



## City Council Agenda Item

**City Council Meeting Date:** July 18, 2023

**TO:** Dean Albro, City Manager

**FROM:** Amabelle Apolinario, Principal Human Resources Analyst  
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**SUBJECT:** Adoption of Resolution No. 6590(23) Approving Amended and Restated Compensation Plans for Management, Supervisory & Confidential, and Unrepresented Employees and Approving Supplemental Appropriations

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### **Recommendation:**

Staff recommends the City Council adopt Resolution No. 6590(23) (Attachment 1), which will:

- 1) Approve the amended and restated Compensation Plans for Management, Supervisory & Confidential (MS&C), and Unrepresented (UR) employees effective July 1, 2023 (Exhibits A and B)<sup>1</sup>; and
- 2) Approve the supplemental appropriations, which will fund the proposed health benefit contribution adjustments included in the amended and restated Compensation Plans for Fiscal Year (FY) 2023-25.

### **Background:**

On July 5, 2022, the City Council adopted Resolution No. 6525(22), approving the updated Compensation Plans for MS&C and UR employees.

### **Discussion:**

The MS&C and UR Compensation Plans are proposed to be adjusted to reflect similar changes to benefits provided to the International Brotherhood of Electrical Workers, Local Union 1245, Memorandum of Understanding 2022-2024.

The proposed benefit contribution adjustments are:

- **Health Benefit Contribution:** Effective July 1, 2023, the City shall provide MS&C and UR employees increased medical contributions as follows: an additional \$77

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<sup>1</sup> See Attachments 2 and 3 for redlined changes to the Compensation Plans.

monthly for one-party, an additional \$135 monthly for two-party, and an additional \$175 for family coverage per month.

Additionally, any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of July 1, 2023. The premium reimbursement will be processed in August 2023.

**Fiscal Impact:**

The implementation of the amended and restated Compensation Plans for MS&C and UR employees requires supplemental appropriations for FY 2023-24 and 2024-25 from various accounts as identified in Resolution No. 6590(23). Funding for the supplemental appropriations is indicated on Exhibit C to Resolution No. 6590(23) in the amount of \$138,885 each year or \$277,770 total.

**Conclusion:**

The adoption of Resolution No. 6590(23) will provide for the implementation of the proposed health benefit contribution adjustments to MS&C and UR represented employees.

Respectfully submitted,

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Amabelle Apolinario, Principal Human Resources Analyst

**APPROVED FOR SUBMITTAL TO THE CITY MANAGER:**

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Gabriel Garcia, Human Resources Manager

**APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:**

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Dean Albro, City Manager

Attachments: 1) Resolution No. 6590(23)  
2) Redlined Management, Supervisory & Confidential Compensation Plan  
3) Redlined Unrepresented Compensation Plan