



MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LOMPOC

AND

**THE INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 1906**

Effective July 1, 2024 through June 30, 2027

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LOMPOC
AND
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1906**

PREAMBLE

This Memorandum of Understanding (MOU) is entered into with reference to the following facts:

- A.** The City of Lompoc (hereinafter “City”) and representatives of the International Association of Firefighters Local 1906 (hereinafter “IAFF Local 1906”), met on a number of occasions and conferred in good faith exchanging proposals concerning wages, hours, fringe benefits and other terms and conditions of employment of employees represented by IAFF Local 1906; and
- B.** City representatives and IAFF Local 1906 representatives reached a written Tentative Agreement which was ratified by IAFF Local 1906 and was presented to the City Council of the City of Lompoc for consideration for adoption by Resolution along with adoption of this MOU.

ARTICLE 1: COMPLETE UNDERSTANDING OF THE PARTIES

The Lompoc City Council shall consider at its regularly scheduled meeting on August 20, 2024, whether to duly approve the parties’ Tentative Agreement and this MOU for the period of 12:01 a.m. July 1, 2024, through midnight June 30, 2027.

The Tentative Agreement and this MOU have been approved by the City’s labor negotiation team and labor representatives of IAFF Local 1906 as evidenced by their signatures on both documents. Furthermore, the labor representatives of IAFF Local 1906 have represented that the members of IAFF Local 1906 have also ratified the Tentative Agreement on July 30, 2024, and by extension this MOU. Therefore, this MOU shall become effective upon approval by the City of Lompoc City Council and shall be effective retroactively from July 1, 2024, through June 30, 2027.

It is intended that this MOU set forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters, are hereby superseded or terminated in their entirety. This Article is not intended to negate or eliminate past practice as a factor establishing an agreement in practice between the parties, if not specifically addressed in this MOU or the Personnel Rules.

Any agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall not be binding upon the parties hereto unless made and executed in writing by all parties hereto and approved and implemented by the Lompoc City Council.

The waiver of any breach, term, or condition of this MOU by either party shall not constitute a precedent in the future enforcement of all of its terms and provisions.

ARTICLE 2: CITY COUNCIL APPROVAL

It is agreed that this MOU is of no force or effect until formally approved and adopted by resolution of the Lompoc City Council.

ARTICLE 3: RECOGNITION

The City confirms its continued recognition of IAFF Local 1906 as the exclusive recognized employee organization and representative for all employees serving in the classifications of Firefighter, Fire Engineer, Fire Captain, and Deputy Fire Marshal/Fire Captain, excluding temporary, provisional, or volunteer employees pursuant to the City's Employer-Employee Relations Resolution.

ARTICLE 4: SALARIES AND COMPENSATION

4-1 1) Salary Adjustments:

- a. **Fiscal Year 2024/25:** The City proposes to provide IAFF Local 1906 (IAFF) represented employees still on payroll as of the effective date with a 5% base salary increase effective the first payroll period after City Council adoption of the successor MOU.
- b. **Fiscal Year 2025/26:** The City proposes to provide IAFF Local 1906 (IAFF) represented employees still on payroll as of the effective date with a 3% base salary increase in year two effective beginning the payroll period to include July 1, 2025.
- c. **Fiscal Year 2026/27:** The City proposes to provide IAFF Local 1906 (IAFF) represented employees still on payroll as of the effective date with a 3% base salary increase in year three effective beginning the payroll period to include July 1, 2026.

Should the Fiscal Year (FY) 2025 actual revenues labeled as "Total Taxes and Franchises" in the FY2025 adopted budget (\$31,581,284) exceed projections by 5% (\$33,160,348) or more, as reported in the City's FY 2024-25 Annual Comprehensive Financial Report (ACFR), then the City will increase Salary Adjustments for FY 2025/26 from 3% to 5%, effective January 1, 2026, and will increase Salary Adjustments for FY 2026/27 from 3% to 5%, effective July 1, 2026.

- 2) **Urban Search and Rescue Incentive:** The City shall provide an additional 1% incentive pay for IAFF members who have completed the Urban Search and Rescue (USAR) core class competencies for a total of 4% effective the first payroll period after City Council adoption of the successor MOU.

The USAR core class competencies are:

- Low Angle Rope Rescue Technician
- Rescue Systems 1

- Rescue Systems 2
- Trench Rescue Technician
- Confined Space Rescue Technician

3) Retention Incentive:

Upon approval of this MOU, IAFF represented employees shall receive a one-time non-pensionable lump sum amount of \$2,500 once they have been continuously employed by the City for five (5) years. IAFF represented employees shall receive a one-time non-pensionable lump sum amount of \$5,000 once they have been continuously employed by the City for ten (10) years.

Once ratified by the Lompoc City Council, currently employed IAFF members with 10 years or more of continuous employment with the City, shall receive both amounts listed above for a total one-time non-pensionable amount of \$7,500.

The retention incentive shall be paid the first full pay period following the employee's anniversary date. IAFF represented employees must still be on payroll as of the scheduled pay date to be eligible to receive the retention incentive.

Note: The retention incentive will be paid at 5 years and 10 years of continuous employment. The incentive will be paid on the pay period that includes July 1 of the fiscal year to IAFF represented employees still on payroll as of July 1st of each fiscal year.

- 4) **Stipend:** Upon approval of this MOU, currently employed IAFF represented employees shall receive a one-time non-pensionable lump sum Stipend of \$1,000.

The lump sum payments listed above are **not** intended to be subject to PERS.

4-2 **Electronic Payroll Transfer.** Salaries will be paid by an electronic payroll transfer system.

4-3 **Salary and Benefit Surveys.** When salary and benefit surveys are conducted the following agencies will be used:

- A. Santa Barbara City;
- B. Santa Barbara County;
- C. Santa Maria City; and
- D. San Luis Obispo City.

This list remain in effect unless additions/deletions are mutually agreed upon. The intent of these salary and benefit surveys is to try to keep Lompoc City firefighters' salaries competitive with salaries and benefits paid by those agencies listed above. However, the intent of this language does not require the City to match any

salaries, benefits, or compensation data derived from the salary and benefit survey results.

