



City Council Agenda Item

City Council Meeting Date: July 18, 2023

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
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SUBJECT: Adoption of Resolution No. 6587(23) Accepting, Approving and Adopting the Tentative Agreement for a Successor Memorandum of Understanding and Approving Memorandum of Understanding between the City and the Lompoc Police Officers' Association for the period of July 1, 2023, through June 30, 2025

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6587(23) (attached), which will:
 - a. Accept, Approve and Adopt the Tentative Agreement between the City and the Lompoc Police Officers' Association (LPOA) for a successor Memorandum of Understanding for the period of July 1, 2023, through June 30, 2025 (LPOA MOU 2023-2025);
 - b. Approve the LPOA MOU 2023-2025; and
 - c. Approve the supplemental appropriations which will fund the proposed revised salary ranges, one-time retention incentive, and benefit contribution adjustments for Fiscal Years (FY) 2023-2025.

Background:

The current MOU between the City and LPOA effective July 1, 2022, through June 30, 2023 (LPOA MOU 2022-2023), expired on June 30, 2023.

The City's representatives and the LPOA representatives met and conferred in good faith to negotiate a two (2) year term successor MOU. On June 27, 2023, the City's representatives and the LPOA representatives reached a tentative agreement subject to City Council approval. The LPOA membership ratified the terms of the Tentative Agreement, and representatives of LPOA have executed the LPOA MOU 2023-2025

(Exhibits A and B to Attachment 1, respectively). The effectiveness of the LPOA MOU 2023-2025 is contingent upon City Council approval.

Discussion:

LPOA MOU 2023-2025

Major provisions implemented in the Tentative Agreement and the LPOA MOU 2023-2025 include the following:

- **Duration of Agreement:** The term of the LPOA MOU 2023-2025 will be for two years, effective July 1, 2023, through June 30, 2025.
- **Fiscal Year 2023-24:** The City and LPOA agree that after the adoption of Resolution No. 6587(23), effective the pay period beginning July 1, 2023, LPOA represented employees in the classifications of Police Officer, Police Motor Officer, Police Corporal, and Police Sergeant shall receive a 5% base salary increase. LPOA represented employees in the classifications of Dispatcher, Jailer, and CSO positions will receive a 7% base salary increase effective the pay period beginning July 1, 2023.
- **Fiscal Year 2024-25:** The City and LPOA agree that effective the first full pay period to include July 1, 2024 (payroll period 06/29/24 – 7/12/24), the City shall provide LPOA represented employees in the classifications of Police Officer, Police Motor Officer, Police Corporal, and Police Sergeant shall receive a 5% base salary increase. LPOA represented employees in the classifications of Dispatcher, Jailer, and CSO positions will receive a 7% base salary increase effective the pay period to include July 1, 2024 (payroll period 06/29/24 – 7/12/24).
- **Retention Incentive:** LPOA unit members 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. LPOA unit members 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. The retention incentive will be paid the first full pay 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.

Currently employed LPOA unit members with ten (10) years or more of continuous employment with the City, will receive both amounts listed above for a total one-time non-pensionable amount of \$7,500 following approval of the LPOA MOU 2023-2025.

- **Health Benefit Contribution:** The City and LPOA agree that effective July 1, 2023, the City shall provide LPOA represented employees increased medical contributions as follows: an additional \$77 monthly for one party, an additional

\$135 monthly for two-party, and an additional \$175 monthly for family coverage per month.

- **Educational Incentive Pay:** The City will provide Educational Incentive to Dispatchers, Jailers, and CSOs as follows:
 - Possession of AA/AS Degree + 2.5%
 - Possession of BA/BS Degree + 5.0%
- **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.
- **Sick Leave And Vacation:** 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, vacation buyout election shall be irrevocable.

(A redlined version of the LPOA MOU 2022-2023 is included as Attachment 2.)

- **MOU Language Clean Up Per Resolution No. 6530(22):**
 - **Bilingual Pay:** Increase bilingual pay from \$100 to \$150 per month.
 - **Group Basic Life:** The City will provide group basic life insurance coverage to LPOA represented employees equivalent to two (2) times their annual salary up to a maximum of \$300,000.
 - **Sick Leave Incentive:** 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.

Citywide Compensation Plan Updates

Updates to the Citywide Compensation Plan to reflect the compensation adjustments provided pursuant to the LPOA MOU 2023-2025 for FYs 2023-25 will be made by adoption of Resolution No. 6591(23), which the City Council will also consider on July 18, 2023, as a separate agenda item. Additionally, compensation adjustments to certain non-represented police department employees (Police Officer Trainee and Community Services Officer [part-time and part-time PERS]) in line with represented classification increases are proposed be made in the updated Citywide Compensation Plan to avoid wage compaction issues within job families.

Fiscal Impact:

The term of the LPOA MOU 2023-2025 begins July 1, 2023. Its implementation requires supplemental appropriations for FY 2023-24 and 2024-25 for various accounts as identified in Resolution No. 6587(23). Funding for the supplemental appropriations is indicated on Exhibit C to Resolution No. 6587(23). Total additional funding required from the General Fund is \$479,225 in FY 2023-24 and \$881,491 in FY 2024-25.

Conclusion:

The LPOA MOU 2023-2025 will be effective upon approval by the City Council.

The above-mentioned salary range revisions have been incorporated into the updated Citywide Compensation Plan, which Council will consider adopting on July 18, 2023 (Resolution No. 6591(23)). If approved, the salary range adjustments will be implemented in accordance with the dates proposed in the LPOA MOU 2023-2025.

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

Attachments: 1) Resolution No. 6587(23)
2) Redlined LPOA MOU 2023-2025