

CERTIFIED COPY

RESOLUTION NO. 6791(25)

**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 International Association of Firefighters,
Local 1906, and Approving Supplemental Appropriations**

WHEREAS, on August 20, 2024, the City Council approved the Memorandum of Understanding between the City of Lompoc (City) and the International Association of Firefighters, Local 1906 (IAFF), effective July 1, 2024, through June 30, 2027 (IAFF MOU 2024-27) with the adoption of Resolution No. 6695(24); and

WHEREAS, the City and IAFF authorized labor relations representatives met and conferred in good faith regarding health benefit contribution adjustments; and

WHEREAS, on December 3, 2025, the parties have jointly prepared and ratified Amendment No. 1 to the IAFF MOU 2024-27 (Amendment No. 1), attached hereto as Exhibit A, to reflect those adjustments; 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 IAFF MOU 2024-27 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 Biennial Budget Fiscal Years 2025-27 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.

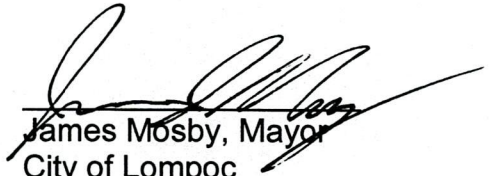
SECTION 3. Effective Date. This Resolution is effective upon its adoption.

The foregoing Resolution was proposed by Council Member Bridge, seconded by Council Member Vega, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on December 16, 2025 by the following vote:

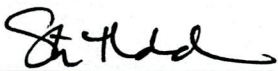
AYES: Council Member(s): Steve Bridge, Victor Vega, Jeremy Ball, Dirk Starbuck, and Mayor James Mosby.

NOES: Council Member(s): None


ABSENT: Council Member(s): None


James Mosby, Mayor
City of Lompoc

ATTEST:


Stacey Haddon, City Clerk
City of Lompoc

Attachment: Exhibit A: Amendment No. 1 to the IAFF MOU 2024-27
Exhibit B: Supplemental Appropriations

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: 

AMENDMENT NO. 1

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LOMPOC AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1906 EFFECTIVE JULY 1, 2024 THROUGH JUNE 30, 2027

This Amendment No. 1 to the Memorandum of Understanding between the City of Lompoc and the International Association of Firefighters, Local 1906, Effective July 1, 2024 through June 30, 2027 (IAFF MOU 2024-27) is made and entered into by and between the City of Lompoc, a municipal corporation (City), and the International Association of Firefighters, Local 1906 (IAFF).

RECITALS:

WHEREAS, on August 20, 2024, the City Council approved the Memorandum of Understanding between the City of Lompoc (City) and the International Association of Firefighters, Local 1906 (IAFF) effective July 1, 2024, through June 30, 2027 (IAFF MOU 2024-27) with the adoption of Resolution No. 6695(24); and

WHEREAS, the City Council shall at its regular meeting on December 16, 2025, determine whether or not to accept, approve, and adopt this Amendment No. 1 to the IAFF MOU 2024-27 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 January 2024, the City provided additional medical premium contributions to IAFF-represented employees as follows: \$25 additional to one party, \$70 additional to two-party, and \$95 additional to family coverage per month.

Effective beginning of the 2026 Health Plan Year, the City and IAFF agree that after the City Council adopts a resolution, the City shall provide IAFF-represented employees increased medical contributions as follows: an additional \$127 per month for one-party coverage, an additional \$255 per month for two-party coverage, and an additional \$330 per month for family coverage. This increased contribution applies to the 2026 Plan Year rates, including the January 2026 premium, which is deducted from December 2025 payroll.

The proposed new employer's monthly contributions **effective January 1, 2026**, are:

Employer Monthly Contribution		Additional Employer Monthly Contribution	
Effective:	1/1/2024	Contribution	1/1/2026
Employee Only:	\$708.70	\$127	\$835.70
Employee + 1:	\$1,276.76	\$255	\$1,531.76
Employee + Family:	\$1,656.13	\$330	\$1,986.13

AMENDMENT NO. 1 TO THE IAFF MOU JULY 1, 2024 THROUGH JUNE 30, 2027

Any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of January 1, 2026. The premium reimbursement will be processed in the February 2026 payroll.

The representatives of the City and IAFF have jointly prepared Amendment No. 1 to the IAFF MOU 2024-27 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 IAFF MOU 2024-27, all other provisions of the IAFF MOU shall remain in full force and effect. The parties also acknowledge that Amendment No. 1 to the IAFF MOU 2024-27 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 IAFF and entered into this 3rd day of December 2025.

IT IS SO AGREED:



Gabriel Garcia
Human Resources Director



Louis Farah
IAFF President

EXHIBIT B

Resolution 6791(25)
 Supplemental Appropriations
 Healthcare Increase (\$127 Single; \$255 Two Party; \$330 Family)
 IAFF

<u>Account Number</u>	<u>Division</u>	<u>Account Name</u>
General Fund		
110FR	512300	Fire Services
		Insurance
		Total

2025-26 Budget Supplemental Appropriations (6 Months)	2026-27 Budget Supplemental Appropriations
Amount	Amount
30,180	60,360
\$ 30,180	\$ 60,360