



City Council Agenda Item

City Council Meeting Date: October 3, 2023

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
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SUBJECT: Adoption of Resolution No. 6605(23) Amending the City Classification Plan to Include Revised Classifications for Certain International Brotherhood of Electrical Workers, Local Union 1245 Positions

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6605(23) (Attachment 1), which will:
 - a. Approve the revised class specifications for certain International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) positions, and amend and include them in the City's Classification Plan; and
 - b. Approve the job descriptions for those revised classifications (as shown in attachment A to the resolution).

Background:

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

On July 18, 2023, the City Council adopted Resolution No. 6588(23) approving Amendment No. 1 to the IBEW 1245 MOU 2022-24.

The City's representatives and the IBEW 1245 representatives met and conferred in good faith regarding revisions to job specifications for certain IBEW 1245 positions as described below.

On September 11, 2023, the City's representatives and the IBEW 1245 representatives reached an agreement on revisions to job descriptions for the positions of Buyer Series, Lead Water Distribution Operator, Water Distribution Operator Series, and Water Meter Maintenance Technician Series.

Discussion:

The revised job specifications for all the above-mentioned positions are consistent with the current nomenclature and job responsibilities. Moreover, the revised job specifications reflect similar specifications of the same positions in comparable city agencies and to stay competitive in the market. (Attachment 2 highlights the revisions to the job descriptions.)

In order to incorporate the revised job specifications and descriptions into the City's Classification Plan, Resolution No. 6605(23) must be adopted by the City Council.

Fiscal Impact:

There is no fiscal impact.

Conclusion:

The adoption of Resolution No. 6605(23) will approve the revised job specifications and descriptions, and amend and include them in the City's Classification Plan.

Respectfully submitted,

Amabelle Apolinario, Principal Human Resources Analyst

APPROVED FOR SUBMITTAL TO THE CITY MANAGER:

Gabriel Garcia, Human Resources Director

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Dean Albro, City Manager

Attachments: 1) Resolution No. 6605(23)
2) Relined Job Descriptions