

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
FIREFIGHTERS AND FIRE CAPTAINS REPRESENTATION UNIT (MOU NO. 23)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 23
made and entered into this ___ day of June 2022**

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND

THE UNITED FIREFIGHTERS OF LOS ANGELES CITY, LOCAL 112, IAFF, AFL-CIO-CLC

July 1, 2019 – June 29, 2024

**MOU AMENDMENT NO. 1
FIREFIGHTERS AND FIRE CAPTAINS REPRESENTATION UNIT (MOU NO. 23)**

The United Firefighters of Los Angeles City (UFLAC) and the City of Los Angeles have reached agreement on the following MOU amendments.

Sections A and B of **Article 4.1 (Health Insurance)** are amended, as follows:

ARTICLE 4.1 HEALTH INSURANCE

- A. Effective July 1, 2018, the City provided a monthly health subsidy not to exceed \$1,460.00 per month toward the cost of any UFLAC, Los Angeles Fireman's Relief Association (LAFRA) or City-sponsored insurance plan approved by the City and the Union. Effective July 1, 2018, the City provided a monthly subsidy not to exceed \$985.00 for employee-only coverage. The monthly subsidy amounts in subsequent years shall be in accordance with the table, below:

Effective Date	Employee + Spouse-Family	Employee Only
July 1, 2019	\$1,508.18	\$1,017.51
July 1, 2020	\$1,557.95	\$1,051.09
July 1, 2021	\$1,609.36	\$1,085.78
<u>July 1, 2022</u>	<u>\$1,689.83</u>	<u>\$1,140.07</u>
<u>July 1, 2023</u>	<u>\$1,774.32</u>	<u>\$1,197.07</u>

- B. **As a result of negotiations under the Budget and Finances Letter of Agreement attached to this MOU, the dates of July 1, 2022, and July 1, 2023, and associated rates were negotiated and incorporated into the table in subsection A. above.**

Section A of **Article 8.4 (Salaries)** is amended, as follows:

ARTICLE 8.4 SALARIES

- A. The operative dates of the salaries shown in the Appendices are as follows:

<u>Appendix</u>	<u>Operative Date</u>
Appendix A-1	July 1, 2019
Appendix B-1	July 7, 2019
Appendix C-1	October 13, 2019
Appendix D-1	January 5, 2020
Appendix E-1	July 5, 2020
Appendix F-1	June 21, 2021
Appendix G-1	January 1, 2023
<u>Appendix H-1</u>	<u>January 14, 2024</u>

A new subsection B.4 shall be **added** to **Article 9.3 (Wellness)**, as follows:

4. If the City does not take action toward administering the monthly health subsidy increases in 2022 and 2023 listed in Article 4.1 (Health Insurance), the Wellness bonus percentages shall be doubled, as shown below:

- a. **The benefit associated with Article 9.3 B.3.1 shall be increased from 0.5% to 1.0%.**
- b. **The benefit associated with Article 9.3 B.3.2 shall be increased from 1.0% to 2.0%.**
- c. **The benefit associated with Article 9.3 B.3.3 shall be increased from 1.5% to 3.0%.**

If the City does not take action toward increasing the monthly health subsidies scheduled for July 1, 2022, then, effective July 3, 2022, the increases to the Wellness bonus described in a-c, above, shall be administered. If the City does not take action toward increasing the monthly health subsidies scheduled for July 1, 2023, then, effective July 2, 2023, the increases to the Wellness bonus described in a-c, above, shall be administered.

Appendix H (Family and Medical Leave) shall be **amended** as Appendix I.

The following **Letters of Agreement** attached to MOU 23 require **amending** from all references of “2019-2022” to **“2019-2024”**:

- Salary and Benefits
- Cooperative Work Groups
- CUPA Section
- Grievance Procedure

Except for the Appendices and Articles specifically amended, or added, herein, all other Appendices, Articles and/or provisions of the 2019-2024 MOU No. 23 shall remain in full force and effect during the term of the MOU.

