

**RESOLUTION NO. 6396(21)**

**A Resolution of the City Council of the City of Lompoc,  
County of Santa Barbara, State of California,  
Approving Amendment No. 1 to the Memorandum of Understanding  
Between the City of Lompoc and the International Brotherhood  
of Electrical Workers Local Union 1245**

**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 Article 4, Section 4.2 of the IBEW MOU, 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 accepted the City's proposal on January 21, 2021, attached hereto as Exhibit "A", regarding an amendment to provide equity adjustments to certain Electrical Classifications; and

**WHEREAS**, the City Council now desires to accept, approve, and adopt Amendment No. 1 to the IBEW MOU 2019-21 (Amendment) attached hereto as Exhibit "B", to provide equity adjustments to certain Electrical Classifications; and

**WHEREAS**, upon City Council approval of Amendment No. 1 to the IBEW MOU 2019-21, the salary ranges outlined therein shall be incorporated into the adopted Biennial Budget Fiscal Years (FYs) 2019-21, , respectively; 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 amend the Citywide Compensation Plan/Pay Schedule to reflect the revised IBEW 1245 salary ranges resulting from the City Council's acceptance, approval, and adoption of the Amendment.

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

**SECTION 1.** The Amendment to provide equity adjustments delineated below (attached hereto as Exhibit "B") is hereby accepted, approved, and adopted.

- Effective the first full pay period after adoption of the Amendment, the aforementioned Electrical Classifications covered under that Amendment shall receive a 10% equity

adjustment effective pay period ending retroactive to January 1, 2021 (payroll period 12/19/2020-01/01/21); and

- Effective the first full pay period after adoption of the Amendment, the aforementioned Electrical Classifications covered under that Amendment shall receive a 7.50% equity adjustment effective pay period ending July 2, 2021 (payroll period 06/19/21-07/02/21); and
- Effective the first full pay period after adoption of the Amendment, the aforementioned Electrical Classifications covered under that Amendment shall receive a 7.50% equity adjustment effective pay period ending July 1, 2022 (payroll period 06/18/22-07/01/22).

**SECTION 2.** The Compensation/Pay Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended to include the equity adjustments for the following Electrical Classifications:

| <b>Job Class No.</b> | <b>Job Classification (IBEW)</b>            |
|----------------------|---|
| 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)      |

**SECTION 3.** Supplemental appropriations to fund the Biennial Budget FYs 2021-22 due to the increased compensation in the Amendment and supplemental resources from various Fund Balance Accounts to fund the supplemental appropriations are hereby approved and authorized. The supplemental appropriations are as follows:

| <b>Fund</b>   | <b>Amount</b>    |
|---------------|------------------|
| 752ERS 511100 | \$17,915         |
| 752ERS 512400 | \$1,757          |
| 752ERS 512300 | \$5,479          |
| 752EDS 511100 | \$64,986         |
| 752EDS 512400 | \$6,968          |
| 752EDS 512300 | \$19,656         |
| <b>Total</b>  | <b>\$116,761</b> |

Total Supplemental Appropriation for FY 2021-22 = \$116,761.

**SECTION 4. Effective Date.** This Resolution is effective upon its adoption. Revised bargaining unit salary ranges will become effective retroactive to the payroll period ending January 1, 2021, and as further described in the Amendment attached hereto as Exhibit "B".

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 April 20, 2021, 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 (Electric Adhoc)
- Exhibit B: Amendment No. 1 to the IBEW MOU 2019-21
- Exhibit C: Amendment to the City's Compensation Plan/Pay Schedule