

CERTIFIED COPY

RESOLUTION NO. 6792(25)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Approving Amendment No. 7 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 2022-24 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 2022-24 with the adoption of Resolution No. 6628(24), extending the IBEW 1245 MOU 2022-24 through June 30, 2026; and

WHEREAS, the City Council subsequently approved Amendment No. 3 on May 7, 2024 (Resolution No. 6650(24)), Amendment No. 4 on June 4, 2024 (Resolution No. 6663(24)), Amendment No. 5 on October 15, 2024 (Resolution No. 6713(24)), and Amendment No. 6 on September 2, 2025 (Resolution No. 6772(25)); and

WHEREAS, the City and IBEW 1245 authorized labor relations representatives met and conferred in good faith regarding health benefit contribution adjustments; and

WHEREAS, on December 4, 2025, the parties have jointly prepared and ratified Amendment No. 7 to the IBEW 1245 MOU 2022-26 (Amendment No. 7), attached hereto as Exhibit A, to reflect those adjustments; and

WHEREAS, the City Council now desires to approve Amendment No. 7 to reflect the proposed health benefit contribution adjustments; and

WHEREAS, the City Council also desires to approve supplemental appropriations to fund the benefits contribution adjustments.

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

SECTION 1. The Amendment No. 7 to the IBEW 1245 MOU 2022-26 attached hereto as Exhibit A, which provides for health benefit contribution adjustments, is hereby approved.

SECTION 2. Supplemental appropriations to fund the benefit contribution adjustments in the Biennial Budget Fiscal Years 2025-27 due to the City's increased health premium contributions in Amendment No. 7 and supplemental resources from various Fund Balance Accounts to fund the supplemental appropriations are hereby approved and authorized as indicated in Exhibit B attached hereto.

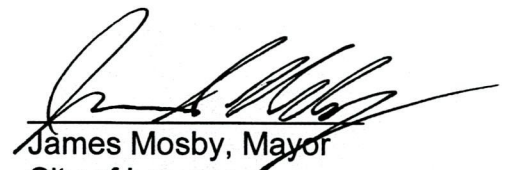
SECTION 3. Effective Date. This Resolution is effective upon its adoption.

The foregoing Resolution was proposed by Council Member Bridge, seconded by Council Member Vega, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on December 16, 2025 by the following vote:


AYES: Council Member(s): Steve Bridge, Victor Vega, Jeremy Ball, Dirk Starbuck, and Mayor James Mosby.

NOES: Council Member(s): None

ABSENT: Council Member(s): None


James Mosby, Mayor
City of Lompoc

ATTEST:



Stacey Haddon, City Clerk
City of Lompoc

Attachments: Exhibit A: Amendment No. 7 to the IBEW 1245 MOU 2022-26
Exhibit B: 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: 

AMENDMENT NO. 7

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. 7 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 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 contract through June 30, 2026; and

WHEREAS, the City Council subsequently approved Amendment No. 3 on May 7, 2024 (Resolution No. 6650(24)), Amendment No. 4 on June 4, 2024 (Resolution No. 6663(24)), Amendment No. 5 on October 15, 2024 (Resolution No. 6713(24)), and Amendment No. 6 on September 2, 2025 (Resolution No. 6772(25)); and

WHEREAS, the City Council shall at its regular meeting on December 16, 2025, determine whether or not to accept, approve, and adopt Amendment No. 7 to the IBEW 1245 MOU 2022-26 to reflect the proposed health premium contributions delineated below.

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 increase in health premium contributions as prescribed below:

- **HEALTH AND WELFARE BENEFITS**

In January 2024, the City provided additional medical premium contributions to IBEW 1245-represented employees as follows: \$25 additional to one party, \$70 additional to two-party, and \$95 additional to family coverage per month.

Effective beginning of the 2026 Health Plan Year, the City and IBEW 1245 agree that after the City Council adopts a resolution, the City shall provide IBEW 1245-represented employees increased medical contributions as follows: an additional \$127 per month for one-party coverage, an additional \$255 per month for two-party coverage, and an additional \$330 per month for family coverage. This increased contribution applies to the 2026 Plan Year rates, including the January 2026 premium, which is deducted from December 2025 payroll.

AMENDMENT NO. 7 TO THE IBEW 1245 MOU 2022-26

The proposed new employer's monthly contributions, **effective January 1, 2026**, are:

Employer Monthly Contribution		Additional Employer Monthly Contribution	1/1/2026
Effective:	1/1/2024		
Employee Only:	\$708.70	\$127	\$835.70
Employee + 1:	\$1,276.76	\$255	\$1,531.76
Employee + Family:	\$1,656.13	\$330	\$1,986.13

Any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of January 1, 2026. The premium reimbursement will be processed in the February 2026 payroll.

This Amendment No. 7 to the IBEW 1245 MOU 2022-26 is jointly presented by the representatives of the City of Lompoc and IBEW Local 1245, in accordance with Government Code Section 3505.1.