ARTICLE 5: CALPERS RETIREMENT CONTRIBUTION

The employee is responsible for paying the entire employee member contribution related to the CalPERS retirement formula for which they are eligible. The City will pay no portion of the employee contribution for any of the contracted CalPERS retirement formulas.

As defined under the Public Employees Pension Reform Act of 2013 (PEPRA), all new "Non-Classic" CalPERS member employees covered under this MOU and hired on or after January 1, 2013, shall receive the "2.7% at age 57 CalPERS plan" benefit with their final compensation calculated based upon the average full-time monthly pay rate for the highest thirty-six (36) consecutive months.

As defined under PEPRA and determined by CalPERS, all new "Classic" CalPERS members, hired on or after January 1, 2013, shall receive the CalPERS plan benefit formula that they would have been eligible for had they been hired on December 31, 2012.

All new CalPERS member employees covered under this MOU and hired on or after September 24, 2011, and before January 1, 2013, shall receive the "3% at age 55 CalPERS plan" benefit with their final compensation calculated based upon the average full-time monthly pay rate for the highest thirty-six (36) consecutive months.

Employees hired before September 24, 2011, shall receive the "3% at age 50 CalPERS plan" benefit.

The City implemented the CalPERS 1959 Survivor's benefit at the fourth level effective January 1997. IAFF Local 1906 represented employees will be responsible for paying the difference between the employer cost for level one basic survivor benefit and the level four employers cost increase. However, in consideration of an identified surplus in the local fire member's survivor's benefit account as of June 14, 1996, the agreed upon members' payment will be waived for a period of six years from the implementation date of the fourth level benefit.

The members' payment of the employer cost increase between level one and level four benefits will be waived through January 2009, as long as a surplus exists in the fire members' survivor's account sufficient to pay the increased employer cost. As soon as the fire members' survivor's account is not sufficient to pay the increased employer cost, the fire members will then begin to pay the increased employer cost.

5-1 Military Service Credit: Members may elect to purchase up to four (4) years of CalPERS service credit for continuous active military service prior to employment with the City as long as it remains allowed by CalPERS.

5-2 Continuance of Post-Retirement Survivor's Allowance After Remarriage: City shall add Continuance of Post-Retirement Survivor's Allowance After Remarriage

to the members' retirement benefits for employees hired before July 1, 2011.

ARTICLE 6: HEALTH AND WELFARE BENEFITS

6-1 Effective beginning of the 2024 Plan Year (January), the City shall provide IAFF represented employees medical and dental premium contributions as follows:

City Health contribution Effective January 1, 2024		
	Health Contribution	Dental Contribution
One Party	\$708.70	\$14.64
Two Party	\$1,276.76	\$27.47
Family	\$1,656.13	\$43.23
Employee/Children	N/A	\$29.39

*Includes vision plan costs

The City of Lompoc currently participates in PRISM Health program, which became effective on January 1, 2019. PRISM Health program provides Anthem Exclusive Provider Organization (EPO) coverage, Anthem Choice Preferred Provider Organization (PPO), Anthem Select PPO, Anthem Choice PPO Out of State (OOS) coverage plans and Choice Medicare Supplement and Choice Medicare Supplement OOS coverage.

Employees shall have the right to inform the City of an increase in their dependents at any time and have the amount contributed be adjusted accordingly, in accordance with the insurance carrier's rules. Employees shall be required to inform the City of any reduction in dependents and a corresponding reduction in premium amounts contributed by the City shall be made. Said monthly payments shall be for insurance premium coverage only and any amount in excess of the actual cost of medical premium coverage shall not be refunded to the employee. Regular status part-time employees ("job share") will receive a prorated share of the City's contribution. For example, a 20-hour per week employee enrolling in one-party coverage during calendar year 2019 will receive a prorated flexible credit (50% of full-time benefit) for the composite health and vision hardware insurance.

6-2 Selection of Health and Dental Carriers: The City will notify and discuss with IAFF Local 1906 prior to the selection of health and dental carriers; however, the City reserves its right to select the provider of health insurance and dental insurance during the term of this MOU.

6-3 Current Coverage Level. The City shall continue for the term of this MOU to provide medical and dental plans at the current level of plan benefits for employees.

6-4 Leave of Absence Without Pay - Work-Related Injury/Illness – Employees on a leave of absence without pay 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 premiums, including the employee's 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.

- 6-5 Leave of Absence Without Pay - 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 (100%) of the health and dental insurance premiums.
- 6-6 COBRA Coverage.** The City will provide optional continuation of Health Insurance benefits to eligible employees separating from City service according to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).
- 6-7 Retiree Health Insurance.** The City will offer extended health insurance coverage to retirees who meet the current eligibility standard. City participation towards the cost of the coverage will be computed based on the following formula:

Percentage	Years of Service
50%	15
52.5%	16
55%	17
57.5%	18
60%	19
62.5%	20
65%	21
67.5%	22
70%	23
72.5%	24
75%	25 or more

Health:

The amount of City participation will be based upon insurance rates set forth by the City's primary health provider.

Criteria:

Current standards for eligibility for retiree health benefits are as follows:

- A.** Employees must be covered by the City group health insurance program at the time of retirement.

