



**Tentative Agreement**  
**Between the City of Lompoc and Lompoc Police Officers Associations (LPOA)**  
**July 13, 2021**

The current *Lompoc Police Officers Association* ("LPOA") Memorandum of Understanding with the City of Lompoc expires on June 30, 2021. LPOA commenced labor negotiations on May 7, 2021 for a successor Memorandum of Understanding ("MOU"). Since that time, the parties have commenced meet and confer regarding a successor MOU.

**Term – 1 Year**

**ARTICLE 4. SALARIES AND COMPENSATION (1 Year Contract)**

**4.1 2021/22 Salary Adjustments:**

**Fiscal Year 2021/22 Salary Adjustments:** City proposes to provide LPOA represented employees a 3% base salary increase effective the first full pay period following ratification and City Council approval.


**Fiscal Year 2021/22 Dispatch Salary Adjustments:** City proposes to provide LPOA dispatch employees an additional 2% base salary increase effective the first full pay period following ratification and City Council approval.

**ARTICLE 6: HEALTH AND WELFARE BENEFITS**

The City will provide LPOA represented employee's increased medical contributions as follows: \$50 additional to one party, \$75 additional to two-party, and \$150 to family coverage per month (following ratification and City Council approval).

The representatives of the City and LPOA have mutually agreed and jointly present the items listed above to the City Council of Lompoc. The parties also acknowledge that the Tentative Agreement shall not be in full force and effect until adopted by resolution by the City Council of the City of Lompoc. Subject to the foregoing and in witness whereof, this Tentative Agreement is hereby executed by the authorized representatives of the City and LPOA and entered into this 13<sup>th</sup> day of July 2021.

IT IS SO AGREED:

  
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Jim Throop, City Manager

  
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Agustin Arias, LPOA President