



City Council Agenda Item

City Council Meeting Date: April 5, 2022

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal HR Analyst
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SUBJECT: Adoption of Resolution No. 6481(22) Amending the Compensation Plan to Reflect Salary Adjustments for Certain Management, Supervisory, and Confidential Classifications; and Approving Supplemental Appropriations to Fund the Amended Compensation Plan

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6481(22) (attached), which will:
 - a. Approve an amendment to the Compensation Plan (Amendment) for certain Management, Supervisory, and Confidential (MS&C) Classifications effective the first full pay period after adoption of the resolution and authorize one-time non-pensionable equity lump sum compensation payment to 3 of those classifications;
 - b. Approve the supplemental appropriations which will fund the proposed salary range adjustments for the remainder of the Fiscal Year (FY) 2021-22 and FY 2022-23; 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 the IBEW 1245-represented Office Staff Assistant, Police Records Technician, Wastewater Plant Operator and Electrical/Mechanical Technician Classification series. Consequently, to avoid salary compaction issues within job families, the following non-

represented classifications covered by the MS&C Compensation Plan are recommended to be adjusted.

Job Class No.	Job Classification (MS&C)
287	Facility Maintenance Supervisor (Wastewater)
336	Human Resources Staff Assistant-Confidential
785	Wastewater Plant Operations Supervisor
797	Wastewater Superintendent

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 Compensation Plan is proposed to be adjusted to reflect similar adjusted salary terms for these MS&C classifications as provided in Amendment No. 4 to the current IBEW 1245, Memorandum of Understanding (MOU), namely 7% to 8% adjustments beginning the pay period following the adoption of Resolution No. 6481(22). In addition, 3 of the classifications (Facility Maintenance Supervisor (Wastewater), Wastewater Plant Operations Supervisor, and Wastewater Superintendent) would also be provided 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, to encourage the continued retention of these employees.

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 amendment to the existing Compensation Plan includes the following:

- Effective the first payroll period beginning April 9, 2022, the City will provide a salary adjustment of 8% to the following MS&C classifications.

Job Class No.	Job Classification (MS&C)
287	Facility Maintenance Supervisor (Wastewater)
785	Wastewater Plant Operations Supervisor
797	Wastewater Superintendent

- Effective the first payroll period beginning April 9, 2022, the City will provide a salary adjustment of 7% to the following MS&C classification.

Job Class No.	Job Classification (MS&C)
336	Human Resources Staff Assistant-Confidential

Lump Sum Payment: Effective the first pay period after adoption, the Facility Maintenance Supervisor (Wastewater), Wastewater Plant Operations Supervisor, and Wastewater Superintendent classification would receive a non-pensionable lump sum compensation payment for FY 2021-22 to make the compensation consistent with the equity adjustments that the IBEW Local 1245 employees are receiving and encourage the continued retention of those employees.

Fiscal Impact:

Supplemental appropriations to fund the Biennial Budget FYs 2021-23 due to the increased compensation in the Amendment and supplemental resources from various fund balance accounts to fund the supplemental appropriations are indicated in Exhibit C, attached.

The fiscal impact for the above increase to the MS&C classifications for the remainder of Biennial Budget for FY 2021-22 and for FY 2022-23 is \$65,030, of which total cost to the General Fund after cost allocation is approximately \$2,567.

Resolution No. 6481(22) provides for the appropriation of funds resulting from the approval of the amended MS&C salary range adjustments for the remainder of FY 2021-22 and for FY 2022-23.

Conclusion:

The adoption of Resolution No. 6481(22) will provide for the implementation of the proposed compensation adjustments to certain MS&C classifications.

Respectfully submitted,

Amabelle Apolinario, Principal HR Analyst

APPROVED FOR SUBMITTAL TO THE CITY MANAGER:

Gabriel Garcia, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Dean Albro, City Manager

Attachment: Resolution No. 6481(22)