- B. Employee must have a minimum of ten consecutive years of full-time permanent service with the City and are at least 55 years of age (50 years of age for those eligible for public safety retirement).
 - C. Employees eligible for a CalPERS Disability Retirement with a minimum of twenty (20) consecutive years of full-time permanent service with the City, regardless of age.
 - D. Benefits will be as similar as possible to those offered under the active employee plan.
 - E. Coverage for retired employees and dependents will cease when the employee reaches age 65 or becomes eligible for Medicare, whichever occurs first. Coverage for dependents will also cease when the retiree becomes ineligible for continued coverage or the dependent reaches age 65 or becomes eligible for Medicare. If a change in federal regulations increases the eligibility age for Medicare, the City will meet and confer with IAFF Local 1906.
 - F. In the event of the death of a retired City employee who is covered under this program or other qualifying event, any dependent will be allowed to continue existing coverage for eighteen (18) or thirty (36) months payable at 102% of the full premium in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations.
 - G. If a retired employee is ineligible for Medicare benefits because the City did not participate in the Social Security system, the retired employee will be removed from the City health plan at age 65 and he/she will be reimbursed for the cost of Part A Medicare premiums.
- 6-8 Life Insurance.** The City will provide for regular, full-time employees, at its cost, life insurance benefits equivalent to two times (2x) their annual salary up to a maximum coverage of \$300,000. The City reserves its right to select the insurance carrier.
- 6-9 Long-Term Disability Insurance.** The City agrees to provide at its cost the present long-term disability plan for regular-status part-time (non-temporary) and regular-status full-time employees with a maximum monthly benefit of \$3,000 per month based on a maximum insured salary of \$4,500 per month. The City reserves its right to determine the provider of long-term disability insurance.
- 6-10 Flexible Spending Account.** The City provides a Flexible Spending Account program (tax deferred employee contribution) that can be applied to specific expenses, e.g. child care, medical expenses not covered by insurance plans and orthodontic work).
- 6-11 Health Program and Other Post-Employment Benefits.** The City and IAFF Local 1906 agree to meet and confer over health insurance benefits, including

regarding exiting the CalPERS Health program for a comparable health program and implementing a two-tier approach for post-retirement benefits during the 2021-2023 biannual budget cycle.

ARTICLE 7: OVERTIME

7-1 Overtime Work. FLSA Work Period: Firefighters are paid in accordance with the provisions of the federal Fair Labor Standards Act. IAFF Local 1906 and the City have signed an agreement dated April 4, 1986, providing for a 24-day FLSA work period.

7-2 Overtime Compensation. Overtime shall be paid at 1-1/2 times the hourly rate of pay. Department policy allows employees to have the option of electing to receive either pay or compensatory time off for any overtime worked between 0 and 56 hours accumulated compensatory time. Overtime work in excess of 56 hours accumulated compensatory time shall be paid or taken as compensatory time at the City's option.

Accrual of compensatory time in excess of 56 hours to a maximum of 144 hours can occur when approved by the Fire Chief.

7-3 Emergency Call-Back. The minimum emergency call-back hours provided below shall be paid at the straight time rate.

56-hour workweek scheduled employees

When regular status full-time shift personnel have left the premises after completion of his/her regular shift and are unexpectedly called back to work and respond to an emergency, he/she shall be provided with and assigned to a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum amount equal to two (2) hours pay.

If actual hours worked are 1.33 hours (1 hour 20 minutes) or greater, then the employee will be paid at one and one-half (1-1/2) times the hourly rate for actual hours worked.

40-hour workweek scheduled employees

The minimum emergency call-back hours provided below shall be paid at the straight time rate. When regular status full-time personnel have left the premises after completion of his/her regular shift and are unexpectedly called back to work and respond to an emergency, he/she shall be provided with and assigned to a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum amount equal to two (2) hours pay.

If actual hours worked are 1.33 hours (1 hour 20 minutes) or greater, then the employee will be paid at one and one-half (1-1/2) times the hourly rate for actual hours worked.

- 7-4 Non-Emergency Call-Back.** The minimum non-emergency call-back hours provided below shall be paid at the straight time rate.

56-hour workweek scheduled employees

When regular status full-time shift personnel are scheduled to work and report for work on a day other than his/her regularly scheduled workday, he/she shall be provided with and assigned to at least a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum amount equal to two (2) hours pay.

If actual hours worked are 1.33 hours (1 hour and 20 minutes) or greater, then the employee will be paid at one and one-half (1-1/2) times the hourly rate for actual hours worked.

40-hour workweek scheduled employees

The minimum non-emergency call-back hours provided below shall be paid at the straight time rate. When regular status full-time personnel are scheduled to work and report for work on a day other than his/her regularly scheduled workday, he/she shall be provided with and assigned to at least a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum amount equal to two (2) hours pay.

If actual hours worked are 1.33 hours (1 hour and 20 minutes) or greater, then the employee will be paid at one and one-half (1-1/2) times the hourly rate for actual hours worked.

- 7-5 40 Hour Work Week.** Represented employees assigned to a forty (40) hour workweek schedule shall remain governed by the 24-day FLSA work period defined in Article 7-1, but shall be subject to the specific changes to this MOU set forth in Attachment D hereto.

ARTICLE 8: HOLIDAYS

- 8-1 Amount.** Regular status full-time employees will continue to receive the current holiday benefit of 11.2 hours of compensatory time off per holiday. The number of holidays per year are 12 days. In addition, any public holiday proclaimed by the President or Governor and Mayor of the City.

- 8-2 Accumulation Buy-Out.** The City will buy-out, at the employee's option, all holiday accumulation over 72 hours for classifications represented by this agreement. The employee's account in these classifications shall not exceed the maximum holiday accumulation of 216 hours. On the first period in May the employee shall have the option to sell back to the City any holiday accumulation between 72 and 216 hours. The Fire Department will notify employees after the last payroll period in April of the status of their accrual. If at any time an employee's holiday accumulation exceeds 216 hours those holiday hours exceeding the minimum limit will be paid to the employee on the next payday.

Holiday hours shall be paid at the hourly rate of the employee's permanent classification. In the case where the employee is placed in an appointed acting position by the Chief, his duly appointed representative, or the City Manager, holiday hours shall be paid at the hourly rate of the employee's appointed acting position if the employee continues such position during the accumulation buy-out option period.

8-3 Holidays Observed. 40-hour workweek scheduled employees.

January 1
Third Monday in January – Martin Luther King Day
Third Monday in February – Presidents Day
Last Monday in May
June 19 - Juneteenth
July 4
First Monday in September
November 11
Thanksgiving Day
Friday following Thanksgiving Day
December 24
December 25
One "floating" holiday

Employees assigned to a 40-hour workweek schedule will receive paid time off for the holidays observed by the City. However, whenever 40-hour employees are required to work on observed holidays they shall be compensated at the rate of one and one-half times their FLSA regular rate.

ARTICLE 9: SICK LEAVE

9-1 Accrual. Regular status full-time employees shall continue to receive 144 hours per year sick leave with unlimited accumulation.

