

## **RESOLUTION NO. 6650(24)**

### **A Resolution of the City Council of the City of Lompoc, County of Santa Barbara, State of California, Approving Amendment No. 3 to the Memorandum of Understanding Between the City of Lompoc and the International Brotherhood of Electrical Workers Local Union 1245 and Approving Supplemental Appropriations**

**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 1245 MOU 2022-24) with the adoption of Resolution No. 6522(22); and

**WHEREAS**, on July 18, 2023, the City Council approved Amendment No. 1 to the IBEW 1245 MOU with the adoption of Resolution No. 6588(23); and

**WHEREAS**, on July 18, 2023, the City Council approved equity adjustments to certain IBEW 1245 classifications that were approved in the Biennial Budget Fiscal Years (FYs) 2023-25 with the adoption of Resolution No. 6591(23); and

**WHEREAS**, on January 16, 2024, the City Council approved Amendment No. 2 to the IBEW 1245 MOU with the adoption of Resolution No. 6628(24) extending the IBEW 1245 MOU 2022-24 through June 30, 2026, providing additional health benefit contribution adjustments, and providing cost of living adjustments (COLA) for Fiscal Years (FY) 2024-26, and approving the City and IBEW 1245 to meet and confer during the term of the MOU extension on the reclassification of Urban Forestry Line Clearance, creating a new series specification for Landfill Coordinator Trainee to Senior Landfill Coordinator, and potential equity adjustments for the classifications of Sanitation Worker, Water Distribution Operator, Water Meter Technician, Customer Service Field Technician, Custodian, and certain Street Maintenance Division positions; and

**WHEREAS**, as of March 4, 2024, the City and IBEW 1245 authorized labor relations representatives have been meeting and conferring regarding the new and revised job descriptions, new salaries, and equity adjustments for certain classifications in the Street Maintenance and Urban Forestry Divisions; and

**WHEREAS**, on March 19, 2024, the City and IBEW 1245 authorized labor relations representatives tentatively agreed to new and revised classifications or job descriptions, new salaries, and equity adjustments for certain classifications for Street Maintenance and Urban Forestry Divisions; and

**WHEREAS**, on March 19, 2024, the City and IBEW 1245 authorized labor relations representatives jointly prepared Amendment No. 3, attached hereto as Exhibit A; and

**WHEREAS**, the City Council now desires to accept, approve, and adopt Amendment No. 3 to reflect the proposed new and/or revised job descriptions, salary equity adjustments, as detailed in Exhibit A attached hereto; and

**WHEREAS**, an oversight resulted in the omission of the Lead Landfill Operator classification benefiting from a 7% equity adjustment provided to other IBEW 1245 classifications as outlined in Resolution No. 6591(23); and

**WHEREAS**, the City Council also desires to approve a seven percent (7%) equity adjustment to the Lead Landfill Operator classification to be effective July 2, 2023; and

**WHEREAS**, the City's Classification Plan must be amended to include the new and/or revised job classification for certain IBEW 1245 classifications as detailed in Amendment No. 3; and

**WHEREAS**, Rule III, Section 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Classification Plan; and

**WHEREAS**, Rule IV, Section 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Citywide Compensation/Pay Plan to reflect changes thereto; and

**WHEREAS**, the City Council desires to amend the Classification Plan, and Citywide Compensation/Pay Plan to reflect the new and/or revised job descriptions, salary ranges, and revised position allocations resulting from the approval of Amendment No. 3 and this resolution.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOMPOC, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

**SECTION 1.** Amendment No. 3 (attached hereto as Exhibit A), is hereby accepted, approved, and adopted.

**SECTION 2.** The City Classification Plan and Compensation Plan are hereby amended to add, revise, and delete the following classifications:

<b>Add:</b>	<b>Job Class No.</b>
Line Clearance Tree Trimmer	459
Lead Line Clearance Tree Trimmer	397
Street Maintenance Heavy Equipment Operator	739
Street Maintenance Worker Trainee	736
Street Maintenance Worker	737
Senior Street Maintenance Worker	738
<b>Revise:</b>	
Lead Sign and Paint Worker	393
Lead Street Maintenance Worker	394
Maintenance Worker Trainee	465
Maintenance Worker	460
Senior Maintenance Worker	670
Tree Trimmer	755

**Delete:**

Lead Tree Trimmer	396
Senior Tree Trimmer	695

**SECTION 3.** The new and revised job descriptions attached hereto as Exhibit B are hereby approved.

**SECTION 4.** A seven percent (7%) compensation increase for the Lead Landfill Operator classification effective retroactive to July 2, 2023, is hereby approved.

**SECTION 5.** The City’s Compensation Plan is hereby amended to include the revised salary ranges depicted in Exhibit C attached hereto.

**SECTION 6.** The City’s Compensation Plan is hereby amended to add and delete position allocations as follows:

**Add:**

<u>Position</u>	<u>Location</u>	<u>Position Allocation</u>
Line Clearance Tree Trimmer	Urban Forestry	5.00
Lead Line Clearance Tree Trimmer	Urban Forestry	2.00
Street Maintenance Heavy Equipment Operator	Streets	2.00
Street Maintenance Worker Trainee/Street Maint Worker/Sr. Street Maintenance Worker	Streets	3.00

**Delete:**

<u>Position</u>	<u>Location</u>	<u>Position Allocation</u>
Equipment Operator/ Heavy Equipment Operator	Streets	2.00
Maintenance Worker Trainee/ Maintenance Worker/Senior	Streets	3.00
Lead Tree Trimmer	Urban Forestry	2.00
Tree Trimmer/Sr. Tree Trimmer	Urban Forestry	5.00

**SECTION 7. Effective Date.** This Resolution is effective upon its adoption. The revised salary ranges will be effective as of the effective dates specified in Exhibit C.

**SECTION 8.** Supplemental appropriations from the City’s General Fund to fund the Biennial Budget FYs 2023-25 to implement the increased compensation and new classifications created by approval of this resolution are hereby approved and authorized as indicated in Exhibit D attached hereto.

The foregoing Resolution was proposed by Council Member \_\_\_\_\_, seconded by Council Member \_\_\_\_\_, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on May 7, 2024, by the following vote:

AYES: Council Member(s):

NOES: Council Member(s):

ABSENT: Council Member(s):

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Jenelle Osborne, Mayor  
City of Lompoc

ATTEST:

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Stacey Haddon, City Clerk  
City of Lompoc

Attachments:

- Exhibit A: Amendment No. 3 to the IBEW 1245 MOU 2022-24
- Exhibit B: IBEW 1245 Job Descriptions
- Exhibit C: IBEW 1245 Salary Tables
- Exhibit D: Supplemental Appropriations