



## City Council Agenda Item

**City Council Meeting Date:** April 20, 2021

**TO:** Honorable Mayor and City Council Members

**FROM:** Jim Throop, City Manager  
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**SUBJECT:** Adoption of Resolution No. 6397(21) Approving Amendment No. 1 to the Compensation Plan for Management, Supervisory, and Confidential Employees for Adjustments to Certain Electrical Classifications; and Approving Supplemental Appropriations to Fund the Amended Compensation Plan

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### **Recommendation:**

Staff recommends the City Council:

- 1) Adopt Resolution No. 6397(21) (attached), which will:
  - a. Approve the Amendment No. 1 to the Management, Supervisory, and Confidential (MS&C) Compensation Plan (Amendment) effective the first full pay period after adoption of the resolution;
  - b. Approve the supplemental appropriations which will fund the proposed salary range adjustments for the remainder of the Fiscal Year (FY) 2020-21, and for FY 2021-22, respectively; and
  - c. Approve the supplemental resources to fund the supplemental appropriations; or
- 2) Provide an alternate direction.

### **Background:**

During the recent months, representatives for the City and representatives of International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) have met, conferred, and exchanged proposals concerning wages and potential equity adjustments to IBEW 1245 Electrical Classifications. Consequently, the following Electrical Classifications represented by the MS&C Compensation Plan will be affected by those changes.

<b>Job Class No.</b>	<b>Job Classification (MS&amp;C)</b>
063	Assistant Electric Utility Manager
217	Electric Regulatory Compliance Coordinator
220	Electrical Estimator
240	Electric Utility Manager
245	Electrical Supervisor
247	Electrical Utility Engineer

The proposed new salary ranges were primarily evaluated based on internal salary relationships within job families, among related job families, and supervisor/subordinate differentials, as well as external salary surveys from comparable cities.

In order to incorporate the aforementioned equity adjustments and proposed revised salary ranges into the City Classification and Compensation Plans, Personnel Rules III and IV provide that they must be adopted by City Council action.

**Discussion:**

The MS&C Compensation Plan is proposed to be adjusted to reflect similar adjusted salary terms provided as part of the Amendment No. 1 to the current IBEW 1245, Memorandum of Understanding (MOU) prescribed below. However, since the MS&C employees cannot, under state law, receive retroactive salary and/or compensation, the proposed salary adjustments will be effective the first payroll period after adoption of Resolution No. 6397(21).

In order to incorporate the proposed revised salary ranges into the City's official Compensation/Pay Plan, the City's Personnel Ordinance and Rules, Rule IV, Sections 1 and 2, provide that the changes must be adopted by City Council action. The proposed major amendments to the existing MS&C Compensation Plan are as follows:

- **General Salary Adjustments:**
  - Effective the first payroll period beginning April 24, 2021, the City will provide a salary adjustment of 10% to the aforementioned Electrical Classifications. This increase is for all steps for each position.
  - Effective the first payroll period beginning June 19, 2021, the City will provide a salary adjustment of 7.50% to the aforementioned Electrical Classifications. This increase is for all steps for each position.
  - Effective the first payroll period beginning June 18, 2022, the City will provide a salary adjustment of 7.50% to the aforementioned Electrical Classifications. This increase is for all steps for each position.

**Fiscal Impact:**

The fiscal impact for the above increases to the MS&C Electrical classifications for the remainder of Biennial Budget for FY 2020-21 is \$24,278. The future fiscal impact for the Biennial Budget FYs 2021-23 will be \$95,284 for FY 2021-22 and \$145,592 for FY 2022-23. The total fiscal impact for all groups in FY 2022-23 for the Electric Division will be \$883,285.

Resolution No. 6397(21) provides for the appropriation of funds resulting from the approval of the amended MS&C salary range adjustments for the remainder of FY 2020-21.

**Conclusion:**

The adoption of Resolution No. 6397(21) will provide for the implementation of the proposed compensation adjustments to the Electrical Classifications covered by the MS&C Compensation Plan.

Respectfully submitted,

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James Throop, City Manager

Attachment: Resolution No. 6397(21)