



City Council Agenda Item

City Council Meeting Date: July 18, 2023

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
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SUBJECT: Adoption of Resolution No. 6588(23) Approving Amendment No. 1 to the Memorandum of Understanding With Employees Represented by the International Brotherhood of Electrical Workers, Local Union 1245 and Approving Supplemental Appropriations

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6588(23) (attached), which will:
 - a. Approve Amendment No. 1 to the Memorandum of Understanding (MOU) between the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) and the City (Amendment No. 1) to provide health benefit contribution adjustments;
 - b. Approve the supplemental appropriations which will fund the proposed health benefit contribution adjustments as prescribed in Amendment No. 1.

Background:

On July 5, 2022, the City Council adopted Resolution No. 6522(22) approving the IBEW 1245 MOU 2022-24.

The City's representatives and the IBEW 1245 representatives met and conferred in good faith regarding the City's health benefit contributions to employees represented by IBEW 1245 contribution. On June 27, 2023, the City's representatives and the IBEW 1245 representatives reached an agreement on City contribution adjustments, subject to City Council approval of an amendment to the IBEW 1245 MOU 2022-24

Discussion:

The following provisions are proposed to be implemented to reflect similar terms and changes to benefits provided to the Lompoc Police Officers' Association (LPOA) represented employees.

In order to incorporate the proposed health benefit contribution adjustment, Resolution No. 6588(23) must be adopted by City Council to approve Amendment No. 1 to the IBEW 1245 MOU 2022-24.

The proposed benefit contribution adjustments are:

- **Health Benefit Contribution:** The City and IBEW 1245 agree that effective July 1, 2023, and after City Council adoption of Resolution No. 6588(23), the City shall provide IBEW 1245 represented employees increased medical contributions as follows: an additional \$77 monthly for one-party, an additional \$135 monthly for two-party, and an additional \$175 for family coverage per month.

Additionally, any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of July 1, 2023. The premium reimbursement will be processed in August 2023.

Fiscal Impact:

The implementation of this Amendment 1 to the Memorandum of Understanding requires supplemental appropriations for FY 2023-24 and 2024-25 for various accounts as identified Resolution No. 6588(23). Funding for the supplemental appropriations is indicated on Exhibit B to Resolution No. 6588(23). Appropriations for each fiscal year are \$148,032 for a total of \$296,064.

Conclusion:

The adoption of Resolution No. 6588(23) will provide for the implementation of the proposed health benefit contribution adjustments to IBEW 1245 represented employees.

Respectfully submitted,

Amabelle Apolinario, Principal Human Resources 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. 6588(23)