

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to Amendment No. 1 to the Fiscal Year (FY) 2019-22 Memorandum of Understanding (MOU) for the Fire Chief Officers Representation Unit (MOU 22).

Recommendations for Council action:

1. APPROVE Amendment No. 1 to the 2019-2024 Amended MOU for Bargaining Unit 22.
2. AUTHORIZE the Controller and the City Administrative Officer (CAO) to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that the fiscal impact depends on the number of promotions in a given time period. The Los Angeles Fire Department will absorb all costs associated with this proposed MOU amendment.

Community Impact Statement: None submitted.

Summary:

On April 6, 2022, your Committee considered March 24, 2022 CAO report relative to Amendment No. 1 to the FY 2019-22 MOU for the Fire Chief Officers Representation Unit (MOU 22). According to the CAO, on January 12, 2022, 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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the CAO's recommendations as detailed above. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER	VOTE
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	ABSENT

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4/6/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-