FIREFIGHTERS UNIT - SALARY SCHEDULES

Operative on: January 14, 2024

SCHEDULE				1	2	3	4	5	6
A	Firefighter I 2112-1	Regular Pay	BW	\$ 3,080.80					
			MO	\$ 6,700.74					
			YR	\$ 80,408.88					
1	Firefighter II 2112-2	Regular Pay	BW	\$ 3,242.40	\$ 3,417.60	\$ 3,613.60	\$ 3,805.60	\$ 4,032.00	\$ 4,263.20
			MO	\$ 7,052.22	\$ 7,433.28	\$ 7,859.58	\$ 8,277.18	\$ 8,769.60	\$ 9,272.46
			YR	\$ 84,626.64	\$ 89,199.36	\$ 94,314.96	\$ 99,326.16	\$ 105,235.20	\$ 111,269.52
2	Firefighter III 2112-3	Regular Pay	BW		\$ 3,613.60	\$ 3,805.60	\$ 4,032.00	\$ 4,263.20	\$ 4,498.40
			MO		\$ 7,859.58	\$ 8,277.18	\$ 8,769.60	\$ 9,272.46	\$ 9,784.02
			YR		\$ 94,314.96	\$ 99,326.16	\$ 105,235.20	\$ 111,269.52	\$ 117,408.24
4	Firefighter II Paramedic 2112-2	Regular Pay	BW		\$ 4,032.00	\$ 4,263.20	\$ 4,498.40	\$ 4,745.60	\$ 5,013.60
			MO		\$ 8,769.60	\$ 9,272.46	\$ 9,784.02	\$ 10,321.68	\$ 10,904.58
			YR		\$105,235.20	\$111,269.52	\$ 117,408.24	\$ 123,860.16	\$ 130,854.96
5	Firefighter III 2112-4 2112-5 2112-6 Apparatus Op. 2121 Engineer 2131 Helicopter Pilot I 3563-1 Fireboat Mate 5125	Regular Pay	BW			\$ 4,498.40	\$ 4,745.60	\$ 5,013.60	\$ 5,296.80
			MO			\$ 9,784.02	\$ 10,321.68	\$ 10,904.58	\$ 11,520.54
			YR			\$117,408.24	\$ 123,860.16	\$ 130,854.96	\$ 138,246.48

FIREFIGHTERS UNIT - SALARY SCHEDULES

Operative on: January 14, 2024

SCHEDULE				1	2	3	4	5	6
6	Fire Inspector I 2128-1	Regular Pay	BW				\$ 5,013.60	\$ 5,296.80	\$ 5,595.20
			MO				\$ 10,904.58	\$ 11,520.54	\$ 12,169.56
			YR				\$ 130,854.96	\$ 138,246.48	\$ 146,034.72
6P	Helicopter Pilot II 3563-2	Regular Pay	BW				\$ 5,047.20	\$ 5,333.60	\$ 5,632.80
			MO				\$ 10,977.66	\$ 11,600.58	\$ 12,251.34
			YR				\$ 131,731.92	\$ 139,206.96	\$ 147,016.08
7	Fire Inspector II 2128-2	Regular Pay	BW				\$ 5,296.80	\$ 5,595.20	\$ 5,906.40
			MO				\$ 11,520.54	\$ 12,169.56	\$ 12,846.42
			YR				\$ 138,246.48	\$ 146,034.72	\$ 154,157.04
8	Fire Captain I 2142-1 2142-3 Fireboat Pilot 5127	Regular Pay	BW				\$ 5,595.20	\$ 5,906.40	\$ 6,236.00
			MO				\$ 12,169.56	\$ 12,846.42	\$ 13,563.30
			YR				\$ 146,034.72	\$ 154,157.04	\$ 162,759.60
8P	Helicopter Pilot III 3563-3	Regular Pay	BW				\$ 5,872.00	\$ 6,201.60	\$ 6,547.20
			MO				\$ 12,771.60	\$ 13,488.48	\$ 14,240.16
			YR				\$ 153,259.20	\$ 161,861.76	\$ 170,881.92
9	Fire Captain II 2142-2	Regular Pay	BW				\$ 5,906.40	\$ 6,236.00	\$ 6,575.20
			MO				\$ 12,846.42	\$ 13,563.30	\$ 14,301.06
			YR				\$ 154,157.04	\$ 162,759.60	\$ 171,612.72
9P	Helicopter Pilot IV 3563-4	Regular Pay	BW				\$ 6,180.00	\$ 6,525.60	\$ 6,881.60
			MO				\$ 13,441.50	\$ 14,193.18	\$ 14,967.48
			YR				\$ 161,298.00	\$ 170,318.16	\$ 179,609.76
10P	Helicopter Pilot V 3563-5	Regular Pay	BW				\$ 6,367.20	\$ 6,714.40	\$ 7,085.60
			MO				\$ 13,848.66	\$ 14,603.82	\$ 15,411.18
			YR				\$ 166,183.92	\$ 175,245.84	\$ 184,934.16

