

RESOLUTION NO. ____-2022

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL
APPROVING SALARY RATE COMPENSATION SCHEDULE
RECLASSIFYING THE SYSTEMS ANALYST-LEAD TO MID-MANAGEMENT
AND ADOPTING BUDGET AMENDMENT 2022/23-04 AMENDING THE
FY 2022/23 BUDGET**

WHEREAS, the Fort Bragg City Council approves all salary schedules which include classification titles and compensation rates; and

WHEREAS, the establishment of this Resolution meets the requirements of California Regulations Section 570.5 as confirmed by the California Public Employees' Retirement System (CalPERS); and

WHEREAS, CalPERS code requires the City to have a publicly adopted and posted salary schedule; and

WHEREAS, the full salary schedule is available on the City's website;

WHEREAS, the City currently has an Information Technology division staff of one; and

WHEREAS, the City of Fort Bragg recognizes the increasing number of worldwide cyber threats against the organization of all sizes and types; and

WHEREAS, the City Council adopted Resolution 4461-2022 approving a consulting contract with DakaDesign, LLC, located in the Fort Bragg area, for IT backup, network administration and network security; and

WHEREAS, the current Information Technology needs of the City continue to be more than one full-time staff member can adequately address; and

WHEREAS, the City undertook a recruitment for an Information Technology professional knowledgeable in network security and many other facets of information technology for a public agency; and

WHEREAS, the City found Deborah Smith the most qualified candidate. Ms. Smith is the owner of DakaDesign, LLC, that the City is currently contracting with for IT backup, network administration and network security; and

WHEREAS, Deborah Smith is already familiar with the City's technology infrastructure and needs, and has extensive information technology and management experience; and

WHEREAS, the City would achieve long-term savings by avoiding the necessity of contracting with DakaDesigns by bringing Deborah Smith's expertise in-house; and

WHEREAS, the Systems Analyst – Lead classification is currently classified as a non-exempt, confidential classification and Ms. Smith's qualifications warrant compensation beyond the current posted compensation range for Systems Analyst – Lead of \$61,838.40 to \$75,171.20 annually; and

WHEREAS, the City would like to reclassify the Systems Analyst – Lead classification to a full-time, exempt, Mid-Management classification with a compensation range consistent with other Mid-Management classifications, with a salary range of \$75,795.20 to \$92,123.20 annually as noted in Exhibit A; and

WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. The Systems Analyst – Lead classification should be classified as an exempt, Mid-Management classification with compensation consistent with the other Mid-Management classifications as noted in Resolution 4578-2022 and Exhibit A, which is \$75,795.20 to \$92,123.20 annually.
2. The \$22,927 budget amendment to appropriate funds in the current fiscal year is identified in Exhibit B attached hereto; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby authorize the reclassification of the Systems Analyst – Lead to an exempt, Mid-Management classification with the corresponding Mid-Management salary schedule; and approves Budget Amendment 2022/23-04 amending the previously adopted FY 2022-23 Budget to incorporate the changes enumerated in Exhibit B.

The above and foregoing Resolution was introduced by Councilmember _____, seconded by Councilmember _____, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 24th day of October, 2022, by the following vote:

**AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSED:**

BERNIE NORVELL
Mayor

ATTEST:

June Lemos, MMC
City Clerk