



**DATE:** January 22, 2024  
**TO:** Louis Farah, IAFF President  
**FROM:** Amabelle Apolinario, Principal Human Resources Analyst  
**SUBJECT: LETTER OF UNDERSTANDING - CHANGES TO HEALTH PREMIUM EFFECTIVE 2024 PLAN YEAR (JANUARY)**

This confirms the understanding and agreement between the City of Lompoc and the International Association of Firefighters, Local 1906 ("IAFF").

In July 2023, the City provided additional medical premium contributions to IAFF-represented employees as follows: \$77 additional to one-party, \$135 additional to two-party, and \$175 additional to family coverage per month.

The City of Lompoc and the IAFF Union have agreed to the following:

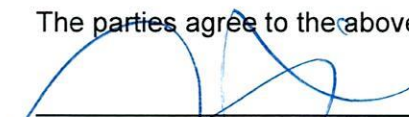
- **Health Benefit Contribution:** Effective the beginning of the 2024 Plan Year (January), and upon the City Council's adoption of a resolution, the City shall provide IAFF-represented employees increased monthly medical contributions as follows: \$25 additional to one party, \$70 additional to two-party, and \$95 additional to family coverage per month.


The proposed new employer's monthly contributions effective January 1, 2024, are:


<b>Employer Monthly Contribution</b>			
	Effective:	Additional Employer Monthly Contribution	
	7/1/2023		1/1/2024
Employee Only:	\$683.70	\$25.00	\$708.70
Employee + 1:	\$1,206.76	\$70.00	\$1,276.76
Employee + Family:	\$1,561.13	\$95.00	\$1,656.13

Any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of January 1, 2024. The premium reimbursement will be processed in March 2024.

The parties agree to the above Letter of Understanding.

  
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 Amabelle Apolinario, Principal HR Analyst

  
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 Louis Farah, IAFF President

  
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 Date

January 24, 2024  
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 Date