



## City Council Agenda Item

**City Council Meeting Date:** June 7, 2022

**TO:** Dean Albro, City Manager

**FROM:** Amabelle Apolinario, Principal Human Resources Analyst  
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**SUBJECT:** Adoption of Resolution No. 6509(22) Approving the Tentative Agreement and Memorandum of Understanding with Employees Represented by the Lompoc Police Officers' Association; Amending the City's Compensation Plan/Pay Plan, and Approving Supplemental Appropriations to Fund the Amended Compensation Plan

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### **Recommendation:**

Staff recommends the City Council:

- 1) Adopt Resolution No. 6509(22) (attached), which will:
  - a. 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, 2022, through June 30, 2023 (LPOA MOU 2022-2023);
  - b. Approve the LPOA MOU 2022-2023;
  - c. Amend the City's Compensation Plan/Pay Plan to revise the salary ranges for various LPOA represented classifications as prescribed in the LPOA MOU 2022-2023 and three non-represented classifications; and
  - d. Approve the supplemental appropriations which will fund the proposed revised salary ranges, one-time essential worker compensation, and benefit contribution adjustments for Fiscal Year (FY) 2022-2023.

### **Background:**

The previous one-year LPOA MOU effective July 1, 2021, will expire on June 30, 2022. In anticipation of the expiration of the LPOA MOU, the City and LPOA have met and conferred on several occasions regarding a successor LPOA MOU 2022-2023. On May 11, 2022, the City's representatives and the LPOA representatives reached a tentative agreement subject to City Council approval. The LPOA membership ratified the terms of

the Tentative Agreement May 11, 2022, and on May 23, 2022, representatives of LPOA have executed the LPOA MOU 2022-2023 (Exhibits A and B to Attachment 1, respectively).

**Discussion:**

Major provisions implemented in the Tentative Agreement and the LPOA MOU 2022-2023 include the following:

- **Duration of Agreement:** The term of the LPOA MOU 2022-2023 will be for one year, effective July 1, 2022, through June 30, 2023.
- **Fiscal Year 2022-23:** The City and LPOA agree that effective the first full pay period after the adoption of Resolution No. 6509(22), the LPOA represented employees in the classifications of Police Officer, Police Motor Officer, Police Corporal, Police Sergeant, Police Jailer, and Community Services Officer still on payroll as of the date the City Council approves the LPOA MOU 2022-2023 shall receive a four percent (4%) base salary increase effective payroll period to include July 1, 2022 (pay period 6/18/22 – 7/1/22). In addition, the LPOA represented employees in the classification of Police Dispatcher shall receive a seven percent (7%) base salary increase effective the payroll period to include July 1, 2022 (pay period 6/18/22 – 7/1/22).
- **Essential Worker Bonus:** Effective June 18, 2022 (pay period 6/18/22 – 7/1/22), and to be implemented the first full payroll period after City Council approval of this MOU, the City shall provide all LPOA represented employees a one-time non-pensionable Essential Worker Bonus compensation payment of 5% of their base salary after receiving the aforementioned pay increase.
- **Health Benefit Contribution:** The City and LPOA agree that effective June 18, 2022 (payroll period 6/18/22 – 7/1/22), the City shall provide LPOA represented employees increased medical contributions as follows: \$100 additional to one party, and \$100 to family coverage per month.

(A redlined version of the LPOA MOU 2022-2023 is included as Attachment 2.)

- Add June 19 (“Juneteenth”) as a legal paid holiday.
- **MOU Language Clean Up:**

**6.4 Leave of Absence Without Pay – Health and Dental Insurance Coverage:**

- a. Work Related Injury/Illness: Employees on a leave of absence without pay due to a work-related injury/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 premiums, including the employee’s share, during the first six (6) months.

During the seventh (7<sup>th</sup>) 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 (4<sup>th</sup>) month and thereafter, the employee shall be responsible for the full amount (100%) of the health and dental insurance premiums.

To avoid salary compaction issues within job families, the following non-represented classifications are also recommended to receive a 4% base salary increase:

| <b>Job Class No.</b> | <b>Job Classification</b>                   |
|----------------------|---|
| 562                  | Police Officer Trainee                      |
| 842                  | Community Services Officer (part-time)      |
| 845                  | Community Services Officer (part-time PERS) |

**Fiscal Impact:**

The term of the LPOA MOU 2022-2023 begins July 1, 2022. Its implementation requires supplemental appropriations for various accounts as identified in Resolution No. 6509(22).

With the complement of LPOA positions and classifications, the projected incremental costs to implement the LPOA MOU 2022-2023 are the following:

| <b>Fiscal Year</b> | <b>Salaries</b> | <b>Retirement</b> | <b>Benefits</b> | <b>Total Costs</b> |
|--------------------|-----------------|-------------------|-----------------|--------------------|
| 2022-2023          | \$ 322,826      | \$59,294          | \$172,512       | \$554,632          |

**Conclusion:**

Except as provided above, the LPOA MOU 2022-2023 will be effective upon approval by the City Council. 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 2022-2023.

Respectfully submitted,

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Amabelle Apolinario, Principal Human Resources Analyst

**APPROVED FOR SUBMITTAL TO THE CITY MANAGER:**

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Gabriel Garcia, Human Resources Manager

**APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:**

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Dean Albro, City Manager

- Attachments: 1) Resolution No. 6509(22)  
2) Redlined LPOA MOU 2022-2023