

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	Firefigher 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	Firefigher 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	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
	2112-5								
	2112-6								
	Apparatus Op. 2121								
	Engineer 2131								
	Helicopter Pilot I 3563-1								
	Fireboat Mate 5125								

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

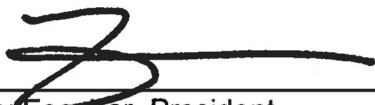
 FOR

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