

## **RESOLUTION NO. 6634(24)**

### **A Resolution of the City Council of the City of Lompoc, County of Santa Barbara, State of California, Authorizing Health Benefit Contribution Adjustments For Employees Represented by the International Association of Firefighters, Local 1906**

**WHEREAS**, on August 3, 2021, the City Council adopted Resolution No. 6444(21) approving the International Association of Firefighters, Local 1906 (IAFF 1906) Memorandum of Understanding 2021-23 (IAFF MOU 2021-23); and

**WHEREAS**, on July 5, 2022, the City Council approved Amendment No. 1 to the IAFF MOU 2021-23 with the adoption of Resolution No. 6529(22); and

**WHEREAS**, on June 30, 2023, the IAFF MOU 2021-23 expired, and the parties have been engaged in ongoing negotiations for a successor MOU; and

**WHEREAS**, on July 18, 2023, the City Council adopted Resolution No. 6627(23), authorizing health benefit contribution adjustments to IAFF 1906 represented employees; and

**WHEREAS**, on December 19, 2023, the City Council adopted Resolution No. 6627(23), implementing Year One's five percent (5%) base salary increase of the City's Last, Best, and Final Offer to IAFF 1906 represented employees; and

**WHEREAS**, on January 24, 2024, the City representatives and IAFF 1906 representatives had mutual understanding about the proposed additional health benefit contribution adjustments, attached hereto as Exhibit A; and

**WHEREAS**, the City Council now desires to authorize additional health benefit contribution adjustments as provided below in this resolution, such that the health benefit contributions paid to IAFF 1906-represented employees equals the amount provided to other City employees; and

**WHEREAS**, the City Council also desires to approve the supplemental appropriations which will fund the proposed health benefit contribution adjustments for Fiscal Years (FY) 2023-25.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOMPOC, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

**SECTION 1.** The City Council authorizes the following health benefit contribution adjustments for IAFF 1906-represented employees:

- Effective beginning of the 2024 Plan Year (January), the City will provide IAFF 1906 represented employees increased health benefit contributions as follows: \$25 additional monthly for one party, \$70 additional monthly for two-party, and \$95 additional monthly for family coverage. 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.

**SECTION 2.** The City Council approves supplemental appropriations to the Biennial Budget FYs 2023-25 due to the health benefit contribution adjustments indicated as follows (Exhibit B):

<b>Budget Adjustments – FY 2023-24</b>		
<b>Account No.</b>	<b>Account Name</b>	<b>Amount</b>
110FR-512300	Insurance	\$6,870

<b>Budget Adjustments – FY 2024-25</b>		
<b>Account No.</b>	<b>Account Name</b>	<b>Amount</b>
110FR-512300	Insurance	\$13,740

**SECTION 3. Effective Date.** This Resolution is effective on the day of its adoption.

The foregoing Resolution was proposed by Council Member \_\_\_\_\_, seconded by Council Member \_\_\_\_\_, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on February 6, 2024, by the following vote:

- AYES: Council Member(s):
- NOES: Council Member(s):
- ABSENT: Council Member(s):

\_\_\_\_\_  
Jenelle Osborne, Mayor  
City of Lompoc

ATTEST:

\_\_\_\_\_  
Stacey Haddon, City Clerk  
City of Lompoc

Attachment: Exhibit A: Letter of Understanding Between the City and IAFF 1906  
Exhibit B: Supplemental Appropriations for City’s Health Premium Contributions