



City Council Agenda Item

City Council Meeting Date: May 7, 2024

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
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SUBJECT: Adoption of Resolution No. 6650(24) Approving Amendment No. 3 to the 2022-24 Memorandum of Understanding With Employees Represented by the International Brotherhood of Electrical Workers, Local Union 1245, Amending the City's Classification and Compensation Plans Accordingly, and Approving Supplemental Appropriations to Fund the Amended MOU and Compensation Plan

Recommendation:

Staff recommends the City Council adopt Resolution No. 6650(24) (attached), which will:

- 1) Approve Amendment No. 3 to the 2022-24 Memorandum of Understanding (IBEW MOU) between the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) and the City (Amendment No. 3), establishing new classifications and job descriptions, revising certain job descriptions, deleting obsolete classifications and job descriptions, and providing equity adjustments to certain classifications in the Public Works Department, Street Maintenance and Urban Forestry Divisions;
- 2) Amend the City's Classification Plan to include the proposed new and revised classifications and/or job descriptions;
- 3) Amend the City's Compensation Plan to include the proposed new salary ranges and equity adjustments as prescribed in Amendment No. 3;
- 4) Approve the position allocations for the proposed new and/or revised IBEW 1245 classifications and deleted position allocations; and
- 5) Approve supplemental appropriations from the City's General Fund, which will fund the proposed new salaries of the new classifications, equity adjustments for certain classifications for Fiscal Year (FY) 2023-24 and FY 2024-25 respectively.

Background:

The IBEW 1245 represents all employees within the classifications encompassed by the City's Operations and Maintenance Unit and Clerical Unit. The classifications affected by the proposed equity adjustments fall within those units.

On January 16, 2024, the City Council adopted Resolution No. 6628(24), approving Amendment No. 2 to the IBEW 1245 MOU. That amendment extended the IBEW 1245 MOU 2022-24 contract through June 30, 2026, and authorized meet-and-confer agreements regarding potential equity adjustments for certain IBEW classifications.

Subsequent to the City Council's approval of Amendment No. 2, labor relations representatives from the City and IBEW 1245 engaged in meetings, discussions, and exchanged proposals regarding wages and potential equity adjustments for the proposed new and revised classifications within the Street Maintenance and Urban Forestry Divisions. During the meet and confer process, similar classifications and compensations from comparable cities were reviewed. New salary ranges were primarily evaluated based on internal salary relationships within job families, among related job families, supervisor/subordinate differentials, and external salary surveys.

Following those discussions, on March 19, 2024, the City and IBEW Local 1245 labor representatives reached a tentative agreement and jointly prepared Amendment No. 3 to the IBEW 1245 MOU 2022-24, which is provided in Exhibit A of the attached resolution. Amendment No. 3 will not be effective until approved by the City Council.

Discussion:

In summary, the City Council's approval of Amendment No. 3 allows the creation of six new IBEW 1245 classifications in the Street Maintenance and Urban Forestry divisions (along with job descriptions), deletion of two IBEW 1245 classifications in the Urban Forestry Division, approval of five revised job descriptions, and approval of equity adjustments for certain IBEW 1245 classifications as outlined in the attached resolution. (Red-lined job descriptions are contained in Attachment 2.)

Further details on Amendment No. 3 are summarized below. The City's Classification and Compensation Plans are proposed to be amended to account for these changes, as well as to account for the proposed reallocation of positions.

Creation of New Classifications

Amendment No. 3 includes the creation of the following six new IBEW 1245 classifications and compensation ranges (to be effective May 18, 2024) for these positions:

<u>New Classification</u>	<u>Job Class No.</u>	<u>Hourly Comp.</u>
Line Clearance Tree Trimmer	459	\$30.8958-\$39.4317
Lead Line Clearance Tree Trimmer	397	\$33.9854-\$43.3749
Street Maintenance Heavy Equipment Operator	739	\$30.8958-\$39.4317
Street Maintenance Worker Trainee	736	\$17.9516-\$22.9113
Street Maintenance Worker	737	\$21.9923-\$28.0683
Senior Street Maintenance Worker	738	\$28.0871-\$35.8470

Job descriptions for each of these new classifications have been prepared. The job descriptions would be added to the City's Classification Plan by the City Council's approval of Resolution No. 6650(24).

Certain classifications specific to the Street Maintenance Division need to be deleted to reflect the new job titles for certain positions. The classifications to be deleted are as follows: Equipment Operator/Heavy Equipment Operator, Maintenance Worker Trainee, Maintenance Worker, and Senior Maintenance Worker.