9-2 Provisions. Accumulated sick leave credits under this article are intended as an insurance benefit provided by the City to protect employees during bonafide physical disability causing the employee to be unable to perform his/her job duties. Medical and dental treatments that cannot be scheduled for the employee's day off may be authorized during working hours.

9-3 Family Sick Leave. Employees will be eligible to use up to 72 hours per calendar year of their accumulated sick leave when dependent children, spouse, and the parents of the employee are ill and the nature of their condition requires that the employee provide care. [NOTE: State law provides that 50% of annual sick leave accrual may be used for family sick leave to attend to illness of child, parent, or spouse. Effective January 1, 2000.]

9-4 Certification. The City may require the employee to file a physician's certificate when absent due to illness or family sick leave usage for more than one shift. An employee's declaration under penalty of perjury may be substituted for the

physician's certificate only if the employee has on file, in the personnel department, a signed certificate stating that seeking a physician's service is contrary to his/her religious beliefs, sincerely held and consistent in practice.

9-5 Misuse. Sick leave shall not be granted and may be denied where there is evidence of false application for such leave or other misuse and abuse of the privileges of sick leave.

9-6 Sick Leave Incentive. After 10 years of service in a full-time, permanent position, terminating employees will be eligible for a lump sum payment of 50% of the accumulated sick leave balances between 30 and 120 days. Sick leave days will be paid at the rate of 11.2 hours per day at the employee's regular job classification rate of pay.

9-7 Catastrophic Leave. The City's Catastrophic Leave Donation Policy will be incorporated into this MOU with the revisions included below:

A. Catastrophic Leave Defined: A serious catastrophic illness or injury is defined as an adverse medication condition in which a physician has verified that an employee will be absent from work for more than 30 consecutive days.

B. Leave Credits: Leave credits (vacation, compensatory time, or holiday time) may be transferred from one employee ("donor") to another employee ("recipient") with a serious or catastrophic illness who has exhausted all leave balances. The total leave credits received by the employee shall not exceed 728 hours of recipient's equivalent sick leave hours.

9-8 Annual Sick Leave Incentive. IAFF Local 1906 represented employees with a minimum of one (1) year, full-time budgeted regular and job share status employment shall be eligible for an annual payment of \$300, if their sick leave utilization for the calendar year (prior 12 months) is three 24 hour shifts or less. The payment shall be calculated after the first pay period ending in December. It will be paid on the second pay period ending in December.

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.

ARTICLE 10: BEREAVEMENT LEAVE

Each employee is entitled to bereavement leave following the death of his/her spouse or the following relatives whether by kindred or affinity; child, father, mother, brother, sister, grandmother or grandfather or grandchildren. The period of such leave shall be recommended by the Fire Chief and authorized by the Human Resources Manager. Employees will be entitled to 2-24 hour shifts of bereavement leave. At the discretion of the Fire Chief, one additional 24 hour shift of bereavement leave may be authorized when circumstances warrant. Personnel assigned to a 40-hour work week are entitled to up to

five (5) days bereavement leave. In determining the period of such leave the relationship of the deceased to the employee and the amount of necessary travel to be involved shall be considered. Vacation leave or accumulated compensatory time off (“ATO”) may be authorized by the Fire Chief when additional leave is requested.

ARTICLE 11: VACATION

11-1 Accrual.

Full-time regular status employees who have served more than six months in City service shall be eligible for vacation leave with pay. Vacation credits will be granted to such employees who have worked less than six months upon receiving a permanent (regular status) appointment. Vacation leave benefits will accrue to full-time, regular status employees on the following schedule:

Years of Service	Hours/Year
1-5	112.0
6	123.2
7	134.4
8	145.6
9	156.6
10	168.0
11	179.2
12	190.4
13	201.6
14	212.8
15 & over	224.0

11-2 Vacation Sell Back.

During the first pay period of November of each year the employee will have the option to sell back to the City a maximum of sixty (60) hours of vacation accumulation. As of that date the employee must have sixty (60) hours of vacation accumulated to exercise this option.

Vacation hours shall be paid at the hourly rate of the employee’s permanent classification. In the case where the employee is placed in an appointed acting position by the Chief, his duly appointed representative, or the City Manager, vacation hours shall be paid at the hourly rate of the employee’s appointed acting position if the employee continues in such position during the accumulation buy-out option period.

Vacation leave cash-out will be paid in February of the subsequent year to address the IRS constructive receipt rules under 26 C.F.R. section 1.451-2. In addition, the vacation buy-out election shall be irrevocable.

11-3 Excess Vacation. Accumulation of vacation time is computed annually effective the first pay period ending after January 1 of each year. On that date any employee

who has accumulated vacation time in excess of the amount allocated for two years of continuous service will stop accruing vacation leave until their balance is below the maximum. If there are special circumstances preventing employees from scheduling all excess vacation before such date, they may request carryover approval from the City Manager. Employees should specify in a memo sent to the Department Head the circumstances preventing vacation use and the time frame in which vacation will be reduced below the maximum. The Department head will then forward the request to the City Manager and a copy to the Human Resources Manager with his/her recommendations. The City Manager will notify the employee and the Personnel Department of his/her decision on the request.

11-4 Vacation Payment Upon Separation. A regular status employee who separates from City service will be paid for vacation accrual based on the hourly rate of employee's normal job classification. The hourly rate will include base pay and educational incentive (if any).

11-5 Vacation Recall. To the extent possible employees on vacation leave will not be subject to mandatory recall while on their vacation period. However, where there is an emergency recall, vacation time can be canceled whenever the Fire Chief deems necessary.

ARTICLE 12: ACTING ASSIGNMENT PAY

An employee temporarily appointed to serve in a higher classification must have successfully completed the department succession plan and task book for that acting position (Exceptions may be made on an emergency basis.) Employees assigned temporarily to work out-of-class in positions with a higher maximum salary than his/her own (inclusive of educational incentive pay) shall be compensated at the initial rate (Step A) of the salary range. In the event of overlapping salary ranges the incumbent shall receive the equivalent of a one (1) step increase or a minimum additional five percent (5%) above their current salary (inclusive of educational incentive pay), whichever is greater. Employees meeting the above criteria shall, during that calendar year, receive compensation established for the higher classification for the entire period of service in said classification.

