

**RESOLUTION NO. 6114(17)**

**A Resolution of the City Council of the City of Lompoc,  
County of Santa Barbara, State of California,  
Approving the Tentative Agreement and the Successor  
Memorandum of Understanding Between the  
City of Lompoc and the International Association of Firefighters Local 1906  
and Amending the Compensation Plan (Rule IV) Authorizing Salary  
Adjustments for Specified International Association of Firefighters  
Local 1906 Represented Classifications**

**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, 2015, through June 30, 2017 (IAFF Local 1906 MOU 2015-2017), will expire on June 30, 2017; and

**WHEREAS**, the City and IAFF Local 1906 have successfully met and conferred to negotiate a successor MOU for the period of July 1, 2017, through June 30, 2021 (IAFF Local 1906 MOU 2017-2021), pursuant to the Meyers-Millais-Brown Act (MMBA) (Government Code sections 3500-3511) and the City's Employer-Employee Relations Resolution No. 2041(70); and

**WHEREAS**, the City's labor representatives and IAFF Local 1906 representatives have executed a written Tentative Agreement on March 31, 2017, for a successor IAFF MOU 2017-2021, which Tentative Agreement IAFF Local 1906 subsequently ratified; and

**WHEREAS**, the MMBA 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**, once the City Council adopts the Tentative Agreement, the parties are required to jointly prepare a written MOU, which the City and IAFF Local 1906 have already concurrently prepared and presented to City Council for concurrent approval with the Tentative Agreement; and

**WHEREAS**, once the City Council adopts the successor IAFF Local 1906 MOU 2017-2021, it becomes a binding agreement between the parties; and

**WHEREAS**, upon City Council approval of the new IAFF Local 1906 MOU 2017-2021, the revisions outlined in the new IAFF Local 1906 MOU 2017-2021 must be incorporated into the preliminary Biennial Budget Fiscal Years 2017-2019; and

**WHEREAS**, Rule IV, Sections 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Compensation Plan; and

**WHEREAS**, the City Council now desires to approve the Tentative Agreement and the successor IAFF Local 1906 MOU 2017-2021, and desires to amend the Compensation Plan as required by the terms of IAFF Local 1906 MOU 2017-2021.

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

**SECTION 1.** The City Council approves Tentative Agreement entered into March 31, 2017 and ratified by IAFF Local 1906 for a successor MOU, 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 IAFF Local 1906 MOU 2017-2021, 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 Council amends and revises the City pay/compensation plan pursuant to and in accordance with the salary tables and classification titles listed in the Attachments to the IAFF Local 1906 MOU 2017-2021 effective July 1, 2017, through June 30, 2021.

**SECTION 4.** The City Council shall approve appropriations to fund the IAFF Local 1906 MOU 2017-2021 for the FY 2017-19 biennial budget cycle as presented in the proposed FY 2017-19 Biennial Budget and will provide for appropriate appropriations in preparations for the future FY 2019-21 Biennial Budget to fund the IAFF Local 1906 MOU 2017-2021.

**SECTION 5. Effective Date.** This Resolution is effective on the day of its adoption. The salary rate adjustments are effective as of June 24, 2017, June 23, 2018, respectively. The salary rate adjustment due to the addition of Step “F” in each salary range of represented classifications is effective June 22, 2019.

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 May 16, 2017, by the following vote:

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

\_\_\_\_\_  
Bob Lingl, Mayor  
City of Lompoc

ATTEST:

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

Attachments: Exhibit A: [IAFF Local 1906 Tentative Agreement - 2017-2021](#)  
Exhibit B: [IAFF Local 1906 MOU 2017-2021](#)