

RESOLUTION NO. 6525(22)

A Resolution of the City Council of the City of Lompoc, County of Santa Barbara, State of California, Amending the City's Management, Supervisory, & Confidential, and Unrepresented Employees Compensation Plans, and Salary Ranges for Fiscal Years 2022-2024

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

WHEREAS, Rule IV, Sections 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Compensation Plans; and

WHEREAS, the City Council desires to make certain revisions to the Compensation Plans for MS&C and UR employees for the time period beginning July 1, 2022; and

WHEREAS, the City Council desires to amend the MS&C and UR Compensation Plans to include a 4% cost of living adjustment (COLA), excluding the City Manager classification, effective the pay period beginning July 2, 2022; and

WHEREAS, effective July 2, 2022, the City shall provide MS&C and UR represented employees, excluding the City Manager, a one-time non-pensionable 5% base salary lump sum Essential Worker compensation pay capped at \$3,000 for MS&C and capped at \$5,000 for UR, calculated using base salaries in effect after receiving the above 4% COLA; and

WHEREAS, effective July 1, 2022, the City shall provide MS&C and UR represented employees increase in medical contributions as follows: \$100 additional to one party, and \$100 to family coverage per month; and

WHEREAS, effective July 1, 2022, the City shall increase oral bilingual pay from \$100 to \$150 per month, and a total of \$190 per month for both oral and written bilingual pay; and

WHEREAS, effective July 1, 2022, the City shall increase group basic life coverage to MS&C and UR represented employees equivalent to two times their annual salary up to a maximum coverage of \$300,000; and

WHEREAS, effective July 1, 2022, MS&C and UR employees appointed to service in a higher classification shall receive compensation at the initial rate (Step 0) of the salary range of the higher classification or an additional 5% above their current base salary (inclusive of incentive pay), whichever is greater; and

WHEREAS, effective July 1, 2022, the City shall increase sick leave incentive to \$200 sick leave incentive for a total sick leave incentive of \$500 annually to employees who have five (5) years consecutive sick leave eligibility; and

WHEREAS, effective July 1, 2023 (payroll period 7/1/23 – 7/14/23), the City shall provide MS&C and UR classifications, excluding the City Manager classification, a 4% cost of living adjustment (COLA); and

WHEREAS, the City Council also desires to, and provides funding for, the impacts of the terms of the revisions to the Compensation Plans for MS&C and UR employees.

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

SECTION 1. The revised Compensation Plan for MS&C employees, attached hereto as Exhibit “A”, and the revised Compensation Plan for UR employees, attached hereto as Exhibit “B” are hereby adopted.

SECTION 2. The City Council amends and revises the city-wide Pay/Compensation Plan effective July 2, 2022 (payroll period 7/2/22 – 7/15/22) as outlined in Exhibits C and D attached hereto.

SECTION 3. Supplemental appropriations to fund the Biennial Budget FY 2022-23 due to compensation adjustments, benefit contribution adjustments, and supplemental resources from various fund balance accounts to fund the supplemental appropriations are hereby approved and authorized as indicated in Exhibit E attached hereto.

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 July 5, 2022, 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: MS&C Compensation Plan
- Exhibit B: UR Compensation Plan
- Exhibit C: MS&C Compensation/Pay Plan (Salary Schedule)
- Exhibit D: UR Compensation/Pay Plan (Salary Schedule)
- Exhibit E: Supplemental Appropriations