If at the beginning of a new calendar year, an employee has met the above criteria for acting assignment pay for the previous calendar year and is currently serving in that capacity, he/she shall continue to be eligible until the termination of that assignment.

ARTICLE 13: EDUCATIONAL INCENTIVE PAY

The City provides an Educational Incentive Plan for bargaining unit employees as follows:

13-1 2.5% Educational Incentive Pay: Possession of any of the following will qualify the individual for 2.5% Educational Incentive Pay:

B.A. or B.S. + 2 years experience as a Fire Fighter

A.A. or A.S. + 4 years experience as a Fire Fighter

45 educational units from an accredited college or university + 4 years experience as a Fire Fighter + Certification as a Fire Fighter 2. (Completion of 3 of the 6 Company Officer Certification courses may be substituted for the Fire Fighter 2 requirement.)

30 educational units from an accredited college or university + 6 years experience as a Fire Fighter + Certification as a Fire Fighter 2. (Completion of 3 of the 6 Company Officer Certification courses may be substituted for the Fire Fighter 2 requirement.)

13-2 5% Educational Incentive Pay: Possession of any of the following will qualify the individual for 5% Educational Incentive Pay:

M.A. or M.S. + 4 years experience as a Fire Fighter

B.A. or B.S. + 6 years experience as a Fire Fighter

A.A. or A.S. + 9 years experience as a Fire Fighter

45 educational units from an accredited college or university + 9 years experience as a Fire Fighter + completion of all 6 Company Officer Certification Courses.

30 educational units from an accredited college or university + 12 years experience as a Fire Fighter + completion of all 6 Company Officer Certification Courses.

Employees hired full-time permanent prior to June 1, 1990 (with no break in service), will be allowed to substitute completion of all Fire Company Officer Certificate courses with a grade "C" or better in lieu of attainment of the final Certification.

13-3 \$200 Optional Skills Certification Pay: Possession of the Optional Skills Certification will qualify IAFF Local 1906 represented employees to receive \$200 per month Optional Skills Certification Pay. Optional Skill Certification is recognized by the State of California and Santa Barbara County's Emergency Medical Services Agency (EMSA). Optional Skill Certification requires training consisting of:

- 40 hours of classroom training
- 16 hours of training in the field with American Medical Response (AMR) units
- 16 hours of training at a local hospital's Emergency Room (ER)
- Annual continuing education training for re-certification

ARTICLE 14: UNIFORM ALLOWANCE

14-1 All classifications represented by IAFF Local 1906 presently receiving a uniform will receive an annual allowance of seven hundred and fifty dollars per year (\$750) for the cleaning and replacement of uniforms. The uniform allowance shall be paid

consistent with the present practice of four (4) equal quarterly payments. Newly hired firefighters will receive their initial full allowance with the first completed pay period subsequent to their hire date. If such employee leaves City employment, within six (6) months of their date of hire, they will be required to return to the Department, on a prorated basis, the remaining portion of any uniform allowance received.

14-2 Replacement of Damaged/Destroyed Uniforms/Equipment. All classifications represented by IAFF Local 1906 will be compensated for repair or replacement of uniforms and personal property (as identified below) damaged or destroyed in the performance of their job duties. Replacement of damaged or destroyed items will not include items which are lost or stolen due to gross negligence or neglect. Claims for damaged or destroyed uniforms, equipment or personal property are permissible subjects for comment in performance evaluations and for disciplinary action. Damaged or destroyed items will be reimbursed at reasonable replacement value subject to the stated gross negligence and neglect limitations and those additional compensation caps set forth below. All items will be evaluated on a case-by-case basis by the employees' supervisors and the Fire Chief.

- A. Duty Clothing: replacement cost, including Nomex shirt/pants, uniform jackets and uniform shirts;
- B. Sunglasses: replacement cost up to a maximum of fifty-five dollars (\$55);
- C. Watches: replacement cost up to a maximum of sixty dollars (\$60);
- D. Prescription Glasses/Sunglasses: replacement cost for lenses and frames but frames not to exceed a maximum of one hundred sixty dollars (\$160) when replacement of both or either is not covered under City's vision and/or health insurance plans;
- E. Other Personal Safety Equipment: replacement on a case-by-case basis. However, if similar safety equipment has been provided by the City, then the replacement cost of the employee's personal safety equipment may not exceed the cost of the City provided safety equipment.

14-3 Lost or Stolen Items. Replacement of items covered in 14-2 above on a case-by-case basis. Replacement of lost or stolen items will not include items which are lost or stolen due to gross negligence or neglect. Claims for lost or stolen uniforms, equipment or personal property are permissible subjects for comment in performance evaluations and for disciplinary action.

14-4 Inspection of Damaged Property. Employees seeking replacement or repair of any items listed in 14-2 will submit the item(s) for inspection by the Duty Battalion Fire Chief or supervisor.

14-5 Claims Forms. The City and Union will agree on a claim form for use to reimburse the claimant for replacing or repairing damaged, destroyed, lost or stolen equipment/property as described in 14-2 and 14-3 above. Any claim for

reimbursement will be made to the employee's supervisor, verified and approved for submittal to the Fire Chief through the normal chain of command. The Fire Chief or his/her representative will submit the claim to the Human Resources Division for payment approval for the Finance Division to reimburse the amount approved for replacement or repair.

14-6 Restitution. If the employee receives any restitution as a result of the action which generated the request for reimbursement for replacement or repair of equipment or property described in this Article, the employee will reimburse the City up to the amount of previously reimbursed to the employee if the restitution payment is greater than the amount paid to the employee for reimbursement. If the restitution is less than the amount previously reimbursed to the employee, the employee will endorse the payment to the City and route the restitution payment to Fire Department administration to forward to the Treasury Division to reimburse the City for the amount previously reimbursed to the employee.

