AMENDMENT NO. 5

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. 5 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) and Amendment No. 4 with the adoption of Resolution No. 6663(24), respectively; and

WHEREAS, as of September 16, 2024, the City and IBEW 1245 authorized labor relations representatives have been meeting and conferring regarding the revised job descriptions and equity adjustments for certain classifications in Solid Waste, Water Utility, and Wastewater divisions; and

WHEREAS, on October 1, 2024, the City and IBEW 1245 labor relations representatives reached a tentative agreement (Ad Hoc 10/1/24) regarding revised classifications or job descriptions and equity adjustments for certain classifications in the Solid Waste and Water Utility divisions, including the Wastewater Collection Worker series, which may be affected as a "benchmark" classification by the proposed equity adjustments; and

WHEREAS, the City and IBEW 1245 authorized labor relations representatives have jointly prepared and ratified this Amendment on October 3, 2024; and

WHEREAS, the City Council shall at its regular meeting on October 15, 2024, determine whether or not to accept, approve, and adopt Amendment No. 5 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:

AMENDMENT NO. 5 TO THE IBEW 1245 MOU 2022-24

- The revised job descriptions for the following IBEW 1245 classifications and the proposed equity adjustments for certain classifications shall be effective October 19, 2024 (payroll period 10/19/24 – 11/01/24):

Job Classification (Revised)	Job Class No.	% Equity Adjustment
o Sanitation Worker/Senior	635/685	7%
o Lead Sanitation Worker	392	7%
o Lead Water Distribution Operator	401	7%
o Wastewater Collection Worker/Senior	783/704	7%
Job Classification (Last Revised in 2023)	**Job Class No.**	**% Equity Adjustment**
o Water Distribution Operator/Senior	801/709	7%

This Amendment No. 5 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. 5 by resolution of the City Council of Lompoc is required for it to come into force.

Executed on this day, October 3, 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:

Gabriel Garcia
Human Resources Director

Dean Albro
City Manager

IBEW Local 1245:

Jaime Tinoco
Union Business Representative

Bob Dean
Business Manager

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
11/15/2024
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.