

## AMENDMENT NO. 3

### 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, 2026

This Amendment No. 3 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 1245 MOU 2022-2024), extended through June 30, 2026, 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 1245 MOU 2022-24) with the adoption of Resolution No. 6522(22); 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 contract through June 30, 2026, and approving meet and confer agreements on potential equity adjustments for certain IBEW 1245 classifications delineated below; 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 Streets and Urban Forestry Divisions; and

**WHEREAS**, on March 19, 2024, the City and IBEW 1245 authorized labor relations representatives have reached and agreed to a tentative agreement (Ad Hoc 3/12/24) in regard to new and revised classifications or job descriptions, new salaries, and equity adjustments for certain classifications for Streets and Urban Forestry divisions; and

**WHEREAS**, the City and IBEW 1245 authorized labor relations representatives have jointly prepared and ratified this Amendment on March 19, 2024; and

**WHEREAS**, the City Council shall at its regular meeting on May 7, 2024, determine whether or not to accept, approve, and adopt Amendment No. 3 to the IBEW 1245 MOU 2022-24 to approve the new and/or revised job descriptions and reflect the proposed equity adjustments.

**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 equity adjustments as delineated below:

- The job descriptions and salaries for the following proposed new IBEW 1245 classifications shall be established effective the first full pay period after adoption of the Amendment:

<b>Job Classification (New/Add)</b>	<b>Job Class No.</b>	<b>Hourly Salary</b>
○ Line Clearance Tree Trimmer	459	\$30.8958 - \$39.4317
○ Lead Line Clearance Tree Trimmer	397	\$33.9854 - \$43.3749
○ Street Maint. Heavy Equipment Operator	739	\$30.8958 - \$39.4317

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- 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

- The revised job descriptions for the following IBEW 1245 classifications, and the proposed equity adjustments for certain classifications shall be effective April 20, 2024 (payroll period 4/20/24 – 5/3/24):

<b>Job Classification (Revised)</b>	<b>Job Class No.</b>	<b>% Equity Adjustment</b>
○ Lead Sign and Paint Worker	393	16.13%
○ Lead Street Maintenance Worker	394	16.13%
○ Tree Trimmer	755	5.54%
○ Maintenance Worker Trainee	465	N/A
○ Maintenance Worker Series/Senior	460/670	N/A

- The job description and salary ranges for the following IBEW 1245 classification shall be deleted from the City's Classification Plan, and Compensation/Pay Plan effective the first full pay period after adoption of the Amendment:

<b>Job Classification (Delete)</b>	<b>Job Class No.</b>
○ Lead Tree Trimmer	396
○ Senior Tree Trimmer	695

This Amendment No. 3 to the IBEW 1245 MOU 2022-24 is jointly presented by the representatives of the City of Lompoc and IBEW Local 1245, in accordance with Government Code Section 3505.1.

Except as explicitly outlined in this Amendment, all existing provisions of the IBEW 1245 MOU shall remain fully effective. Adoption of Amendment No. 3 by resolution of the City Council of Lompoc is required for it to come into force.

Executed on this day of March 19, 2024, by duly authorized representatives of the City and IBEW Local 1245, this Amendment acknowledges that the City is not required to provide equity adjustments for all or any of the classifications mentioned. Any such adjustments are subject to available funds and approval by the City Council.

Furthermore, the proposed new classifications are standalone positions and should not be benchmarked with other IBEW 1245 classifications not specified above. The equity adjustments apply solely to the classifications specified above and should not result in compaction with other IBEW 1245 classifications, nor should they prompt additional equity adjustments to IBEW 1245 classifications not specified above.

IT IS SO AGREED:

**City of Lompoc:**

  
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 Gabriel Garcia, Human Resources Director

**IBEW Local 1245:**

  
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 Jaime Tinoco, Union Business Representative

  
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 Dean Albro, City Manager

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:

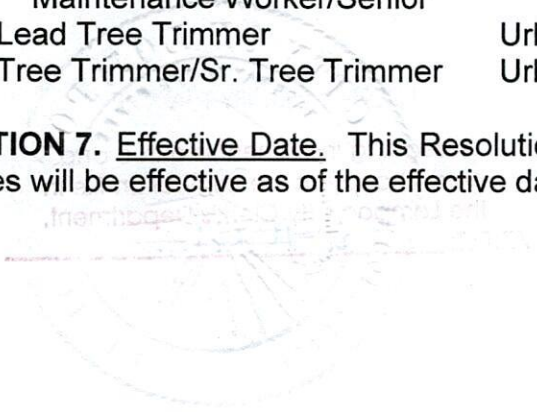
**Add:**

<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 Vega, seconded by Council Member Starbuck, 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 electronic vote:


AYES: Council Member(s): Victor Vega, Dirk Starbuck, Gilda Cordova, Jeremy Ball, and Mayor Jenelle Osborne.

NOES: Council Member(s): None

ABSENT: Council Member(s): None

  
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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

I HEREBY CERTIFY THAT THE

foregoing instrument is a true and correct copy of the original on file in the Lompoc City Clerk's Department.

ATTEST:   
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