ARTICLE 15: BILINGUAL PAY

Individuals determined to be qualified by the City will be eligible for \$150.00 per month. Employees will be required to pass a City administered proficiency exam to qualify and will be required to retest annually. The employee will be eligible for the monthly stipend beginning the pay period following receipt of passing exam results. The City will determine which languages will be included in this program.

ARTICLE 16: MEAL CONTRIBUTIONS

Employees are required to contribute to the station meal fund for each shift worked, except for those employees having religious objections or special dietary needs. Employees shall be solely responsible for any financial or tax liability created by this Article and City shall be held harmless by IAFF Local 1906 from any defense or liability resulting from this Article, nor shall City be required to maintain any records of contributions made or funds used or in any way enforce this Article.

ARTICLE 17: PHYSICAL CONDITIONING

Physical conditioning for the purposes of maintaining physical fitness to carry out firefighting duties and reduce the risk of injuries shall be provided in the amount of 1.5 hours per work shift. IAFF Local 1906 will assist the City in reducing any potential injuries from physical conditioning. It is understood and agreed that the physical conditioning program is mutually beneficial to the Fire Department and its employees. The Fire Department will, whenever possible, allow employees to participate in their physical conditioning activity between 8:00 a.m. and 10:00 a.m. for one and one-half (1-1/2) hours per shift. The Fire Department will allow for 30 minutes of physical conditioning daily for employees assigned to a 40-hour workweek schedule. The Fire Department will make every effort not to schedule conflicting assignments during this period of time.

ARTICLE 18: USE OF CITY RECREATIONAL FACILITIES

IAFF Local 1906 represented employees will be allowed the use of City Recreation

Facilities during regular business hours at no charge to the employees. This will include the City swimming pool during lap swimming and general public swim. Employees will comply with all registration requirements and rules and regulations of the facilities used. Employees will utilize City facilities only during their time off from work unless use is related to and coordinated with Article 17 – Physical Conditioning.

ARTICLE 19: SENIORITY AND LAYOFF PROCEDURES

19-1 Purpose. To provide means by which employees are to be demoted or laid off in the event a reduction in work force occurs.

19-2 Layoff Procedure. In cases of abolition of positions which result in layoff of personnel or reduction in force, the following policy shall apply to members of the bargaining unit.

A. The individual with the least time in the rank affected in the City Fire Department shall be first laid off or reduced where there is a vacant position. Where equal time in rank is the case, total time with the Fire Department shall be used to determine seniority.

B. The individual affected shall have the right to “bump” downward to the next lower rank formerly held by the affected employee, and provided further that the employee affected by the bumping has less departmental seniority.

19-3 Determining Length of Seniority. Seniority is established by using the following criteria in the order listed:

A. Seniority is defined as a length of continuous service with the City in the Fire Department. No employee shall acquire any seniority until he/she has satisfactorily completed his/her probationary period. When the employee has satisfactorily completed his/her probationary period, seniority shall date back to the date of permanent hire with the Fire Department.

B. The following criteria and methodology will be used to break “ties” in length of service:

1) For purposes of making assignments and work schedules: past selection process scores will be compiled for candidates with ties in length of service, and those candidates with the highest combined score will be determined to have the greater seniority.

2) For layoff purposes: If there is a tie in length of service, an Officers’ Review Board either consisting of Fire Captains and a union representative (for Firefighter and Fire Engineer review) or Battalion Chiefs, other Captains and a union representative (for Fire Captain review) would be convened. After reaching consensus, the Board would make a recommendation to the Fire Chief as to which employees would have greater seniority. To determine who has greater seniority, the Review Board would consider among other

things, the following: previous performance evaluations, personal professional development before and during city employment, part-time reserve training and experience with the City, current job related skills, and other job related criteria. (The Board would only be convened if there is a tie in length of service that needed to be resolved in a lay-off situation.)

- C. Upon certification by the Fire Chief and approval by the Human Resources Manager that an employee with lesser seniority has critical skills and abilities required by the City under the circumstances, then the City may retain and/or reclassify such employees even though it means laying off or failing to recall employees with greater seniority.

“Critical skills” shall mean those skills which cannot be acquired by a typical employee within a thirty (30) day period.

- D. An authorized leave of absence shall not be considered a break in service for determining length of seniority, except that time not on the job shall be deducted; however, military leave of absence from the City shall not be deducted from total seniority.
- E. When an employee is laid off and is reemployed within two (2) years of said employee’s termination date, the employee shall retain credit for prior service. When the period of absence exceeds two (2) years, no credit for prior service will be given for the purpose of establishing seniority.

All efforts will be made by the City to give 30 days notice prior to the effective date of layoff.

19-4 Re-Employment and Reinstatement.

- A. The names of probationary and permanent employees who have been laid off shall be placed on a re-employment list for the classification/rank from which they were laid off and any lower classification/ranks held in order of seniority as determined by Section 3 of this article. Their names shall remain on the re-employment list for a period of twenty-four (24) months unless such persons are re-employed sooner.
- B. Employees who have experienced a demotion as a result of a reduction in force shall also have their names placed on a re-employment list for the classification/rank from which they were demoted. Their names shall remain on the re-employment list for a period of twenty-four (24) months unless such persons are re-employed sooner.
- C. Recall of employees who have been laid off will be done by certified mail. The notices will be sent to the last known address of the affected employees. The employee has the sole responsibility to keep the City informed of any changes in address. After receipt of the notice, the

employee must contact the City within fifteen (15) working days, unless an extension of time to report to work has been granted by the City.

ARTICLE 20: CITY RIGHTS

IAFF Local 1906 recognizes the City has and will continue to retain, whether exercised or not, the unilateral and exclusive right to operate, administer and manage its municipal services and work force performing those services in all respects subject to this MOU.

The City has and will continue to retain exclusive decision-making authority on matters not officially and expressly modified by specific provisions of this MOU.

The exclusive rights of the City shall include, but not limited to, the right to determine the organization of City government and the purpose and mission of its constituent agencies, to set standards of service to be offered to the public, and through its management officials to exercise control and discretion over its organization and operations to establish and effect administrative and employment rules and regulations consistent with law and specific provisions of this Memorandum, to recruit and select applicants for positions, to direct its employees, to classify and reclassify positions, to take disciplinary action, to relieve its employees from duty because of lack of work or other legitimate reasons, to determine whether goods or services shall be made, purchased or contracted for, to determine the methods, means and personnel by which the City's services are to be provided, included the right to schedule and assign work and overtime, and to otherwise act in the interest of efficient service to the community.

