

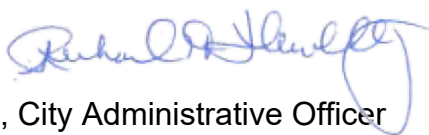
CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-1168

Date: April 1, 2021

To: The City Council

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

Subject: **2019-2022 AMENDED MEMORANDUM OF UNDERSTANDING (MOU) FOR THE UNITED FIREFIGHTERS OF LOS ANGELES CITY (UFLAC) - MOU 23****RECOMMENDATION**

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

1. Approve the attached 2019-2024 Amended Memorandum of Understanding (MOU) for Bargaining Unit 23; 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 United Firefighters of Los Angeles City (UFLAC) for the Firefighters and Fire Captains representation bargaining unit for an amended MOU. The tentative agreement has been ratified by bargaining unit members. The key provisions of the agreement are as follows:

- Term & Salary
 - Extend term from 3 years to 5 years (July 1, 2019 – June 29, 2024).
 - Defer last base wage increase of 4.5% from July 4, 2021, to January 1, 2023.
- Time Off for Union Representatives
 - Allow for members on full time release to retain bonuses.
 - Allow for members on full time release to earn credit for union release time relative to the calculation of overtime.
 - Require UFLAC to reimburse the City for full time release at the end of the MOU term.
 - Extend existing Letter of Agreement regarding Representative Lima to reflect the 2024 MOU term expiration year.
 - Expand release coverage to include Executive Board of California Professional Firefighters (CPF) and one unit member appointed to a staff/executive position on either International Association of Fire Fighters (IAFF) or CPF.

- Budget and Finances
 - New Letter of Agreement requiring meetings to provide periodic updates on the City's budget and finances; UFLAC can invoke right to meet and confer over distribution of significant state/federal relief money received by the City.
- Health Insurance
 - In January 2022 and January 2023 the parties shall meet and confer to establish the monthly subsidy amounts for the corresponding upcoming fiscal years (July 2022 and July 2023).
- Modified Coverage
 - New Letter of Agreement ensuring "No Brown Outs" and the formation of a Joint Labor Management Committee to discuss daily closure methodology.
- Retirement Incentive Pay
 - New Letter of Agreement that covers members who plan on entering DROP or retiring between July 4, 2021, and December 31, 2022, for purposes of including active compensation (highest 12 months) regarding retirement allowance calculation.
 - Allow members who entered DROP prior to July 4, 2021, to take advantage of Retirement Incentive Pay during the last pay period of employment to maintain deferred salary regarding accumulated time off payouts.

FISCAL IMPACT

Implementation of this contract extension amendment will result in savings of approximately \$23.7M in direct and indirect costs for fiscal year 2021-22. This includes savings achieved from the deferral of raises as well as costs related to the retirement incentive pay.

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Attachment