

Los Angeles Fire Department

COA MOU-22 2019-2022

CONTRACT HIGHLIGHTS

Your COA Negotiating Team is honored to announce the following highlights for the 2019-2022 MOU 22 Contract:

Cost of Living Adjustment (COLA) for 2019-2022

July 2019 2%*

January 2020 4.5%*

July 2020 4.75%*

July 2021 4.5%*

Compounded = 16.67% over the duration of the contract

Article 3.2 Vacation Language:

Subject to the approval of the Fire Chief, or his/her designee, any employee may be permitted to defer up to two (2) years of accumulated vacation credit, thereby accumulating unused vacation time to total not more than the equivalent of three (3) years of vacation credit commensurate with their years of service.

Article 3.3 Sick Time Payout:

Effective January 1, 2021, the rate of compensation shall increase from fifty percent (50%) to one hundred percent (100%*) for ANNUAL and SEPARATION/RETIREMENT

Employees must exhaust 100% sick leave before using 75% and 50% time

Article 3.12 Education Development Fund:

The Department will issue a check to the Association in each fiscal year of this MOU in the amount of \$200,000* starting in July of 2019 to be used exclusively for management training for employees of this Unit.

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Article 4.1 Rate Increase/Language Change for Health Insurance:

Increase in rates from July 2018 \$1460 to:

July 7, 2019 \$1490*

July 5, 2020 \$1520*

July 4, 2021 \$1550*

Article 4.2 Rate Increase/Language Change for Dental Insurance:

Increase in rates from July 2018 \$82 to:

July 7, 2019 \$84*

July 5, 2020 \$86*

July 4, 2021 \$88*

Article 6.3 Supplemental Compensation for Assistant Chiefs:

For both Platoon and Special Duty assignments

Effective July 5, 2020, cash compensation for each 12-hour period shall be an amount equivalent to 6.25* percent of the employee's monthly rate (including bonuses)

Article 6.2 Section V Traded Time:

Effective January 1, 2020, members exchanging time (trades) shall only be credited with hours worked for computation of overtime for actual hours worked on the working half of the trade.

Traded time taken off will no longer be counted as hours worked*.

Article 7.2 Revised Dates:

The Operative dates of the salaries shown in the Appendices are as follows:

<u>Appendix</u>	<u>Operative Date</u>
Appendix A	July 1, 2019
Appendix B	July 7, 2019
Appendix C	July 5, 2020
Appendix D	July 4, 2021

Effective July 4, 2021, any Unit member who is assigned to Pay Schedule 18 shall be placed on Pay Schedule 19. On this date, Pay Schedule 18 shall be removed in its entirety. (PARITY*)

Article 7.7 Emergency Medical Technician Certification and Special Pay:

Effective November 20, 2011, the EMT special pay specified above was discontinued. In lieu of the specified amounts, 3% was added to the regular base salary of each salary schedule. Each eligible Assistant Chief and Battalion Chief shall receive \$115 biweekly for such certification. On the first day of the first full pay period after City Council adoption, this amount shall increase to \$225 biweekly. Effective January 12, 2020, this amount shall be \$2.25 biweekly.

Article 7.10 Field Incident Management Team Bonus:

Any Assistant Chief or Battalion Chief who is assigned to a Field Incident Management Team (FIMT) shall receive a bonus of \$150 biweekly. Effective July 5, 2020, this amount shall increase to **\$200 biweekly***. This bonus will be pension based.

Article 7.11 Incident Management Team Bonus:

Effective July 7, 2019, any employee who is assigned to an Emergency Operations Center (EOC) or Department Operations Center (DOC) Incident Management Team shall receive a bonus of **\$100 biweekly***. Effective July 5, 2020, this bonus will increase to **\$200 biweekly***. This bonus will be pension based.

Article 8.1 Wellness Premium:

1. **One-half (0.5) Percent Premium***
 - a. Annually complete 12 hours of Department approved Wellness online continuing education.
 - b. Annually complete an Annual Examination provided by Westchester Medical Group Center for Heart and Health.
2. **One (1) Percent Premium***
 - a. Complete all items in (1) above.
 - b. Annually complete a physical fitness assessment provided by Westchester Medical Group Center for Heart and Health and achieve the following targets:

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8.1 Wellness Premium Continued:

Push Ups **MALE**

Age	Reps in 60 sec
18-29	41
30-39	34
40-49	27
50+	24

Push Ups **FEMALE**

Age	Reps in 60 sec
18-29	32
30-39	26
40-49	21
50+	18

Crunches **MALE**

Age	Rep in 60 sec
18-29	45
30-39	38
40-49	30
50+	27

Crunches **FEMALE**

Age	Rep in 60 sec
18-29	45
30-39	38
40-49	30
50+	23

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In lieu of crunches, employees (male and female) may alternately meet the following targets:

MALE and FEMALE

Age	Time to Hold
18-29	150 sec
30-39	120 sec
40-49	105 sec
50+	60 sec

3. One and One-half (1.5) Percent Premium*

- a. Complete all items in (1) and (2) above.
- b. Annually complete an aerobic test and achieve a VO2 Max as follows:

MALE

Age	Gerkin	Bruce	VO2
18-39	12:00	12:27	~44.2 ml/kg/min
40-49	11:30	11:46	~42.6 ml/kg/min
50+	10:30	11:00	~39.9 ml/kg/min

FEMALE

Age	Gerkin	Bruce	VO2	Age
18-39	11:30	12:12	~42.6 ml/kg/min	18-39
40-49	10:30	10:50	~39.5 ml/kg/min	40-49
50+	9:30	9:43	~36.4 ml/kg/min	50+

*Denotes an ADDITION/CHANGE or MODIFICATION