

## RESOLUTION NO. 6695(24)

**A Resolution of the City Council of the City of Lompoc,  
County of Santa Barbara, State of California,  
Accepting, Approving and Adopting the Tentative Agreement For  
Successor Memorandum of Understanding and Approving Memorandum  
of Understanding Between the City of Lompoc and the International  
Association of Firefighters Local 1906 for the Period July 1, 2024,  
Through June 30, 2027, and Approving Supplemental Appropriations**

**WHEREAS**, the City of Lompoc (City) has formally recognized the International Association of Firefighters Local 1906 (IAFF Local 1906) as the exclusive employee organization for the positions of Firefighter, Fire Engineer, Fire Captain, and Deputy Fire Marshal/Fire Captain, excluding temporary, provisional, or volunteer employees; and

**WHEREAS**, the current Memorandum of Understanding (MOU) between the City and IAFF Local 1906 effective from July 1, 2021, through June 30, 2023 (IAFF Local 1906 MOU 2021-2023), expired on June 30, 2023; and

**WHEREAS**, the City and IAFF Local 1906 have successfully met and conferred to negotiate a new IAFF Local 1906 MOU for the period of July 1, 2024, through June 30, 2027 (IAFF Local 1906 MOU 2024-2027), pursuant to the Meyers-Millias-Brown Act (Government Code sections 3500-3511) and Resolution No. 2041(70) pertaining to employer-employee relations; and

**WHEREAS**, the Meyers-Millias-Brown Act (Government Code Section 3500 *et seq.*) provides at Section 3505.1:

“If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.”

**WHEREAS**, pursuant to Government Code Section 3505.1, upon a governing body's acceptance and adoption of a Tentative Agreement, the parties are required to jointly prepare a written MOU; and

**WHEREAS**, the City's labor representatives and IAFF representatives executed a written Tentative Agreement on July 30, 2024, for a successor IAFF MOU 2024-2027, which was ratified by IAFF; and

**WHEREAS**, as the City and IAFF have already prepared the IAFF MOU 2024-2027, it is being presented to the City Council for approval concurrent with City Council consideration of the Tentative Agreement; and

**WHEREAS**, upon City Council's approval, the successor IAFF Local 1906 MOU 2024-2027 becomes a binding agreement between the two parties; and

**WHEREAS**, the City Council desires to accept, approve, and adopt the Tentative Agreement and approve the IAFF Local 1906 MOU 2024-2027 to reflect the proposed salary adjustments as detailed in Exhibit A attached hereto; and

**WHEREAS**, Rule IV, Section 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Citywide Compensation/Pay Plan to reflect changes thereto; and

**WHEREAS**, the City Council desires to amend the Citywide Compensation/Pay Plan to reflect the salary ranges resulting from the approval of the Tentative Agreement and IAFF Local 1906 MOU 2024-2027; and

**WHEREAS**, the City Council also desires to approve the supplemental appropriations which will fund the proposed revised salary ranges, related increased overtime rates, Urban Search and Rescue incentive, one-time non-pensionable retention incentive, and one-time non-pensionable stipend for Fiscal Years (FY) 2024-25.

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

**SECTION 1.** The City Council accepts, approves, and adopts the Tentative Agreement entered into July 30, 2024, and ratified by IAFF Local 1906, for a successor IAFF MOU 2024-2027 for the period of July 1, 2024, through June 30, 2027, a fully executed copy of which is attached hereto as Exhibit A and by this reference is made a part hereof.

**SECTION 2.** The City Council approves the successor IAFF Local 1906 MOU 2024-2027 for the period July 1, 2024, through June 30, 2027, a fully executed copy of which is attached hereto as Exhibit B and by this reference is made a part hereof.

**SECTION 3.** The City's Compensation Plan is hereby amended to include the revised salary ranges for IAFF represented employees attached hereto as Exhibit C.

**SECTION 4.** The City Council approves the supplemental appropriations attached hereto as Exhibit D.

**SECTION 5.** 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 August 20, 2024, by the following vote:

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

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

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ATTEST:

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Stacey Haddon, City Clerk  
City of Lompoc

Attachments: Exhibit A: Tentative Agreement between the City and IAFF Local 1906 for the period of July 1, 2024, through June 30, 2027  
Exhibit B: Memorandum of Understanding between the City and IAFF Local 1906 for the period of July 1, 2024, through June 30, 2027  
Exhibit C: IAFF Local 1906 Salary Table  
Exhibit D: Supplemental Appropriations