



City Council Agenda Item

City Council Meeting Date: August 15, 2023

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
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SUBJECT: Adoption of Resolution No. 6600(23) Approving Amendment No. 1 to the Management, Supervisory & Confidential Compensation Plan to Provide One-Time Non-Pensionable Retention Incentives to MS&C Safety Sworn and Non-Sworn Employees for Fiscal Years 2023-25, and Approving Supplemental Appropriations

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6600(23) (attached), which will:
 - a. Approve Amendment No. 1 to the 2023 Management, Supervisory & Confidential Employees (MS&C) Compensation Plan to provide one-time non-pensionable retention incentives to MS&C Safety sworn and non-sworn employees for Fiscal Years (FY) 2023-25;
 - b. Approve the supplemental appropriations, which will fund the one-time retention incentive as prescribed in Amendment No. 1.

Background:

On July 18, 2023, the City Council adopted Resolution No. 6590(23), approving the updated Compensation Plan for MS&C Employees (2023 MS&C Compensation Plan). In addition, the City Council also adopted Resolution No. 6587(23), approving the Memorandum of Understanding between the City and the Lompoc Police Officers' Association for the period of July 1, 2023, through June 30, 2025 (LPOA MOU 2023-25).

Discussion:

The following provisions are proposed to be implemented to reflect for MS&C Safety sworn and non-sworn employees similar terms and changes to benefits provided to the Lompoc Police Officers' Association (LPOA) represented employees.

In order to incorporate the proposed retention incentive, Resolution No. 6600(23) must be adopted by City Council to approve Amendment No. 1 to the 2023 MS&C Compensation Plan.

The proposed one-time non-pensionable retention incentives are:

- MS&C Safety sworn and non-sworn employees shall receive a one-time non-pensionable lump sum amount of \$2,500 once they have been continuously employed by the City for five years. MS&C Safety sworn and non-sworn employees shall receive a one-time non-pensionable lump sum amount of \$5,000 once they have been continuously employed by the City for ten years. The retention incentive will be paid the first full pay period following the employee's anniversary date. MS&C Safety sworn and non-sworn employees must still be on payroll as of the scheduled pay date to be eligible to receive the retention incentive.
- Currently employed MS&C Safety sworn and non-sworn employees with ten years or more of continuous employment with the City at the time of the adoption of Resolution No. 6600(23), will receive both amounts listed above for a total one-time non-pensionable amount of \$7,500.

Fiscal Impact:

The implementation of this Amendment No. 1 to the 2023 MS&C Compensation Plan requires supplemental appropriations for FY 2023-24 from various accounts as identified in Resolution No. 6600(23). Funding for the supplemental appropriations is indicated on Exhibit B to Resolution No. 6600(23) in the amount of \$82,909.

Conclusion:

The adoption of Resolution No. 6600(23) will provide for the implementation of the proposed one-time non-pensionable retention incentive to MS&C Safety sworn and non-sworn employees.

Respectfully submitted,

Amabelle Apolinario, Principal Human Resources Analyst

APPROVED FOR SUBMITTAL TO THE CITY MANAGER:

Gabriel Garcia, Human Resources Director

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Dean Albro, City Manager

Attachment: Resolution No. 6600(23)