



AGENCY: City Council
MEETING DATE: February 8, 2021
DEPARTMENT: City Manager
PRESENTED BY: Tabatha Miller
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AGENDA ITEM SUMMARY

TITLE:
Receive Report and Consider Adoption of City Council Resolution Accepting the 2021 Fort Bragg Police Department Salary Survey Results as Required by Ordinance 672 and Adopting Changes to the City of Fort Bragg Salary Rate Compensation Plan

ISSUE:
 Pursuant to the Initiative Ordinance 672 as approved by the voters, the City of Fort Bragg conducts an annual review of the salaries for each classification in the Fort Bragg Police Department and makes salary adjustments, as required by the Ordinance, effective each January 1. The Ordinance requires that the salary for each classification at the Police Department shall not be less than the average of the salaries paid for comparable positions in the Ukiah and Willits police departments, and the Mendocino County Sheriff's Office (MCSO).

The classifications covered by the Ordinance include: Police Chief, Police Captain, Police Sergeant, Police Officer, Police Recruit, Community Service Officer and Police Services Technician.

ANALYSIS:
 The annual survey results are set forth in full as Attachment 2. The annual survey results and proposed salary adjustments have been presented to the Fort Bragg Police Association (FBPA) for review and concurrence. For consistency, the salary adjustments for Police Officer and for Police Sergeant have been adjusted slightly from the salary survey results. Historically as an Officer moves from POST Basic to POST Intermediate and to POST Advance status, there is a 5% increase. To keep the 5% increases consistent, it was necessary to apply the same salary increase to each of the Police Officer levels and to each of the Sergeant levels. The table below sets forth the adjustments applied in the attached City of Fort Bragg Salary Rate Compensation Plan:

Police Captain	1.61%
Police Officer – Basic POST Certification	4.90%
Police Officer – Intermediate POST Certification	4.90%
Police Officer – Advance POST Certification	4.90%
Police Sergeant – Intermediate POST Certification	4.90%

Police Sergeant – Advance POST Certification	4.90%
Community Services Officer	1.03%
Police Recruit	10.18%

RECOMMENDED ACTION:

Adopt a resolution accepting the Fort Bragg Police Department Salary Survey as required by Ordinance 672, the proposed salary changes as set forth in the attached City of Fort Bragg Salary Rate Compensation Plan.

ALTERNATIVE ACTION(S):

Do not approve the resolution and provide staff further direction.

FISCAL IMPACT:

The proposed salary adjustments were unknown at the time the Fiscal Year 2020-21 budget was adopted and therefore were not included. The estimated increase to the FY 2020-21 budget is \$34,900, however, currently savings from the open CSO position will cover the increase in budget for FY 2020-21 and therefore, no budget amendment is requested at this time. The estimated annual increase to the Police Department salary and benefits budget is \$69,800. The total Police Department salary and benefit budget for FY 2020-21 is \$2,872,239. To-date actual expenditures (approximately 55% of payroll for the year) total \$1,459,908 or 51% of budget.

In addition to impacting the City’s current year budget, Ordinance 672 will most likely continue to substantially increase the City’s appropriations request for at least the next few years. Effective 12-21-2020, the City of Willits approved increases of approximately 10% for the Police Officers. The City of Ukiah approved additional increases effective 1-11-2021, that will be accounted for in the January 2022 survey. The Mendocino County Sheriff’s office will implement the third year of a contract that included a total 3-year increase in wages of approximately 29%, averaging 9-11% per year.

CONSISTENCY:

The salary survey and the proposed adjustments are consistent with the requirements of Ordinance 672 codified in the Fort Bragg Municipal Code Chapter 2.68 - *Establishing Minimum Standards of Compensation, Benefits, and Salaries for Members of the Police Department.*

GREENHOUSE GAS EMISSIONS IMPACT:

N/A.

IMPLEMENTATION/TIMEFRAMES:

The Salary adjustment will be effective 1-1-2021.

ATTACHMENTS:

1. Proposed Resolution
2. Reso Ex A – Salary Survey
3. Reso Ex B - City of Fort Bragg Salary Rate Compensation Plan

4. Ordinance 672

NOTIFICATION:

Fort Bragg Police Association (FBPA)