



## City Council Agenda Item

**City Council Meeting Date:** April 20, 2021

**TO:** Honorable Mayor and City Council Members

**FROM:** Jim Throop, City Manager  
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**SUBJECT:** Adoption of Resolution No. 6396(21) Approving Amendment No. 1 to the Memorandum of Understanding With Employees Represented by the International Brotherhood of Electrical Workers, Local Union 1245 and Approving Supplemental Appropriations to Fund the Amended Compensation Plan

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### **Recommendation:**

Staff recommends the City Council:

- 1) Adopt Resolution No. 6396(21) (attached), which will:
  - a. Approve Amendment No. 1 to the Memorandum of Understanding (MOU) between the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) and the City (Amendment) , providing equity adjustments to certain positions in the Utility Department/Electrical Division; and
  - b. Approve the proposed equity adjustments as prescribed the Amendment;
  - c. Amend the City's Compensation Plan/Pay Plan to include the equity adjustments as prescribed in the Amendment;
  - d. Approve the supplemental appropriations which will fund the proposed equity adjustments for the remainder of the Fiscal Year (FY) 2019-21, and for FY 2021-22, respectively; and
  - e. Approve the supplemental resources to fund the supplemental appropriations.

### **Background:**

During the recent months, representatives for the City and IBEW 1245 have met, conferred, and exchanged proposals concerning wages and potential equity adjustments to 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)

As part of the meet and confer process, similar classifications and compensation from comparable cities were reviewed. The proposed new salary ranges were primarily evaluated based on internal salary relationships within job families, among related job families, and supervisor/subordinate differentials, and external salary surveys.

The City representatives drafted a proposal as a response to the IBEW's proposal dated August 6, 2020, and at a general membership meeting on January 21, 2021, the City representatives and IBEW representatives reached a tentative agreement.

In order to incorporate the aforementioned equity adjustments and proposed revised salary ranges into the City Classification and Compensation Plans, Personnel Rules III and IV provide that they must be adopted by City Council action.

**Discussion:**

The proposed new major amendment to the existing IBEW MOU includes:

- Effective the first full pay period after adoption of the Amendment, the aforementioned Electrical Classifications covered under the agreement shall receive a 10% equity adjustment effective the pay period ending retroactive to January 1, 2021 (payroll period 12/19/2020 – 1/1/21);
- Effective the first full pay period after adoption of the Amendment, the aforementioned Electrical Classifications covered under the agreement shall receive a 7.50% equity adjustment effective pay period ending July 2, 2021 (payroll period 6/19/21 – 7/2/21); and
- Effective the first full pay period after adoption of the Amendment, the aforementioned Electrical Classifications covered under the agreement shall receive a 7.50% equity adjustment effective pay period ending July 1, 2022 (payroll period 6/18/22 – 7/1/22).

**Fiscal Impact:**

The fiscal impact for the above increases to the IBEW Electrical classifications for the remainder of the Biennial Budget FY 2020-21 is \$116,761. The future fiscal impact for the Biennial Budget FYs 2021-23 would be \$442,472 for FY 2021-22 and \$737,693 for FY 2022-23.

**Conclusion:**

The Amendment will be ratified upon City Council approval. If approved, the equity adjustments, and proposed salary range adjustments will be implemented in accordance with the dates prescribed in the Amendment, as delineated in Resolution No. 6396(21).

Respectfully submitted,

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James Throop, City Manager

Attachment: Resolution No. 6396(21)