



## City Council Agenda Item

**City Council Meeting Date:** June 4, 2024

**TO:** Dean Albro, City Manager

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

**SUBJECT:** Adoption of Resolution No. 6663(24) Approving Amendment No. 4 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

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### **Recommendation:**

Staff recommends the City Council adopt Resolution No. 6663(24) (attached), which will:

- 1) Approve Amendment No. 4 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. 4), revising certain job descriptions, and providing equity adjustments to certain classifications in the Public Works Department, Fleet & Facilities Division;
- 2) Amend the City's Classification Plan to include the proposed revised job descriptions;
- 3) Amend the City's Compensation Plan to include the proposed equity adjustments as prescribed in Amendment No. 4; and
- 4) Approve supplemental appropriations from the City's General Fund, which will fund the proposed 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 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.

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.

On May 7, 2024, the City Council adopted Resolution No. 6650(24), approving Amendment No. 3 to the IBEW 1245 MOU, which approved new and revised classifications and equity adjustments for certain classifications within the Street Maintenance and Urban Forestry Divisions.

Subsequent to the City Council's approval of Amendment No. 3, labor relations representatives from the City and IBEW 1245 engaged in meetings, discussions, and exchanged proposals regarding job certification requirements. Those discussions encompassed forthcoming mandates from the State of California regarding electric fleet requirements, as well as potential equity adjustments for the proposed revised classifications within the Fleet & Facilities Division.

City Staff consulted with the California Air Resources Board (CARB) Clean Truck Check HD Inspection and Maintenance Section, Mobile Source Control Division, to ascertain appropriate certification requirements for classifications within the Fleet & Facilities Division. During the meet and confer process, revised job descriptions and proposed equity adjustments were thoroughly reviewed.

Evaluation of revised salary ranges primarily focused on internal salary relationships within job families, among related job families, and supervisor/subordinate differentials.

Following those discussions, on May 6, 2024, the City and IBEW Local 1245 labor representatives reached a tentative agreement and jointly prepared Amendment No. 4 to the IBEW 1245 MOU 2022-24, which was ratified on May 14, 2024, and which is provided in Exhibit A of the attached resolution. Amendment No. 4 will not be effective until approved by the City Council.

**Discussion:**

In summary, the City Council's approval of Amendment No. 4 allows the approval of revised job descriptions for Fleet & Equipment Technician series specification and Lead Fleet & Technician classification, and approval of equity adjustments for the classifications of Fleet & Equipment Technician I/II, and Lead Fleet & Equipment Technician. (Red-lined job descriptions are contained in Attachment 2.)

Further details on Amendment No. 4 are summarized below. The City's Classification and Compensation Plans are proposed to be amended to account for these changes.

#### Revised Job Descriptions for Existing Classifications

Amendment No. 4 includes approval of updated job descriptions for the following existing IBEW 1245 classifications:

Fleet & Equipment Technician series specification (Trainee / I / II)  
Lead Fleet & Equipment Technician

By the adoption of Resolution No. 6663(24), the City's Classification Plan would be amended to include these revised job descriptions.

#### Salary Adjustments for Existing Classifications

If approved by the City Council, Amendment No. 4 would provide compensation adjustments to the classifications of Fleet & Equipment Technician I/II, and Lead Fleet & Equipment Technician as follows:

- 2% to be effective the first payroll period following adoption of resolution (for payroll period 6/15/24-6/28/24); and
- 1% to be effective January 1, 2025 (for payroll period 12/28/24-1/10/25).

#### **Fiscal Impact:**

The impact of the above referenced amendment to the MOU, detailed in Exhibit D, attached, will result in an increase of Internal Services Fleet fund 873 expenditures in FY 2023-24 by \$1,706.38 and in FY 2024-25 by \$18,225.27. These costs are allocated to each City division proportionately, according to prior fiscal years' use of Fleet services. The General Fund portion of these costs is approximately \$43.37 for FY 2023-24 and \$463.20 for FY 2024-25, or 2.54%. No additional General Fund appropriations are required at this time.

#### **Conclusion:**

The Amendment will be effective upon City Council approval. If approved, the proposed revised classifications 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. 4 to IBEW 1245 MOU  
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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

- Attachments:
- 1) Resolution No. 6663(24) (Exhibit A: Amendment No. 4 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