



## City Council Agenda Item

**City Council Meeting Date:** September 21, 2021

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

**FROM:** Jim Throop, City Manager  
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**SUBJECT:** Adoption of Resolution No. 6450(21) Approving Amendment No. 3 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. 6450(21) (attached), which will:
  - a. Approve Amendment No. 3 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 Management Services Department, Treasury and Finance Divisions;
  - b. Approve the proposed equity adjustments as prescribed in the Amendment;
  - c. Amend the City's Compensation Plan to include the equity adjustments as prescribed in the Amendment;
  - d. Approve the supplemental appropriations which will fund the proposed equity adjustments for Fiscal Year (FY) 2021-23; and
  - e. Approve the supplemental resources to fund the supplemental appropriations.

### **Background:**

On July 6, 2021, the City Council adopted Resolution No. 6429(21) approving Amendment No. 2 to the IBEW MOU and extending the contract term through June 30, 2022.

The labor relations representatives for the City and representatives of IBEW Local 1245 have met, conferred, and exchanged proposals concerning wages and potential equity adjustments to the following classifications.

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

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 final proposal (Proposal #2) as a response to the IBEW's proposal dated August 6, 2021, and at a general membership meeting on August 11, 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 Amendment includes:

- Effective the first full pay period after adoption of the Amendment, the aforementioned IBEW Classifications covered under the agreement shall receive a 7% equity adjustment effective retroactive to June 20, 2021 (payroll period 6/19/21 – 7/2/21).

**Fiscal Impact:**

The implementation of the Amendment will require supplemental appropriations of \$133,984 for the remainder of the Biennial Budget FY 2021-23 cycle. The supplemental appropriations are General Fund costs that are reallocated to the Utilities, since the majority of the work performed is directly related to utility functions. The overall cost to the General Fund for the appropriations is approximately \$12,870.

Resolution No. 6450(21) provides for the appropriation of funds for the remainder of the Biennial Budget FY 2021-23 cycle associated with the costs resulting from the approval of the Amendment.

**Conclusion:**

The Amendment will be ratified upon City Council approval. If approved, the proposed salary range adjustments will be implemented in accordance with the dates prescribed in the Amendment, as delineated in Resolution No. 6450(21).

Respectfully submitted,

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Jim Throop, City Manager

Attachment: Resolution No. 6450(21)