

**RESOLUTION NO. \_\_\_\_-2022**

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL UPDATING MASTER SALARY RATE COMPENSATION SCHEDULES AND CONFIRMING ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS**

**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**, the City of Fort Bragg Salary Rate Compensation was correct when the City of Fort Bragg City Council approved Resolution 4490-2021 resulting from the Fort Bragg Police Department salary survey as required by Ordinance 672 during the December 13, 2021 City Council meeting; and

**WHEREAS**, the City of Fort Bragg City Council approved Resolution 4520-2022 to incorporate Master Salary Schedule showing a three percent cost of living adjustment for mid-management employees that was effective the first full pay period in January 2022 that had an incorrect pay rate/range for the Police Captain mid-management classification;

**WHEREAS**, the City of Fort Bragg has one comprehensive Master Salary Rate Compensation Plan for all established classifications; and

**WHEREAS**, subsequent Master Salary schedules reflect inaccurate pay rate/range for the Police Captain classification and require correction to comply with the requirements of the California Regulations Section 570.5 as confirmed by the California Public Employees' Retirement System (CalPERS); and

**WHEREAS**, the Fort Bragg City Council approved Resolution 4531-2022 establishing the temporary, non-exempt, Social Services Liaison – Crisis Worker classifications pay rate/range that was effective March 1, 2022 during the March 14, 2022 City Council meeting; and

**WHEREAS**, the Fort Bragg City Council approved Resolution 4559-2022 adds the Assistant City Manager at-will, exempt, executive management classification approved during the June 27, 2022 City Council meeting and was effective July 1, 2022; and

**WHEREAS**, the Fort Bragg City Council approved Resolution 4569-2022 establishing a salary compensation plan confirming pay rates/ranges for Fort Bragg Police Association classifications incorporating a three percent cost of living adjustment that was effective July 3, 2022, during the July 25, 2022 City Council meeting; and

**WHEREAS**, the Fort Bragg City Council approved Resolution 4570-2022 approving the 2022-2025 Memorandum of Understanding with the Fort Bragg Employee Organization/Service Employees International Union Local 1021 authorizing the City Manager to execute the same effective July 1, 2022 that incorporated a four percent cost of living adjustment for all Fort Bragg Employee Organization classifications effective July 3, 2022 during the July 25, 2022 City Council meeting; and

**WHEREAS**, the Fort Bragg City Council approved Resolution 4576-2022 establishing a compensation plan and the terms and conditions of employment for non-bargaining/confidential employees during the August 8, 2022 City Council meeting; and

**WHEREAS**, the Fort Bragg City Council approved Resolution 4578-2022 establishing a compensation plan and terms of employment for exempt, mid-management classifications during the August 8, 2022 City Council meeting; and

**WHEREAS**, the Fort Bragg City Council approved Resolution 4579-2022 establishing a compensation plan and terms and conditions of employment for exempt, at-will, executive management classifications during the August 8, 2022 City Council meeting;

**WHEREAS**, the Fort Bragg City Council approved Resolution 4570 approving the Memorandum of Understanding with the Fort Bragg Employee Organization/Service Employees International Union Local 1021 that included a four percent cost of living adjustment during the July 25, 2022 City Council meeting; and

**WHEREAS**, it is necessary to correct the past master salary schedules to ensure correct Master Salary Schedules going forward; and

**WHEREAS**, Exhibit A corrects the Master Salary Schedule that was approved by Resolution 4520-2022 implementing the three percent cost of living adjustment for the mid-management classifications that was effective the first full pay period in January 2022 during the March 14, 2022 City Council meeting; and

**WHEREAS**, Exhibit B corrects Master Salary Schedule approved by Resolution 4531-2022 adding the Social Services Liaison – Crisis Worker classification approved during the April 11, 2022 City Council meeting;

**WHEREAS**, Exhibit C corrects Master Salary Schedule approved by Resolution 4559-2022 adding the exempt, executive management Assistant City Manager classification and confirms the pay rates/ranges for all City of Fort Bragg established classifications during the June 27, 2022 City Council meeting; and

**WHEREAS**, Exhibit D corrects Master Salary Schedules by Resolution 4559-2022 corrects and consolidates approved all salary changes that were effective July 3, 2022, specifically Resolution 4569-2022 approving the Fort Bragg Police Association three percent cost of living adjustment; Resolution 4570-2022 approving the Fort Bragg Employee Organization (FBEO) Memorandum of Understanding and salary schedule for FBEO classifications; Resolution 4576-2022 approving confidential/non-bargaining four percent cost of living adjustment; Resolution 4578-2022 approving exempt, mid-management one percent cost of living adjustment; Resolution 4579-2022 approving exempt, at-will executive management pay range/rates into a single comprehensive Master Salary Schedule; and

**WHEREAS**, the full salary schedule is allocated in the FY 2022/2023 budget; and

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

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of Fort Bragg does hereby establish a compensation plan, terms, and conditions of employment for all established classifications.

**BE IT FURTHER RESOLVED** that the City Council does hereby adopt the City of Fort Bragg Master Salary Rate Compensation Plans as presented in “Exhibit A”, “Exhibit B”, “Exhibit C”, and “Exhibit D” as per their respective effective dates, specifically “Exhibit A” effective retroactive to March 1, 2022; “Exhibit B” effective retroactive to January 2, 2022; “Exhibit C” effective retroactive to July 1, 2022; “Exhibit D” effective July 3, 2022.

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 12 day of September, 2022, by the following vote:

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

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**BERNIE NORVELL**  
**Mayor**

**ATTEST:**

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**June Lemos, MMC**  
**City Clerk**