



**Tentative Agreement
Between the City of Lompoc and The Lompoc Police Officers' Association
June 27, 2023**

The current Lompoc Police Officers' Association (LPOA) Memorandum of Understanding with the City of Lompoc expired on June 30, 2023. LPOA commenced labor negotiations for a successor Memorandum of Understanding ("MOU"). Since that time, the parties have commenced meet and confer regarding a successor MOU.

Term – 2 Year

ARTICLE 4. SALARIES AND COMPENSATION (2 Year Contract)

4.1 2023/25 Salary Adjustments:

Fiscal Year 2023/24 Salary Adjustments: City proposes to provide LPOA represented sworn employees a 5% base salary increase in year one effective pay period to include July 1, 2023, after council adoption. Dispatcher, Jailer, and CSO positions will receive 7% base salary increase.

Fiscal Year 2024/25 Salary Adjustments: City proposes to provide LPOA represented sworn employees a 5% base salary increase in year two effective the pay period to include July 1, 2024. Dispatcher, Jailer, and CSO positions will receive 7% base salary increase.

Retention Incentive:

LPOA unit members shall receive a one-time lump sum amount of \$2,500.00 once they have been continuously employed by the City for 5 years.

LPOA unit members shall receive a one-time lump sum amount of \$5,000.00 once they have been continuously employed by the City for 10 years.

Once ratified by the City Council, currently employed LPOA unit members with 10 years or more of continuous employment with the City, shall receive both amounts listed above for a total one-time amount of \$7,500.00

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

*Note: The retention incentive will be paid at 5 years and 10 years of continuous employment. The incentive will be paid the first full payroll period following the employee's anniversary date. LPOA represented employees must still be on payroll as of the scheduled pay date to be eligible to receive the retention incentive.

ARTICLE 4 4-9 Educational Incentive Pay:

Educational Incentive Pay:

The City will provide Educational Incentive to Dispatchers, Jailers & CSOs as follows:

Possession of an AA/AS Degree +2.5%

Possession of a BA/B.S. Degree + 5.0%

4-11 Residency Incentive:

Residency Incentive:

The City will provide Dispatchers, Jailers and CSOs who reside within the City of Lompoc with a \$50 per month residency incentive. A \$25 per month residency incentive will be provided to current Dispatchers, Jailers and CSOs who reside outside the Lompoc City limits, but within the 93436-zip code.

ARTICLE 6: HEALTH AND WELFARE BENEFITS

The City will provide LPOA represented employee's increased medical contributions as follows: \$77 additional to one party, \$135 additional to two-party, and \$175 to family coverage per month beginning the pay period to include July 1, 2023.

ARTICLE 9 SICK LEAVE AND VACATION **NEW SECTION**

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.

The representatives of the City and LPOA have mutually agreed and jointly present the items listed below to the City Council of Lompoc. The parties also acknowledge that the Tentative Agreement 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 Tentative Agreement is hereby executed by the authorized representatives of the City and LPOA and entered into this 27th day of June 2023.

IT IS SO AGREED:



Dean Albro, City Manager



Vincent Magallon, LPOA President