ARTICLE 21: GRIEVANCE PROCEDURE

21-1 Definition. A Grievance is a formal written allegation by a grievant or the City that he/she/it has been directly affected by a misinterpretation, misapplication, or violation of the specific provisions of this MOU. Disciplinary actions which result in loss of pay and/or termination are also included under this Article. Actions to challenge or change the policies of the City as set forth in City Ordinances, Resolutions, Rules and Regulations, or Administrative Regulations and Procedures must be undertaken under separate legal processes. OSHA claims, or discrimination cases subject to the jurisdiction of agencies such as FEPC and EEOC shall not be a part of this procedure. The City's right to grieve shall in no way limit its right to enforce this MOU through the traditional methods of communication, direction, discipline and/or discharge, reprimands, demotions, or any other matter affecting employment.

21-2 Grievance Procedure in Place of Grievance/Appeals Procedures - Personnel Rule XV. Individuals represented by IAFF Local 1906 shall utilize the grievance procedure in this MOU in place of the grievance procedure in Personnel Rule XIV or the personnel appeals procedure in Personnel Rule XV.

21-3 Grievance Steps

A. Informal Step

Before filing a formal written grievance, the grievant shall attempt to resolve the grievance through an informal conference with the grievant's immediate supervisor. Such conference, as well as actual formal filing of a written grievance in the event the conference does not resolve the problem, must take place within the applicable time limits as outlined in Step 1 below.

B. Step 1

No later than fifteen (15) working days following the act or omission giving rise to the grievance, or, no later than fifteen (15) working days following the date upon which the employee reasonably should have known of the act or omission, the grievant must present such grievance in writing on an appropriate form to the immediate supervisor.

The written grievance shall contain a clear, concise statement of the grievance, the specific provision(s) of the Agreement allegedly involved, and the specific remedy sought.

The immediate supervisor shall communicate a written decision to the employee within fifteen (15) working days after receiving the grievance. If the immediate supervisor or designee does not respond within the above time limits, unless the time limit has been mutually agreed to be extended, the grievant may proceed to Step 2.

C. Step 2

In the event the grievant is not satisfied with the decision at Step 1, the grievant may appeal the decision on the appropriate form to the appointed Battalion Chief or designee within fifteen (15) working days. Failure to meet this time limit by the grievant shall constitute an automatic waiver and withdrawal of the grievance.

The Battalion Chief or designee shall communicate a written decision within fifteen (15) working days after hearing the appeal. If the Battalion Chief or designee does not respond within the above time limits, the grievant may proceed to the next step.

D. Step 3

In the event the grievant is not satisfied with the decision at Step 2, the grievant may appeal the decision on the appropriate form to the Fire Chief or designee within fifteen (15) working days. Failure to meet this time limit by the grievant shall constitute an automatic waiver and withdrawal of the grievance.

The Fire Chief or designee shall communicate a written decision within fifteen (15) working days after hearing the appeal. If the Fire Chief or designee does not respond within the above time limits, the grievant may,

at the election of IAFF Local 1906 proceed to the next step.

E. Step 4

In the event the grievant is not satisfied with the decision at step 3, the grievant may appeal the decision on the appropriate form to the City Manager or designee within fifteen (15) working days. Failure to meet this time limit by the grievant shall constitute an automatic waiver and withdrawal of this grievance.

The City Manager or designee shall communicate a written decision within fifteen (15) working days after hearing the appeal. If the City Manager or designee does not respond within the above limits, the grievant may, at the election of IAFF Local 1906 proceed to the next step.

F. Step 5

If the grievant is not satisfied with the disposition of the grievance at Step 4, or if no written decision has been rendered within the applicable time limits, the grievant may, within fifteen (15) days after written decision is rendered or should have been rendered, request in writing that IAFF Local 1906 submit the grievance to advisory arbitration. A copy of such request shall be simultaneously served upon the City Manager. IAFF Local 1906 and only IAFF Local 1906 by receipt of such request from the grievant, may elect to submit the grievance to advisory arbitration. IAFF Local 1906 shall notify the City Manager, or designee, within 30 days of the written decision at Step 4, of its request to submit the grievance to arbitration.

In the event the parties are unable mutually to agree upon an arbitrator, they shall request that a panel of seven names be submitted to both parties by the California State Conciliation Service. Upon receipt of the list of names, the parties shall alternately delete names from the list until only one remains, and said last name shall be selected as the arbitrator.

The arbitrator's recommendation shall be advisory only, subject to the provisions of Step 6 below, and shall be in writing and shall set forth the arbitrator's findings of fact, reasoning, conclusions, and recommended remedy, if any. The arbitrator's authority shall be limited to deciding the issues submitted by the parties; and the arbitrator shall have no power of authority to add to, subtract from, alter, delete, amend or modify the terms of this MOU or the written policies, rules, regulations, procedures, ordinances, and/or resolutions of the City.

All costs for the services of the arbitrator, including but not limited to, per diem expenses, travel and subsistence expenses and the cost of any hearing room will be borne equally by the City and IAFF Local 1906. If the parties agree to request a stenographic transcript of the hearing, then the cost of said transcript shall also be borne equally by the City and IAFF Local

1906. All other costs will be borne by the party incurring them.

G. Step 6

CITY COUNCIL REVIEW

The decision of the arbitrator within the limits herein prescribed shall be in the form of a recommendation to the City Council. However, if the City Council declines to review the arbitrator's recommendation, said recommendation shall be deemed binding upon both the City and IAFF Local 1906 and the grievant.

