



City of Lompoc and IBEW Local 1245 Electric Adhoc 01/21/2021

The current International Brotherhood Of Electrical Workers Local 1245 ("IBEW 1245") Memorandum of Understanding with the City of Lompoc Article 4 section 4.2 calls for potential Classification Equity Adjustments. The City makes the following individual proposal in response to IBEW 1245's proposals dated August 6, 2020. Any IBEW proposal not directly in the City's response proposals is denied. The City is also not offering to be bound by individual parts of its package proposal. Unless the City's package proposal is accepted, as a whole, the City reserves the right to change or withdraw any individual part thereof.

The City makes the following offer under Article 4 section 4.2 Electrical Classifications:

Equity adjustment of 10% effective January 1, 2021, this adjustment will be presented to the City council no later than the second City Council meeting in April of 2021 ;

Equity adjustment of 7.5% effective July 1, 2021;

Equity adjustment of 7.5% effective July 1, 2022.

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IBEW will support the City for a claw back agreement on the apprentice program with new hire apprentice.

FOR THE CITY OF LOMPOC

Gabriel Garcia, HR Manager

FOR IBEW 1245

Jaime Tinoco, IBEW Business Representative

CITY OF LOMPOC 2020 LINEMAN WAGE
COMPARISON

COMPARISON CITY	HOURLY PAY RATE
HEALDSBURG	\$63.74
LODI	\$59.43
REDDING	\$56.90
ROSEVILLE	\$65.49
UKIAH	\$50.90
AVERAGE HOURLY RATE	\$59.29
LOMPOC	\$46.12
HOURLY PAY DIFFERENCE	\$13.17
PERCENTAGE BELOW AVERAGE	28.56

City of Lompoc 2021 Lineman wage

Comparison City Hourly Pay Rate

HEALDSBERG	\$63.74
LODI	\$61.21
REDDING	\$58.61
ROSEVILLE	\$72.04
UKIAH	\$50.90
AVERAGE	\$61.30
HOULY DIFF	\$13.80
LOMPOC	\$47.50
	29.05
Percentage Below Average	