

AMENDMENT NO. 1

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LOMPOC AND THE LOMPOC POLICE OFFICERS' ASSOCIATION EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2025

This Amendment No. 1 to the Memorandum of Understanding between the City of Lompoc and the Lompoc Police Officers' Association Effective July 1, 2023 through June 30, 2025 ("LPOA MOU 2023-25") is made and entered into by and between the City of Lompoc, a municipal corporation ("City"), and the Lompoc Police Officers' Association ("LPOA").

RECITALS:

WHEREAS, on July 18, 2023, the City Council approved the Memorandum of Understanding between the City of Lompoc (City) and the Lompoc Police Officers' Association ("LPOA") effective July 1, 2023 through June 30, 2025 (LPOA MOU 2023-25) with the adoption of Resolution No. 6587(23); and

WHEREAS, the City Council shall at its regular meeting on February 6, 2024, determine whether or not to accept, approve, and adopt this Amendment No. 1 to the LPOA MOU 2023-25 to reflect the proposed health premium contributions delineated below.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and subject to the formal City Council action described above, the parties hereto agree to the proposed increase in health premium contributions as prescribed below:

- **HEALTH AND WELFARE BENEFITS**

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

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

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

Employer Monthly Contribution		Additional Employer Monthly Contribution	
Effective:	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.

AMENDMENT NO. 1 TO THE LPOA MOU JULY 1, 2023 THROUGH JUNE 30, 2025

The representatives of the City and LPOA have jointly prepared Amendment No. 1 to the LPOA MOU 2023-25 and jointly presented the same to the City Council of the City of Lompoc for determination pursuant to Government Code Section 3505.1. Except as expressly provided for in Amendment No. 1 to the LPOA MOU 2023-25, all other provisions of the LPOA MOU shall remain in full force and effect. The parties also acknowledge that Amendment No. 1 to the LPOA MOU 2023-25 shall not be in full force and effect until adopted by resolution by the City Council of the City of Lompoc. Subject to the foregoing and in witness whereof, this Amendment No. 1 is hereby executed by the authorized representatives of the City and LPOA and entered into this 22 day of January 2024.

IT IS SO AGREED:



Gabriel Garcia
Human Resources Director



Vincent Magallon
LPOA President