

RESOLUTION NO. 6480(22)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Approving Amendment No. 4 to the Memorandum of Understanding
Between the City of Lompoc and the International Brotherhood
of Electrical Workers Local Union 1245, and Amending the
City's Compensation Plan Accordingly**

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

WHEREAS, on September 21, 2021, the City Council approved Amendment No. 3 to the IBEW MOU with the adoption of Resolution No. 6450(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 December 8, 2021, IBEW 1245 authorized labor relations representatives accepted the City's Proposal #1 dated October 6, 2021, in regards to the Warehouse job series; and

WHEREAS, on December 21, 2021, IBEW 1245 authorized labor relations representatives accepted the City's Proposal #1 dated October 13, 2021, in regards to the Wastewater Operator job series and Electrical/Mechanical Technician job series; and

WHEREAS, on February 15, 2022, IBEW 1245 authorized labor relations representatives accepted the City's Proposal #1 dated January 24, 2022, in regards to the Police Records Technician job series; and

WHEREAS, on March 15, 2022, the City's labor relations representatives accepted and agreed to the IBEW 1245's Proposal #1 dated March 9, 2022, in regards to the Office Staff Assistant job series; and

WHEREAS, the City Council now desires to accept, approve, and adopt Amendment No. 4 to the IBEW MOU (Amendment No. 4) to reflect the proposed salary equity adjustments, as detailed in Exhibit A attached hereto; and

WHEREAS, upon City Council approval of Amendment No. 4, 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 No. 4; and

WHEREAS, pursuant to Government Code § 3505.1, the City Council must approve the terms of any memorandum of understanding or amendment thereto reflecting an agreement between the City and IBEW 1245.

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

SECTION 1. Amendment No. 4 (attached hereto as Exhibit A), which provides equity adjustments delineated below in Section 2, Section 3, and Section 4 of this Resolution is hereby accepted, approved, and adopted.

SECTION 2. As memorialized in Amendment No. 4, effective the first full pay period after the adoption of the Amendment, the following IBEW classifications (in the Electrical/Mechanical Technician job series) shall receive a 5% equity adjustment effective retroactive to the pay period ending July 2, 2021 (payroll period 6/19/21 – 7/2/21).

Job Class No.	Job Classification (IBEW)
232	Electrical/Mechanical Trainee
233	Electrical/Mechanical Technician I
234	Electrical/Mechanical Technician II
236	Electrical/Mechanical Technician III

SECTION 3. As memorialized in Amendment No. 4, effective the first full pay period after the adoption of the Amendment, the following IBEW classifications (in the Warehouser job series, Wastewater Plant Operator series, and Electrical/Mechanical Technician job series) shall receive an 8% equity adjustment effective retroactive to the pay period ending July 2, 2021 (payroll period 6/19/21 – 7/2/21).

Job Class No.	Job Classification (IBEW)
115	Buyer-Warehouser
778	Warehouser
706	Senior Wastewater Plant Operator
784	Wastewater Plant Operator-In-Training
791	Wastewater Plant Operator I
792	Wastewater Plant Operator II
793	Wastewater Plant Operator III

SECTION 4. As memorialized in Amendment No. 4, effective the first full pay period after the adoption of the Amendment, the following IBEW classifications (in the Office Staff Assistant series

and Police Records Technician job series) shall receive a 7% equity adjustment effective retroactive to the pay period ending January 14, 2022 (payroll period 1/1/22 – 1/14/22).

Job Class No.	Job Classification (IBEW)
486	Office Staff Assistant I
487	Office Staff Assistant II
488	Office Staff Assistant III
489	Office Staff Assistant IV
568	Police Records Technician I
569	Police Records Technician II

SECTION 5. The Compensation Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended to include equity adjustments for the aforementioned IBEW 1245 classifications as depicted in Exhibit B attached hereto.

SECTION 6. Supplemental appropriations to fund the Biennial Budget FYs 2021-23 due to the increased compensation in Amendment No. 4 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 7. Effective Date. This Resolution is effective upon its adoption. Revised bargaining unit salary ranges will become effective retroactive to the payroll periods as specified in Sections 2, 3, and 4 of this Resolution and respectively as 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 April 5, 2022, 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. 4 to the IBEW MOU 2019-22
- Exhibit B: Compensation/Pay Schedules
- Exhibit C: Supplemental Appropriations