



## City Council Agenda Item

**City Council Meeting Date:** February 6, 2024

**TO:** Dean Albro, City Manager

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

**SUBJECT:** Adoption of Resolution No. 6634(24) 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. 6634(24) (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; and
  - 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 2021-23 (IAFF MOU 2021-23).

On July 5, 2022, the City Council adopted Resolution No. 6529(22), approving Amendment No. 1 to the IAFF MOU 2021-23, which expired on On June 30, 2023. IAFF and the City began negotiations in April 2023.

On July 18, 2023, the City Council adopted Resolution No. 6589(23), authorizing health benefit contribution adjustments to IAFF-represented employees.

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-represented employees, and directing staff to begin a new round of negotiations with IAFF toward establishing a new MOU for the following year or years.

On January 24, 2024, the City and IAFF had mutual understanding of the proposed benefit contribution adjustments as outlined below (Exhibit A to the attached resolution).

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

Additionally, 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.

In order to authorize payment of the proposed benefit contribution adjustment, Resolution No. 6634(24) must be adopted by the City Council.

**Fiscal Impact:**

The implementation of the amendment to the IAFF MOU 2021-23 requires supplemental appropriations to the General Fund as follows: for the remainder of Fiscal Year (FY) 2023-24 to cover the costs of increased Health Benefit contributions in the amount of \$6,870; and for FY 2024-25 to cover the costs of increased Health Benefit contributions in the amount of \$13,740. Funding specifics for the supplemental appropriations is indicated on Exhibit B to Resolution No. 6634(24).

**Conclusion:**

The adoption of Resolution No. 6634(24) will provide for the implementation of the proposed health benefit contribution adjustments to IAFF-represented employees.

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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. 6634(24)