

RESOLUTION NO. 6774(25)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Amending the Classification and Compensation Plans,
and MS&C and Unrepresented Compensation Plans
to Revise or Include New Job Classifications and Salary Ranges
Included in the Biennial Budget FYs 2025-27**

WHEREAS, on January 16, 2024, the City Council of the City of Lompoc (City) adopted Resolution No. 6628(24) extending the period of the Memorandum of Understanding between the City and the International Brotherhood of Electrical Workers, Local Union 1245 (IBEW 1245) through June 30, 2026, which included various salary range adjustments; and

WHEREAS, on June 17, 2025, the City Council approved and adopted the Biennial Budget Fiscal Years (FYs) 2025-27; and

WHEREAS, the City and IBEW 1245 have met and conferred in good faith regarding the proposed new classifications and salary ranges for Lead Landfill Coordinator and Water Regulatory Compliance Specialist positions; position reallocations, and salary ranges for certain positions, and a revised job description for a Lead Custodian position, and have agreed to amend the City's Compensation Plan to reflect those salary changes and position allocations, as depicted in Exhibits A and B attached hereto; and

WHEREAS, the City and the Lompoc Police Officers' Association (LPOA) have successfully met and conferred regarding the proposed new classification and salary range for an Evidence and Property Specialist position, as depicted in Exhibits A and B attached hereto; and

WHEREAS, the City's Compensation Plan must be amended to reflect the proposed salary adjustments for certain non-represented classifications, as detailed in Exhibit B attached hereto; and

WHEREAS, the City's Classification and Compensation Plans must also be amended to include the new Management, Supervisory, & Confidential (MS&C) classifications and salary ranges for Electric Receiving Station Supervisor, Information Security Analyst, Solid Waste Regulatory Compliance Supervisor, and Wastewater Regulatory Compliance Supervisor, as detailed in Exhibits A and B attached hereto; and

WHEREAS, the City's Classification Plan must be amended to include the revised classification to change the job title and job class number for one MS&C classification; and

WHEREAS, the City's Classification Plan must also be amended to reflect the inclusion of the new IBEW, LPOA, and MS&C job classifications included in the Biennial Budget FYs 2025-27; and

WHEREAS, the City's Compensation Plan must also be amended to reflect the inclusion of the new IBEW, LPOA, MS&C, and Unrepresented salary ranges included in the Biennial Budget FYs 2025-27, as detailed in Exhibit B attached hereto; 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 Council desires to amend the Classification and Compensation Plans.

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 (with job descriptions attached hereto as Exhibit A) and delete one job classification:

Add:	Job Class No.
Electric Receiving Station Supervisor	244
Evidence and Property Specialist	277
Information Security Analyst	332
Lead Landfill Coordinator	382
Public Safety Systems Administrator (job title/job class number change only)	578
Solid Waste Regulatory Compliance Supervisor	728
Wastewater Regulatory Compliance Supervisor	795
Water Regulatory Compliance Specialist	818
Revise:	
Lead Custodian	365
Parks & Recreation Manager	505
Public Works Director	580
PT Recreation Lifeguard	516
Utility Director	773
Delete:	
Police Systems Administrator	579

SECTION 2. The new and revised job descriptions attached hereto as Exhibit A are hereby approved.

SECTION 3. The Compensation Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended to include the new and revised salary ranges, as depicted in Exhibit B attached hereto.

SECTION 4. The Compensation Plan, designated as Exhibit B of Personnel Rule IV, Section 1, is hereby amended to include the following reinstated or deleted position allocations, and reallocation of the Biennial Budget FYs 2025-27 for various divisions, respectively:

Add:

<u>Position</u>	<u>Location</u>	<u>Position Allocation</u>
Electric Receiving Station Supervisor	Electric	1.00
Evidence & Property Specialist	Police	1.00
GIS Analyst	Electric	1.00
Information Security Analyst	Information Technology	1.00
Lead Custodian	Building & Facilities	1.00
Lead Landfill Coordinator	Solid Waste	1.00
Lead Sanitation Worker	Solid Waste	1.00
Library Assistant I	Library	1.00
Park Maintenance Worker	Parks	1.00
Public Safety Systems Administrator	Information Technology	1.00
Solid Waste Regulatory Compliance Supervisor	Solid Waste	1.00
Treasury Clerk	Treasury/Utility Billing	1.00
Utility Conservation Representative	Water Utility-Administration	1.00
Water Regulatory Compliance Specialist	Water Utility	1.00
Water Plant Operator I/II	Water Utility	1.00
Wastewater Regulatory Compliance Supervisor	Wastewater	1.00
		16.00

Delete:

<u>Position</u>	<u>Location</u>	<u>Position Allocation</u>
Building Maintenance Worker	Parks	1.00
Community Services Officer	Police	1.00
Custodian/Senior Custodian	Building & Facilities	1.00
Customer Service Field Technician II	Water Utility	1.00
Electric Utility Manager	Electric	1.00
Electric Utility Engineer	Electric	1.00
GIS Technician I/II	Electric	1.00
Landfill Coordinator	Solid Waste	1.00
Police Systems Administrator	Information Technology	1.00
Sanitation Worker/Senior	Solid Waste	1.00

Solid Waste Compliance Coordinator	Solid Waste	1.00
Sr. Environmental Coordinator	Water Utility-Administration	1.00
Utility Engineer	Water Utility-Administration	1.00
Wastewater EMT III	Wastewater	1.00
Water Resource Engineer	Water Utility	1.00
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		15.00

The above reinstated or deleted position allocations result in the creation of one additional 100% grant-funded full-time position.

SECTION 5. Personnel Rule IV, Section 4 “Overtime” is amended to add the following classifications to the list of classifications ineligible for overtime, except as may be otherwise provided for under the Fair Labor Standards Act:

- Electric Receiving Station Supervisor
- Information Security Analyst
- Public Safety Systems Administrator
- Solid Waste Regulatory Compliance Supervisor
- Wastewater Regulatory Compliance Supervisor

SECTION 6. Effective Date. This Resolution is effective upon its adoption. The new job classifications and salary ranges will be effective the first payroll period after adoption of this Resolution (pay period 9/20/25 – 10/03/25).

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 September 16, 2025, by the following vote:

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

 James Mosby, Mayor
 City of Lompoc

ATTEST:

 Stacey Haddon, City Clerk
 City of Lompoc

Attachments: Exhibit A: Job Descriptions
 Exhibit B: Compensation Schedules & Costs Summary