FIREFIGHTERS UNIT - PREMIUM SUMMARY*

Operative on: January 14, 2024

	PREMIUM DESCRIPTION	AMOUNT (biweekly unless noted)
ELIGIBLE UNIT MEMBERS (see MOU provisions for eligibility)	Aircraft Rescue	\$ 243.20
	Bilingual Bonus - speaking	2.75%
	Bilingual Bonus - speaking, reading	5.50%
	CUPA Section	\$ 291.20
	Drill Tower Bonus	\$ 193.60
	Education Bonus 1%	1.00%
	Education Bonus 3%	3.00%
	Field Incident Management Team	\$ 184.80
	Hazardous Materials	\$ 243.20
	Incident Management Team	\$ 139.20
	Marksmanship - Marksman	\$ 4.00
	Marksmanship - Sharpshooter	\$ 8.00
	Marksmanship - Expert	\$ 16.00
	Marksmanship - Distinguished Expert	\$ 32.00
	MFC Bilingual	7.40%
	Network Staffing Assistant	\$ 22.40
	Swift Water Rescue Team	\$ 2.00 /HR
	Swift Water Rescue Team - Water Entry	\$ 2.00 /HR
	Technical Rescue	\$ 243.20
	TEMS Specialist	\$ 124.00
	Uniform Allowance	\$ 51.00
	Unmanned Aerial System	\$ 2.00 /HR
	Wellness - Medical Exam and Online Training	0.50%
Wellness - Physical Fitness	0.50%	
Wellness - Aerobic Test	0.50%	
FIREFIGHTER II 2112-2	Emergency Medical Technician	\$ 2.40
	Paramedic	Schedule 4
FIREFIGHTER III 2112-3	Arson Dog Handler 2 or more years	\$ 1,133.60
	Arson Investigator 1 or more years	\$ 557.60
	Arson Investigator 2 or more years	\$ 881.60
	Arson Investigator Trainee	\$ 193.60
	Disaster Response	\$ 193.60
	Emergency Incident Technician	\$ 243.20
	Emergency Medical Technician	\$ 22.40
	EMT Instructor	\$ 638.40
	EMT Instructor 2 or more years	\$ 746.40
	Heavy Equipment Operator	\$ 638.40
	Helitac Certified and Assigned	\$ 243.20
	Hydrant Planning	\$ 193.60
	Longevity 10 years	\$ 124.00
	Longevity 15 years	\$ 247.20
	Longevity 20 years	\$ 371.20
	MFC Dispatcher less than 2 years	\$ 99.20
	MFC Dispatcher 2 or more years	\$ 193.60
	MFC Dispatcher 4 or more years	\$ 301.60
	Paramedic	Schedule 5
	Public Service Officer	\$ 360.00
	Recruitment Unit	\$ 193.60
	Safety Education	\$ 193.60
	SCUBA - Regularly Assigned or Detailed	\$ 193.60
	SCUBA - Back Up	\$ 99.20
	Senior Arson Investigator	\$ 1,133.60

FIREFIGHTERS UNIT - PREMIUM SUMMARY*

Operative on: January 14, 2024

PREMIUM DESCRIPTION		AMOUNT (biweekly unless noted)
FIREFIGHTER III 2112-4	Emergency Medical Technician	\$ 22.40
FIREFIGHTER III 2112-5	Emergency Medical Technician	\$ 22.40
FIREFIGHTER III 2112-6	Emergency Medical Technician	\$ 22.40
APPARATUS OPERATOR 2121	Driver	\$ 291.20
	Emergency Medical Technician	\$ 2.40
	Helitac Certified and Assigned	\$ 243.20
ENGINEER 2131	Driver	\$ 291.20
	Emergency Medical Technician	\$ 2.40
	Helitac Certified and Assigned	\$ 243.20
	Test Pit	\$ 244.00
INSPECTOR I 2128-1	Emergency Medical Technician	\$ 2.40
INSPECTOR II 2128-2	Emergency Medical Technician	\$ 2.40
FIREBOAT MATE 5125	Driver	\$ 291.20
	Emergency Medical Technician	\$ 2.40
	Supervising Officer	\$ 482.40
FIREBOAT PILOT 5127	Emergency Medical Technician	\$ 2.40
FIRE HELICOPTER PILOT 3563-1 thru 3563-5	Emergency Medical Technician	\$ 2.40
CAPTAIN I 2142-1 & 2142-3	Emergency Medical Technician	\$ 2.40
	EMS Battalion or EMS Geographic Bureau	Schedule 9
	Helitac Certified and Assigned	\$ 243.20
	Medical Liaison	\$ 146.40
	MFC less than 2 years	\$ 77.60
	MFC 2 or more years	\$ 140.00
	MFC 4 or more years	\$ 264.80
	Paramedic	\$ 264.80
CAPTAIN II 2142-2	Drill Master / Recruitment Training Officer	\$ 289.60
	Emergency Medical Technician	\$ 2.40
	Emergency Operations Liaison Officer	\$ 289.60
	Helitac Certified and Assigned	\$ 243.20
	Medical Liaison	\$ 289.60
	Paramedic	\$ 264.80
	Planning Section	\$ 289.60
	Public Information Officer	\$ 144.80

