



**City of Lompoc and International Brotherhood of Electrical Workers,  
Local Union 1245 (IBEW 1245)**

**Amendment to Tentative Agreement (TA 8/12/2025)  
Water Regulatory Compliance Specialist Series | October 14, 2025**

On June 17, 2025, the City of Lompoc ("City") City Council adopted the Biennial Budget for Fiscal Years (FYs) 2025-27. As part of that action, several new and revised job classifications and associated salary ranges were budgeted. Before these changes can take effect, the City Council must formally approve their incorporation into the City's Classification and Compensation Plans.

On September 16, 2025, the City Council adopted **Resolution No. 6774(25)**, approving the new and revised classifications and salaries for certain IBEW 1245 positions outlined in the attached August 12, 2025, Tentative Agreement (TA 8/12/2025). This included the **Water Regulatory Compliance Specialist (RCS) Series** specification, consisting of Water RCS Trainee, Water RCS I, and Water RCS II.

However, the tentative agreement, staff report, and resolution listed only the **Water RCS classification (Job Class 818)** without specifying the levels and reflected the salary range for the highest-level classification (**RCS II**) only.

Following this, City and IBEW 1245 representatives have met and conferred to discuss the Water RCS series, specifically to establish the **Water RCS Trainee** and **Water RCS I** classifications and their corresponding proposed salaries.

This **Amendment** addresses that inconsistency by formally including the lower-level classifications as part of the Water RCS series. The City makes the following proposal, which will be implemented upon the adoption of a resolution by the City Council.

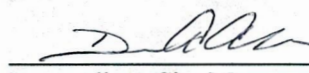
**NEW CLASSIFICATION & COMPENSATION/PAY:**

<b>Job Classification</b>	<b>Job Class No.</b>	<b>Salary Ranges (Hourly)</b>
Water Regulatory Compliance Specialist Trainee	815	\$28.0295 – \$35.7735
Water Regulatory Compliance Specialist I	816	\$33.5227 – \$42.7846

It is understood that the proposed new classifications are stand-alone positions and should not be benchmarked against other IBEW 1245 classifications not specified above. Furthermore, the proposed salary ranges apply solely to the classifications listed in this Amendment and shall not result in salary compaction with other IBEW 1245 classifications. Accordingly, this action shall not trigger any additional equity adjustments to IBEW 1245 classifications not identified above.

City of Lompoc:

  
Gabe Garcia, Human Resources Director

  
Dean Albro, City Manager

IBEW Local 1245:

  
Jaime Tinoco, Business Representative

Enc. August 12, 2025 Tentative Agreement



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**City of Lompoc and International Brotherhood of Electrical Workers,  
Local Union 1245 (IBEW 1245)**

**Tentative Agreement**

**New and Revised Classifications/Job Descriptions, & Salary Adjustments**

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On June 17, 2025, the City of Lompoc (City) City Council adopted the Biennial Budget FYs 2025-27. As part of that action, several new and revised job classifications and associated salary ranges were authorized. Before those changes can take effect, the City Council must formally approve their incorporation into the City's Classification and Compensation Plans.

IBEW 1245 commenced labor negotiations to discuss proposed new classifications and job descriptions, revised job descriptions for existing classifications, and proposed new and revised salaries, including equity adjustments for certain classifications in the Building & Facilities, Fleet & Facilities, Solid Waste, and Water Utility (WTP) Divisions.

The City makes the following proposal, which would be implemented upon adoption of a resolution by the City Council.

**Proposal Summary:**

**A. Classifications & Job Descriptions**

- **New Classification and Job Description for:**
  - Lead Landfill Coordinator (*replacing one Landfill Coordinator position*)
  - Water Regulatory Compliance Specialist (*replacing one Customer Service Field Tech II position*)
- **Revised Job Description for:**
  - Lead Custodian (*replacing one Custodian/Senior position*)

**B. New/Revised Salaries & Equity Adjustments**

- The following proposed new/revised salaries and equity adjustments are proposed effective the first payroll period following the City Council's adoption of a resolution:

**NEW CLASSIFICATION & COMPENSATION/PAY:**

<u>Job Classification</u>	<u>Job Class No.</u>	<u>Salary Ranges (Hourly)</u>
• Lead Landfill Coordinator	382	\$29.1388 - \$37.1893
• Water Regulatory Compliance Specialist	818	\$39.4180 - \$50.3084

**REVISED SALARY RANGES:**

<u>Job Classification</u>	<u>Job Class No.</u>	<u>Salary Ranges (Hourly)</u>
• Lead Custodian (vacant)	365	\$24.4197 - \$31.1663

**EQUITY ADJUSTMENTS:**

<u>Job Classification</u>	<u>Job Class No.</u>	<u>Equity Adjustment</u>	<u>Salary Ranges (Hourly)</u>
• Fleet & Equipment Tech I	268	1%	\$31.5633 - \$39.7588
• Fleet & Equipment Tech II	269	1%	\$34.5293 - \$43.5450
• Landfill Attendant	355	3%	\$24.9050 - \$31.7857
• Landfill Coordinator	357	3%	\$24.9050 - \$31.7857
• Lead Fleet & Equipment Technician	381	1%	\$36.1109 - \$45.5639

It is understood that there is no expectation that the City is 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. Additionally, the proposed new classifications are stand-alone positions and should not be benchmarked with other IBEW 1245 classifications not specified above. Furthermore, the equity adjustments apply solely to the classifications specified in section "B" above and should not result in compaction with other IBEW 1245 classifications. Therefore, they should not prompt additional equity adjustments to IBEW 1245 classifications not specified above.

**City of Lompoc:**

  
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Gabe Garcia, Human Resources Director

  
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Dean Albro, City Manager

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