

RESOLUTION NO. 6298(20)

**A Resolution of the Council of the City of Lompoc
County of Santa Barbara, State of California,
Approving and Adopting the Tentative Agreement and
Memorandum of Understanding between the City and the
Lompoc Police Officers' Association for the period
July 1, 2019 through June 30, 2020 and Amending the Citywide
Compensation Plan (Rule IV) Authorizing Salary Adjustments For
Specified Lompoc Police Officers' Association Classifications**

WHEREAS, the City of Lompoc (City) has formally recognized the Lompoc Police Officers' Association (LPOA) as the exclusive employee organization for the police bargaining unit; and

WHEREAS, the current Memorandum of Understanding (MOU) between the City and LPOA effective from July 1, 2017, through June 30, 2019, expired on June 30, 2019; and

WHEREAS, the City and LPOA have successfully met and conferred to negotiate a new LPOA MOU for the period of July 1, 2019, through June 30, 2020 (LPOA MOU 2019-2020), pursuant to the Meyers-Millais-Brown Act (Brown Act) (Government Code sections 3500-3511) and Resolution No. 2041(70) pertaining to employer-employee relations; and

WHEREAS, the City's labor representatives and LPOA representatives have executed a written Tentative Agreement on December 4, 2019, for a successor LPOA MOU 2019-2020, which Tentative Agreement was ratified by LPOA on December 2, 2019; and

WHEREAS, once the City Council adopts the Tentative Agreement, the parties are required to jointly prepare a written MOU, which the City and LPOA have already concurrently prepared, the LPOA MOU 2019-2020, and hereby present to City Council for concurrent approval with the Tentative Agreement; and

WHEREAS, once approved by the City Council, the successor LPOA MOU 2019-2020 becomes a binding agreement between the parties; and

WHEREAS, upon City Council approval of the LPOA MOU 2019-2020, the salary and benefit changes outlined therein shall be incorporated into the adopted Biennial Budget Fiscal Years 2019-2021 (Budget); and;

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

WHEREAS, the City Council desires to approve the Tentative Agreement and the LPOA MOU 2019-2020, and desires to amend the Compensation Plan as required by the terms of the LPOA MOU 2019-2020; and

WHEREAS, the City Council also desires to, and provides funding for, the impacts of the terms of the LPOA MOU 2019-2020.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOMPOC, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The City Council approves the Tentative Agreement entered into December 4, 2019, and ratified by LPOA, for a successor LPOA MOU 2019-2020 for the period of July 1, 2019, through June 30, 2020, a fully executed copy of which is attached hereto as Exhibit A and by this reference is made a part hereof.

SECTION 2. The City Council approves the successor LPOA MOU 2019-2020 for the period of July 1, 2019, through June 30, 2020, a fully executed copy of which is attached hereto as Exhibit B and by this reference is made a part hereof.

SECTION 3. The City Council amends and revises the city-wide Pay/Compensation Plan pursuant to and in accordance with the salary tables and classification titles listed in the Attachments to the LPOA MOU 2019-2020 effective July 1, 2019, through June 30, 2020 as outlined in Exhibit C attached hereto.

SECTION 4. The City Council approves supplemental appropriations to fund the Budget due to the changes in the Budget resulting from the LPOA MOU 2019-2020 as outlined in Exhibit D attached hereto.

SECTION 5. The City Council approves supplemental revenues and transfers to fund the supplemental appropriations as follows:

| | |
|--------------------------------------|------------------|
| Fund Balance (Fiscal Year 2019-2020) | \$218,328 |
| Fund Balance (Fiscal Year 2020-2021) | 68,399 |
| Total | <u>\$286,727</u> |

SECTION 6. Effective Date. This Resolution is effective on the day of its adoption. The salary rate adjustments are effective as of August 31, 2019.

The foregoing Resolution was proposed by Council Member _____, seconded by Council Member _____, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on January 21, 2020, by the following vote:

AYES: Council Member(s):

NOES: Council Member(s):

ABSENT: Council Member(s):

Jenelle Osborne, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc

Attachments: Exhibit A: Tentative Agreement between the City and LPOA for the period of July 1, 2019, through June 30, 2020
Exhibit B: Memorandum of Understanding between the City and LPOA for the period of July 1, 2019, through June 30, 2020
Exhibit C: Schedule of Revised Salary Ranges & Effective Dates
Exhibit D: Supplemental Appropriations