



City Council Agenda Item

City Council Meeting Date: July 6, 2021

TO: Honorable Mayor and City Council Members

FROM: Jim Throop, City Manager
j_throop@ci.lompoc.ca.us

SUBJECT: Adoption of Resolution No. 6430(21) Approving Amended and Restated Compensation Plans for Management, Supervisory & Confidential, and Unrepresented Employees and Approving Supplemental Appropriations and Revenues to Fund the Amended and Restated Compensation Plans

Recommendation:

Staff recommends the City Council adopt Resolution No. 6430(21) (Attachment 1), which will:

- 1) Approve the amended and restated Compensation Plans for Management, Supervisory & Confidential (MS&C), and Unrepresented (UR) employees effective the pay period to include July 1, 2021 (Exhibits A and B of the attached resolution)¹; and
- 2) Approve the supplemental appropriations, which will fund the proposed salary range adjustments and benefit contribution adjustments included in the amended and restated Compensation Plans for Fiscal Year (FY) 2021-22.

Background:

On January 21, 2020, the City Council adopted Resolution No. 6301(20), approving the updated Compensation Plans for MS&C and UR employees.

Discussion:

The MS&C and UR Compensation Plans are proposed to be adjusted to reflect similar adjusted salary terms provided as part of the Amendment No. 2 to the International Brotherhood of Electrical Workers, Local Union 1245, AFL-CIO Memorandum of Understanding 2019-21, namely 2% cost of living adjustments (COLA) beginning the pay period following the adoption of Resolution No. 6430(21). In addition, since MS&C and UR employees cannot, under state law, receive retroactive salary and/or compensation, the MS&C and UR Compensation Plans also include a one-time non-pensionable equity

¹ See Attachments 2 and 3 for redlined changes to the Compensation Plans.

lump sum compensation payment to make the compensation consistent with the COLA increases that other employees are receiving.

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 changes must be adopted by City Council action.

The proposed new major amendments to the existing MS&C and UR Compensation Plans include the following:

- **FY 2021-22:** A 2% cost of living increase (COLA);
- **Health Benefit Contribution:** Effective July 1, 2021, the City shall provide MS&C and UR represented employees increased medical contributions as follows: \$50 additional to one-party, \$75 additional to two-party, and \$150 to family coverage per month; and
- **Lump Sum Payment:** Effective the first pay period after adoption, all MS&C and UR represented employees shall receive an additional non-pensionable equity lump sum compensation payment for FY 2021-22 to make the compensation consistent with the COLA increases that other employees are receiving.

Fiscal Impact:

The term of the Amendment begins July 1, 2021, concurrent with the beginning of the Budget. With the adoption of the Biennial Budget FYs 2021-23 on June 15, 2021, the implementation of the Amendment requires supplemental appropriations for various accounts as identified Resolution No. 6430(21). Funding for the supplemental appropriation is indicated on Exhibit C to Resolution No. 6430(21).

Conclusion:

The adoption of Resolution No. 6430(21) will provide for the implementation of the proposed compensation adjustments and benefit contribution adjustments to MS&C and UR represented employees.

Respectfully submitted,

James Throop, City Manager

Attachment: 1) Resolution No. 6430(21)
2) Red-lined Management, Supervisory & Confidential Compensation Plan
3) Red-lined Unrepresented Compensation Plan