

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: October 23, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2024-2028 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 2024-2028 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, Local 112, IAAF, AFL-CIO-CLC (UFLAC) representing 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:** 4 years (June 30, 2024-June 30, 2028).

**Base Wage Adjustments and Emergency Medical Technician Compensation**

Effective Date	Base Wage Increase	Emergency Medical Technician (% 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 2023 base wage increase (No retroactive compensation).

**Rescue Ambulance Incentive:** Pay each bargaining unit member assigned to an ALS/BLS \$2.50/hour.

**Arson Squad Marksmanship Bonus:** Match MOU 24 marksmanship bonus.

**Health Insurance:** Increase health insurance subsidy by 5% annually, retroactive to July 1, 2023.

**Dental Insurance:** Increase dental insurance subsidy by \$3 per month for each year of MOU, retroactive to July 1, 2023.

**Life Insurance:** Increase life insurance subsidy by \$2 per month for each year of MOU, retroactive to July 1, 2023.

**Wellness Program:** Increase by an additional 1.5% (pensionable) wellness bonus pay to Unit members who submit to a medical examination, complete wellness training, and perform various physical fitness tests, effective June 28, 2026.

**Letter of Agreement on Salaries and Benefits:** Terminate on June 30, 2028.

**Employee Assistance Program:** Contribute quarterly payments for the Employee Assistance Program totaling \$805,880 each fiscal year of the MOU, effective July 2024.

Targeted Compensation Adjustments		
Rank	Function	Provision
Captain I	Public Information Officer	2.35% of Step 6, Schedule 8
Fire Inspector II	Safety Inspectors	5.5% of Step 6, Schedule 7
Multiple classifications	Network Staffing Assistant	2.0% of Step 6, Schedule 2
Super Mate	In Lieu Pay	5.5% of base rate (pensionable). Paid when a Captain is not regularly assigned to the station.
Multiple classifications	Incident Management Teams	Convert bonus to pensionable
Multiple classifications	Field Incident Management Team	Convert bonus to pensionable
Firefighter/Paramedics	Tactical Emergency Medical Support	Convert bonus to pensionable
Canine Search Specialists & Arson Canine handler	Care & Feeding	The 10 hours paid biweekly are counted as hours worked.

## FISCAL IMPACT

The provisions of the Tentative Agreement for the 2024-2028 MOU 23 carry a General Fund impact of approximately \$76.0MM in FY2024-25, \$39.4MM in FY2025-06, \$45.4MM in FY2026-27, and \$42.2MM in FY2027-28.

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Attachment