

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LOMPOC AND
THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL UNION 1245
EFFECTIVE JULY 1, 2019 THROUGH JUNE 30, 2021**

This Amendment No. 1 to the Memorandum of Understanding between the City of Lompoc and the International Brotherhood of Electrical Workers Local Union 1245 Effective July 1, 2019 through June 30, 2021 ("IBEW MOU 2019-21") 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").

RECITALS:

WHEREAS, on January 21, 2020, the City Council approved the Memorandum of Understanding between the City of Lompoc (City) and the International Brotherhood of Electrical Workers Local Union 1245 (IBEW 1245) effective July 1, 2019 through June 30, 2021 (IBEW MOU 2019-21) with the adoption of Resolution No. 6300(20); and

WHEREAS, IBEW 1245 presented a proposal to the City on August 20, 2020, with respect to City of Lompoc Article 4, Section 4.2, Classification Equity Adjustments for certain Electrical Classifications; and

WHEREAS, the City and IBEW 1245 authorized labor relations representatives met and conferred in good faith regarding equity adjustments for certain Electrical Classifications; and

WHEREAS, IBEW 1245 authorized labor relations representatives have accepted the City's proposal on January 21, 2021 (attached hereto as Exhibit "A") regarding a proposed amendment to provide equity adjustments to certain Electrical Classifications; and

WHEREAS, the City Council shall at its regular meeting on April 20, 2021, determine whether or not to accept, approve, and adopt this Amendment No. 1 to the IBEW MOU 2019-21 to reflect the salary ranges to certain Electrical Classifications.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and subject to the formal City Council action described above, the parties hereto agree that the IBEW MOU 2019-21 shall be amended and modified as follows:

ARTICLE 4. SALARIES AND COMPENSATION

- Effective the first full pay period after adoption of Amendment No. 1 to the IBEW MOU, the Electrical Classifications delineated below covered under this agreement shall receive a ten percent (10%) equity adjustment effective pay period ending retroactive to January 1, 2021 (payroll period 12/19/2020 - 1/1/21); and
- Effective the first full pay period after adoption of Amendment No. 1 to the IBEW MOU, the Electrical Classifications delineated below covered under this agreement shall receive a seven and a half percent (7.50%) equity adjustment effective pay period ending July 2, 2021 (payroll period 6/19/21 – 7/2/21); and

AMENDMENT NO. 1 TO THE IBEW MOU JULY 1, 2019 THROUGH JUNE 30, 2021

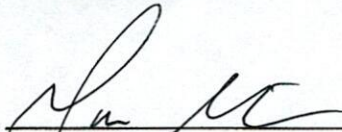
- Effective the first full pay period after adoption of Amendment No. 1 to the IBEW MOU, the Electrical Classifications delineated below covered under this agreement shall receive a seven and a half percent (7.50%) equity adjustment effective pay period ending July 1, 2022 (payroll period 6/18/22 – 7/1/22).

Electrical Classifications:

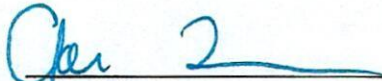
Job Class No.	Job Classification (IBEW)
040	Apprentice Electrical Line Worker
042	Apprentice Electrical Substation Technician
219	Electrical Meter Maintenance Technician
221/222	Electrical Utility Technician I/II
223	Lead Electrical Utility Technician
225	Electrical Ground Support Worker
230	Electrical Line Worker
231	12-kV Electrical Line Worker
237	12-kV Electrical Troubleshooter
370	Lead Electrical Line Worker
371	12-kV Lead Electrical Lineworker
942	Electrical Utility Technician (Y-Rate)

The representatives of the City and IBEW Local 1245 have jointly prepared this Amendment No. 1 to the IBEW MOU 2019-21 and jointly presented same to the 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 to the IBEW MOU 2019-21, all other provisions of the IBEW MOU shall remain in full force and effect. The parties also know that Amendment No. 1 to the IBEW MOU 2019-21 shall not be in full force and effect until adopted 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 this 21st day of January 2021.

IT IS SO AGREED:



Gabriel Garcia
Human Resources Manager

 2 3/31/21

Jaime Tinoco
IBEW Local Union Business Representative