

RESOLUTION NO. 6301(20)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Amending the City's for Management, Supervisory & Confidential and
Unrepresented Employees Compensation Plans, and Salary Ranges
For Biennial Budget Fiscal Years 2019-2021**

WHEREAS, Rule IV, Sections 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Compensation Plan; and

WHEREAS, the City Council desires to make certain revisions to the Compensation Plan for Management, Supervisory, and Confidential employees and the Compensation Plan for Unrepresented employees for the time period beginning January 25, 2020;

WHEREAS, The City Council desires to amend the Management, Supervisory, & Confidential (MS&C) Compensation Plan to include a 2% cost of living adjustment (COLA), effective January 25, 2020; and

WHEREAS, The City Council desires to amend the Management, Supervisory, & Confidential (MS&C) Compensation Plan to include a 3% cost of living adjustment (COLA), effective the pay period to include July 1, 2020; and

WHEREAS, Effective July 1, 2020, the City shall provide Management, Supervisory, and Confidential and Unrepresented employee's increased medical contributions as follows: \$25 additional to one party, \$35 additional to two party, and \$50 to family coverage per month: and

WHEREAS, the City Council also desires to, and provides funding for, the impacts of the terms of the revisions to the Compensation Plan for Management, Supervisory, and Confidential employees and the Compensation Plan for Unrepresented employees.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOMPOC RESOLVES THAT:

SECTION 1. The revised Compensation Plan for Management, Supervisory, and Confidential employees, attached hereto as Exhibit "A" and the revised Compensation Plan for Unrepresented employees, attached hereto as Exhibit "B" , are hereby adopted.

SECTION 2. The City Council approves supplemental revenues and transfers to fund the supplemental appropriations as follows:

<u>Fund category</u>	<u>FY 2019-20</u> <u>Amount</u>	<u>FY 2020-21</u> <u>Amount</u>
General Fund.....	\$89,095	\$283,351
Water Utility	29,927	54,360
Electric Utility	28,397	52,301
Wastewater Utility	24,181	43,387
Solid Waste Utility	18,904	33,813

Other Proprietary Funds	5,314	10,218
Other Governmental Funds	6,841	17,136
Internal Service Funds	33,773	75,634
Fiduciary Funds	1,847	1,940
Total	<u>\$238,279</u>	<u>\$572,140</u>

SECTION 3.This Resolution is effective upon its adoption.

The foregoing Resolution was proposed by Council Member _____, seconded by Council Member _____, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on January 21, 2020, by the following vote:

AYES: Council Member(s):

NOES: Council Member(s):

ABSENT: Council Member(s):

Jenelle Osborne, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc

- Attachments:
- Exhibit A: Compensation Plan for City of Lompoc Management, Supervisory, and Confidential, January 21, 2020;
 - Exhibit B: Compensation Plan for City of Lompoc Unrepresented Employees, January 21, 2020.
 - Exhibit C: Schedule of Revised Salary Ranges & Effective Dates
 - Exhibit D: Supplemental Appropriations