



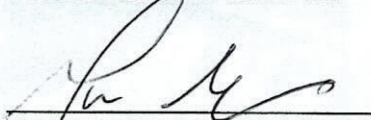
Tentative Agreement


City of Lompoc and IBEW Local 1245 Ad Hoc 12/08/2021 Proposal #1

The current International Brotherhood Of Electrical Workers Local 1245 ("IBEW 1245") Memorandum of Understanding with the City of Lompoc Article 4 section 4.2 calls for potential Classification Equity Adjustments. The City makes the following individual proposal in response to IBEW 1245's proposals dated October 16, 2021. Any IBEW proposal not directly in the City's response proposals is denied. The City is also not offering to be bound by individual parts of its package proposal. Unless the City's package proposal is accepted, as a whole, the City reserves the right to change or withdraw any individual part thereof.

The City makes the following offer under Article 4 section 4.2 Buyer series, and in response to IBEW's proposal #1 dated 10/06/2021:

The City will establish a Buyer series to include a ^{Senior} Buyer II classification that will be a career ladder. The salary differential will be 10% above the current Buyer classification and will include the creation of a new job description. The IBEW and the City will work cooperatively on the creation of the job description and will appoint the incumbent that qualifies for the Buyer II effective retroactively to the beginning of the pay period June 19, 2021.

FOR THE CITY OF LOMPOC

Gabriel Garcia, HR Manager**FOR IBEW 1245**

Jaime Tinoco, IBEW Business Representative