

AMENDMENT NO. 2

**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. 2 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, on April 20, 2021, the City Council approved Amendment No. 1 to the IBEW MOU with the adoption of Resolution No. 6396(21); and

WHEREAS, on June 2, 2021, the IBEW 1245 authorized labor relations representatives ratified the IBEW MOU extension; and

WHEREAS, the City Council shall at its regular meeting on July 6, 2021, determine whether or not to accept, approve, and adopt this Amendment No. 2 to the IBEW MOU 2019-21 to reflect terms of the IBEW MOU extension.

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 extended until midnight on June 30, 2022. Below are the terms of the MOU extension:

ARTICLE 34. DURATION OF AGREEMENT

- The terms and conditions of IBEW MOU 2019-21 would be extended until midnight on June 30, 2022; and

ARTICLE 4. SALARIES AND COMPENSATION

4.1 Salary Range Cost of Living Adjustments (COLA):

- The City and IBEW agree that effective the first full pay period after the adoption of Amendment No. 2 to the IBEW MOU, the IBEW represented employees shall receive a two percent (2.0%) cost of living adjustments (COLA) effective pay period ending July 2, 2021 (payroll period 6/19/21 – 7/2/21); and

ARTICLE 6. HEALTH AND WELFARE BENEFITS

6.1 Premiums:

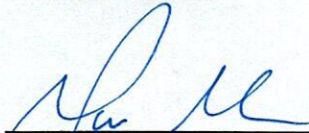
- The City and IBEW agree that effective July 1, 2021, the City shall provide IBEW represented employees increased medical contributions as follows: \$50 additional to one-party, \$75 additional to two-party, and \$150 to family coverage per month.

Classification Adhoc:


- The City and IBEW agree to meet and confer during the term of this MOU extension on potential equity adjustments for the Office Staff Assistant (OSA) and Police Records Technician job specifications series. It is understood that there is no expectation that the City is required to provide equity adjustments for all or any of these classifications and that any such adjustments are subject to available funds and City Council approval.

The representatives of the City and IBEW Local 1245 have jointly prepared this Amendment No. 2 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. 2 to the IBEW MOU 2019-21, all other provisions of the IBEW MOU shall remain in full force and effect. The parties also acknowledge that Amendment No. 2 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. 2 is hereby executed by the authorized representatives of the City and IBEW Local 1245 and entered into this 4th day of June 2021.

IT IS SO AGREED:



Gabriel Garcia
Human Resources Manager



Jaime Tinoco
IBEW Local Union Business Representative