



## City Council Agenda Item

**City Council Meeting Date:** July 18, 2023

**TO:** Dean Albro, City Manager

**FROM:** Amabelle Apolinario, Principal Human Resources Analyst  
a\_apolinario@ci.lompoc.ca.us

**SUBJECT:** Adoption of Resolution No. 6589(23) Authorizing Health Benefit Contribution Adjustments to the Employees Represented by the International Association of Firefighters, Local 1906, and Approving Supplemental Appropriations

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### **Recommendation:**

Staff recommends the City Council:

1) Adopt Resolution No. 6589(23) (attached), which will:

- a. Authorize the health benefit contribution adjustments to employees represented by the International Association of Firefighters, Local 1906 (IAFF) as described below;
- b. Approve the supplemental appropriations which will fund the proposed health benefit contribution adjustments.

### **Background:**

On August 3, 2021, the City Council adopted Resolution No. 6444(21) approving the IAFF Memorandum of Understanding (MOU) 2021-23. On June 30, 2023, this MOU expired. The City and IAFF representatives have met and conferred regarding health benefit contributions but because the MOU has expired it cannot be amended by the parties. Accordingly staff recommends the City Council authorize health benefit contribution adjustments to all IAFF-represented employees in the same amount as provided to other City employees.

### **Discussion:**

The following provisions are proposed to be implemented to reflect similar terms and changes to health benefit contributions provided to other employees:

- Effective July 1, 2023, the City will provide IAFF represented employees increased medical contributions as follows: \$77 additional monthly for one-party, \$135 additional for two-party, and an additional \$175 monthly for family coverage.

Additionally, any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of July 1, 2023. The premium reimbursement will be processed in August 2023.

In order to authorize payment of the proposed benefit contribution adjustment, Resolution No. 6589(23) must be adopted by the City Council.

**Fiscal Impact:**

The benefit change requires supplemental appropriations from the General Fund in the amounts of \$30,624 for Fiscal Year (FY) 2023-24 and \$30,624 for FY 2024-25, and will be funded out of fund balance.

Supplemental Budget Appropriations – FY 2023-24		
Account No.	Account Name	Amount
110FR-512300	Insurance	\$30,624

Supplemental Budget Appropriations – FY 2024-25		
Account No.	Account Name	Amount
110FR-512300	Insurance	\$30,624

**Conclusion:**

The adoption of Resolution No. 6589(23) will provide for the implementation of the proposed health benefit contribution adjustments to IAFF represented employees.

Respectfully submitted,

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Amabelle Apolinario, Principal Human Resources Analyst

**APPROVED FOR SUBMITTAL TO THE CITY MANAGER:**

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Gabriel Garcia, Human Resources Manager

**APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:**

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Dean Albro, City Manager

Attachment: Resolution No. 6589(23)