Revised Job Descriptions for Existing Classifications

Amendment No. 3 includes approval of updated job descriptions for the following existing IBEW 1245 classifications:

Lead Sign and Paint Worker
Lead Street Maintenance Worker
Tree Trimmer
Maintenance Worker Trainee
Maintenance Worker Series/Senior

By the adoption of Resolution No. 6650(24), the City's Classification Plan would be amended to include these new job descriptions.

Salary Adjustments for Existing Classifications

If approved by the City Council, Amendment No. 3 would provide for the following compensation adjustments, to be effective April 20, 2024 (for payroll period 4/20/24-5/3/24):

<u>Classification</u>	<u>% Adjustment</u>
Line Sign and Paint Worker	16.13%
Lead Street Maintenance Worker	16.13%
Tree Trimmer	5.54%

Additionally, it has been brought to staff's attention that the Lead Landfill Operator classification was inadvertently overlooked and consequently excluded from the list of certain IBEW 1245 classifications benefiting from a seven percent (7%) equity adjustment upon the adoption of Resolution No. 6591(23) on July 18, 2023. To make this correction, the attached resolution provides for a 7% compensation increase for this position retroactive to July 2, 2023, consistent with when the 7% increases for IBEW 1245 classifications adopted by Resolution No. 6591(23) became effective. Staff believes it is imperative for the City to promptly rectify this oversight and ensure that the Lead Landfill Operator classification receives the intended equity adjustment as stipulated. The IBEW 1245 and City representatives met and conferred regarding this compensation increase, but it was not included in Amendment No. 3 because of staff oversight and has caused compaction within the Landfill Classifications..

Elimination of Classifications

As part of Amendment No. 3, IBEW 1245 and City representatives agreed that two IBEW classifications would be deleted from the Urban Forestry Division in the City's Classification Plan and Compensation Plan: Lead Tree Trimmer and Senior Tree Trimmer. There is one filled Lead Tree Trimmer position, which will be reclassified to the new Lead Line Clearance Tree Trimmer position upon adoption of Resolution No. 6650(24).

The City has faced challenges in recruiting candidates for the Tree Trimmer series specification. Currently, there are seven (7) vacant positions within the Urban Forestry Division. Despite ongoing recruitment efforts since 2022, the City has encountered difficulties in identifying suitably qualified candidates. Moreover, during the past ten years, the City has also not been able to recruit qualified candidates for classifications in the Street Maintenance Division, namely Senior Maintenance Worker, Equipment Operator, Heavy Equipment Operator, and Lead Maintenance Worker positions; and has struggled to retain its employees in those positions.

Revised Position Allocations

The resolution, if approved, would make the following additions and deletions to the City's Compensation Plan regarding position allocation:

Additions:

<u>Position</u>	<u>Location</u>	<u>Position Allocation</u>
Line Clearance Tree Trimmer	Urban Forestry	5.00
Lead Line Clearance	Urban Forestry	2.00

Tree Trimmer Street Maintenance	Streets	2.00
Heavy Equipment Operator Street Maintenance Worker	Streets	3.00
Trainee/Street Maint Worker/ Sr. Street Maintenance Worker		

Deletions:

<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

The City met and conferred with IBEW 1245 regarding these proposed allocation changes.

Fiscal Impact:

The immediate impact of the above referenced amendment to the MOU, detailed in Exhibit D, attached, will result in a direct increase of general fund expenditures in FY 2023-2024 by \$28,364.54 and in FY 2024-25 by \$169,550.44. However, the Streets Maintenance and Urban Forestry divisions, which are part of the General Fund, recuperate over 90% of their spending from revenues such as Measure A and gas tax funds, which are not General Fund dollars. Therefore, the net impact to the General Fund, after allocations, is estimated to be less than \$2,800 for the remainder of FY 2023-24 and less than \$16,996 for FY 2024-25.

Conclusion:

The Amendment will be effective upon City Council approval. If approved, the proposed classifications will be created and new and revised salary ranges will be implemented in accordance with the dates set forth in the Amendment, as summarized above.

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Amendment No. 3 to IBEW 1245 MOU
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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. 6650(24) (Exhibit A: Amendment No. 3 to IBEW 1245 MOU 2022-24; Exhibit B: IBEW 1245 Job Descriptions; Exhibit C: Salary Tables for IBEW 1245; Exhibit D: Supplemental Appropriations)
 - 2) IBEW 1245 Job Descriptions – redlined versions