

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 27, 2025

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2024-2028 SUCCESSOR MEMORANDUM OF UNDERSTANDING NO. 22 FOR THE FIRE CHIEFS BARGAINING UNIT**

RECOMMENDATIONS

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

1. Approve the attached 2024-2028 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 (TA) has been reached with the Los Angeles Fire Department Chief Officers Association (LAFDCOA) representing the Fire Chief Officers Representation Unit (MOU 22) for a successor MOU. The TA has been ratified by bargaining unit members. The key provisions of the agreement provided herein.

Term: 4 years (June 30, 2024 — October 28, 2028).

Base Wage Increases and Emergency Medical Technician (EMT) Compensation		
Effective Date	Base Wage Increase	EMT (% of base wage)
June 30, 2024*	3%	—
June 30, 2024	3%	2.0%
June 29, 2025	3%	1.5%
June 28, 2026	3%	1.5%
June 27, 2027	3%	1.5%

* Delayed base wage increase originally scheduled for June 2023.

Arson Squad Marksmanship Bonus: Increase biweekly pay for marksmanship levels, effective January 12, 2025. The same benefit is provided in MOU 24.

Health Insurance: Increase health insurance subsidy annually by 5%, retroactive to June 30, 2024. The same benefit is provided in MOU 23.

Dental Insurance: Increase dental insurance subsidy annually by \$3 per month, retroactive to June 30, 2024. The same benefit is provided in MOU 23.

Life Insurance: Increase life insurance subsidy annually by \$2 per month, retroactive to June 30, 2024. The same benefit is provided in MOU 23.

Wellness Bonus: Increase wellness bonus by 1.5% paid to Unit members who submit to a medical examination, complete wellness training, and perform various physical fitness tests, effective June 28, 2026. The same benefit is provided in MOU 23.

Executive Development Fund: Increase Command Officers Executive Development Fund: \$370,000 in September 2024, \$395,000 in September 2025, \$420,000 in September 2026, and \$445,000 in September 2027. The same benefit is provided in MOU 25.

Holiday Pay: Increase to \$350 for assistant and deputy chiefs for the specified holidays (Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve).

Appendix A – Salary Note 8 (“Me Too”): Remove the link to MOU 24 and sunset the remaining “Me Too” with MOU 25 at the end of the term (October 28, 2028).

New Articles	
Topic	Effective Date
City Management Rights*	City Council adoption
Leave for Reproductive Loss	January 1, 2024
Paid Parental time	First full pay period after City Council Adoption

*Requested by the LAFD Management

Targeted Adjustments		
Rank	Provision	Effective Date
All members	Increase the Field Incident Management Team Bonus and Incident Management Team Bonus from \$200 to \$400 biweekly	January 12, 2025
Deputy Chief	Add two additional salary steps	
All members	Acting pay begins after 30 days	First full pay period after City Council Adoption
	Convert merit to annual salary steps	
Assistant Chiefs	Supplemental Compensation increase 1.25%	
Battalion Chiefs	Upon promotion from MOU 23, ensure a minimum 5% increase in compensation	

FISCAL IMPACT

The proposed Tentative Agreement carries an estimated total fiscal impact to the General Fund of \$13.3MM, allocated as follows: \$1.7MM in FY2024-25; \$2.7MM in FY2025-26; \$3.9MM in FY2026-27; and, \$5.0MM in FY2027-28.

MWS:PAG:PMW:0725112

Attachment