

**RESOLUTION NO. 6481(22)**

**A Resolution of the City Council of the City of Lompoc,  
County of Santa Barbara, State of California,  
Amending the Compensation Plan to Reflect Salary Adjustments for  
Certain Management, Supervisory, & Confidential  
Classifications for Biennial Budget Fiscal Years 2022-23**

**WHEREAS**, Rule IV, Sections 1 and 2 of the Personnel Rules of the City of Lompoc (City) provide for the adoption, amendment, and revision of the City's Compensation Plan; and

**WHEREAS**, on July 6, 2021, the City Council adopted Resolution No. 6430(21), approving an updated Compensation Schedule for Management, Supervisory, and Confidential (MS&C) Employees, which became effective July 17, 2021; and

**WHEREAS**, the City Council now desires to amend to the Compensation Schedule to provide an 8% salary adjustment for the following MS&C classifications: 1) Facility Maintenance Supervisor (Wastewater); 2) Wastewater Plant Operations Supervisor; and 3) Wastewater Superintendent, and a 7% salary adjustment for the Human Resources Staff Assistant-Confidential classification; and

**WHEREAS**, the City Council further desires to provide the incumbent employees in the Facility Maintenance Supervisor (Wastewater), Wastewater Plant Operations Supervisor, and Wastewater Superintendent classifications a one-time non-pensionable lump sum compensation payment to make the compensation consistent with the equity adjustments the IBEW Local 1245 employees are receiving and to encourage continued retention of those employees; and

**WHEREAS**, the amendment to the Compensation Plan (Amendment) depicting the updated salary ranges for those classifications is attached hereto as Exhibit A; and

**WHEREAS**, upon City Council approval of the Amendment, the salary ranges outlined therein shall be incorporated into the adopted Biennial Budget Fiscal Years (FY) 2022-23; and

**WHEREAS**, it is necessary to amend the adopted budget to allocate funds for related supplemental salary and related compensation expenditures.

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

**SECTION 1.** The Compensation Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended as depicted in Exhibit A attached hereto to provide salary adjustments in the amounts specified below for the following MS&C Classifications:

<b>Job Class No.</b>	<b>Job Classification (MS&amp;C) &amp; Percentage of Salary Adjustment</b>
287	Facility Maintenance Supervisor (Wastewater) – 8% increase
336	Human Resources Staff Assistant-Confidential – 7% increase
785	Wastewater Plant Operations Supervisor – 8% increase
797	Wastewater Superintendent – 8% increase

**SECTION 2.** In order to encourage continued retention, incumbent employees in the Facility Maintenance Supervisor (Wastewater), Wastewater Plant Operations Supervisor, and Wastewater Superintendent classifications shall be provided a one-time lump sum payment in an amount equivalent to the percentage of the base salary adjustment identified in Exhibit B for each position for 21 payroll periods. Such one-time lump sum payment shall be provided on the payroll period effective after the adoption of Resolution No. 6481(22). This lump-sum payment shall not be reported to the California Public Employees’ Retirement System (CalPERS) as “compensation earnable” as defined in Government Code section 20636(a).

**SECTION 3.** Supplemental appropriations to fund the Biennial Budget FY 2021-22 and FY 2022-23 due to the increased compensation in the Amendment and supplemental resources from various fund balance accounts to fund the supplemental appropriations are hereby approved and authorized as indicated in Exhibit B attached hereto.

Total Supplemental Appropriation for FY 2021-22 and FY 2022-23 is \$65,030, of which total cost to the General Fund after cost allocation is approximately \$2,567.

**SECTION 4. Effective Date.** This Resolution is effective upon 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 April 5, 2022, by the following vote:

AYES: Council Member(s):

NOES: Council Member(s):

ABSENT: Council Member(s):

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Jenelle Osborne, Mayor  
City of Lompoc

ATTEST:

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Stacey Haddon, City Clerk  
City of Lompoc

Attachments:

Exhibit A: Amendment to the MS&C Compensation Plan Compensation Schedules

Exhibit B: Supplemental Appropriations