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HUMAN RESOURCES

TENTATIVE AGREEMENT BETWEEN THE CITY AND LPOA FOR SUCCESSOR MOU

The following Tentative Agreement for a successor Memorandum of Understanding MOU between the City of Lompoc ("City") and the Lompoc Police Officers' Association ("Union"). The final MOU remains subject to formal approval/adoption by the City Council. All other terms and conditions of the previous LPOA MOU shall remain unchanged except for the modification/changes set forth below.

1. Term: Effective July 1, 2022 continuing through June 30, 2023 (1 year).
2. Salary: LPOA represented employees in the classifications of Sworn Police Officers, Police Motor Officer, Police Corporal, Police Sergeant, Police Jailers, and Community Services Officers shall receive a 4% base salary increase effective the first full pay period to include July 1, 2022.

Police Dispatchers shall receive a 7% base salary increase effective the first full pay period to include July 1, 2022.

3. Health Benefits:
The City will provide LPOA represented employees' increased medical contributions as follows: \$100 additional to one party and \$100 to family coverage per month (effective the payroll period to include July 1, 2022).
4. COVID Bonus 5% of base salary one-time payment (non-PERSable) after receiving the aforementioned COLA.
5. Additional Holiday:

The City shall provide Juneteenth as an additional holiday.

MOU Language Clean Up:

~~6-4 Leave of Absence and Insurance Coverage: Employees on a leave of absence without pay due to a work related injury or illness will have their health insurance premiums paid subject to the following:~~

- ~~a. During the first three (3) months, the City will pay 100% of the City group health insurance premium.~~
- ~~b. During months four (4) through six (6), the City will pay 50% of the City group health insurance premium and the employee will pay 50%.~~
- ~~c. During the seventh month and thereafter, the employee will pay 100% of the City group health insurance premium.~~

City of
LOMPOC

~~d. Employees who are also entitled to continued group health insurance based on their eligibility for the Family and Medical Leave Act for 12 weeks will have their coverage requirement met by the City contribution as identified in (a) of this section.~~

~~e. The City will continue to provide dental and employee assistance program premiums contributions at the active employee rate for current level of coverage when the employee meets eligibility criteria for the Federal Family Medical Leave Act.~~

~~f. Employees on a leave of absence without pay due to a non-job related illness or injury, who meet eligibility criteria under the Federal Family Leave Act will continue to have their health, dental and employee assistance premiums paid by the City at the active employee rate for 12 weeks or three months, whichever is greater. This benefit may be used once every 12 months measured forward from the date leave is first used. The employee must have completed a minimum of one year of regular status service and 1,250 hours the preceding year to qualify.~~

6.4 Leave of Absence Without Pay - Health and Dental Coverage:

a. Work Related Injury/Illness: Employees on a leave of absence due to a work-related injury or illness are entitled to all benefits under Labor Code 4850 and Temporary Total Disability under Labor Code 4656. Once those benefits are exhausted, the City will pay 100% of their health and dental insurance premiums, including the employees share, during the first six (6) months. During the seventh (7th) month and thereafter, the employee will pay the employee share of the City group health and dental insurance premiums.

b. Non-Work Related Injury/Illness: Employees on a personal leave of absence without pay due to a non-job related illness or injury, who meet eligibility criteria under the federal Family and Medical Leave Act and California Family Rights Act, will continue to have their health, dental and employee assistance program premiums paid by the City at the active employee rate for twelve (12) weeks or three (3) months, whichever is greater. During the fourth (4th) month and thereafter, the employee shall be responsible for the full amount of the health and dental insurance premiums.

END

CITY OF LOMPOC

LOMPOC POLICE OFFICERS ASSOCIATION



Dean Albro, City Manager



Vincent Magallon, LPOA President



Sergio Arias, LPOA Vice President

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