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***City of Lompoc and /BEW, Local Union 1245 Tentative Agreement to Extend  
the Current MOU to June 30, 2026***

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The City's existing IBEW MOU 2022-24 expires at midnight on June 30, 2024. The negotiations for a successor MOU would normally occur as part of the budgetary process for the following two fiscal years. However, the City of Lompoc (City) is extending this proposal to consider extending the current MOU term contingent on City Council approval. The City makes the following proposal, which would be implemented through a formal contract amendment signed by the parties and approved by resolution of City Council.

**Proposal Summary**

- I. **Term:** The contract term would be extended until midnight on June 30, 2026 (2years).
  
2. **Salary:** **Fiscal Year 2024/25 Salary Adjustments:** City proposes to provide IBEW-represented employees with a 5% base salary increase in year one effective following the first full pay period of the fiscal year.  
  
**Fiscal Year 2025/26 Salary Adjustments:** City proposes to provide IBEW-represented employees with a 4% base salary increase in year two effective following the first full pay period of the fiscal year.
  
3. **Health And Welfare Benefits:**  
  
In July 2023, the City provided additional medical premium contributions to IBEW-represented employees as follows: \$77 additional to one party, \$135 additional to two-party, and \$175 additional to family coverage per month.  
  
Effective January 1, 2024, the City will provide additional medical premium contributions to IBEW-represented employees as follows: \$25 additional to one-party, \$70 additional to two-party, and \$95 additional to family coverage per month.  
  
The new employer's monthly contributions effective January 1, 2024, will be:

**Employer Monthly Contribution**

	Effective: 7/1/2023	Additional Employer Monthly Contribution	1/1/2024
Employee Only:	\$683.70	\$25.00	\$708.70
Employee + 1:	\$1,206.76	\$70.00	\$1,276.76
Employee + Family:	\$1,561.13	\$95.00	\$1,656.13

**Any premium reimbursement(s) will be processed and reimbursed to the employee after the adoption of a resolution by the City Council.**

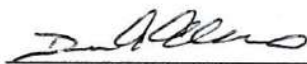
3. Meet and Consult Agreements to be added to MOU Amendment:

Classification Equity Adjustments: The parties agree to meet and confer during the term of the MOU extension on potential equity adjustments for the following classifications:

- 1) Urban Forestry Line Clearance Reclassification
- 2) Sanitation Workers
- 3) Water Distribution Operators
- 4) Water Meter Technicians
- 5) Customer Service Field Technicians
- 6) Custodians
- 7) Street Division
- 8) Landfill Coordinators: New Series Specification for Landfill Coordinator Trainee to Senior Landfill Coordinator.

It is understood that there is no expectation that the City is required to provide equity adjustments for all or any of these classifications and that any such adjustments are subject to available funds and City Council approval.

Prior to going to the Lompoc City Council for final approval, the terms of this extension letter of agreement are subject to the approval of IBEW Local Union 1245 membership, currently scheduled for member explanation and vote. In the event that the IBEW 1245 membership rejects the terms of this extension agreement, 2024 general negotiations will take place for a successor Memorandum of Understanding (MOU) for the current MOU which shall expire on June 30, 2024.



Dean Albros, City Manager



Jaime Tinoco, Business Representative



Bob Dean, Business Manager



END