

RESOLUTION NO. 6140(17)

**A Resolution of the Council of the City of Lompoc
County of Santa Barbara, State of California,
Approving and Adopting the Tentative Agreement and
Memorandum of Understanding between the City and
the Lompoc Police Officers' Association for the period July 1, 2017
through June 30, 2019 and Amending the Citywide Compensation Plan (Rule IV)
Authorizing Salary Adjustments For
Specified Lompoc Police Officers' Association Classifications**

WHEREAS, the City of Lompoc (City) has formally recognized the Lompoc Police Officers' Association (LPOA) as the exclusive employee organization for the police bargaining unit; and

WHEREAS, the current Memorandum of Understanding (MOU) between the City and LPOA effective from July 1, 2014, through June 30, 2017 (LPOA MOU 2015-2017), expired on June 30, 2017; and

WHEREAS, the City and LPOA have successfully met and conferred to negotiate a new LPOA MOU for the period of July 1, 2017, through June 30, 2019 (LPOA MOU 2017-2019), pursuant to the Meyers-Millais-Brown Act (Brown Act) (Government Code sections 3500-3511) and Resolution No. 2041(70) pertaining to employer-employee relations; and

WHEREAS, the City's labor representatives and LPOA representatives have executed a written Tentative Agreement on August 28, 2017, for a successor LPOA MOU 2017-2019, which Tentative Agreement was ratified by LPOA on August 21, 2017; and

WHEREAS, the Brown Act 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." and

WHEREAS, once the City Council adopts the Tentative Agreement, the parties are required to jointly prepare a written MOU, which the City and LPOA have already concurrently prepared, the LPOA MOU 2017-2019, and hereby present to City Council for concurrent approval with the Tentative Agreement; and

WHEREAS, once approved by the City Council, the successor LPOA MOU 2017-2019 becomes a binding agreement between the parties; and

WHEREAS, upon City Council approval of the LPOA MOU 2017-2019, the salary and benefit changes outlined shall be incorporated into the adopted Biennial Budget Fiscal Years 2017-2019 (Budget); 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 Plan to reflect changes thereto; and

WHEREAS, the City Council desires to approve the Tentative Agreement and the LPOA MOU 2017-2019, and desires to amend the Compensation Plan as required by the terms of the LPOA MOU 2017-2019; and

WHEREAS, the City Council also desires to, and provides funding for, the impacts of the terms of the LPOA MOU 2017-2019.

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

SECTION 1. The City Council approves the Tentative Agreement entered into August 28, 2017, and ratified by LPOA, for a successor LPOA MOU 2017-2019 for the period of July 1, 2017, through June 30, 2019, 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 LPOA MOU 2017-2019 for the period of July 1, 2017, through June 30, 2019, 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-wide Pay/Compensation Plan pursuant to and in accordance with the salary tables and classification titles listed in the Attachments to the LPOA MOU 2017-2019 effective July 1, 2017, through June 30, 2019 as outlined in Exhibit C attached hereto.

SECTION 4. The City Council approves supplemental appropriations to fund the Budget due to the changes in the Budget resulting from the LPOA MOU 2017-2019 as outlined in Exhibit D attached hereto.

SECTION 5. The City Council approves supplemental revenues and transfers to fund the supplemental appropriations as follows:

10-34099 – Fund Balance (Fiscal Year 2017-2018)	\$255,149
10-34099 – Fund Balance (Fiscal Year 2018-2019)	562,972

SECTION 6. Effective Date. This Resolution is effective on the day of its adoption. The salary rate adjustments are effective as of June 24, 2017, and June 23, 2018, respectively.

The foregoing Resolution was proposed by Councilmember _____, seconded by Councilmember _____, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on October 3, 2017, by the following vote:

AYES: Councilmember(s):

NOES: Councilmember(s):

ABSENT: Councilmember(s):

Bob Lingl, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc

- Attachments: 1) [Exhibit A – Tentative Agreement between the City and LPOA for the period of July 1, 2017, through June 30, 2019;](#)
2) [Exhibit B – Memorandum of Understanding between the City and LPOA for the period of July 1, 2017, through June 30, 2019;](#)
3) [Exhibit C – Schedule of Revised Salary Ranges & Effective Dates;](#)
4) [Exhibit D – Supplemental Appropriations.](#)