AMENDMENT NO. 1

MEMORANDUM OF UNDERSTANDING
FIREFIGHTERS AND FIRE CAPTAINS REPRESENTATION UNIT
(MOU #23)

AMENDMENT NO. 1 to the Memorandum of Understanding made and entered into this 10th day of November, 2025

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND THE

UNITED FIREFIGHTERS OF LOS ANGELES CITY, LOCAL 112, IAFF, AFL-CIO-CLC

June 30, 2024 through June 30, 2028

MOU AMENDMENT NO. 1
FIREFIGHTERS AND FIRE CAPTAINS REPRESENTATION UNIT
(MOU #23)

The United Firefighters of Los Angeles City, Local 112, IAFF, AFL-CIO-CLC and the City of Los Angeles have reached agreement on the following MOU amendment.

The following subsection of Article 8.3 Specialist Pay is **amended** as follows:

ARTICLE 8.3 SPECIALIST PAY

Whenever the Fire Chief assigns employees in the following described classes and pay grades to those duties set forth below, the employees shall receive an additional increment of salary while so assigned. Such additional increment of salary, over and above the compensation attached to the class and pay grade, shall be paid only while an employee is regularly assigned, unless otherwise indicated. All rates are effective June 30, 2024, unless otherwise specifically noted.

I. SPECIAL PAY (Pension Based)

D. Additional regularly assigned premiums

4. Fireboat Mate (5125)

Supervisor Mate	**14.6% of Step 6 of Schedule 5**

All other provisions of Article 8.3 remain unchanged.

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Except for the amendments specified herein, all other Articles and/or provisions of the 2024-2028 MOU No. 23 shall remain in full force and effect during the term of the June 30, 2024 – June 30, 2028.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the Memorandum of Understanding No. 23, the day, month, and year first written above.

FOR THE UNION:

Doug Coates
First Vice President, UFLAC

11/10/2025
Date

FOR THE CITY:

Matthew W. Szabo
City Administrative Officer

11/13/2025
Date

Approved as to Form and Legality:

Travis Hall
Office of the City Attorney

11/14/2025
Date