

AMENDMENT NO. 4**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. 4 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, on May 7, 2024, the City Council approved Amendment No. 3 to the IBEW 1245 MOU with the adoption of Resolution No. 6650(24) approving new and revised IBEW classifications and salaries; and

WHEREAS, as of April 17, 2024, the City and IBEW 1245 authorized labor relations representatives have been meeting and conferring regarding certification requirements including forthcoming mandates from the State of California concerning electric fleet requirements, revised job descriptions, and equity adjustments for Fleet & Equipment Technician I/II, and Lead Fleet & Equipment Technician positions; and

WHEREAS, on May 6, 2024, the City and IBEW 1245 authorized labor relations representatives have reached and agreed to a tentative letter of agreement (LOA) in regard to revised job descriptions, and equity adjustments for the classifications mentioned above; and

WHEREAS, the City and IBEW 1245 authorized labor relations representatives have jointly prepared and ratified this Amendment; and

WHEREAS, the City Council shall at its regular meeting on June 4, 2024, determine whether or not to accept, approve, and adopt Amendment No. 4 to the IBEW 1245 MOU 2022-24 to approve the 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 revised job descriptions for the following IBEW 1245 classifications shall be effective the first payroll period after adoption of a resolution by the Lompoc City Council:

AMENDMENT NO. 4 TO THE IBEW 1245 MOU 2022-24

Job Classification (Revised)

Job Class No.

- Fleet & Equipment Technician Series Specification 263/268/269
- Lead Fleet & Equipment Technician 381
- After the City Council adopts a resolution, the proposed equity adjustments for *Fleet & Equipment Technician I/II*, and *Lead Fleet & Equipment Technician* classifications shall be effective as follows:
 - A 2% equity adjustment effective the first pay period following adoption of a resolution (payroll period 6/15/24-6/28/24); and
 - An additional 1% equity adjustment effective payroll period beginning 12/28/24.

This Amendment No. 4 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. 4 by resolution of the City Council of Lompoc is required for it to come into force.

Executed on this day of May 14, 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:

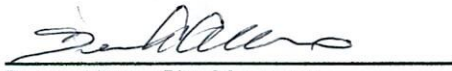
IBEW Local 1245:



Gabriel Garcia, Human Resources Director



Jaime Tinoco, Union Business Representative



Dean Albro, City Manager

RESOLUTION NO. 6663(24)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Approving Amendment No. 4 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 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; and

WHEREAS, on May 7, 2024, the City Council approved Amendment No. 3 to the IBEW 1245 MOU with the adoption of Resolution No. 6650(24) approving new and revised classifications, deletions of certain classifications, and salary adjustments for certain IBEW classifications within the Streets & Urban Forestry Divisions; and

WHEREAS, as of April 17, 2024, the City and IBEW 1245 authorized labor relations representatives have been meeting and conferring regarding certification requirements including forthcoming mandates from the State of California concerning electric fleet requirements, revised job descriptions, and equity adjustments for certain classifications within the Fleet & Facilities Division; and

WHEREAS, on May 6, 2024, the City and IBEW 1245 authorized labor relations representatives tentatively agreed to revised classifications or job descriptions, and equity adjustments for certain classifications for the Fleet & Facilities Division; and

WHEREAS, the City and IBEW 1245 authorized labor relations representatives jointly prepared Amendment No. 4, which was ratified on May 14, 2024 and is attached hereto as Exhibit A; and

WHEREAS, the City Council now desires to accept, approve, and adopt Amendment No. 4 to reflect the proposed revised job descriptions, and salary equity adjustments, as detailed in Exhibit A attached hereto; and

WHEREAS, the City's Classification Plan must be amended to include the revised job descriptions for certain IBEW 1245 classifications as detailed in Amendment No. 4; 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 revised job descriptions and salary ranges resulting from the approval of Amendment No. 4 and this resolution.

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

SECTION 1. Amendment No. 4 (attached hereto as Exhibit A), is hereby accepted, approved, and adopted.

SECTION 2. The City Classification Plan and Compensation Plan are hereby amended to include the following revised classifications:

| Classification: | Job Class No. |
|-------------------------------------|----------------------|
| Fleet & Equipment Technician Series | 263 / 268 / 269 |
| Lead Fleet & Equipment Technician | 381 |

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

SECTION 4. The City's Compensation Plan is hereby amended to include the revised salary ranges for the Fleet & Equipment Technician I/II and Lead Fleet & Equipment Technician as follows and as depicted in Exhibit C attached hereto:

- 2% equity adjustment effective payroll period beginning 6/15/24; and
- 1% equity adjustment effective payroll period beginning 12/28/24.

SECTION 5. Effective Date. This Resolution is effective upon its adoption.

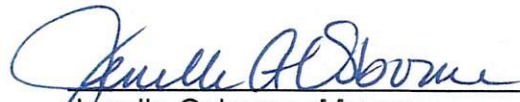
SECTION 6. Supplemental appropriations from the City's General Fund to fund the Biennial Budget FYs 2023-25 to implement the increased compensation approved in this resolution, as depicted in Exhibit C attached hereto, are hereby approved and authorized as indicated in Exhibit D attached hereto.

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 June 4, 2024, by the following electronic vote:

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


NOES: Council Member(s): None

ABSENT: Council Member(s): Jeremy Ball



Jenelle Osborne, Mayor
City of Lompoc

ATTEST:



Stacey Haddon, City Clerk
City of Lompoc

Attachments:

- Exhibit A: Amendment No. 4 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: 
