



City Council Agenda Item

City Council Meeting Date: April 5, 2022

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal HR Analyst
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SUBJECT: Adoption of Resolution No. 6480(22) Approving Amendment No. 4 to the 2019-22 Memorandum of Understanding With Employees Represented by the International Brotherhood of Electrical Workers, Local Union 1245, Amending the City's Compensation Plan Accordingly, and Approving Supplemental Appropriations to Fund the Amended MOU and Compensation Plan

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6480(22) (attached), which will:
 - a. Approve Amendment No. 4 to the 2019-22 Memorandum of Understanding (IBEW MOU) between the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) and the City (Amendment), providing equity adjustments to certain classifications represented by IBEW 1245;
 - b. Amend the City's Compensation Plan to include the approved equity adjustments as prescribed in the Amendment;
 - c. Approve the supplemental appropriations, which will fund the proposed equity adjustments for the remainder of Fiscal Year (FY) 2021-22 and for FY 2022-23; and
 - d. Approve the supplemental resources to fund the supplemental appropriations; or
 - e. Provide alternate direction.

Background:

The IBEW 1245 represents all employees serving in the classifications included in the City's Operations and Maintenance Unit and Clerical Unit. The classifications impacted by the proposed equity adjustments are in those units.

On April 20, 2021, the City Council adopted Resolution No. 6396(21) approving Amendment No. 1 to the IBEW MOU and providing equity adjustments to certain Electrical Classifications.

On July 6, 2021, the City Council adopted Resolution No. 6429(21) approving Amendment No. 2 to the IBEW MOU extending the contract term through June 30, 2022, and providing two percent (2%) cost of living adjustments (COLA). Additionally, the City and IBEW 1245 agreed to meet and confer during the term of the MOU extension on potential equity adjustments for the Office Staff Assistant and Police Records Technician job specifications series.

In Section 4.2 of the IBEW MOU, entitled "Classification Equity Adjustments", the labor relations representatives for the City and representatives of IBEW 1245 agreed to meet and confer during the term of the IBEW MOU on potential equity adjustments for certain IBEW classifications (Journey Level Electrical Classifications, Wastewater Plant Operator series, Account Clerk and Accounting Technician series, Treasury Clerk series, and Warehouse and Purchasing series). Consequently, as a result of this meet and confer process, on September 21, 2021, the City Council adopted Resolution No. 6450(21) approving Amendment No. 3 to the IBEW MOU, which provided equity adjustments to certain positions in the Account Clerk series, the Accounting Technician series, and Treasury Clerk series.

More recently, the, labor relations representatives for the City and representatives of IBEW 1245 have met, conferred, and exchanged proposals concerning wages and potential equity adjustments to the classifications in the Wastewater Plant Operator series, Electrical/Mechanical Maintenance Series, Warehouse and Purchasing series, Office Staff Assistant series, and Police Records Technician series. The specific classifications are the following:

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

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 final proposals as a response to IBEW 1245's proposals dated October 6, 2021, October 13, 2021, January 24, 2022, and March 9, 2022. At the general membership meetings on December 8, 2021, December 21, 2021, February 15, 2022, and March 15, 2022, the City representatives and IBEW 1245 representatives reached a tentative agreement. The proposed new salary ranges are delineated below.

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 following IBEW 1245 Classifications covered under the agreement shall receive a 5% equity adjustment effective retroactive to June 19, 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

- Effective the first full pay period after adoption of the Amendment, the following IBEW 1245 Classifications covered under the agreement shall receive an 8% equity adjustment effective retroactive to June 19, 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

- Effective the first full pay period after adoption of the Amendment, the following IBEW 1245 Classifications covered under the agreement shall receive a 7% equity adjustment effective retroactive to January 1, 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

Fiscal Impact:

The implementation of the Amendment will require supplemental appropriations in total of \$265,792 for the remainder of the Biennial Budget FYs 2021-23 cycle. The supplemental appropriations are allocated based on staff department and are divided among General fund, Enterprise funds, and Internal Service funds. General fund costs are further allocated based on the Cost Allocation Plan. The overall future cost to the General Fund for the appropriations is approximately \$30,516. The breakdown of Supplemental Appropriations among the various funds is detailed in Exhibit C.

Resolution No. 6480(22) provides for the appropriation of funds for the remainder of the Biennial Budget FYs 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 set forth in the Amendment, as summarized above.

Respectfully submitted,

Amabelle Apolinario, Principal HR Analyst

APPROVED FOR SUBMITTAL TO THE CITY MANAGER:

Gabriel Garcia, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Dean Albro, City Manager

Attachment: Resolution No. 6480(22)