

RESOLUTION NO. 6020(16)

**A Resolution of the Council of the City of Lompoc,
County of Santa Barbara, State of California,
Amending the Personnel Rules Relative to the
Classification Plan (Rule III) and Compensation Plan (Rule IV)
Regarding the New Job Classifications of Treasury/Utility Billing
Supervisor and Principal Civil Engineer; Approval of Positions and
Funding Reallocations in Economic & Community Development,
Management Services and Public Works Departments**

WHEREAS, on June 23, 2015, the City Council of the City of Lompoc (City) approved and adopted the Fiscal Year 2015-17 Budget, authorizing various new job classifications with new compensation rates for various supervisory positions; and

WHEREAS, the City and International Brotherhood of Electrical Workers (IBEW) have met and conferred in good faith regarding the revision to the 12-kV Lead Electrical Line Worker salary range, and have agreed to amend the IBEW Memorandum of Understanding (MOU) to reflect the salary change; and

WHEREAS, the City Council hereby creates the new job classifications of Treasury/Utility Billing Supervisor and Principle Engineer, the City's Classification Plan must be amended to reflect the inclusion of these new classifications and the benefits for the new classifications shall be determined by the Compensation Plan for Management, Supervisory & Confidential employees (MS&C), which shall be amended to include these new classifications, while the City takes this opportunity to also delete certain defunct job classifications from both Plans; and

WHEREAS, the City's Compensation/Pay Plan must also be amended to reflect the inclusion of the new proposed MS&C salary ranges and revised IBEW salary range and deletion of certain defunct salary ranges; and

WHEREAS, Rule III, Sections 1 and 2 of the Personnel Rules of the City provide for the adoption, amendment, and revision of the Classification Plan; 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 Plan; and

WHEREAS, the City Council desires to amend the Classification and Compensation Plans; and **WHEREAS**, the Public Works Department desires to amend and reallocate current budgeted positions and funding allocations; and

WHEREAS, the Management Services Department desires to reorganize, amend, and reallocate current budgeted positions and funding allocations; and

WHEREAS, the Economic & Community Development Department desires to amend and reallocate current budgeted positions and funding allocations; and

WHEREAS, it is therefore necessary to amend the adopted budget to allocate funds for related supplemental salary and related compensation expenditures.

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

SECTION 1. The new classifications of Treasury/Utility Billing Supervisor and Principal Engineer are hereby created pursuant to the City’s Employer/Employees Relations Resolution No 2041(70) as unrepresented and FLSA overtime exempt classifications whose benefits shall be governed by the Compensation Plan for MS&C employees. Accordingly, the Classification Plan, designated as Exhibit A of Personnel Rule III, Section 1, and the Compensation Plan for MS&C employees, designated as Exhibit B of Personnel Rule IV, Section 1, are hereby amended to include the following changes:

Add:	New Job Class Specifications and	Salary Ranges
	Treasury/Utility Billing Supervisor	\$4,325 – \$5,257 per month
	Principal Civil Engineer	\$6,947 – \$8,444 per month

Job descriptions for the above new Job Class Specifications are attached hereto and incorporated herein by reference as Exhibits A and B respectively.

Modify:	Existing Job Class Specification and	Salary Range
	12-kV Lead Electrical Line Worker	\$6,544 – \$7,954 per month

Delete:	Existing Job Class Specifications and	Salary Ranges
	Treasury Staff Supervisor (Job Cat 749)	\$3,641 – \$4,426 per month
	Utility Billing Supervisor (Job Cat 770)	\$4,005 – \$4,868 per month

SECTION 2. Personnel Rule IV, Section 4 “Overtime” is amended to include the following classifications as designated exempt and ineligible for overtime, except as may be otherwise provided for under the Fair Labor Standards Act:

Treasury/Utility Billing Supervisor
Principal Civil Engineer

SECTION 3. Amendment No. 3 to the IBEW MOU, attached hereto and incorporated herein as Exhibit C, reflecting the revised salary ranges is hereby approved.

SECTION 4. Amendment No. 3 to the Compensation Plan for City of Lompoc Management, Supervisory, and Confidential Employees, attached hereto and incorporated herein as Exhibit D, reflecting the new salary ranges is hereby approved.

SECTION 5. The position reallocations in the Management Services Department budgets are approved and authorized as outlined below.

<u>Division</u>	<u>Personnel Position</u>	<u>Adopted</u>	<u>Revised</u>	<u>Change</u>
Treasury	Treasury Staff Supervisor	1.00	0.00	(1.00)
Treasury	Office Staff Assistant III	1.00	0.20	(0.80)
Treasury	Treasury/Utility Billing Supervisor	n/a	0.50	0.50
Treasury	Treasury/Intermediate Treasury Clerk	0.50	1.00	0.50
Utility Billing	Utility Billing Supervisor	1.00	0.00	(1.00)
Utility Billing	Collection Account Coordinator	1.00	0.00	(1.00)
Utility Billing	Treasury/Intermediate Treasury Clerk	0.50	0.00	(0.50)
Utility Billing	Treasury/Utility Billing Supervisor	n/a	0.50	0.50
Utility Billing	Senior Treasury Clerk	n/a	2.00	2.00
Utility Billing	Office Staff Assistant III	n/a	0.30	0.30
Finance	Senior Treasury Clerk	n/a	0.50	0.50
Finance	Treasury/Intermediate Treasury Clerk	0.50	0.00	(0.50)
Finance	Office Staff Assistant III	n/a	0.20	0.20
Utility Acct	Senior Treasury Clerk	n/a	0.50	0.50
Utility Acct	Treasury/Intermediate Treasury Clerk	0.50	0.00	(0.50)
Utility Acct	Office Staff Assistant III	n/a	0.20	0.20
Purchasing	Buyer	1.00	2.00	1.00
Purchasing	Buyer/Purchasing Assistant	1.5	0.50	(1.00)
Info Tech	Office Staff Assistant III	n/a	0.10	<u>0.10</u>
Net total changes:				<u>0.00</u>

