

**RESOLUTION NO. \_\_\_\_-2020**

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A CITY OF FORT BRAGG MASTER SALARY RATE COMPENSATION PLAN CONFIRMING THE PAY RATES/RANGES FOR ALL CITY OF FORT BRAGG CLASSIFICATIONS EFFECTIVE SEPTEMBER 28, 2020**

**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 Code of Regulations Section 570.5 as confirmed by CalPERS; and

**WHEREAS**, the Fort Bragg City Council approved the latest salary schedule through Resolution 4288-2020 on July 28, 2020; and

**WHEREAS**, on March 18, 2020, the Mendocino County Health Official issued a Shelter-in-Place Order due to the COVID-19 pandemic emergency, which has been revised several times but remains in place; and

**WHEREAS**, since March 19, 2020, Governor Newsom has issued several Executive Orders ordering California residents to stay at home except for certain critical activities; and

**WHEREAS**, the City found it necessary to reduce staff levels through a combination of layoffs and furloughs in May 2020 as a financial precaution to the economic impact from the Shelter-in-Place Orders; and

**WHEREAS**, City Transient Occupancy Tax Revenues and Sales Tax Revenues have not been impacted by the pandemic and Shelter-in-Place Orders to the extent projected in April 2020; and

**WHEREAS**, on September 14, 2020, the City Council approved a budget amendment which would restore to full-time, all remaining furloughed staff members; and

**WHEREAS**, in January 2020, the incumbent in the full-time position of Systems Analyst Lead terminated employment and was not replaced; and

**WHEREAS**, the part-time temporary position of Systems Analyst was permanently laid off in April 2020 in response to the pandemic and economic shut down; and

**WHEREAS**, the incumbent in the full-time position of Systems Technician has absorbed the tasks previously performed by the Systems Analyst Lead; and

**WHEREAS**, a new position, to combine the Information Technology tasks performed by the Systems Technician and Systems Analyst Lead, is a more accurate job description and fair compensation range for the tasks now performed by one position, instead of two positions; and

**WHEREAS**, the California Public Employees' Retirement System code requires the City to have a publicly adopted and posted salary schedule;

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby adopt the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A" attached hereto, effective September 28, 2020.

**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 28th day of September, 2020, by the following vote:**

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

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**WILLIAM V. LEE  
Mayor**

**ATTEST:**

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**June Lemos, CMC  
City Clerk**