



City Council Agenda Item

City Council Meeting Date: January 21, 2020

TO: Jim Throop, City Manager

FROM: Gabriel Garcia, Human Resources Manager
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SUBJECT: Adoption of Resolution No. 6298(20) Approving the Tentative Agreement and Memorandum of Understanding with the Lompoc Police Officers' Association, Amending the City-Wide Compensation Plan, and Approving Supplemental Appropriations

Recommendation:

Staff recommends the City Council adopt Resolution No. 6298(20) (Attachment 1) which will:

- 1) Approve the Tentative Agreement between the City and the Lompoc Police Officers' Association (LPOA) for a successor Memorandum of Understanding for the period of July 1, 2019, through June 30, 2020 (LPOA MOU 2017-2019);
- 2) Approve the LPOA MOU 2019-2020;
- 3) Amend the Citywide Compensation Plan to revise the salary ranges for various LPOA represented classifications as prescribed in the LPOA MOU 2019-2020; and
- 4) Approve supplemental appropriations of \$286,727 for the Biennial Budget Fiscal Years 2019-2021 (Budget) which fund the salary and benefit increases as prescribed in the LPOA MOU 2017-2019.

Background:

The previous two-year LPOA MOU effective July 1, 2017, expired on June 30, 2019. In anticipation of the expiration of the LPOA MOU, the City and LPOA met on July 30, 2019 to initiate the meet and confer process for a successor LPOA MOU 2019-2020. During recent months, representatives for the City and LPOA have met and exchanged proposals concerning wages, hours, and other terms and conditions of employment. The City's representatives and the LPOA representatives have reached a tentative agreement subject to City Council approval. The LPOA membership ratified the terms of the Tentative Agreement on December 2, 2019, and representatives of LPOA have executed

both the LPOA Tentative Agreement and the LPOA MOU 2019-2020 (Exhibits A and B to Attachment 1, respectively).

Discussion:

Major provisions implemented in the Tentative Agreement and the LPOA MOU 2019-2020 include the following:

- The term of the LPOA MOU 2019-2020 will be for one year, effective July 1, 2019, through June 30, 2020.
- Effective retroactive to the payroll period beginning August 31, 2019 [the first payroll period of Fiscal Year (FY) 2017-2018], sworn and non-sworn LPOA represented members shall receive a 2% salary adjustment.
- Upon approval of a CalPERS Contract Amendment, pursuant to Government Code section 20516, during the term of the LPOA MOU 2019-2020 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%.
- Effective the first full payroll period beginning after the City Council's approval of the LPOA MOU 2019-2020, 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.

(A red-lined version of the LPOA MOU 2019-2020 is included as Attachment 2.)

Fiscal Impact:

The term of the LPOA MOU 2019-2020 begins July 1, 2019, concurrent with the beginning of the Budget. Its implementation requires supplemental appropriations for various accounts as identified Resolution No. 6298(20).

With the status quo complement of LPOA positions and classifications, the projected incremental costs to implement the LPOA MOU Fiscal Year (FY) 2019-2020 and FY 2020-2021 for the Budget and individual fiscal years of the Budget are as follows:

Fiscal Year	Salaries	Retirement	Benefits	Total Costs
2019-2020	\$188,518	\$-1,743	\$31,553	\$218,328
2020-2021	92,730	-39,889	15,558	68,399
Total	\$281,248	\$-41,632	\$47,111	\$286,727

Conclusion:

Except as provided above, the LPOA MOU 2019-2020 will be effective upon City Council approval. In order to incorporate the above-mentioned salary range revisions into the Citywide Compensation Plan, Personnel Rule IV provides they must be adopted by City Council action. If approved, the salary range adjustments will be implemented in accordance with the dates proposed in the LPOA MOU 2019-2020.

Respectfully submitted,

Gabriel Garcia, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Jim Throop, City Manager

Attachments: 1) Resolution No. 6298(20)
2) Red-lined LPOA MOU 2019-2020