

Lompoc City Council Agenda Item



City Council Meeting Date: **March 1, 2005**

TO: Gary P. Keefe, City Administrator

FROM: William j. Yanonis, Principal HR Analyst
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SUBJECT: MEMORANDUM OF UNDERSTANDING WITH EMPLOYEES
REPRESENTED BY LOMPOC CITY FIREFIGHTERS
INTERNATIONAL ASSOCIATION, LOCAL 1906

RECOMMENDATION:

That City Council approve the Memorandum of Understanding ("MOU") for the period of December 25, 2004 through December 22, 2006, between the employees represented by the Lompoc Firefighters International Association Local 1906 and the City of Lompoc.

DISCUSSION:

During recent months, representatives for the City and representatives of Firefighters Local 1906 have met on a number of occasions and exchanged proposals concerning wages, hours, benefits, and other terms and conditions of employment. The previous agreement expired December 24, 2004.

City representatives and the Firefighters Association have reached a tentative agreement, subject to City Council approval. Major provisions of the new agreement include:

- Effective December 25, 2004 a 7.00% across the board wage increase.
- Effective December 24, 2005 a 5.00% across the board wage increase.
- Effective within a reasonable amount of time from the ratification of this agreement by both parties, the City shall provide Local 1906 the same "Retirement Health Savings Plan" made available to the LPOA bargaining unit, and the MSC and UR groups.
- Other minor language changes necessary to update the Agreement.

Except as provided for above, the new agreement would be effective upon City Council ratification. The Firefighter represented employees recently approved the proposed Memorandum of Understanding at a general membership meeting.

William j. Yanonis, Principal Human Resources Analyst

APPROVED FOR SUBMITTAL TO CITY ADMINISTRATOR:

Jennifer L. Weston, Human Resources Director

APPROVED FOR SUBMITTAL TO CITY COUNCIL:

Gary P. Keefe, City Administrator