



## City Council Agenda Item

**City Council Meeting Date:** February 6, 2024

**TO:** Dean Albro, City Manager

**FROM:** Amabelle Apolinario, Principal Human Resources Analyst  
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**SUBJECT:** Adoption of Resolution No. 6633(24) 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. 6633(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, 2024 (Exhibits A and B of the attached resolution)<sup>1</sup>; and
- 2) Approve the proposed salary ranges for Fiscal Year (FY) 2024-25, and FY 2025-26, respectively, and include them in the City's Compensation Plan/Pay Plan (Exhibit C of the attached resolution); and
- 3) Approve supplemental appropriations, which will fund the proposed salary range adjustments, and health benefit contribution adjustments included in the amended and restated Compensation Plans.

### **Background:**

On July 18, 2023, the City Council adopted Resolution No. 6590(23), 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 (Extended through 6/30/2026), that was adopted by a resolution on January 16, 2024, Resolution No. 6628(24).

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

The proposed major changes to MS&C and UR Compensation Plans are:

- **FY 2024-25 Cost of Living Adjustments (COLA):** Effective the first full pay period of the fiscal year (payroll period 6/29/2024 – 7/12/2024), the City shall provide MS&C and UR Classifications, excluding the City Manager classification, still on payroll as of the effective date, a five percent (5%) base salary increase.
- **FY 2025-26 Cost of Living Adjustments (COLA):** Effective the first full pay period of the fiscal year (payroll period 6/28/2025 – 7/11/2025), the City shall provide MS&C and UR Classifications, excluding the City Manager classification, still on payroll as of the effective date, a four percent (4%) base salary increase.
- **Health Benefit Contribution:** Effective beginning of the 2024 Plan Year (January), the City shall provide MS&C and UR employees increased medical contributions as follows: an additional \$25 monthly for one-party, an additional \$70 monthly for two-party, and an additional \$95 monthly for family coverage.

Additionally, any premium adjustments will be reimbursed to employees enrolled in the City's health plan as of January 1, 2024. The premium reimbursement will be processed in March 2024.

**Fiscal Impact:**

The implementation of the amended and restated Compensation Plans for MS&C and UR employees requires supplemental appropriations for FY 2023-24 for January-June 2024 Health Benefit contribution and for FY 2024-25 from various accounts for both Health Benefit contribution and for the FY 2024-25 Cost of Living Adjustments. Funding for the supplemental appropriations is indicated on Exhibits D and E to Resolution No. 6633(24). Updates to appropriations for FY 2025-26 will be included during the preparation of the upcoming Biennial Budget FYs 2025-27.

**Conclusion:**

The adoption of Resolution No. 6633(24) will provide for the implementation of the proposed salary adjustments and health benefit contribution adjustments to MS&C and UR 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 Director

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

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Dean Albro, City Manager

Attachments: 1) Resolution No. 6633(24)  
2) Redlined Management, Supervisory & Confidential Compensation Plan  
3) Redlined Unrepresented Compensation Plan