

AMENDMENT NO. 1

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LOMPOC

AND

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, LOCAL 1245**

EFFECTIVE JULY 1, 2013 THROUGH DECEMBER 31, 2014

This Amendment No. 1 to the Memorandum of Understanding between the City of Lompoc and the International Brotherhood of Electrical Workers, Local 1245 Effective July 1, 2013 Through December 31, 2014 (“IBEW MOU 2013-2014”) is made and entered into by and between the City of Lompoc, a municipal corporation (“City”), and the International Brotherhood of Electrical Workers, Local 1245 (“IBEW Local 1245”).

R E C I T A L S:

WHEREAS, the City and IBEW Local 1245 entered into the IBEW MOU 2013-2014 which was approved by City Council on or about December 17, 2013; and

WHEREAS, California State Safety Order changes increased the allowable voltage level Electrical Line-Workers could use rubber gloves from 5kV to 15kV;

WHEREAS, the American Public Power Association (APPA) and IBEW since developed rubber gloving insolate and isolate procedures to be used when performing live-line 12-kV work while the equipment remains energized, which is covered extensively in the APPA safety manual used by the City;

WHEREAS, IBEW Local 1245 subsequently proposed implementation of a 12-kV Line Worker Rubber Gloving Certification to allow Electrical Utilities workers to use rubber insulated gloves and personal protective equipment to enable the Utilities Division to work directly with live electrical lines using this equipment and thereby reduce power outages to customers, improve efficiency, and reduce overtime.

WHEREAS, IBEW Local 1245 and the City met and conferred in good faith regarding the implementation of a 12-kV Line Worker Rubber Gloving Certification and increased compensation for affected employees and under the requirements and conditions set forth herein;

WHEREAS, it is therefore necessary to amend the IBEW MOU 2013-2014 to incorporate these agreements, including the increased compensation;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereto agree to add new Subsection 4-8 Rubber Glove Certification to Article 4 of the IBEW MOU 2013-2014 as follows:

4-8 Rubber Glove Certification & Pay:

- a. 12-kV Certified Electrical Line Worker and 12-kV Certified Lead Electrical Line Worker classifications will be eligible for the rate of pay delineated as 12-kV Certified Electrical Line Worker and 12-kV Certified Lead Electrical Line Worker in Attachment 1 of this Amendment No. 1. Any Electrical Line Worker or Lead Electrical Line Worker hired or currently working without a 12-kV Line Worker Rubber Glove Certification will be compensated at the rate of pay delineated as Non-12-kV Electrical Line Worker or Non-12-kV Lead Electrical Line Worker in Attachment 1 of this Amendment No. 1. Unless otherwise negotiated, the rate of pay for the certified 12-kV Lead Electrical Line Worker and certified 12-kV Electrical Line Worker shall be maintained at ten percent (10%) above the Non-12-kV Lead Electrical Line Worker and Non-12-kV Electrical Line Worker respectively, as long as this program remains in place.
- b. All Electrical Line Worker and Lead Electrical Line Worker classifications employed at the time of the adoption of this Amendment No. 1 must obtain a Northwest Lineman's College (or equivalent) 12-kV Line Worker Rubber Gloving Certification within six (6) months of adoption of this Amendment. All Electrical Line Worker and Lead Electrical Line Worker employees hired after adoption of this Amendment No. 1 shall have six (6) months to obtain a Northwest Lineman's College (or equivalent) 12-kV Line Worker Rubber Gloving Certification.
 - (1) The City will pay for the initial 12-kV Line Worker Rubber Gloving Certification training one (1) time. All other training required for initial certification will be at the expense of the employee.
 - (2) If any of the current incumbents of the Electrical Line Worker or Lead Electrical Line Worker classifications do not obtain a 12-kV Line Worker Rubber Gloving Certification within six (6) months of adoption of this Amendment No. 1, the parties agree to reopen the IBEW MOU 2013-2014 and this Amendment No. 1 to negotiate revision or revocation of this rubber gloving certification and related increased compensation program.


AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LOMPOC AND
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245 - EFFECTIVE JULY 1, 2013
THROUGH DECEMBER 31, 2014

The representatives of the City and of IBEW Local 1245 have jointly prepared this Amendment No. 1 to the IBEW MOU 2013-2014, which has been ratified by IBEW Local 1245 on July 9, 2014 and is jointly presented to City Council of the City of Lompoc for determination pursuant to Government Code section 3505.1. Except as expressly provided for in this Amendment No. 1, all other provisions of the IBEW MOU 2013-2014 shall remain in full force and effect. The parties also acknowledge that this Amendment No. 1 shall not be in full force and effect until the first pay cycle following adoption 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 IBEW Local 1245 and entered into as of this 9 day of July, 2014.

IT IS SO AGREED:


Larry Bear, Utilities Director


Marty Hostler, Electric Utility Manager


Colin Tannel, City Deputy Attorney


Beth Flamm-Overby, HR Manager


Ray Thomas, IBEW Assst. Business Manager


Patrick Duffy, IBEW Business Representative


Jaijue Tinoco, IBEW Chair/ Chief Steward

C I T Y O F L O M P O C
PAY SCHEDULE LIST/Active Catagories Only
FILE: PAYFLS:PAYSCHED.MAS
Projected Salary Changes .

TITLE and JOB CATEGORY	JOB	CAT	UNIT	PERS	BASE	CONTROL PTS					STEP-F or	STEP-G
						STEP-A	STEP-B	STEP-C	STEP-D	STEP-E		
Electrical Line Worker	230	1	PERS	BASE	5237.4441	5499.3163	5774.2821	6062.9962	6366.1460	.0000		
Effective Jan-11-2014	6.000%	IBEW	230	1	110	MO.	5,237	5,499	5,774	6,063	6,366	0
W/C EEO-CL OT STBY	PROB	JOB-FLAGS	230	1	112	HR.	30.216	31.727	33.313	34.979	36.728	.000
7539 G 1 1 1	QNg		230	1	113	BW.	2,417.28	2,538.15	2,665.05	2,798.31	2,938.22	.00
12-kV Electrical Line Worker	006	1	PERS	BASE	5761.1885	6049.2479	6351.7103	6669.2958	7002.7606	.0000		
Effective	.0000%	IBEW	006	1	110	MO.	5,761	6,049	6,352	6,669	7,003	0
W/C EEO-CL OT STBY	PROB	JOB-FLAGS	006	1	112	HR.	33.238	34.900	36.644	38.477	40.401	.000
7539 G 1 1 1	QN		006	1	113	BW.	2,659.01	2,791.96	2,931.56	3,078.14	3,232.04	.00
Lead Electrical Line Worker	370	1	PERS	BASE	5646.1644	5928.4726	6224.8962	6536.1410	6862.9481	.0000		
Effective Jan-11-2014	6.000%	IBEW	370	1	110	MO.	5,646	5,928	6,225	6,536	6,863	0
W/C EEO-CL OT STBY	PROB	JOB-FLAGS	370	1	112	HR.	32.574	34.203	35.913	37.709	39.594	.000
7539 G 1 1 1	QNg		370	1	113	BW.	2,605.92	2,736.22	2,873.03	3,016.68	3,167.51	.00
12-kV Lead Electrical Line Worker	007	1	PERS	BASE	6210.7808	6521.3199	6847.3859	7189.7551	7549.2429	.0000		
Effective	.0000%	IBEW	007	1	110	MO.	6,211	6,521	6,847	7,190	7,549	0
W/C EEO-CL OT STBY	PROB	JOB-FLAGS	007	1	112	HR.	35.831	37.623	39.504	41.479	43.553	.000
7539 G 1 1 1	QN		007	1	113	BW.	2,866.51	3,009.84	3,160.33	3,318.35	3,484.27	.00