

RESOLUTION NO. 5601 (10)

A Resolution Of The Council Of The City Of Lompoc, County of Santa Barbara, State of California, Amending the Personnel Rules Relative to the Compensation Plan (Rule IV) Effecting Salary Range Adjustments for Lompoc Police Officers' Association Classifications

WHEREAS, the representatives of management for the City of Lompoc and the Lompoc Police Officers' Association ("LPOA") agreed to meet and confer on specific changes in wages and compensation in the Memorandum of Understanding ("MOU"), with the intent of reaching agreement on changes for said issues that would culminate in an amendment of the previous MOU; and

WHEREAS, representatives of both parties have met and discussed specific changes in the terms and conditions of the MOU, up to and including exhausting the Impasse Procedure provided for in Resolution No. 2041; and

WHEREAS, the parties have failed to reach a Tentative Agreement; and

WHEREAS, Rule IV, Section 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Compensation Plan; and

WHEREAS, the Compensation Plan is the official pay plan for the City of Lompoc. A copy of the most recent amendment is on file with the office of the City Clerk and is also available for public perusal at the Human Resources Office during normal business hours.

WHEREAS, the City Council desires to amend the Compensation Plan effecting the LPOA classifications.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOMPOC RESOLVES THAT THE FOLLLOWING TERMS AND CONDITIONS OF EMPLOYMENT SHALL BE APPLIED TO THE LOMPOC POLICE OFFICERS ASSOCIATION:

SALARIES AND COMPENSATION

Sworn/Non-sworn

- A one-year salary reduction of 5% (which will result in a salary cost savings of \$249,365. The City originally proposed that this reduction be effective beginning June 20, 2009 through June 20, 2010. However, as the parties were not able to reach agreement prior to June 20, 2009, the City proposes modifying the terms of this reduction to account for the passage of time.
- The City now proposes a 10.769% reduction for 12 consecutive pay-periods (effective for the pay period paid on January 22, 2010 through June 18,

2010). This change in percentage over a shorter period of time still results in the same cost savings of \$249,365.

This change in percentage is consistent with the City's position throughout this process, in that the City needs to reduce operating costs for fiscal year 2009-2010 by means of a salary reduction. The percentage reduction applied will depend on the time period over which it is applied, i.e., the longer the period the smaller the percentage reduction, similarly, the shorter the time period, the greater the percentage reduction.

HEALTH AND WELFARE BENEFITS

- Effective July 1, 2009, elimination of any cost-sharing with respect to future health/dental plan increases.
- The City and employees are required to pay health insurance premiums one month in advance. Since premium costs increased in December 2009 for coverage in January 2010, the City paid these increases as part of its obligation to maintain the status quo pending the completion of this meet and confer process. The amount of this increase was equal to 2.99% of the premium cost. In implementing the City's proposal to eliminate cost-sharing with respect to increases in health insurance benefits, the City proposes a one-time additional payroll deduction to recover the increased costs paid by the City. This one-time additional deduction will be made in the second pay period in January 2010 and will offset the City's increased payment in December 2009.
- Effective July 1, 2009, the City and employee shall share the cost of contributions towards dental coverage. The City proposes a 50/50 cost sharing of the City's current premium contributions, which would result in premium payments for employees that would be:

One party	\$14.64
Two party	\$27.47
Family	\$43.23
Employee/Children	\$29.39

- Given the City has been paying the full premium for dental benefits since July 1, 2009 as part of maintaining the status quo during these negotiations, the City proposes that, beginning January 1, 2010 and through June 30, 2010, the City no longer contribute to premium payments for dental coverage. This will result in the City having paid the full cost of premiums for the first half of the year and employees paying the full cost of premiums for the second half of the year, which will result in the net effect of a 50/50 sharing of the premiums costs between the City and employees during fiscal year 2009-2010. Since the January dental premium would ordinarily be reflected in the employees January 8, 2010 pay, the City proposes a one-time additional payroll deduction to recover the increased costs paid by the City.

- Effective July 1, 2010, the City and employees shall share the cost of all premium payments towards dental coverage on a 50/50 basis.

HOURS AND OVERTIME

- Sick leave, except for pre-approved doctor's appointments that require a partial day's absence, shall not be counted as time worked for the purpose of overtime calculation.

MOST FAVORED NATIONS AGREEMENT

- During the period June 20, 2009-June 20, 2010, should the City extend more favorable economic terms to the other existing bargaining units (Teamsters Local 381/Lompoc City Firefighters IAF Local 1906) the City will provide the same or equivalent economic terms and conditions to existing members of the LPOA.
- This provision, which shall expire on June 20, 2010, reflects the unique economic conditions affecting the bargaining process and should not be considered as precedent setting for future bargaining agreements or reflective of the status quo.

SECTION 2. This Resolution shall take effect upon its adoption.

The foregoing Resolution was proposed by Councilmember _____, seconded by Councilmember _____, and passed and adopted by the Council of the City of Lompoc at its duly noticed regular meeting on _____, 2010 by the following electronic vote:

AYE: Councilmember(s):

NOE: Councilmember(s):

ABSENT: Councilmember(s):

Mike Siminski, Mayor
City of Lompoc

ATTEST:

Donna N. Terrones
City Clerk, City of Lompoc