

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to the Tentative Salary Reopener Agreement in connection with the 2019-24 Memorandum of Understanding (MOU) and Amendment No. 1 for the Firefighters and Fire Captains' Bargaining Unit (MOU23).

Recommendations for Council action:

1. APPROVE the Tentative Agreement, attached to the Council File, with the United Firefighters of Los Angeles City (UFLAC) representing MOU 23 regarding a reopener of the MOU to discuss salaries and benefits.
2. APPROVE Amendment No. 1 to MOU 23, attached to the Council File, that would codify the provisions of the attached Tentative Agreement.
3. AUTHORIZE the Controller and the City Administrative Officer (CAO) to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that the General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$33MM in Fiscal Year (FY) 2022-23 and \$15MM in FY 2023-24.

Community Impact Statement: None submitted.

Summary:

On June 15, 2022, your Committee considered a June 9, 2022 CAO report relative to the Tentative Salary Reopener Agreement in connection with the 2019-24 Memorandum of Understanding (MOU) and Amendment No. 1 for MOU 23. According to the CAO, in February 2021, 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), the CAO met with UFLAC from January through May 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with UFLAC for MOU 23. 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 5 percent in the monthly health subsidy for the health care plan years 2022-23 and 2023-24; 2) a cash restoration of 6.75 percent for the deferred raise; and, 3) a base wage increase of 3 percent, effective January 14, 2024. After consideration and having provided an opportunity for public comment, the Committee

moved to recommend approval of the recommendations contained in the CAO report.
This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER VOTE

KORETZ: YES

HARRIS-DAWSON: YES

BONIN: ABSENT

ARL

6/15/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-