

RESOLUTION NO. 6778(25)

A Resolution of the City Council of the City of Lompoc, County of Santa Barbara, State of California, Amending the City Compensation Plan (Rule IV) to Include Revised Salary Ranges Impacted by the State Minimum Wage Increase And Approving Supplemental Appropriations

WHEREAS, on January 3, 2017, the City Council of the City of Lompoc (City) adopted Resolution No. 6090(17), amending the City's Compensation Plan to incorporate the California State minimum wage increases from January 1, 2017, through January 1, 2022; and

WHEREAS, the City Council adopted Resolution No. 6552(22) on December 6, 2022, Resolution No. 6612(23) on November 7, 2023, and Resolution No. 6715(24) on November 19, 2024, all amending the City's Compensation Plan to incorporate the State-mandated minimum wage increases effective January 1, 2023, January 1, 2024, and January 1, 2025, respectively; and

WHEREAS, on August 1, 2025, the Department of Finance announced that the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) had increased by 2.49% over the previous year, remaining below the legal adjustment cap of 3.5%, leading to the required adjustment of the State minimum wage; and

WHEREAS, effective January 1, 2026, the minimum wage will increase to \$16.90 per hour; and

WHEREAS, the City Council desires to approve the salary adjustments and revised salary ranges for those part-time, at-will, temporary positions affected by the State minimum wage mandate; and

WHEREAS, the City's Compensation Plan must be amended to include the revised salary ranges as depicted in Exhibit A attached hereto; 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 Compensation Plan to include the revised salary ranges for part-time, at-will, temporary positions, and

WHEREAS, the City Council also desires to approve supplemental appropriations to fund the minimum wage increase.

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

SECTION 1. The Compensation Plan, designated as Exhibit B in Personnel Rule IV, Section 1 is hereby amended to include the revised salary ranges, as outlined in Exhibit A attached hereto.

SECTION 2. The City’s Salary Schedule is hereby approved and amended to incorporate the revised compensation, as outlined in Exhibit A attached hereto, effective January 1, 2026.

SECTION 3. The City Council approves supplemental appropriations to the Biennial Budget Fiscal Years 2025-27 due to the minimum wage increase as indicated in Exhibit B attached hereto.

SECTION 4. Effective Date. This Resolution is effective upon its adoption. The salary rate adjustments will be effective in the payroll period beginning December 27, 2025, which includes the mandated January 1, 2026, minimum wage increase effective date.

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 October 7, 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: Salary Tables for Part-time, At-Will, Temporary Positions
Exhibit B: Supplemental Appropriations