* The premiums are listed in Article 8.3. Under Article 8.3, the biweekly premiums are percentages or schedules. In this Premium Summary, the AMOUNT column is a flat rate calculation of the percentage bonuses. However, if there is any disparity between the percentage bonuses under Article 8.3 and the amount in the Premium Summary, the percentages under Article 8.3 shall prevail. Additionally, the City and UFLAC agree that, by listing the premiums as flat rates in the Premium Summary, the parties do not intend to modify the percentage premiums under Section 8.3.

LETTER OF AGREEMENT
2019-2024 MEMORANDUM OF UNDERSTANDING NO. 23


SALARY REOPENER

The parties engaged in the meet and confer process pursuant to the Budget and Finances Letter of Agreement (LOA) in the amended 2019-2024 Memoranda of Understanding (MOU). This LOA is the product and represents the conclusion of that meet and confer process in which the parties reached agreement, the terms of which are as follows:

A cash payment for each bargaining unit member in an amount equal to the percentage (6.75%) of salary that was deferred from July 4, 2021, through January 1, 2023.


1. The total amount paid to an employee shall be:
 - a. Paid in two installments. The first installment shall be half of the total amount, made payable through the regular payroll process between May 26, 2022, and July 29, 2022, the latter date of which may be extended to allow for the City to notify the United Firefighters of Los Angeles City 30 days in advance of the installment date. The second installment shall be an amount equal to the first installment, made payable through the regular payroll process on November 16, 2022.
 - b. Calculated on a bargaining unit member's regular rate of pay (i.e., the base hourly rate and all regularly assigned bonus pay) that is in effect when the first payment is made.
2. Each installment shall be paid to all bargaining unit members who are on active payroll status on or before May 26, 2022.

FOR THE UNION:



Freddy Escobar, President
United Firefighters of Los Angeles City
6-8-2022
Date

FOR THE CITY:

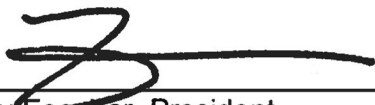
 FOR

Matthew W. Szabo
City Administrative Officer
6/9/2022
Date

**MOU AMENDMENT NO. 2
FIREFIGHTERS AND FIRE CAPTAINS BARGAINING UNIT (MOU 23)**

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first written above.


FOR THE UNION:



Freddy Escobar, President
United Firefighters of Los Angeles City

6/8/22
Date


FOR THE CITY:

 FOR

Matthew W. Szabo
City Administrative Officer

6/9/2022
Date

Approved as to Form and Legality:




For the City Attorney

June 3, 2022
Date

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 9, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer  FOR

Subject: **2019-2024 MEMORANDUM OF UNDERSTANDING (MOU) FOR THE FIREFIGHTERS AND FIRE CAPTAINS BARGAINING UNIT (MOU 23) — TENTATIVE AGREEMENT AND MOU AMENDMENT NO. 1**

RECOMMENDATION

The City Administrative Officer (CAO) recommends the following actions by the City Council:

1. Approve the attached Tentative Agreement with the United Firefighters of Los Angeles City (UFLAC) representing the Firefighters and Fire Captains bargaining unit regarding a reopener of the Memorandum of Understanding (MOU) to discuss salaries and benefits;
2. Approve the attached Amendment No. 1 to MOU 23 that would codify the provisions of the attached Tentative Agreement; and,
3. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In February 2021, the City Council approved an agreement with UFLAC to modify the terms and conditions contained in the 2019-2022 MOU, including but not limited to extending the term of the MOU (through June 2024) and deferring a scheduled base wage increase. This resulted in the agreement between UFLAC and the City to reopen the MOU to engage in discussions about wages and benefits.

At the direction of the Executive Employee Relations Committee (EERC), this Office met with UFLAC from January through May 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with UFLAC for the Firefighters and Fire Captains bargaining unit.

As part of the February 2021 MOU amendment, UFLAC agreed to defer one base wage increase (four and one-half percent from July 2021 to January 2023). The proposed

Tentative Agreement provides (1) an increase of five percent (5%) in the monthly health subsidy for the health care plan years 2022-23 and 2023-24; (2) a cash restoration of six and three-quarters percent (6.75%) for the deferred raise; and, (3) a base wage increase of three percent (3%), effective January 14, 2024.

FISCAL IMPACT

The General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$33MM in FY2022-23 and \$15MM in FY2023-24.

MWS:MCB:PAG:SAO:0722150

Attachments