


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.

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Attachments