

RESOLUTION NO. 6349(20)

A Resolution of the City Council of the City of Lompoc, County of Santa Barbara, State of California, Adopting an Amendment to the Compensation Plan for City of Lompoc Management, Supervisory, and Confidential Employees

WHEREAS, on January 21, 2020, the City Council of the City of Lompoc (City) adopted Resolution No. 6301(20), approving an updated Compensation Plan for Management, Supervisory, and Confidential Employees (MS&C), which became effective January 21, 2020; and

WHEREAS, the MS&C Compensation Plan provided for salary increases of 2% effective February 1, 2020, and 3% effective July 1, 2020, for MS&C employees, in exchange for the implementation of cost sharing implemented by a CalPERS contract amendment as follows: 2% for CalPERS Tier 1 classic Unit members and 1% for CalPERS Tier 2 classic Unit members; and

WHEREAS, the City has been unable to complete the CalPERS contract amendment process as of the date of the adoption of this Resolution; and

WHEREAS, the 3% salary increase to be effective July 1, 2020, pursuant to the MS&C Compensation Plan was contingent upon the effectiveness of a CalPERS contract amendment providing for cost sharing; and

WHEREAS, the City now desires to amend the MS&C Compensation Plan to implement CalPERS cost sharing pursuant to Government Code section 20516(f) effective June 20, 2020, until a CalPERS contract amendment is effective, such that MS&C employees receive a 3% salary increase effective July 1, 2020.

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

SECTION 1. The recitals above are true and correct and are incorporated herein by this reference.

SECTION 2. Section 1-1 of the MS&C Compensation Plan, entitled "Equity Adjustments," shall be amended to read in its entirety as follows:

1-1 Equity Adjustments:

a. All classifications recognized by this Compensation Plan shall receive the following salary adjustment for FY 2019/20 (based on the salary schedule adopted effective February 1, 2020):

Effective February 1, 2020, the City shall provide a 2% base salary increase, the continuation of which shall be contingent upon ongoing employee pension cost sharing being implemented pursuant to Government Code section 20516 within a reasonable period after City Council approval.

Effective June 20, 2020, cost sharing shall be implemented pursuant to Government Code Section 20516(f) as follows:

- CalPERS Tier 1 classic Unit members shall pay 8% as employee contribution, plus an additional 2% of their compensation towards the City of Lompoc employer contribution rate, for a total employee contribution of 10%.

- CalPERS Tier 2 classic Unit members shall pay 7% as employee contribution, plus an additional 1% of their compensation towards the City of Lompoc employer contribution rate, for a total employee contribution of 8%.

b. Effective July 1, 2020, and contingent upon the implementation of employee cost sharing referenced in 1-1 a. above, the City shall provide an additional 3% base salary increase.

c. The City will continue to seek a CalPERS Contract Amendment to implement cost sharing as described in 1-1a above. The cost sharing as provided in 1-1 a. shall continue pursuant to Government Code section 20516(f), until such time as a CalPERS Contract Amendment is completed and approved by CalPERS. Upon the effective date of CalPERS' approval of a contract amendment, the cost sharing described in 1-1a above shall be made pursuant to CalPERS Contract Amendment under Government Code section 20516(a)-(e) rather than by Government Code section 20516(f).

d. The cost sharing arrangement described in 1-1(a)-(c) above shall also apply to the City's CalPERS Tier 1 and Tier 2 classic executive management employees (i.e. city manager and department heads). (The employment contracts between the City and the City's executive management employees provide that the executive management employees will contribute the same percentage of salary as MS&C employees in the same tier.)"

SECTION 3. The City's City Manager shall be authorized to execute an agreement between the City and MS&C employees consistent with the cost sharing arrangement described in Section 2, as may be required by CalPERS in order to implement cost sharing by CalPERS contract amendment under Government Code section 20516(a)-(e).

SECTION 4. This Resolution shall be effective on the day of 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 June 16, 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