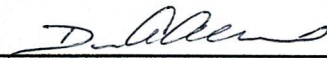
Except as explicitly outlined in this Amendment, all existing provisions of the IBEW 1245 MOU shall remain fully effective. Adoption of Amendment No. 7 by resolution of the City Council of Lompoc is required for it to come into force. Subject to the foregoing and in witness whereof, this Amendment No. 7 is hereby executed by the authorized representatives of the City and IBEW 1245 and entered into this 4th day of December 2025.

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

Resolution 6792(25)
 Supplemental Appropriations
 Healthcare Increase (\$127 Single; \$255 Two Party; \$330 Family)
 IBEW

EXHIBIT B

Account Number	Division	Account Name	2025-26 Budget	2026-27 Budget
			Supplemental Appropriations (6 Months)	Supplemental Appropriations
			Amount	Amount
General Fund				
110B&F	512300	Building and Facilities Insurance	1,715	3,429
110BCU	512300	B&F - Custodial Insurance	2,292	4,584
110BFL	512300	B&F - Main Library Insurance	1,530	3,060
110BFY	512300	B&F - Corp Yard Insurance	762	1,524
110BLD	512300	Building Inspection Insurance	38	76
110CCG	512300	Parks Civic Center Grds Maint Insurance	762	1,524
110CCK	512300	City Clerk Insurance	2,292	4,584
110COE	512300	Planning Code Enforcement Insurance	1,530	3,060
110ENG	512300	Engineering Insurance	229	457
110FIN	512300	Management Services - Finance Insurance	4,037	8,075
110INV	512300	Management Services - Stores Insurance	2,292	4,584
110PD	512300	Police Services Insurance	1,530	3,060
110PLN	512300	Planning Insurance	38	76
110PRK	512300	Park Operations Services Insurance	7,712	15,425
110PUR	512300	Management Serv - Purchasing Insurance	2,772	5,545
110REC	512300	Recreation Insurance	392	785
110STR	512300	Street Maint Insurance	6,602	13,204
110TSR	512300	Treasurer Insurance	2,438	4,877
110UAC	512300	Mgmt Serv - Utility Accounting Insurance	1,295	2,591
110UB	512300	Treasurer - Utility Billing Insurance	229	457
110UF	512300	UF - Roadway Maint Insurance	2,286	4,572
766RPC	512300	River Park Campground Insurance	762	1,524
768ACO	512300	Aquatic Center Operations Insurance	1,530	3,060
Total General Fund			\$ 45,067	\$ 90,133

Resolution 6792(25)
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 Healthcare Increase (\$127 Single; \$255 Two Party; \$330 Family)
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EXHIBIT B

Account Number	Division	Account Name	2025-26 Budget Supplemental Appropriations (6 Months) Amount	2026-27 Budget Supplemental Appropriations Amount
Enterprise and Other Funds				
237HTF	512300	Housing Trust Fund	Insurance 27	53
237SHF	512300	Successor Housing Fund	Insurance 11	23
440ADL	512300	Assess Dist-Park Lighting,	Insurance 762	1,524
723TRN	512300	Transit Systems	Insurance 438	876
750AIR	512300	Lompoc Municipal Airport	Insurance 343	686
751WAD	512300	Water Administration / General	Insurance 823	1,646
751WCS	512300	Water Customer Svc Meter Read	Insurance 3,504	7,008
751WRT	512300	Water Treatment	Insurance 10,830	21,660
751WTM	512300	Water Transmission	Insurance 6,552	13,104
752EDS	512300	Electric Distribution	Insurance 13,260	26,520
752ELA	512300	Electric Admin / General	Insurance 61	122
752ERS	512300	Electric Receiving Station	Insurance 4,722	9,444
753WCM	512300	Wastewater Control Monitoring	Insurance 581	1,162
753WWA	512300	Wastewater Admin / General	Insurance 61	122
753WWC	512300	Wastewater Collection	Insurance 4,272	8,544
753WWL	512300	Wastewater Laboratory	Insurance 1,711	3,422
753WWM	512300	Wastewater Maintenance	Insurance 2,742	5,484
753WWT	512300	Wastewater Treatment	Insurance 6,246	12,492
759HHW	512300	Solid Waste Household Haz.Waste	Insurance 762	1,524
759SWA	512300	Solid Waste Admin/General	Insurance 61	122
759SWC	512300	Solid Waste Collection	Insurance 10,386	20,772
759SWL	512300	Solid Waste Landfill	Insurance 4,584	9,168
759SWR	512300	Solid Waste Recycling	Insurance 5,490	10,980
759SWS	512300	Solid Waste Street Sweeping	Insurance 1,980	3,960
871IN3	512300	Insurance-Pers	Insurance 762	1,524
873ESR	512300	Equip Services & Replacement	Insurance 12,053	24,105
874CIN	512300	Communications - Internet	Insurance 8	15
874CM3	512300	Communications-Info Technology	Insurance 76	152
Total Enterprise (other) Funds			\$ 93,107	\$ 186,215
Grand Total			\$ 138,174	\$ 276,348