

**CERTIFIED COPY**

**RESOLUTION NO. 6632(24)**

**A Resolution of the City Council of the City of Lompoc,  
County of Santa Barbara, State of California,  
Approving Amendment No. 1 to the Memorandum of Understanding  
Between the City of Lompoc and the Lompoc Police Officers'  
Association, and Approving Supplemental Appropriations**

**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 and LPOA authorized labor relations representatives met and conferred in good faith regarding health benefit contribution adjustments; and

**WHEREAS**, the parties have jointly prepared and ratified Amendment No. 1 to the LPOA MOU 2023-25 (Amendment No. 1), attached hereto as Exhibit A, to reflect those adjustments; and

**WHEREAS**, Amendment No. 1 was ratified by LPOA-represented employees on January 22, 2024; and

**WHEREAS**, the City Council now desires to approve Amendment No. 1 to reflect the proposed health benefit contribution adjustments; and

**WHEREAS**, the City Council also desires to approve supplemental appropriations to fund the benefits contribution adjustments.

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

**SECTION 1.** The Amendment No. 1 to the LPOA MOU 2023-25 attached hereto as Exhibit A, which provides for health benefit contribution adjustments, is hereby approved.

**SECTION 2.** Supplemental appropriations to fund the benefit contribution adjustments in the remaining fiscal year of the Biennial Budget Fiscal Years 2024-25 due to the City's increased health premium contributions in Amendment No. 1 and supplemental resources from various Fund Balance Accounts to fund the supplemental appropriations are hereby approved and authorized as indicated in Exhibit B attached hereto.

**SECTION 3. Effective Date.** This Resolution is effective upon its adoption.

The foregoing Resolution was proposed by Council Member Vega, seconded by Council Member Cordova, 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): Victor Vega, Gilda Cordova, Jeremy Ball, Dirk Starbuck, and Mayor Jenelle Osborne.


NOES: Council Member(s): None

ABSENT: Council Member(s): None

  
Jenelle Osborne, Mayor  
City of Lompoc

ATTEST:

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

I HEREBY CERTIFY THAT THE  
foregoing instrument is a true and  
correct copy of the original on file in  
the Lompoc City Clerk's Department.  
ATTEST: 

Attachments: Exhibit A: Amendment No. 1 to the LPOA MOU 2023-25  
Exhibit B: Supplemental Appropriations

# 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:

<b>Employer Monthly Contribution</b>				
	Effective:	7/1/2023	Additional Employer Monthly Contribution	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

Resolution 6632(24)  
 Supplemental Appropriations  
 Healthcare Increase (\$25 Single; \$70 Two Party; \$95 Family)  
 LPOA

Exhibit B

General Fund

<u>Account Number</u>	<u>Division</u>	<u>Account Name</u>	2023-24 Budget Supplemental Appropriations  Amount	2024-25 Budget Supplemental Appropriations  Amount
110PD	512300	Police Services	Insurance 13,133	26,265
110SRO	512300	Police Services - School Resource	Insurance 150	300
110CPD	512300	Police Services - St Cops	Insurance 570	1,140
110DSP	512300	Police Services - Dispatch	Insurance 1,020	2,040
110JAL	512300	Police Services - Jail	Insurance 488	975
Total			\$ 15,360	\$ 30,720