

**RESOLUTION NO. 6444(21)**

**A Resolution of the City Council of the City of Lompoc,  
County of Santa Barbara, State of California,  
Approving and Adopting the Tentative Agreement and  
the Successor Memorandum of Understanding Between  
the City of Lompoc and the International Association of  
Firefighters Local 1906 and Amending the City's  
Compensation Plan/Pay Plan (Rule IV) Authorizing  
Salary Adjustments for Specified International  
Association of Firefighters Local 1906 Represented  
Classifications**

**WHEREAS**, the City of Lompoc (City) has formally recognized the International Association of Firefighters Local 1906 (IAFF Local 1906) as the exclusive employee organization for the positions of Firefighter, Fire Engineer, Fire Captain, and Deputy Fire Marshal/Fire Captain, excluding temporary, provisional, or volunteer employees; and

**WHEREAS**, the current Memorandum of Understanding (MOU) between the City and IAFF Local 1906 effective from July 1, 2017, through June 30, 2021 (IAFF Local 1906 MOU 2017-2021), expired on June 30, 2021; and

**WHEREAS**, the City and IAFF Local 1906 have successfully met and conferred to negotiate a successor IAFF Local 1906 MOU for the period of July 1, 2021, through June 30, 2023 (IAFF Local 1906 MOU 2021-2023), pursuant to the Meyers-Millias-Brown Act (Government Code sections 3500-3511) and the City's Employer-Employee Relations Resolution No. 2041; and

**WHEREAS**, the City's labor representatives and IAFF local representatives have executed a written Tentative Agreement on July 21, 2021, for a successor IAFF MOU 2021-2023, which Tentative Agreement IAFF Local 1906 subsequently ratified; and

**WHEREAS**, the Meyers-Millias-Brown Act (Government Code Section 3500 *et. seq.*) provides at Section 3505.1:

"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."

**WHEREAS**, upon City Council adoption of the Tentative Agreement, the parties are required to jointly prepare a written memorandum of understanding, which the City and IAFF Local 1906 have already concurrently prepared, the IAFF MOU 2021-2023, and hereby present to City Council for concurrent approval with the Tentative Agreement; and

**WHEREAS**, upon City Council approval, the successor IAFF Local 1906 MOU 2021-2023 becomes a binding agreement between the two parties; and

**WHEREAS**, upon City Council approval of the IAFF Local 1906 MOU 2021-2023, the revisions outlined therein shall be incorporated into the adopted Biennial Budget Fiscal Years 2021-2023 (Budget); and

**WHEREAS**, Rule IV, Sections 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 IAFF Local 1906 MOU 2021-2023, and desires to amend the Compensation Plan as required by the terms of the IAFF Local 1906 MOU 2021-2023; and

**WHEREAS**, the City Council also desires to, and provides funding for, the impacts of the terms of the IAFF Local 1906 MOU 2021-2023.

**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 July 21, 2021, and ratified by IAFF Local 1906, for a successor IAFF MOU 2021-2023 for the period of July 1, 2021, through June 30, 2023, 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 IAFF Local 1906 MOU 2021-2023 for the period July 1, 2021, through June 30, 2023, 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 Citywide Pay/Compensation Plan pursuant to and in accordance with the salary tables and classification titles listed in the Attachments to the IAFF Local 1906 MOU 2021-2023 effective July 1, 2021, through June 30, 2023, as outlined in Exhibit C attached hereto.

**SECTION 4.** The City Council approves supplemental appropriations as follows:

FY 2021-23 Supplemental Appropriations was \$534,085, as follows:

<u>Accounting Number</u>	<u>Division</u>	<u>Account Name</u>	<u>2021-22 Amount</u>	<u>2022-23 Amount</u>
110FR - 511100	Fire Services	Salaries	\$128,710	\$228,539
110FR - 512300	Fire Services	Insurance	20,371	78,835
110FR - 512400	Fire Services	Retirement Benefits	60,611	17,019
		Total	\$209,692	\$324,393

**SECTION 5. Effective Date.** This Resolution is effective on the day of its adoption. The salary rate adjustments are effective as of July 31, 2021, and June 18, 2022, as described in the IAFF Local 1906 MOU 2021-2023.

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 August 3, 2021, 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 IAFF Tentative Agreement - 2021-2023  
Exhibit B IAFF MOU 2021-2023  
Exhibit C Schedule of Revised Salary Ranges & Effective Dates