorney
Eric Talamantes, LAFD
Norma Gutierrez, LAFD
Charles Combs, LAFD COA