

RESOLUTION NO. 6364(20)

**A Resolution of the Council of the City of Lompoc
County of Santa Barbara, State of California,
Approving Retention and Recruitment Incentive
For Classifications Within The Electrical Division**

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 the City's Operations and Maintenance Unit; and

WHEREAS, the City has experienced difficulty in recruiting and retaining Apprentice Electrical Line Workers, 12-Kv Electrical Line Workers, 12-Kv Lead Electric Line Workers, 12-Kv Electric Trouble Shooters, Electric Utility Technicians, and Lead Electric Utility Technicians; and

WHEREAS, the City and IBEW 1245 have met and conferred regarding providing Retention and Recruitment Incentives for these classifications to address the retention and recruitment concerns, 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 Council also desires to provide funding for the Retention and Recruitment Incentives; and

WHEREAS, upon City Council appropriation of the Retention and Recruitment Incentives, the salary and benefit changes shall be incorporated into the adopted Biennial Budget Fiscal Years 2019-2021 (Budget).

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

SECTION 1. The City Council approves the Retention and Recruitment Incentives as follows:

- A. The Retention Incentive will be paid to Apprentice Electrical Line Workers, 12-Kv Electrical Line Workers, 12-Kv Lead Electric Line Workers, 12-Kv Electric Trouble Shooters, Electric Utility Technicians, and Lead Electric Utility Technicians as follows:
- \$5,000 payable to employees in the specified classifications in the first pay period following adoption of this resolution by the City Council;
 - \$1,250 payable to employees in the specified classifications 6 months after the date of the first incentive payment;

- \$1,250 payable to employees in the specified classifications 12 months after the date of the first incentive payment;
- \$1,250 payable to employees in the specified classifications 18 months after the date of the first incentive payment; and
- \$1,250 payable to employees in the specified classifications 24 months after the date of the first incentive payment.

To receive the Retention Incentive payments, employees in the specified classifications must maintain continuous employment with the City between each payment period.

B. The Recruitment Incentive will be paid to newly hired 12-Kv Electrical Line Workers, 12-Kv Lead Electric Line Workers, 12-Kv Electric Trouble Shooters, and Electric Utility Technicians as follows:

- \$5,000 payable to employees in the specified classifications in the first pay period following appointment;
- \$1,250 payable to employees in the specified classifications 6 months after the date of the first incentive payment;
- \$1,250 payable to employees in the specified classifications 12 months after the date of the first incentive payment;
- \$1,250 payable to employees in the specified classifications 18 months after the date of the first incentive payment; and
- \$1,250 payable to employees in the specified classifications 24 months after the date of the first incentive payment.

To receive Recruitment Incentive payments, employees in the specified classifications must maintain continuous employment with the City between each payment period.

SECTION 2. The City Council approves supplemental revenues and appropriations as follows:

<u>Accounting Code</u>	<u>Description</u>	FY 2020-21 <u>Amount</u>
752ERS-511100	Salaries	\$75,000
752ERS-512400	Benefits	22,938
752EDS-511100	Salaries	18,750
752EDS-512400	Benefits	5,734

SECTION 3. Effective Date. This Resolution is effective on the day of its adoption.

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 October 6 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