

## RESOLUTION NO. 6055 (16)

### **A Resolution of the City Council of the City of Lompoc, County of Santa Barbara, State of California, Amending the City's Classification and Compensation Plans, the IBEW 2015-2017 MOU, and the MS&C Compensation Plan to Revise or Include New Job Classifications and Salary Ranges For Biennial Budget Fiscal Years 2015-2017**

**WHEREAS**, on April 7, 2015, City Council approved the Memorandum of Understanding (MOU) between the City of Lompoc (City) and the International Brotherhood of Electrical Workers, Local 1245 (IBEW) Effective January 1, 2015, through December 31, 2017; and

**WHEREAS**, on June 23, 2015, City Council approved and adopted the Biennial Budget Fiscal Years (Budget) 2015-2017; and

**WHEREAS**, on January 20, 2015, City Council approved and adopted amendments to the Management, Supervisory, & Confidential (MS&C) Compensation Plan to include a 3% cost of living adjustment (COLA), effective June 11, 2016; and

**WHEREAS**, on April 7, 2015, City Council approved and adopted amendments to the IBEW MOU to include an additional step F to IBEW salary ranges, effective June 11, 2016; and

**WHEREAS**, Rule III, Section 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, Section 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 and the IBEW have met and conferred in good faith regarding the proposed revised Customer Service Field Technician series specification, and have agreed to amend the MOU between the City and IBEW, to reflect inclusion of new titled job classifications and new salary ranges; and

**WHEREAS**, the City and IBEW have met and conferred in good faith regarding the 5% salary adjustments to the Water Meter Maintenance Technician and Senior Water Meter Maintenance Technician salary ranges, and have agreed to amend the IBEW MOU to reflect the new salary changes; and

**WHEREAS**, the salary adjustments to the Senior Civil Engineer, Principal Civil Engineer, and Assistant Public Works Director/City Engineer salary ranges have been conceptually approved and the MS&C Compensation Plan and the City's Compensation/Pay Plan are to be amended to reflect inclusion of the new salary changes; and

**WHEREAS**, qualified employees in the existing job classification of Civil Engineering Associate III are eligible to receive a 5% registered professional engineer incentive pay for a verified registered professional engineer certification; and

**WHEREAS**, the City’s Classification Plan must also be amended to reflect the inclusion of the proposed new and revised IBEW job classifications; and

**WHEREAS**, the City’s Compensation/Pay Plan must also be amended to reflect the inclusion of the proposed new IBEW job salary ranges and the proposed new MS&C salary ranges, which are inclusive of the previously approved and adopted step F and/or 3% COLA; and

**WHEREAS**, the City Council desires to amend the Classification and Compensation Plans; and

**WHEREAS**, it would therefore be necessary to amend the adopted Budget 2015-2017 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 Classification Plan, designated as Exhibit A of Personnel Rule III, Section 1, is hereby amended to add the following new or revised job classifications (job descriptions are attached hereto as Exhibit A):

<b>Revise:</b>	<u>Job Title and Category</u>	<u>Category No.</u>
	Customer Service Field Technician I	203
	Customer Service Field Technician II	204
	Customer Service Field Technician III	206
	Water Meter Maintenance Technician	803

**SECTION 2.** The Compensation/Pay Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended to include the following new or revised salary ranges:

<b>Add: New/Revised Classifications</b>	<b>New Salary Ranges</b>
Assistant Public Works Director/City Engineer	\$8,815 – \$10,715 per month
Customer Service Field Technician I	\$3,269 – \$4,172 per month
Customer Service Field Technician II	\$3,642 – \$4,648 per month
Customer Service Field Technician III	\$3,924 – \$5,008 per month
Principal Civil Engineer	\$8,014 – \$9,741 per month
Senior Civil Engineer	\$7,155 – \$8,697 per month
Senior Water Meter Maintenance Technician	\$3,934 – \$5,021 per month
Water Meter Maintenance Technician	\$3,563 – \$4,547 per month

**SECTION 3.** Amendment No. 4 to the IBEW MOU, attached hereto as Exhibit B, reflecting the new and revised salary ranges is hereby approved.

**SECTION 4.** Amendment No. 4 to the MS&C Compensation Plan, attached hereto as Exhibit C, reflecting the new and revised salary ranges, and specified registered certification incentive is hereby approved.

**SECTION 5.** Supplemental appropriations and supplemental resources from Fund Balances of \$76,378 to fund the above-mentioned salary ranges and adjustments attached hereto as Exhibit D, is hereby approved reflecting the appropriations for the remaining term of the Budget 2015-2017 by City program and funds.

**SECTION 6. Effective Date.** This Resolution is effective upon its adoption. The new job classifications, salary ranges, and control points will be effective the first pay period following adoption of this Resolution; June 11, 2016.

The foregoing Resolution was proposed by \_\_\_\_\_, seconded by \_\_\_\_\_, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on June 7, 2016, by the following vote:

AYES: Council Member(s):  
NOES: Council Member(s):  
ABSENT: Council Member(s):

\_\_\_\_\_  
Bob Lingl, Mayor  
City of Lompoc

ATTEST:

\_\_\_\_\_  
Stacey Haddon, City Clerk  
City of Lompoc

Attachments:

- Exhibit A: [Job Descriptions:](#)
- Exhibit B: [Amendment No. 4 to the IBEW MOU](#)
- Exhibit C: [Amendment No. 4 to the MS&C Compensation Plan](#)
- Exhibit D: [Supplemental Appropriation and Supplemental Resources Schedule](#)