

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LOMPOC AND
THE LOMPOC POLICE OFFICERS' ASSOCIATION
EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2023**

This Amendment No. 1 to the Memorandum of Understanding between the City of Lompoc and the Lompoc Police Officers' Association Effective July 1, 2022 through June 30, 2023 (LPOA MOU 2022-23) is made and entered into by and between the City of Lompoc, a municipal corporation ("City"), and the Lompoc Police Officers' Association ("LPOA").

RECITALS:

WHEREAS, on June 7, 2022, the City Council approved the Memorandum of Understanding between the City of Lompoc (City) and the Lompoc Police Officers' Association (LPOA) effective July 1, 2022 through June 30, 2023 (LPOA MOU 2022-23) with the adoption of Resolution No. 6509(22); and

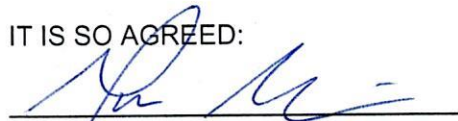
WHEREAS, the City Council shall at its regular meeting on July 5, 2022, determine whether or not to accept, approve, and adopt this Amendment No. 1 to the LPOA MOU 2022-23 to reflect the proposed provisions delineated below.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and subject to the formal City Council action described above, the parties hereto agree to the proposed compensation pay and benefits adjustments as prescribed below:

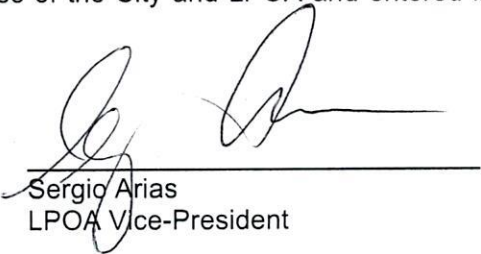
- **Bilingual Pay:** Increase bilingual pay from \$100 to \$150 per month effective after City Council adoption of resolution on July 5, 2022.
- **Group Basic Life:** Effective July 1, 2022, and upon approval by Voya Insurance, whichever is later, the City shall increase the group basic life insurance coverage to LPOA represented employees equivalent to two times their annual salary up to a maximum coverage of \$300,000.
- **Sick Leave Incentive:** Effective after City Council adoption of resolution on July 5, 2022, LPOA represented employees who have five (5) years consecutive sick leave eligibility shall be entitled to a \$200 increased sick leave incentive for a total of sick leave incentive of \$500 annually to be calculated after the first pay period ending in December and paid on the second pay period ending in December.

The representatives of the City and LPOA have jointly prepared this Amendment No. 1 to the LPOA MOU 2022-23 and jointly presented same to the City Council of the City of Lompoc for determination pursuant to Government Code Section 3505.1. Except as expressly provided for in this Amendment No. 1 to the LPOA MOU 2022-23, all other provisions of the LPOA MOU shall remain in full force and effect. The parties also acknowledge that Amendment No. 1 to the LPOA MOU 2022-23 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 Amendment No. 1 is hereby executed by the authorized representatives of the City and LPOA and entered into this 28th day of June 2022.

IT IS SO AGREED:



Gabriel Garcia
Human Resources Manager



Sergio Arias
LPOA Vice-President