



## City Council Agenda Item

**City Council Meeting Date:** January 16, 2024

**TO:** Dean Albro, City Manager

**FROM:** Amabelle Apolinario, Principal Human Resources Analyst  
a\_apolinario@ci.lompoc.ca.us

**SUBJECT:** Adoption of Resolution No. 6628(24) Approving Amendment No. 2 to the Memorandum of Understanding With Employees Represented by the International Brotherhood of Electrical Workers, Local Union 1245; Amending the City's Compensation Plan/Pay Plan to Reflect the Cost of Living Adjustments as Prescribed in the Amendment; and Approving Supplemental Appropriations

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### **Recommendation:**

Staff recommends the City Council:

- 1) Adopt Resolution No. 6628(24) (attached), which will:
  - a. Approve Amendment No. 2 to the Memorandum of Understanding (MOU 2022-24) between the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) and the City (Amendment No. 2) as delineated below;
  - b. Amend the City's Compensation Plan/Pay Plan to include the cost of living adjustments (COLA) for all IBEW 1245 classifications for Fiscal Years (FY) 2024-25, and 2025-26 respectively;
  - c. Approve the supplemental appropriations which will fund the proposed revised salary ranges, and health benefit contribution adjustments as prescribed in Amendment No. 2.

### **Background:**

On July 5, 2022, the City Council adopted Resolution No. 6522(22) approving the IBEW 1245 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 current MOU between the City and IBEW 1245 will expire on June 30, 2024. In anticipation of the expiration of the IBEW 1245 MOU, the City and IBEW 1245 labor negotiations representatives have met and conferred on several occasions regarding the City's health benefit contributions, salary adjustments, and extending the terms and conditions of the current IBEW 1245 MOU for two years, or until midnight on June 30, 2026.

On December 20, 2023, the City's representatives and the IBEW 1245 representatives reached an agreement on several items, subject to City Council approval of an amendment to the IBEW 1245 MOU 2022-24.

**Discussion:**

Major provisions implemented in Amendment No. 2 to the IBEW 1245 MOU 2022-24, if approved by the City Council, include the following:

- **Duration of Agreement:** The term of the IBEW 1245 MOU 2022-24 is extended for two years, until midnight on June 30, 2026.
- **FY 2024-25 Cost of Living Adjustments (COLA):** Effective the first pay period of the next fiscal year (payroll period 6/29/2024 – 7/12/2024), the City shall provide IBEW 1245-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):** Effective the first pay period of the fiscal year (payroll period 6/28/2025 – 7/11/2025), the City shall provide IBEW 1245-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 1245-represented employees as follows: \$77 additional to one-party, \$135 additional to two-party, and \$175 additional to family coverage per month.

If approved by the City Council, Amendment No. 2 to the IBEW 1245 MOU 2022-24, would provide IBEW 1245-represented employees increased medical contributions effective January 1, 2024, 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, are reflected on the following chart:

**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 Confer Agreements:** The City and IBEW 1245 also 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.

To incorporate the aforementioned changes, Resolution No. 6628(24) must be adopted by City Council to approve Amendment No. 2 to the IBEW 1245 MOU 2022-24.

Finally, Resolution No. 6628 would amend the City-wide Pay/Compensation Plan to include the updated salary ranges for IBEW classifications as agreed to in Amendment No. 2 to the IBEW 1245 MOU 2022-24.

**Fiscal Impact:**

The implementation of this Amendment No. 2 to the MOU requires supplemental appropriations for FY 2023-24 and FY 2024-25 for various accounts as identified Resolution No. 6628(24). Funding for the supplemental appropriations is indicated on Exhibits C and D to Resolution No. 6628(24). FY 2025-26 implementation will be captured and reflected in the Biennial Budget FYs 2025-27.

**Conclusion:**

The adoption of Resolution No. 6628(24) will approve Amendment No. 2 to the IBEW 1245 MOU 2022-24 which will: i) extend the terms and conditions of the IBEW 1245 MOU 2022-24

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to June 30, 2026, ii) provide for the implementation of the proposed salary adjustments for FYs 2024-25 and 2025-26, and iii) make health benefit contribution adjustments for IBEW 1245 represented employees.

Respectfully submitted,

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Amabelle Apolinario, Principal Human Resources Analyst

**APPROVED FOR SUBMITTAL TO THE CITY MANAGER:**

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Gabriel Garcia, Human Resources Director

**APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:**

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Dean Albro, City Manager

Attachment: Resolution No. 6628(24)