

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: September 27, 2019

To: The City Council

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

Subject: **2019-2022 SUCCESSOR MEMORANDUM OF UNDERSTANDING NO. 23 FOR THE FIREFIGHTERS AND FIRE CAPTAINS 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 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 for the Firefighters and Fire Captains 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.
- Elimination of Unworked Traded Time Credit in MOU-Overtime Calculation
 - Eliminate the current policy in which unworked traded time, i.e., when a member calls in sick, is credited toward the calculation of MOU-overtime. This policy change has an estimated annual savings of \$3,000,000.
- 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.
- Union Release Time Forgiveness
 - Forgive outstanding Union release time invoice totaling approximately \$884,000.
- Employee Assistance Program
 - Increase Employee Assistance Program contributions by \$170,000 annually, effective July 7, 2019. This funding will be used to hire an additional psychologist, the cost of which will be offset by the Department holding a similar position vacant.
- Additional Compensation
 - Convert all flat-rate bonuses to percent-based, effective July 7, 2019.
 - Allowing Apparatus Operators, Fire Engineers, and Fireboat Mates to earn a 5.5% bonus after completing job-related training, effective July 5, 2020.
 - Increase Emergency Medical Technician bonus to 5.75% of the salary for a Firefighter III, step 6 for Firefighter IIIs and 4.25% for all other eligible bargaining unit members, effective the first full pay period after Council adoption.
 - Reduce Emergency Medical Technician pay to 0.5% of the salary for a Firefighter III, step 6 for Firefighter IIIs and 0.05% for all other eligible bargaining unit members, effective January 12, 2020.
- 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 \$96M.

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Attachment