



City Council Agenda Item

City Council Meeting Date: July 6, 2021

TO: Honorable Mayor and City Council Members

FROM: Jim Throop, City Manager
j_throop@ci.lompoc.ca.us

SUBJECT: Adoption of Resolution No. 6429(21) Approving Amendment No. 2 to the Memorandum of Understanding With Employees Represented by the International Brotherhood of Electrical Workers, Local Union 1245; Amending the City's Compensation Plan/Pay Plan to Reflect the Cost of Living and Other Adjustments as Prescribed in the MOU Amendment; and Approving Supplemental Appropriations to Fund the Amended Compensation Plan

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6429(21) (attached), which will:
 - a. Approve Amendment No. 2 to the Memorandum of Understanding (MOU) between the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) and the City (Amendment), which extends the contract term until midnight on June 30, 2022;
 - b. Amend the City's Compensation Plan/Pay Plan to include the cost of living adjustment (COLA) as prescribed in the Amendment;
 - c. Approve the supplemental appropriations which will fund the proposed COLA and benefit contribution adjustments for Fiscal Year (FY) 2021-22; and
 - d. Approve the supplemental resources to fund the supplemental appropriations.

Background:

The current MOU between the City and IBEW Local 1245 expired on June 30, 2021. The labor relations representatives for the City and representatives of IBEW Local 1245 have

been meeting, conferring, exchanging information and labor proposals concerning wages, hours, benefits, and other terms and conditions of employment.

On June 2, 2021, the IBEW 1245 authorized labor relations representatives ratified the IBEW MOU extension. Based on the ratification, the parties drafted and executed the Amendment.

In order to incorporate the aforementioned COLA 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 amendments to the existing IBEW consist of the following:

- **Duration of Agreement:** The terms and conditions of IBEW MOU 2019-21 would be extended until midnight on June 30, 2022;
- **FY 2021-22:** 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);
- **Health Benefit Contribution:** 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;
- **Further Negotiations:** 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.

Fiscal Impact:

The term of the Amendment begins July 1, 2021, concurrent with the beginning of the Budget. With the adoption of the Biennial Budget FYs 2021-23 on June 15, 2021, the implementation of the Amendment requires supplemental appropriations for various accounts as identified Resolution No. 6429(21). Funding for the supplemental appropriation is indicated on Exhibit C to Resolution No. 6429(21).

Conclusion:

The Amendment will be ratified upon City Council approval. If approved, the COLA, proposed salary range adjustments, and benefit contribution adjustments will be implemented in accordance with the dates prescribed in the Amendment, as delineated in Resolution No. 6429(21).

Respectfully submitted,

James Throop, City Manager

Attachment: Resolution No. 6429(21)