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# Los Angeles County Fire Department



*"Providing leadership and direction to all members  
of the Los Angeles County Fire Department"*

## Association Of Chiefs

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### **BATTALION FIRE CHIEF/ MANAGEMENT STAFFING (ITEM# 0208-A) INCENTIVE PLAN**

Presently, the County of Los Angeles Fire Department recognizes or treats the "Battalion Fire Chief" (Item# 0208-A) as "non-exempt" within the Fair Labor Standards Act.

Sixty six (66) Battalion Fire Chiefs are presently assigned to staff sixty six 56-hour post positions within twenty two (22) separate battalions. Battalion Fire Chiefs staffing 56-hour post positions enjoy the benefit of an additional 10-hours of premium pay built into their monthly salary, equating to approximately a 3% increase beyond their base rate of pay.

Fifteen (15) Battalion Fire Chiefs are presently assigned to staff 40-hour post positions within various administrative sections. Battalion Fire Chiefs staffing 40-hour post positions do not enjoy the benefit of an additional 10-hours of premium pay built into their base rate of pay.

Routinely, Battalion Fire Chiefs who staff 56-hour post position are moved/ assigned to staff 40-hour post positions either on a rotational basis and/or to fulfill the needs of the Department. The movement though, results in the loss of approximately 3% in salary for those moved into the 40-hour post position.

By implementing a Battalion Fire Chief/Management Staffing Incentive for Item# 0208-A who are assigned to a 40-hour post position (or short/long term temporary assignments beyond budgeted post positions) will result in pay equity for all Battalion Fire Chiefs. As detailed in the attachments, the present annual cost for the requested incentive is projected to be between \$57,573.00 and \$65,424.60

The Los Angeles County Fire Department Association Of Chiefs (AOC) is respectfully requesting that the Fire Chief accept, review and approve our attached "Battalion Fire Chief/ Management Staffing (Item# 0208-A) Incentive".