

## AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF LOMPOC AND  
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1906  
EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2023**

This Amendment No. 1 to the Memorandum of Understanding between the City of Lompoc and the International Association of Firefighters, Local 1906 Effective July 1, 2021 through June 30, 2023 (IAFF MOU 2021-23) is made and entered into by and between the City of Lompoc, a municipal corporation ("City"), and the International Association of Firefighters, Local 1906 ("IAFF Local 1906").

**RECITALS:**

**WHEREAS**, on August 3, 2021, the City Council approved the Memorandum of Understanding between the City of Lompoc (City) and the International Association of Firefighters, Local 1906 (IAFF 1906) effective July 1, 2021 through June 30, 2023 (IAFF MOU 2021-23) with the adoption of Resolution No. 6444(21); 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 IAFF MOU 2021-23 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:

- **Essential Worker Bonus:** Effective July 2, 2022 (payroll period 7/2/22 – 7/15/22), the City shall provide all IAFF represented employees hired prior to June 1, 2022, a one-time non-pensionable Essential Worker Bonus compensation payment of 5% of their base salary.
- **Health Benefit Contribution:** The City and IAFF agree that effective July 1, 2022, the City shall provide IAFF represented employees increased medical contributions as follows: \$100 additional to one party, and \$100 to family coverage per month.
- **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 IAFF 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, IAFF 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 IAFF Local 1906 have jointly prepared this Amendment No. 1 to the IAFF MOU 2021-23 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 IAFF MOU 2021-23, all other provisions of the IAFF MOU shall

**AMENDMENT NO. 1 TO THE IAFF MOU 2021-23**

remain in full force and effect. The parties also acknowledge that Amendment No. 1 to the IAFF MOU 2021-23 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 IAFF Local 1906 and entered into this 28th day of June 2022.

IT IS SO AGREED:



Gabriel Garcia  
Human Resources Manager



Louis Farah  
IAFF Local 1906 President