



## City Council Agenda Item

**City Council Meeting Date:** October 3, 2017

**TO:** Patrick Wiemiller, City Manager

**FROM:** Gabriel Garcia, Human Resources Manager  
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**SUBJECT:** Adoption of Resolution No. 6140(17) Approving the Tentative Agreement and Memorandum of Understanding with the Lompoc Police Officers' Association, Amending the City-Wide Compensation Plan, and Approving Supplemental Appropriations

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### **Recommendation:**

Staff recommends the City Council adopt Resolution No. 6140(17) (Attachment 1) which will:

- 1) Approve the Tentative Agreement between the City of Lompoc (City) and the Lompoc Police Officers' Association (LPOA) for a successor Memorandum of Understanding (LPOA MOU 2017-2019) for the period of July 1, 2017, through June 30, 2019;
- 2) Approve the LPOA MOU 2017-2019;
- 3) Amend the Citywide Compensation Plan to revise the salary ranges for various LPOA represented classifications as prescribed in the LPOA MOU 2017-2019; and
- 4) Approve supplemental appropriations of \$818,124 for the Biennial Budget Fiscal Years 2017-2019 (Budget) which fund the salary and benefit increases as prescribed in the LPOA MOU 2017-2019.

### **Background:**

The previous three-year LPOA MOU effective July 1, 2014, expired on June 30, 2017. In anticipation of the expiration of the LPOA MOU, the City and LPOA met on April 24, 2017 to initiate the meet and confer process for a successor LPOA MOU 2017-2019. During recent months, representatives for the City and LPOA have met and exchanged proposals concerning wages, hours, and other terms and conditions of employment. The City's representatives and the LPOA representatives reached a tentative agreement subject to City Council approval. The LPOA membership ratified the terms of the

Tentative Agreement on August 21, 2017, and representatives of LPOA have executed both the LPOA Tentative Agreement and the LPOA MOU 2017-2019 (Exhibits A and B to Attachment 1, respectively).

**Discussion:**

Major provisions implemented in the Tentative Agreement and the LPOA MOU 2017-2019 include the following:

- The term of the LPOA MOU 2017-2019 will be for two years, effective July 1, 2017, through June 30, 2019.
- Effective retroactive to the payroll period beginning June 24, 2017 [the first payroll period of Fiscal Year (FY) 2017-2018], sworn and non-sworn LPOA represented members shall receive a 4% salary adjustment.
- Effective the payroll period beginning June 23, 2018 (the first payroll period of FY 2018-2019), sworn and non-sworn LPOA represented members shall receive an additional 5% salary adjustment.
- Effective the first full payroll period beginning after the City Council's approval of the LPOA MOU 2017-2019, the City shall increase the uniform allowance for sworn and non-sworn LPOA represented members presently receiving an annual uniform allowance by \$80.00 from \$1,000, paid on a quarterly basis, to \$1,080, paid on a monthly basis.
- Effective the first full payroll period beginning after the City Council's approval of the LPOA MOU 2017-2019, full time LPOA represented dispatch members will be eligible for 2.5% certification pay based on completion of the City's in-house search and custodial control training.

(A red-lined version of the LPOA MOU 2017-2019 is included as Attachment 2.)

**Fiscal Impact:**

The term of the LPOA MOU 2017-2019 begins July 1, 2017, concurrent with the beginning of the Budget. With the adoption of the Budget on September 5, 2017, the implementation of the LPOA MOU 2017-2019 requires supplemental appropriations for various accounts as identified Resolution No. 6140(17). Funding for the supplemental appropriation is from salary savings anticipated from existing vacancies through the end of FY 2018-2019.

With the status quo complement of LPOA positions and classifications, the projected incremental costs to implement the LPOA MOU 2017-2019 for the Budget and individual fiscal years of the Budget are as follows:

| <b>Fiscal Year</b> | <b>Salaries</b> | <b>Retirement</b> | <b>Benefits (Including Uniform Allowance)</b> | <b>Total Costs</b> |
|--------------------|-----------------|-------------------|-----------------------------------------------|--------------------|
| 2017-2018          | \$184,431       | \$30,060          | \$40,658                                      | \$255,149          |
| 2018-2019          | 397,571         | 85,880            | 79,524                                        | 562,975            |
| Total - 2017-2019  | \$582,002       | \$115,940         | \$120,182                                     | \$818,124          |

**Conclusion:**

Except as provided above, the LPOA MOU 2017-2019 will be effective upon City Council approval. In order to incorporate the above-mentioned salary range revisions into the Citywide Compensation Plan, Personnel Rule IV provides they must be adopted by City Council action. If approved, the salary range adjustments will be implemented in accordance with the dates proposed in the LPOA MOU 2017-2019 for each fiscal year of the agreement.

Respectfully submitted,

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Gabriel Garcia, Human Resources Manager

**APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:**

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Patrick Wiemiller, City Manager

Attachments: 1) [Resolution No. 6140\(17\)](#)  
2) [Red-lined LPOA MOU 2017-2019](#)