

RESOLUTION NO. 6300(20)

**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 International
Brotherhood of Electrical Workers, Local 1245, for the Period July 1, 2019
Through June 30, 2021, and Amending the Citywide Compensation Plan (Rule IV)
Authorizing Salary Adjustments For Specified International Brotherhood of
Electrical Workers, Local 1245 Classifications**

WHEREAS, the City of Lompoc (City) has formally recognized the International Brotherhood of Electrical Workers, Local 1245 (IBEW 1245) as the exclusive employee organization representing both the City's Operations and Maintenance Unit and the Clerical Unit; and

WHEREAS, the most current Memorandum of Understanding (MOU) between the City and IBEW 1245 expired on June 30, 2019; and

WHEREAS, the City and IBEW 1245 have successfully met and conferred to negotiate a new MOU for the period of July 1, 2019, through June 30, 2021 (IBEW 1245 MOU 2019-2021), 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 IBEW 1245 representatives have executed a written Tentative Agreement on October 30, 2019, for a successor IBEW 1245 MOU 2019-2020, which Tentative Agreement was ratified by IBEW 1245 on October 29, 2019; and

WHEREAS, once the City Council adopts the Tentative Agreement, the parties are required to jointly prepare a written MOU, which the City and IBEW 1245 have already concurrently prepared, the IBEW 1245 MOU 2019-2021, and hereby present to City Council for concurrent approval with the Tentative Agreement; and

WHEREAS, once approved by the City Council, the successor IBEW 1245 MOU 2019-2021 becomes a binding agreement between the parties; and

WHEREAS, upon City Council approval of the IBEW 1245 MOU 2019-2021, the salary and benefit changes outlined therein shall be incorporated into the adopted Biennial Budget Fiscal Years 2019-2021 (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 IBEW MOU 2019-2021, and desires to amend the Compensation Plan as required by the terms of the IBEW MOU 2019-2021; and

WHEREAS, the City Council also desires to, and provides funding for, the impacts of the terms of the IBEW MOU 2019-2021.

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 on October 30, 2019, and ratified by IBEW 1245, for a successor IBEW MOU 2019-2021 for the period of July 1, 2019, through June 30, 2021, 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 IBEW 1245 MOU 2019-2021 for the period of July 1, 2019, through June 30, 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-wide Pay/Compensation Plan pursuant to, and in accordance with, the salary tables and classification titles listed in the Attachments to the IBEW MOU 2019-2021 effective July 1, 2019, through June 30, 2021, 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 IBEW MOU 2019-2020 as outlined in Exhibit D attached hereto.

SECTION 5. The City Council approves supplemental revenues and appropriations as follows:

<u>Fund category</u>	<u>FY 2019-20</u> <u>Amount</u>	<u>FY 2020-21</u> <u>Amount</u>
General Fund.....	\$89,095	\$283,351
Water Utility	29,927	54,360
Electric Utility	28,397	52,301
Wastewater Utility	24,181	43,387
Solid Waste Utility.....	18,904	33,813
Other Proprietary Funds	5,314	10,218
Other Governmental Funds	6,841	17,136
Internal Service Funds.....	33,773	75,634
Fiduciary Funds	1,847	1,940
Total	<u>\$238,279</u>	<u>\$572,140</u>

SECTION 6. Effective Date. This Resolution is effective on the day of its adoption. The salary rate adjustments are effective as of August 31, 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 January 21, 2020, by the following vote:

AYES: Council Member(s):

NOES: Council Member(s):

ABSENT: Council Member(s):

Jenelle Osborne, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc

Attachments: Exhibit A: Tentative Agreement between the City and IBEW 1245 for the period of July 1, 2019, through June 30, 2021
Exhibit B: Memorandum of Understanding between the City and IBEW 1245 for the period of July 1, 2019, through June 30, 2021
Exhibit C: Schedule of Revised Salary Ranges & Effective Dates
Exhibit D: Supplemental Appropriations