

## MOTION

The Los Angeles Fire Department continues to experience staffing shortages, resulting in frequent reliance on Assign Hire and Recall to maintain operational readiness. Firefighters required to work involuntary additional shifts are performing critical public safety functions beyond their regularly scheduled assignments, and current compensation for Assign Hire does not include any form of retirement credit or long-term recognition.

The City Charter defines pension benefits based on Compensation and Years of Service, and does not currently account for involuntary additional duty shifts. A supplemental retirement credit program can be structured to avoid modifying pensionable salary, thereby maintaining consistency with existing Charter provisions. By tying retirement credit to pension contributions generated from Assign Hire work, the program can minimize the risk of unfunded liability. Establishing caps on annual and lifetime credit ensures predictable cost control and actuarial stability. Requiring annual reporting on Assign Hire usage and staffing levels promotes transparency and accountability, while highlighting the operational impacts of staffing shortages. This proposal also aligns with the fiduciary requirements of the Fire and Police Pension Plan and respects the authority granted under California law.

The City Charter Amendment proposal seeks to establish an Assign Hire Supplemental Retirement Credit within the Los Angeles City Charter to recognize members of the Los Angeles Fire Department who are required to work involuntary additional duty shifts due to staffing shortages. Firefighters are routinely assigned to work beyond their scheduled shifts through Assign Hire (AH) and Recall in order to maintain adequate emergency response coverage. While these assignments are critical to public safety, they currently provide no form of retirement recognition despite the additional service performed. This proposal introduces a supplemental retirement credit structure, separate from pensionable salary, that provides limited service credit for qualifying involuntary work while maintaining fiscal and actuarial responsibility.

The Assign Hire Supplemental Retirement Credit proposal provides a balanced and forward-looking solution to recognize the involuntary additional service performed by Los Angeles Fire Department members due to staffing shortages. The proposal establishes a supplemental benefit that is: separate from pensionable salary; funded through existing contribution structures; and subject to clear limitations and actuarial oversight.

This proposal maintains the integrity of the pension system while addressing a long-standing operational issue. Additionally, by linking retirement credit to staffing conditions and requiring public reporting, the proposal introduces a mechanism that encourages the City to address staffing shortages proactively, ultimately improving both firefighters working conditions and public safety outcomes.

**WE THEREFORE MOVE** to INSTRUCT the City Administrative Officer (CAO) to MEET AND CONFER with United Firefighters of Los Angeles City IAFF Local 112 on a Charter Amendment that would implement the Assign Hire Supplemental Retirement Credit Program with the following framework:

- MAY 01 2026
- Eligibility limited to involuntary Assign Hire and Recall shifts involving full duty days
  - Exclusion of Scheduled Overtime Duty (SOD), holdovers, standby, and voluntary overtime
  - Credit calculated based on pension contributions generated from Assign Hire compensation, as determined by the Board of Fire and Police Pension Commissioners
  - Annual cap of 0.25 years of service credit
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- Lifetime cap of 2.0 years of service credit
- Explicit exclusion from Compensation and Final Average Salary calculations
- Administration and actuarial oversight by the Fire and Police Pension Plan (LAFPP)
- Implementation through ordinance with an annual reporting requirement on staffing levels and Assign Hire usage

This structure ensures the program remains legally compliant, actuarially sound, and fiscally responsible, while providing meaningful recognition of involuntary service.

**WE FURTHER MOVE** to INSTRUCT the CAO to conduct an actuarial study based on the Assign Hire Supplemental Retirement Credit Program Charter Amendment proposal.

**WE FURTHER MOVE** to REQUEST the City Attorney to report back with a Draft Charter Amendment that would implement the Assign Hire Supplemental Retirement Credit Program

PRESENTED BY:   
**HEATHER HUTT**  
Councilmember, 10<sup>th</sup> District

  
**TRACI PARK**  
Councilmember, 11<sup>th</sup> District

SECONDED BY: 

**ORIGINAL**

