

RESOLUTION NO. 6471(22)

**A Resolution of the Council of the City of Lompoc,
County of Santa Barbara, State of California,
Amending the Classification Plan (Rule III) and
Compensation Plan (Rule IV) to Reorganize the
City Administration Department/Human Resources
Division, and to Establish the Assistant City Manager
Classification and its Job Description and Salary Range**

WHEREAS, on June 15, 2021, the City Council approved and adopted the Biennial Budget Fiscal Years (FYs) 2021-23; and

WHEREAS, the City Council desires to reorganize the City Administration Department, Human Resources Division; moving the Human Resources Division from the City Administration Department to establish a new Human Resources Department; and

WHEREAS, the City Council desires to reorganize, amend, and reallocate current budgeted positions and funding allocations in the City Administration Department; and

WHEREAS, the City Council desires to establish the at-will Assistant City Manager position as described in the Job Description attached hereto as Exhibit 1, job classification, position allocation, and compensation in the Classification and Compensation Plans for Management, Supervisory, and Confidential Employees (hereafter Classification Plan or Compensation Plan); and

WHEREAS, the reorganization and funding allocation will result in program level budget changes for the remainder of the Biennial Budget FYs 2021-23 and within the General Fund and other funding sources of the City; and

WHEREAS, sufficient resources exist in the current budget to fund the program level budget changes until the Biennial Budget FYs 2023-25 is adopted; 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 to reflect the new at-will Assistant City Manager job classification and salary range; and

WHEREAS, the City Council desires to approve budget amendments to amend program budgets due to the impacts of the amendments to the Compensation Plan.

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

SECTION 1. The Human Resources Division is moved from a division of the City Administration Department to a new department and renamed the Human Resources Department. Its budget allocations under City Administration are also moved to the Human Resources Department.

SECTION 2. The at-will position of Assistant City Manager is hereby created. The job description for the position of Assistant City Manager, attached hereto as Exhibit 1, is hereby adopted.

SECTION 3. The Classification Plan, designated as Exhibit A in Personnel Rule III, Section 1, is hereby amended to include the following new job classification:

Job Class	New Job Description
050	Assistant City Manager (Exhibit 1)

The following job classification is deleted:

Job Class	Job Description
050	Deputy City Manager

SECTION 4. The Compensation Plan, designated as Exhibit B in Personnel Rule IV, Section 1, is hereby amended to include the following new monthly salary ranges:

New Classification	New Salary Ranges
Assistant City Manager	\$10,719 – \$14,583 per month (Exhibit 2)

The following position and salary range is hereby deleted:

Classification	Salary Ranges
Deputy City Manager	\$5,666 – \$6,832 per month

SECTION 5. The City's Salary Schedule is hereby approved and amended to incorporate the new compensation, as outlined in Exhibit 2 attached hereto.

SECTION 6. Personnel Rule IV, Section 4 "Overtime" is amended to include the following classification ineligible for overtime (i.e. FLSA exempt), except as may be otherwise provided for under the Fair Labor Standards Act:

Assistant City Manager

SECTION 7. Effective Date. This Resolution is effective on the day of its adoption. The allocation and budget amendments are effective the first day of the payroll cycle 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 January 18, 2022, by the following vote:

AYES: Council Member:

NOES: Council Member:

ABSENT: Council Member:

Jenelle Osborne, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc

Attachments:

- Exhibit 1: Assistant City Manager Job Description
- Exhibit 2: Amendment to the City's Compensation Plan/Pay Schedule