



City Council Agenda Item

City Council Meeting Date: July 5, 2022

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
a_apolinario@ci.lompoc.ca.us

SUBJECT: Adoption of Resolution No. 6529(22) Approving Amendment No. 1 to the Memorandum of Understanding with the Employees Represented by the International Association of Firefighters, Local 1906, and Approving Supplemental Appropriations

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6529(22) (attached), which will:
 - a. Approve Amendment No. 1 to the Memorandum of Understanding (MOU) to provide a one-time non-pensionable Essential Worker Bonus compensation payment of 5% of the base salary for all employees represented by the International Association of Firefighters, Local 1906 (IAFF) hired prior to June 1, 2022, and other benefits changes described below;
 - b. Approve the supplemental appropriations which will fund the proposed, one-time essential worker compensation, bilingual pay, sick leave incentive, group basic life insurance, and benefit contribution adjustments as prescribed in the Amendment for Fiscal Year (FY) 2022-23.

Background:

On August 3, 2021, the City Council adopted Resolution No. 6444(21) approving the IAFF MOU 2022-23.

Discussion:

The following provisions are proposed to be implemented to reflect similar terms and changes to benefits provided to the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW).

In order to incorporate the proposed essential worker compensation pay, increased bilingual pay, increased sick leave incentive, and group basic life insurance, and benefit contribution adjustment, Resolution No. 6529(22) must be adopted by City Council.

The proposed major provisions include the following:

- **Essential Worker Bonus:** Effective the pay period beginning July 2, 2022, and after City Council adoption of Resolution NO. 6529(22), the City shall provide all IAFF represented employees hired prior to June 1, 2022, a one-time non-pensionable Essential Worker compensation payment of 5% of their base salary.
- **Health Benefit Contribution:** Effective July 1, 2022, and after City Council adoption of Resolution No. 6529(22), 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 upon adoption of Resolution No. 6529(22).
- **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:** 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.

Fiscal Impact:

Adoption of Resolution No. 6529(22) requires supplemental appropriations for FY 2022-23 for various accounts as identified Resolution No. 6529(22). Funding for the supplemental appropriations are as follows:

Budget Adjustments			
	Account No.	Account Name	Amount
To:	110NON-511280	Essential Worker Pay	\$97,258
	110FR-512300	Insurance	6,286
From:	110-321100	General Fund Balance Designated	\$103,544

Conclusion:

The adoption of Resolution No. 6529(22) will provide for the implementation of the proposed essential worker compensation pay, bilingual pay, group basic life, sick leave incentive, and benefit contribution adjustments to IAFF represented employees.

Respectfully submitted,

Amabelle Apolinario, Principal Human Resources Analyst

APPROVED FOR SUBMITTAL TO THE CITY MANAGER:

Gabriel Garcia, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Dean Albro, City Manager

Attachment: Resolution No. 6529(22)