



## 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. 6632(24) Approving Amendment No. 1 to the Memorandum of Understanding With Employees Represented by the Lompoc Police Officers' Association, and Approving Supplemental Appropriations

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### **Recommendation:**

Staff recommends the City Council:

- 1) Adopt Resolution No. 6632(24) (attached), which will:
  - a) Approve Amendment No. 1 to the Memorandum of Understanding (MOU) between the City and Lompoc Police Officers' Association (LPOA) to provide health benefit contribution adjustments; and
  - b) Approve the supplemental appropriations which will fund the proposed health benefit contribution adjustments as prescribed in Amendment No. 1.

### **Background:**

On July 18, 2023, the City Council adopted Resolution No. 6587(23) approving the Lompoc Police Officers' Association MOU 2023-25 (LPOA MOU 2023-25).

The City's representatives and the LPOA representatives met and conferred in good faith regarding the City's health benefit contributions to employees represented by LPOA. On January \_\_\_\_, 2024, the City's representatives and the LPOA representatives reached an agreement on City contribution adjustments, subject to City Council approval of an amendment to the LPOA MOU 2023-25.

### **Discussion:**

The following provisions are proposed to be implemented to reflect similar terms and changes to benefits provided to the International Brotherhood of Electrical Workers, Local

Union 1245 (IBEW 1245) represented employees per Resolution No. 6628(24), which was adopted by the City Council on January 16, 2024.

In order to incorporate the proposed health benefit contribution adjustment, Resolution No. 6632(24) must be adopted by the City Council to approve Amendment No. 1 to the LPOA MOU 2023-25.

The proposed benefit contribution adjustments are:

- **Health Benefit Contribution:** The City and LPOA agree that effective beginning of the 2024 Plan Year (January), and after City Council adoption of a resolution, the City shall provide LPOA-represented employees increased medical contributions as follows: an additional \$25 monthly for one-party, an additional \$70 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.

**Fiscal Impact:**

The implementation of the LPOA amendment to the MOU requires supplemental appropriations to the general fund as follows: for the remainder of FY 2023-24 to cover the costs of increased Health Benefit contributions in the amount of \$15,360; and for FY 2024-25 to cover the costs of increased Health Benefit contributions in the amount of \$30,720. Funding specifics for the supplemental appropriations is indicated on Exhibit B to Resolution 6632(24).

**Conclusion:**

The adoption of Resolution No. 6632(24) will provide for the implementation of the proposed health benefit contribution adjustments to LPOA-represented employees.

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Amendment No. 1 to LPOA MOU 2023-2025  
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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. 6632(24)