SECTION 4. Supplemental appropriations to fund the remainder of the FY 2015-17 Budget due to the reorganizational changes in the Management Services and Economic & Community Development budgets are approved and authorized as outlined below.

<u>Program #</u>	<u>Program</u>	<u>Account Name</u>	<u>Account #</u>	<u>FY 2015-16 Amount</u>	<u>FY 2016-17 Amount</u>
<u>Management Services</u>					
10500	Treasury	Salaries	51110	(\$10,594.00)	(25,258.00)
10500	Treasury	Insurance	51230	(3,670.00)	(9,022.00)
10500	Treasury	Retirement	51240	(2,412.00)	(6,240.00)
10550	Utility Billing	Salaries	51110	(1,486.00)	(3,364.00)
10550	Utility Billing	Insurance	51230	19.00	37.00
10550	Utility Billing	Retirement	51240	(338.00)	(831.00)
10610	Finance	Salaries	51110	4,293.00	10,654.00
10610	Finance	Insurance	51230	1,095.00	2,786.00
10610	Finance	Retirement	51240	977.00	2,632.00
10615	Utility Acct	Salaries	51110	4,293.00	10,653.00
10615	Utility Acct	Insurance	51230	1,095.00	2,786.00
10615	Utility Acct	Retirement	51240	977.00	2,632.00
74620	Info Tech	Salaries	51110	1,797.00	4,459.00
74620	Info Tech	Insurance	51230	496.00	1,257.00
74620	Info Tech	Retirement	51240	<u>409.00</u>	<u>1,102.00</u>
Net totals:				<u>(\$3,049.00)</u>	<u>(\$5,717.00)</u>

Economic & Community Development

13050	Storm Water	Salaries	51110	0.00	15,972.00
13050	Storm Water	Insurance	51230	9,286.00	8,790.00
13050	Storm Water	Retirement	51240	6,445.00	11,059.00
44000	CDBG	Salaries	51110	0.00	24,593.00
44000	CDBG	Insurance	51230	0.00	7,262.00
44000	CDBG	Retirement	51240	0.00	5,955.00
Net totals:				<u>\$15,731.00</u>	<u>\$73,631.00</u>

SECTION 5. Supplemental revenues to fund the supplemental appropriations in Section 4 are as follows:

<u>Fund #</u>	<u>Fund</u>	<u>Account Name</u>	<u>Account #</u>	<u>FY 15-16 Amount</u>	<u>FY 16-17 Amount</u>
74	Comm ISF	Fund Balance	74-34099	\$2,699.00	6,818.00
44	CDBG	Entitlements	40044-45705	0.00	37,810.00
10	General	Stormwater Fees	40010-46445	25,092.00	26,461.00

SECTION 6. Transfer to fund the supplemental appropriations in Section 5 as follows:

<u>Fund #</u>	<u>Fund</u>	<u>Account Name</u>	<u>Account #</u>	<u>FY 15-16 Amount</u>	<u>FY 16-17 Amount</u>
10	General Fd	Transfer to 74	19990-91074	\$2,699.00	6,818.00
74	Comm ISF	Transfer from 10	40074-49375	2,699.00	6,818.00

SECTION 7. Budget adjustments to fund the Economic & Community Development Department's Development Services Specialist II position are as follows:

<u>Account #</u>	<u>Account Name</u>	<u>FY 15-16 Amount</u>	<u>FY 16-17 Amount</u>
<u>From:</u>			
13050-53832	Prof Svcs – Inspections	\$8,000.00	\$8,000.00
13050-53852	Prof Svcs – Sampling	20,000.00	20,000.00
13050-53853	Prof Svcs – Investigations	5,000.00	5,000.00
<u>To:</u>			
13050-51110	Salaries	\$28,303.00	28,303.00
13050-51230	Insurance	4,697.00	4,697.00

SECTION 8. The majority of the job class specifications, salary ranges, and reallocations are effective February 6, 2016, the beginning of the first payroll cycle after adoption of this resolution or as follows:

- Principal Civil Engineer – 6-13-2015
- Buyer – 9-19-2015

SECTION 9. 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 January 19, 2016, by the following vote:

AYES: Councilmember(s)

NOES: Councilmember(s):

ABSENT: Councilmember(s):

Bob Lingl, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc

Attachments:

Exhibit A: [Treasury/Utility Billing Supervisor Job Description](#)

Exhibit B: [Principal Civil Engineer Job Description](#)

Exhibit C: [Amendment No. 3 to the IBEW MOU](#)

Exhibit D: [Amendment No. 3 to the MS&C Compensation Plan](#)