

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 12, 2017

To: The City Council

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



Subject: **2016 – 2019 MEMORANDUM OF UNDERSTANDING FOR THE FIRE CHIEF OFFICERS UNIT (MOU 22)**

RECOMMENDATION

It is recommended that the City Council:

1. Approve the attached 2016-19 Memorandum of Understanding (MOU) for the Fire Chief Officers representation unit; and,
2. Authorize the City Administrative Officer and the City Controller to correct any clerical or technical errors in the MOU.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Los Angeles Fire Department Chief Officers Association on a successor MOU for the Fire Chief Officers representation unit. The MOU covers 94 employees in the classifications of Fire Battalion Chief, Fire Assistant Chief, and Fire Deputy Chief. The term of the attached MOU is July 1, 2016, through June 30, 2019. Major provisions of the agreement mirror those previously approved for the Firefighters and Fire Captains Unit, and include the following:

General Salary Increases

- 4% effective June 26, 2016
- 2% effective July 9, 2017
- 2% effective January 7, 2018
- 2% effective July 8, 2018

Other Economic Provisions

- Effective June 26, 2016, the salary schedule for Battalion Chiefs and Assistant Chiefs assigned to Special Duty will be adjusted by 2%.
- Effective July 1, 2016, any Chief Officer who is detailed to a higher level position in excess of ninety days will receive compensation at the higher level. This provision currently applies only to a Chief Officer detailed to a Deputy Chief position.
- Effective June 30, 2017, the \$600 annual bonus for maintenance of a paramedic license will be extended to Deputy Chiefs. This bonus currently applies only to Battalion and Assistant Chiefs.
- Effective July 1, 2017, a Fire Battalion Chief who is detailed to a Special Duty position for more than three years will receive a 2.75% bonus. This bonus currently applies only to an Assistant Chief detailed to a Special Duty position in excess of three years.
- Effective July 9, 2017, the Field Incident Management Team (FIMT) bonus of \$150 biweekly will be pension based.

Health Care Subsidy

The majority of employees in this Unit participate in health care plans sponsored by the United Firefighters of Los Angeles City (UFLAC) or the Los Angeles Fire Relief Association rather than by the City. Therefore, the most effective way to control costs is to cap the amount paid by the City for health care coverage. The proposed MOU maintains the maximum City subsidy at \$1,290.00 per employee per month through June 30, 2017. This amount will increase to \$1,350.00 per month effective July 1, 2017, and to \$1,460.00 per month effective July 1, 2018.

In addition, effective July 1, 2018, any employee with a health savings account who is enrolled in a UFLAC high deductible health plan will receive an additional \$200 per month for their health savings account if they get a physical examination under the Wellness Program. Continuation of the additional contribution is contingent on the employee receiving annual physical examinations.

Dental Care Subsidy

The proposed MOU maintains the maximum dental subsidy at \$78.00 per month per employee through June 30, 2017. This amount will increase to \$80.00 per month effective July 1, 2017, and to \$82.00 per month effective July 1, 2018.

Uniform Allowance

The proposed MOU will maintain the current uniform allowance at \$66 biweekly for the entire term of the MOU.

Employee Benefits

The proposed MOU provides increases to the following benefits:

- Allowance for additional days off for bereavement leave when out-of-town travel is required.
- Executive leave for employees on Platoon Duty will increase from 48 hours per year to 96 hours per year.
- The City will increase the annual funding for the executive development fund from \$50,000 in fiscal year 2016-17 to \$100,000 in fiscal year 2017-18 and to \$150,000 in fiscal year 2018-19.

FISCAL IMPACT STATEMENT

In fiscal year 2016-17, the Fire Department will absorb additional salary and pension costs associated with the implementation of this MOU totaling approximately \$545,000. Additional costs in fiscal years 2017-18 and 2018-19 will amount to approximately \$750,000 and \$470,000, respectively.

RHLMHA:0717105

Attachment