

AMENDMENT NO. 2

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LOMPOC AND
THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL UNION 1245
EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2024**

This Amendment No. 2 to the Memorandum of Understanding between the City of Lompoc and the International Brotherhood of Electrical Workers Local Union 1245 Effective July 1, 2022 through June 30, 2024 ("IBEW MOU 2022-24") is made and entered into by and between the City of Lompoc, a municipal corporation ("City"), and the International Brotherhood of Electrical Workers, Local 1245 ("IBEW Local 1245").

RECITALS:

WHEREAS, on July 5, 2022, 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, 2022 through June 30, 2024 (IBEW MOU 2023-24) with the adoption of Resolution No. 6522(22); and

WHEREAS, on July 18, 2023, the City Council adopted Resolution No. 6588(23) approving Amendment No. 1 to the IBEW MOU 2022-24 to reflect the increase in the City's health premium contributions effective July 1, 2023; and

WHEREAS, the City Council shall at its regular meeting on January 16, 2024, determine whether or not to accept, approve, and adopt this Amendment No. 2 to the IBEW MOU 2022-24 as delineated below.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and subject to the formal City Council action described above, the parties hereto agree to the proposed increase in health premium contributions as prescribed below:

- **Duration of Agreement:** The terms and conditions of the IBEW MOU 2022-2024 is proposed to be extended for two years, until midnight on June 30, 2026.
- **FY 2024/25 Cost of Living Adjustments (COLA):** The City and IBEW agree that after City Council's adoption of a resolution, effective the first full pay period of the fiscal year (payroll period 6/29/2024 – 7/12/2024), the City shall provide IBEW-represented employees still on payroll as of the effective date, a five percent (5%) base salary increase.
- **FY 2025-26 Cost of Living Adjustments (COLA):** The City and IBEW agree that after City Council's adoption of a resolution, effective the first full pay period of the fiscal year (payroll period 6/28/2025 – 7/11/2025), the City shall provide IBEW-represented employees still on payroll as of the effective date, a four percent (4%) base salary increase.
- **HEALTH AND WELFARE BENEFITS**
In July 2023, the City provided additional medical premium contributions to IBEW-represented employees as follows: \$77 additional to one-party, \$135 additional to two-party, and \$175 additional to family coverage per month.

Effective January 1, 2024, the City and IBEW agree that after City Council's adoption of a resolution, the City shall provide IBEW-represented employees increased medical

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contributions as follows: \$25 additional to one-party, \$70 additional to two-party, and \$95 to family coverage per month.

The proposed new employer's monthly contributions effective January 1, 2024, will be:

Employer Monthly Contribution				
	Effective:	7/1/2023	Additional Employer Monthly Contribution	1/1/2024
Employee Only:		\$683.70	\$25.00	\$708.70
Employee + 1:		\$1,206.76	\$70.00	\$1,276.76
Employee + Family:		\$1,561.13	\$95.00	\$1,656.13

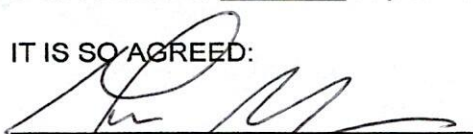
Any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of January 1, 2024. The premium reimbursement will be processed in February 2024.


- **Meet and Consult Agreements:** The City and IBEW agree that after City Council's adoption of a resolution, the parties agree to meet and confer during the term of the MOU extension on potential equity adjustments for the following classifications:
 1. Urban Forestry Line Clearance Reclassification
 2. Sanitation Workers
 3. Water Distribution Operators
 4. Water Meter Technicians
 5. Customer Service Field Technicians
 6. Custodians
 7. Street Division
 8. Landfill Coordinators: new Series Specification for Landfill Coordinator Trainee to Senior Landfill Coordinator.

It is understood that there is no expectation that the City is required to provide equity adjustments for all or any of the classifications stated above and that any such adjustments are subject to available funds and City Council approval.

The representatives of the City and IBEW Local 1245 have jointly prepared this Amendment No. 2 to the IBEW MOU 2022-24 and jointly presented same to the City Council of the City of Lompoc for determination pursuant to Government Code Section 3505.1. Except as expressly provided for in this Amendment No. 2 to the IBEW MOU 2022-24, all other provisions of the IBEW MOU shall remain in full force and effect. The parties also acknowledge that Amendment No. 2 to the IBEW MOU 2022-24 shall not be in full force and effect until adopted by resolution by the City Council of the City of Lompoc. Subject to the foregoing and in witness whereof, this Amendment No. 2 is hereby executed by the authorized representatives of the City and IBEW Local 1245 and entered into this 20th day of December 2023.

IT IS SO AGREED:


 Gabriel Garcia
 Human Resources Director


 Jaime Tinoco
 IBEW Local Union Business Representative