



Tentative Agreement
Between the City of Lompoc and The International Association of Fire Fighters
(IAFF) Local 1906
July 21, 2021

The current International Association of Fire Fighters (IAFF) Local 1906 Memorandum of Understanding with the City of Lompoc expired on June 30, 2021. IAFF commenced labor negotiations on May 10, 2021 for a successor Memorandum of Understanding ("MOU"). Since that time, the parties have commenced meet and confer regarding a successor MOU.

Term – 2 Year

ARTICLE 4. SALARIES AND COMPENSATION (2 Year Contract)

4.1 2021/23 Salary Adjustments: Fiscal Year 2021/22 Salary Adjustments: City proposes to provide IAFF Local 1906 (IAFF) represented employees a 3% base salary increase in year one effective the first full pay period following ratification and City Council approval.

Fiscal Year 2022/23 Salary Adjustments: The City proposes that, effective after the first full payroll period after approval of a CalPERS Contract Amendment pursuant to Government Code section 20516, the City shall provide IAFF represented employees a 3% base salary increase contingent upon the following employee pension cost-sharing:

A. CalPERS Tier 1 classic Unit members shall pay 9% as an employee contribution, plus an additional 2% as employee cost-sharing, for a total employee contribution of 11%.

B. CalPERS Tier 2 classic Unit members shall pay 9% as an employee contribution, plus an additional 1% as employee cost-sharing, for a total employee contribution of 10%.

This cost-sharing arrangement shall only be applicable to members who were/are represented by IAFF and covered by the IAFF MOU 2021-2023.

Urban Search and Rescue Incentive:

A. 2.5% incentive pay for members who have completed the Urban Search and Rescue (USAR) core class competencies: Low Angle Rope Rescue Technician; Rescue Systems 1; Rescue Systems 2; Trench Rescue Technician; Confined Space Rescue Technician (following ratification and City Council approval).

B. Additional .5% incentive pay (total of 3%) for members who have completed the USAR core class competencies. The incentive pay will take effect the first pay period of the 2022-2023 fiscal year.

ARTICLE 6: HEALTH AND WELFARE BENEFITS:

The City will provide IAFF Local 1906 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).

MOU Update:

13-1 2.5% Educational Incentive Pay: Possession of any of the following will qualify the individual for 2.5% Educational Incentive Pay:

B.A. or B.S + 2 years experience as a Fire Fighter

A.A. or A.S. + 4 years experience as a Fire Fighter

45 educational units from an accredited college or university + 4 years experience as a Fire Fighter + Certification as a Fire Fighter 2. (Completion of ~~4 of the 8 Fire Officer 3 of the 6 Company Officer~~ Certification courses may be substituted for the Fire Fighter 2 requirement.)

30 educational units from an accredited college or university + 6 years experience as a Fire Fighter + Certification as a Fire Fighter 2. (Completion of ~~4 of the 8 Fire Officer 3 of the 6 Company Officer~~ Certification courses may be substituted for the Fire Fighter 2 requirement.)

13-2 5% Educational Incentive Pay: Possession of any of the following will qualify the individual for 5% Educational Incentive Pay:

~~Masters Degree~~ M.A. or M.S. + 4 years experience as a Fire Fighter

B.A. or B.S. + 6 years experience as a Fire Fighter

A.A. or A.S. + 9 years experience as a Fire Fighter

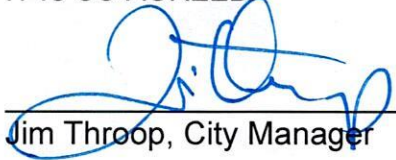
45 educational units from an accredited college or university + 9 years experience as a Fire Fighter + ~~attainment of a Fire Officer Certificate~~ completion of all 6 Company Officer Certification Courses.

30 educational units from an accredited college or university + 12 years experience as a Fire Fighter + ~~attainment of a Fire Officer Certificate~~ completion of all 6 Company Officer Certification Courses.

Employees hired full time permanent prior to June 1, 1990 (with no break in service), will be allowed to substitute completion of all ~~Fire Company~~ Officer Certificate courses with a grade "C" or better in lieu of attainment of the final Certification.

The representatives of the City and IAFF have mutually agreed and jointly present the items listed below 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 IAFF and entered into this 21th day of July 2021.

IT IS SO AGREED:



Jim Throop, City Manager



Kevin Crowell, IAFF President