

RESOLUTION NO. 6450(21)

A Resolution of the City Council of the City of Lompoc, County of Santa Barbara, State of California, Approving Amendment No. 3 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, on April 20, 2021, the City Council approved Amendment No. 1 to the IBEW MOU 2019-21 with the adoption of Resolution No. 6396(21); and

WHEREAS, on July 6, 2021, the City Council approved Amendment No. 2 to the IBEW MOU 2019-21, extending the IBEW MOU 2019-21 through June 30, 2022, with the adoption of Resolution No. 6429(21); and

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

WHEREAS, on August 11, 2021, the IBEW 1245 authorized labor relations representatives accepted the City's proposal regarding equity adjustments for certain IBEW 1245 classifications; and

WHEREAS, on September 8, 2021, the City and IBEW 1245 reached a tentative agreement, as detailed in Amendment No. 3 to the IBEW MOU 2019-21 (Amendment No. 3) attached hereto as Exhibit A; and

WHEREAS, the City Council now desires to accept, approve, and adopt Amendment No. 3 to reflect the proposed salary equity adjustments, as detailed in Exhibit A attached hereto; and

WHEREAS, upon City Council approval of Amendment No. 3, the salary ranges outlined therein shall be incorporated into the adopted Biennial Budget Fiscal Years (FYs) 2021-23; 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 to reflect the revised IBEW 1245 salary ranges resulting from the City Council's acceptance, approval, and adoption of Amendment 3.

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

SECTION 1. Amendment No. 3, which provides equity adjustments delineated below (attached hereto as Exhibit A) is hereby accepted, approved, and adopted.

- Effective the first full pay period after adoption of the Amendment, the aforementioned IBEW classifications covered under Amendment No. 3 shall receive a 7% equity adjustment effective retroactive to June 20, 2021 (payroll period 6/19/21 – 7/2/21).

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

Job Class No.	Job Classification (IBEW)
005	Account Clerk
021	Accounting Technician I
022	Accounting Technician II
163	Collection Accounts Coordinator
330	Intermediate Account Clerk
333	Intermediate Treasury Clerk
645	Senior Account Clerk
692	Senior Treasury Clerk
748	Treasury Clerk

SECTION 3. Supplemental appropriations to fund the Biennial Budget FYs 2021-23 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 as indicated in Exhibit C attached hereto.

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 July 2, 2021, and as further described in the Amendment attached hereto as Exhibit A.

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 September 21, 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: Amendment No. 3 to the IBEW MOU 2019-22
 Exhibit B: Compensation/Pay Schedules
 Exhibit C: Supplemental Appropriations