If the City Council decides to review the arbitrator's recommendations, it must undertake such review no later than the second regularly scheduled Council meeting following issuance of the recommendation. At a minimum, such review, which may be requested by either party, shall include a review of the hearing record and briefs submitted by the respective parties. The Council may, if it deems appropriate, permit oral arguments by representatives of the parties as well as asking for additional written or oral evidence. In the event of such request, the presentation or argument and/or evidence must be in the presence of both parties. Within thirty (30) working days after receiving the record, the City Council shall render a decision on the matter, which decision shall be final and binding on all parties subject to the following provision: in order to reject the advisory arbitrator's recommendations, the City Council's vote must be by a margin of four to one or better. If the Council does not render such a decision within the specified time limits, then it shall be deemed to have adopted the arbitrator's recommendations.

21-4 Grievance Representatives. Employees may represent themselves at all stages of the procedure or, at their election, be represented by IAFF Local 1906.

IAFF Local 1906 grievance representatives have the right to paid release time under the grievance procedure herein subject to the following:

- A.** IAFF Local 1906 may designate up to five (5) unit employees to serve as grievance representatives, and shall notify the City Manager of such designations. There shall be no obligation on the City to change or adjust normal departmental scheduling or assignments of personnel as a result of such designations. Such designations shall be made from amongst employees regularly working at the job sites within the proximate geographical area where they are intended to service grievances.
- B.** One such representative may attend mutually scheduled grievance meetings and hearings with management representatives without loss of pay or benefits. In no event shall this paid release time be used for any other purpose, such as gathering information, interviewing the grievant or witnesses, or preparing a presentation.

- C. Accredited non-employee representatives may be admitted to the buildings and grounds of the City during working hours for the purpose of assisting in the adjustment of grievances, so long as such will not unreasonably interfere with work operations or the safety and security of the work site. Such representative will check in with the supervisor involved and will be required to conform with the reasonable directions of the supervisor concerning timing and duration of the visit, and the operational and safety procedures to be complied with.

ARTICLE 22: UNION BUSINESS/UNION LEAVE

IAFF Local 1906 may furnish a bulletin board at each station for the conduct of IAFF Local 1906 matters, notices of IAFF Local 1906 meetings, elections, or other matters pertaining to normal, regular, and lawful IAFF Local 1906 business. The size and location of the bulletin board shall be determined by the Fire Chief. All materials to be posted on such bulletin boards shall be non-defamatory, must be approved by the Fire Chief, and shall be used only related to the following subjects: union recreational, social, and related news bulletins, scheduled IAFF Local 1906 meetings, information concerning union elections, or reports of official business of IAFF Local 1906. Use of department facilities for union meetings is subject to authorization of the Fire Chief and shall be requested at least 48 hours in advance or 24 hours under special circumstances.

IAFF Local 1906 members will be allowed to contribute accumulated compensatory time off ("ATO") to a special account for use of IAFF Local 1906 officers or their designee. Contribution to or the withdrawal of time from the special ATO account will require written authorization by IAFF's President. An individual IAFF Local 1906 officer or designee may, subject to all normal approvals and restrictions for leave time, use up to fifty-four (54) hours per fiscal year from the pool for attendance at meetings, seminars, etc., on behalf of IAFF Local 1906. The special account will be allowed to accumulate no more than ninety-six (96) hours at any time during this MOU. The utilization of this will not result in the need for expected (known) overtime hours.

ARTICLE 23: CONFIRMATION OF REQUIRED DRIVERS LICENSES

It is agreed that the City shall have the right, upon request, to demand confirmation that any employee, whose job description includes the requirement that the employee possess a valid and appropriate driver's license, possesses such a license. City also enrolls non-mandated drivers in the DMV Employer Pull Notice (EPN) Program. Represented employees shall cooperate with the City in filing any request for information required by the Department of Motor Vehicles and shall consent to being enrolled in the EPN Program and shall execute any and all necessary paperwork to effectuate that enrollment as a means of promoting driver safety through the ongoing review of driver records.

ARTICLE 24: RESPONSE TIME

The City agrees to eliminate the requirement that employees respond to their work site within 30 minutes following notification to appear. Exception: Deputy Fire Marshall/Fire Captain position – the City and IAFF Local 1906 recognizes that the position will have a 90-minute response time requirement.

ARTICLE 25: ALS PROGRAM

Prior to any implementation of Advanced Life Support (ALS) program, the City agrees to re-open MOU for this item only for purpose of discussing incentive pay for members that provide emergency medical service at the ALS level.

ARTICLE 26: SUPPORT OF AGREEMENT

By entering into this MOU, the City and IAFF Local 1906 have arrived at a final understanding through the meet and confer process, resolving any differences which may have arisen during that process. Accordingly, it is agreed that IAFF Local 1906 will support this MOU for its term and will not appear before any public bodies to seek change or improvement in any matter subject to the meet and confer process except by mutual agreement of the City and IAFF Local 1906.

ARTICLE 27: SAVINGS CLAUSE

It is understood and agreed that this MOU is subject to all current and future applicable federal and state laws and regulations, and City ordinances affecting public health and safety. If any part or provision of this MOU is in conflict or inconsistent with such above applicable laws, rules and regulations, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdictions, such part or provisions shall be suspended and superseded by any such applicable law or regulations and the remainder of the MOU shall not be affected thereby.

ARTICLE 28: MOU PREPARATION AND SUPPLY

The City agrees to prepare the final MOU and supply up to five (5) copies to authorized IAFF Local 1906 representatives. It will be the responsibility of IAFF Local 1906 to supply copies of the MOU for any members who desire them.

ARTICLE 29: NOTIFICATIONS OF EMPLOYMENT ACTIONS

Notices of demotions, dismissals, disciplinary reductions in pay, and suspensions will be in writing and either served personally on the employee or sent by certified mail to the last known address.

ARTICLE 30: RATIFICATION AND IMPLEMENTATION

Upon ratification by the bargaining unit represented by the IAFF Local 1906, execution of this MOU by the respective negotiation teams and then adoption by the City Council, this

Memorandum of Understanding shall remain in effect until midnight June 30, 2027.
The representatives below have executed this MOU on August 14, 2024.

CITY OF LOMPOC:

IAFF LOCAL 1906:

Dean Albro, City Manager

Louis C. Farah, Jr., President

Christie Donnelly
Management Services Director

Kevin Crowell, Vice President

Gabriel Garcia
Human Resources Director

Colby Baldwin, Secretary