

RESOLUTION NO. 6633(24)

**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
Approving Supplemental Appropriations**

WHEREAS, on July 18, 2023, the City Council of the City of Lompoc (City) adopted Resolution No. 6590(23), approving an updated Compensation Plan for Management, Supervisory, & Confidential (MS&C) and Unrepresented (UR) Employees, which became effective July 1, 2023; 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, 2024; and

WHEREAS, the City Council also desires to amend the MS&C and UR Compensation Plans to include a 5% cost of living adjustment (COLA), excluding the City Manager classification, effective July 1, 2024 (payroll period 6/29/24 – 7/12/24); and

WHEREAS, effective July 1, 2025 (payroll period 6/28/25 – 7/11/25), the City shall provide MS&C and UR classifications, excluding the City Manager classification, a 4% cost of living adjustment (COLA); and

WHEREAS, effective beginning of the 2024 Plan Year (January), the City shall provide MS&C and UR represented employees an increase in medical contributions as follows: \$25 additional to one-party, \$70 additional to two-party, and \$95 additional to family coverage per month; and

WHEREAS, the City Council also desires to approve supplemental appropriations to fund the salary adjustments and benefits contribution adjustments to 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 to include the revised salary ranges for MS&C and UR classifications as outlined in Exhibit C attached hereto.

SECTION 3. The City Council approves supplemental appropriations to fund the revised salary ranges, and benefit contribution adjustments as indicated in Exhibits D and 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 February 6, 2024, by the following vote:

AYES: Councilmember(s)
NOES: Councilmember(s):
ABSENT: Councilmember(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 and UR Salary Schedules
- Exhibit D: Supplemental Appropriations for City's Health Contributions
- Exhibit E: Supplemental Appropriations for Salary Adjustments