

RESOLUTION NO. 6446(21)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Amending the Classification and Compensation Plans,
and MS&C and Unrepresented Compensation Plans
to Revise or Include New Job Classifications and Salary Ranges
Approved and Authorized in the Biennial Budget FYs 2021-23**

WHEREAS, on July 6, 2021, the City Council of the City of Lompoc (City) approved Amendment No. 2 to the Memorandum of Understanding (MOU) with the employees represented by the International Brotherhood of Electrical Workers, Local 1245 (IBEW) extending the IBEW June 2019-2021 contract until midnight on June 30, 2022, which included various salary range adjustments; and

WHEREAS, on June 15, 2021, the City Council approved and adopted the Biennial Budget Fiscal Years (FYs) 2021-23, authorizing deletion of various position allocations and obsolete job classifications, new or revised job classifications, salary adjustments for certain classifications, and authorized 5% salary adjustments for Water Plant Technician Series positions (job classes 718 & 808); and

WHEREAS, the City and IBEW have met and conferred in good faith regarding the proposed 5% salary adjustments to the Water Plant Technician and Senior Water Plan Technician salary ranges, and have agreed to amend the City's Compensation Plan to reflect those salary changes, as detailed in Exhibit B attached hereto; and

WHEREAS, the City's Compensation Plan must also be amended to reflect the proposed salary adjustments to the Accounting & Revenue Manager, Battalion Fire Chief, City Clerk, Financial Services Manager, Human Resources Analyst, Human Resources Manager, Human Resources Technician, Information Technology Manager, Police Captain, and Solid Waste Compliance Coordinator, as detailed in Exhibit B attached hereto; and

WHEREAS, the City's Classification and Compensation Plans must be amended to include the new classifications and salary ranges for Budget Analyst, Executive Assistant, Police Lieutenant, and Senior Neighborhood Preservation Officer, as detailed in Exhibit B attached hereto; and

WHEREAS, the City's Classification and Compensation Plans must be amended to include the revised classifications for Collection Accounts Coordinator, Human Resources Analyst, and Solid Waste Program Technician; and

WHEREAS, the City's Classification Plan must also be amended to reflect the inclusion of the new Management, Supervisory & Confidential (MS&C) and Unrepresented (Unrep) job classifications approved in the Biennial Budget FYs 2021-23; and

WHEREAS, the City's Compensation Plan must also be amended to reflect the inclusion of the new IBEW job salary ranges and the new MS&C and Unrep salary ranges approved in the Biennial Budget FYs 2021-23, as detailed in Exhibit B attached hereto; and

WHEREAS, Rule III, Section 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment and revision of the Classification Plan; and

WHEREAS, Rule IV, Section 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 amend the Classification and Compensation Plans.

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

SECTION 1. The Classification Plan, designated as Exhibit A of Personnel Rule III, Section 1, is hereby amended to add the following new or revised job classifications (with job descriptions attached hereto as Exhibit A) and delete the following job classifications:

Add:	Job Class No.
Budget Analyst	095
Executive Assistant	265
Police Lieutenant	541
Senior Neighborhood Preservation Officer	662
Revise:	
Collection Accounts Coordinator	163
Human Resources Analyst	324
Solid Waste Program Technician	723
Delete:	
Administrative Aide	025
Grant Records Technician	313
Senior Code Enforcement Officer	661

SECTION 2. The new and revised job descriptions attached hereto as Exhibit A are hereby approved.

SECTION 3. The Compensation Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended to include the new or revised salary ranges, as depicted in Exhibit B attached hereto, delete certain obsolete/defunct salary ranges for classifications listed in Section 1. Additionally, a one-time lump sum compensation payment shall be

provided to the following MS&C and UR employees in an amount equivalent to the percentage of the base salary adjustment identified in Exhibit B for each position for 6 payroll periods (12 weeks): Accounting & Revenue Manager, Battalion Fire Chief, City Clerk, Financial Services Manager, Human Resources Manager, Information Technology Manager, Police Captain, and Solid Waste Compliance Coordinator.

SECTION 4. The Compensation Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended to include the following reinstated or deleted position allocations, and reallocation of the Biennial Budget FYs 2021-23 for various divisions, respectively:

Add:

<u>Position</u>	<u>Location</u>	<u>Position Allocation</u>
Associate Planner	Planning	1
Budget Analyst	Finance	1
Collection Accounts Coordinator	Utility Billing	1
Development Services Assistant	Neighborhood Preservation	1
Executive Assistant	City Administration	1
HR Analyst	Human Resources	1
Laboratory Tech I/II	Water Utility	1
Police Lieutenant	Police	2
Senior Neighborhood Preservation Officer	Neighborhood Preservation	1
Solid Waste Program Technician	Solid Waste	1

Delete:

<u>Position</u>	<u>Location</u>	<u>Position Allocation</u>
Administrative Aide	City Administration	1
Equipment Operator	Street Maintenance	1
Grant Records Tech	Community Development	2
HR Technician	Human Resources	1
Treasury Clerk	Utility Billing	1
Maintenance Worker	Street Maintenance	1
Police Captain	Police	1
Sr. Code Enforcement Officer	Community Development	1
Sr. Maintenance Worker	Street Maintenance	1
Street Superintendent	Street Maintenance	1
Systems Analyst	Information Technology	1

SECTION 5. Personnel Rule IV, Section 4 “Overtime” is amended to include the following classifications ineligible for overtime, except as may be otherwise provided for under the Fair Labor Standards Act:

- Budget Analyst
- Executive Assistant
- Police Lieutenant

SECTION 6. Effective Date. This Resolution is effective upon its adoption. The new job classifications and salary ranges will be effective the pay period beginning September 11, 2021; the first pay period following adoption of this Resolution.

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 September 7, 2021, 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: Job Descriptions
Exhibit B: Compensation Schedules