



TENTATIVE AGREEMENT BETWEEN THE CITY AND LPOA FOR SUCCESSOR MOU

The current Lompoc Police Officers Associations ("LPOA") Memorandum of Understanding with the City of Lompoc expired June 30, 2019. LPOA commenced labor negotiations by opening letter dated June 11, 2019 for a successor Memorandum of Understanding ("MOU"). Since that time, the parties have commenced meet and confer regarding a successor MOU. The following Tentative Agreement for a successor Memorandum of Understanding between the City of Lompoc ("City") and the LPOA and its deal terms have been ratified by the LPOA on December 2, 2019, but remains subject to formal approval/adoption by the City Council per California Government Code Section 3505.1, which provides:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding."

All terms and conditions of the prior LPOA MOU shall be maintained unless expressly modified or changed herein until the successor LPOA MOU is accepted, approved and adopted by City Council, which shall then supersede and replace this Tentative Agreement.

ARTICLE 4. SALARIES AND COMPENSATION (1 Year Contract)

4.1 2019/20 Salary Adjustments: The City proposes that, effective retroactively to September 1, 2019 and after the first full payroll period after City Council approval of a tentative agreement or MOU, whichever is earlier, the City shall provide LPOA represented employees still on payroll as of the Council approval date a 2% base salary increase, the continuation of which shall be contingent upon approval of a CalPERS Contract Amendment pursuant to Government Code section 20516 during the term of this MOU providing for ongoing employee pension cost sharing being implemented as follows:



- a. CalPERS Tier 1 classic safety/sworn Unit members shall pay 9% as employee contribution, plus an additional 2% as employee cost sharing, for a total employee contribution of 11%. Tier 1 classic miscellaneous Unit members shall pay 8% as employee contribution, plus an additional 2% as employee cost sharing, for a total employee contribution of 10%.
- b. CalPERS Tier 2 classic safety/sworn Unit members shall pay 9% as employee contribution, plus an additional 1% as employee cost sharing, for a total employee contribution of 10%. Tier 2 classic miscellaneous Unit members shall pay 7% as employee contribution, plus an additional 1% as employee cost sharing, for a total employee contribution of 8%.

This cost sharing arrangement shall only be applicable to members who were/are represented by LPOA and covered by the LPOA MOU 2019-2020.

2019/20 Lump Sum Bonus: The City proposes that, effective after the first full payroll period after City Council approval of this Tentative Agreement or the successor MOU, whichever is earlier, the City shall provide LPOA represented employees still on payroll as of that date a one-time non-PERSable gross bonus of \$2,500 as non-reportable Off-Salary-Schedule Pay as defined by CalPERS Circular Letter 200-048-16 dated November 10, 2016.

ARTICLE 6. HEALTH AND WELFARE BENEFITS (Replaces existing 6-1 in its entirety)

- 6-1 a. Premiums (replaces existing section 6.1): The City will pay health and dental premiums at the existing contribution rate for regular status full time employees as follows:



	CITY COSTS HEALTH			CITY COSTS DENTAL
	Flex Credit Contribution	Direct Contribution to CalPERS	Total City Contribution	Total City Contribution
One Party	\$431.70*	\$122.00	\$431.70*	\$14.64
Two Party	\$861.76*	\$122.00	\$861.76*	\$27.47
Family	\$1086.13*	\$122.00	\$1086.13*	\$43.23
Employee/Children	N/A	N/A	N/A	\$29.39

*Includes vision hardware

The City of Lompoc currently participates in the California State Associations of Counties-Excess Insurance Authority's (CSAC-EIA) Health program effective January 1, 2019. The CSAC-EIA provides Anthem Exclusive Provider Organization (EPO) coverage, Anthem Choice Preferred Provider Organization (PPO), Anthem Select PPO, Anthem Choice PPO Out of State (OOS) coverage plans and Choice Medicare Supplement and Choice Medicare Supplement OOS coverage.

Employees shall have the right to inform the City of an increase in their dependents at any time and have the amount contributed be adjusted accordingly, in accordance with the insurance carrier's rules. Employees shall be required to inform the City of any reduction in dependents and a corresponding reduction in premium amounts contributed by the City shall be made. Said monthly payments shall be for insurance premium coverage only and any amount in excess of the actual cost of medical premium coverage shall not be refunded to the employee.

Regular status part-time employees ("job share") will receive a prorated share of the City's contribution. For example, a 20-hour per week employee enrolling in one-party coverage during calendar year 2019 will receive a prorated flexible credit (50% of full-time benefit) for the composite health and vision hardware insurance.



CITY OF LOMPOC



Jim Throop, City Manager

LOMPOC POLICE OFFICERS ASSOCIATION



Agustin Arias, LPOA President